

NEGOTIATIONS 2024

WWPS Board of Education &
MEA-NEA, Local 1, WWEA

BOARD COUNTER PROPOSAL

Date proposed: July 1, 2024

TA or WD Date: NEU MB
(circle one) 7/29 7/29

3.3.5 Additional Remuneration of Extra-Duty Assignments

Teachers involved in the extra-duty assignments set forth in Schedule 3.17.1a, 3.17b, 3.17.2, and 3.17.3 which are attached to and incorporated in the Agreement, are required to expend additional time beyond the normal teacher load and, therefore, the BOARD shall pay each such teacher as follows:

1. For Schedule 3.17a, the appropriate percentage of the previous years Bachelor base salary corresponding to the number of years experience in extra-duty assignment, which percentage appears in the column next to the respective extra-duty assignment based on date of hire in the assignment.

Stipend Schedule 3.17.1a will be based upon the previous year's BA step 0-4 salary schedule except as otherwise provided in 3.17.1a.*

2. For Schedule 3.17.1b, see the schedule for the appropriate scale.
3. For Schedule 3.17.2, see the schedule for the appropriate scale.
4. For Schedule 3.17.3, see the schedule for the appropriate scale.

Up to six (6) years outside experience may be so recognized at the discretion of the Superintendent.

The BOARD shall keep accurate and up-to-date written job descriptions of all extra-duty assignments set forth in Schedule 3.17. Such job descriptions shall include all of the minimum requirements necessary to be eligible for each assignment. The job assignments description will be available in each administrator's office.

***This Language appears in Article 3.16.1 parties agree to move it here for clarity.**

NEGOTIATIONS 2024

WWPS Board of Education &
MEA-NEA, Local 1, WWEA

WWEA COUNTER PROPOSAL

Date proposed: 6/25/24

TA or WD Date: 7/16/24
(circle one)

AKC MB

3.3.8 Movement on Scale

Teachers who earn additional credits entitling them to advancement on the salary schedule must present evidence thereof to the Human Resource/Personnel office. Salary adjustments will be made effective the date the evidence is received in the Human Resources/Personnel office. Salary adjustments will not be made after March 1. Evidence received after March 1 will be processed as movement on scale effective the beginning of the next school year.

Evidence of additional credits shall include either a transcript with the embossed official seal from the university or institution granting the credit, OR a letter with the embossed official seal from the university or institution granting the credit.

All credits so recognized must have been earned subsequent to the issue date of the Michigan Provisional Certificate. Credits so recognized must be graduate credits. The credits earned must be related to the teacher's current or potential assignment in the field of education; therefore, said credits would be from graduate education classes, from an approved graduate program in a particular discipline, or from an approved graduate program which reflects training for a specialty in education, i.e., counseling, reading, elementary administration, etc. Credits/degrees must be earned at a college or university on the approved teacher institution list from the state in which the college/university resides. [Example: Michigan Department of Education's approved teacher institution list, i.e., Michigan Educator Preparation Institution (EPI)]

Beginning with the 2024/2025 school year, recognition of a Master's Degree in Speech Language Pathology (also referred to as Speech Therapist), is granted with placement on the MA+30 salary lane, provided that program includes a minimum of 60 semester hours to obtain a Master's Degree. This provision shall apply to all current bargaining unit members and newly hired bargaining unit members.

NEGOTIATIONS 2024

WWPS Board of Education &
MEA-NEA, Local 1, WWEA

Date proposed: 5/20/24

TA or WD Date:
(circle one)

8/27/24 ^{NRC MB}

WWEA PROPOSAL

3.3.9 Longevity

Longevity will be added to a teacher's base salary at the following amounts for experience in Warren Woods Public Schools, said amounts are to be non-cumulative:

15 years: \$1,000	1,500
20 years: \$1,500	2,000
25 years: \$2,000	2,500
30 years: \$2,500	3,000

Any unpaid leave of absence during which seniority is accumulated will not be counted toward longevity service credit.

NEGOTIATIONS 2024

WWPS Board of Education &
MEA-NEA, Local 1, WWEA

Date proposed: August 27, 2024

TA or WD Date: 8/27/24
(circle one)

WWEA COUNTER-PROPOSAL

3.4.1 Calendar Days

For the term of this Agreement, the School Calendar shall be set forth in Section 3.18, which is attached hereto and incorporated in this Agreement. There shall be no deviation from or change in the School Calendar or hours of instruction except by mutual agreement of the BOARD and the ASSOCIATION. The BOARD will publish a master calendar for the district by September 1 of each year. For the term of the Agreement there shall be 183 teacher days each year. Three (3) of the teacher days shall be for records and organization, professional development, school improvement and/or in-service. Students will not be in attendance on three (3) of these days. In addition, 18 hours of this time will come in the form of Professional Learning Communities on **12 (twelve)** early release days. The District will dismiss students ~~one hour~~ **one and a half hours** early at the High School and Elementary levels to provide one **and a half** hours of professional development. The District will dismiss students two **and a half** hours early at the Middle School level to provide ~~one hour~~ **one and a half hours** of professional development and one hour of team time. One day may vary from building to building or from level to level, but must be set by mutual agreement of the BOARD and the ASSOCIATION. **Beginning with 2025-2026 a minimum of 5 hours of the 30 hour legally mandated teacher professional development shall be held virtually. Bargaining unit members may attend virtual professional development off-site.** All hours where professional development is provided will be recorded in KALPA. ~~All teachers are required to attend the professional development days designated on the published calendar.~~

Each year after the teacher calendar has been negotiated, a separate calendar will be calculated for the Warren Woods Cosmetology teachers based on the required number of student hours needed for licensure. Both parties agree to bargain a calendar that is consistent with state law and CTE guidelines.

~~— Additionally the parties shall negotiate a separate calendar for the Early Childhood Special Education (ECSE) program. At minimum, the calendar shall include the following:~~

- ~~• compensatory time for conferences and family engagement nights consistent with 3.4.5,~~
- ~~• the same number of teacher report days as K-12 bargaining~~

~~unit members,~~
● ~~three half-day records days.~~

In the event school is closed for students due to inclement weather or other emergency causes, teachers shall not be required to report for duty, and the day of instruction shall be rescheduled in accordance with this provision, except as otherwise provided herein. Teachers shall not receive additional compensation for the rescheduled days of instruction.

Any days that schools are closed for students due to inclement weather or other emergency causes, which are not required to be rescheduled by statute or appropriate governmental agency, and which do not result in a loss of state aid funding to the school district, shall not be made up or rescheduled. Should an instructional day be rescheduled, and insufficient number of students attend to count it as a day of instruction, teachers will be compensated at their daily rate to attend a subsequent rescheduling of the instructional day.

In the event that calendar rescheduling is caused by an emergency situation, the teachers will continue to receive their normal salary during the disruption.

Makeup days will be scheduled at the end of the school year. Such days shall start by replacing the June records half day with instructional time and continue into the following week. The purpose of this language is not to delete the June Records Day.

NRC
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NEGOTIATIONS 2024

WWPS Board of Education &
MEA-NEA, Local 1, WWEA

Date proposed: ^{8/7/24}~~7/29/24~~

TA or WD Date: ^{NR MB}
(circle one) _{8/27}

WWEA COUNTER PROPOSAL

3.4.2 Teacher Day & Responsibilities

Elementary school **and ECSE** teachers shall assume their professional responsibilities in the assigned building at least fifteen (15) minutes before the opening of the pupils' regular school (first bell) day and shall remain for at least five (5) minutes after the end of the pupil day. Middle school teachers shall assume their professional responsibilities in the assigned building at least ten (10) minutes before the opening of the pupils' regular school (second bell) day and shall remain for at least five (5) minutes after the end of the pupil day. High school teachers shall assume their professional responsibilities in their assigned building at least fifteen (15) minutes before the opening of the pupils' regular day (first bell) and shall remain for at least five (5) minutes after the end of the pupil day. Alternative high school teachers shall assume their professional responsibilities in their assigned building at least fifteen (15) minutes before the opening of the pupil day and shall remain for at least five (5) minutes after the end of the pupil day.

The normal high school teacher day (includes before & after school teacher time) and the daily teaching load in the senior high school shall be two (2) fifty-five minute teacher periods, three (3) sixty minute teacher periods, and one (1) sixty-five minute teacher period, and one (1) of these periods shall be an unassigned preparation period which in no case shall be less than fifty-five minutes. The Administration reserves the right to call homeroom at any time and to change the class hours without, however, lengthening the teacher work day.

The normal middle school teacher day (includes before & after school teacher time) and the daily teaching load in the middle school shall be six (6) fifty-six minute teaching periods, one (1) advisory period of thirty-two minutes, and one (1) of these periods shall be an unassigned individual preparation period which in no case shall be less than fifty-six minutes. Full-time special area teachers (physical education, technology, art, vocal music, instrumental music, foreign language, media, and POHI) may also be required to supervise an advisory.

The normal elementary **and ECSE** teacher day (includes before & after school teacher time) and the daily teaching load in the elementary shall be six (6) hours and twenty (20) minutes or less in the course of each week, two hundred seventy-five (275) minutes of unassigned preparation time for each teacher in grades K through five. Less than full-time teachers will receive a proration of the allotted unassigned preparation time. Unassigned preparation time for elementary classroom **and ECSE** teachers will be given in no less than fifty-five minute periods of time. Unassigned preparation time for elementary specials teachers will be given in no less than thirty-five minute periods of

time with the exception of the time given at the beginning and end of the day. **On half days, teachers will follow a reduced schedule to ensure equitable preparation time is received.**

The normal alternative high school day (includes before and after school teacher time) and the daily schedule in the alternative high school shall be six (6) fifty minute periods and one (1) fifty-five minute period (7-period day). Full-time teachers will teach six (6) periods per regular school day. One (1) period will be a scheduled prep period.

For persons in positions such as TC's, counselors, social workers, and ~~secondary media specialists~~, **Elementary Math Coach, K-12 Instructional Technology Coach and Secondary Instructional Coach** may use planning time in a flexible manner, since the schedules of these teachers are not fixed from week to week. Planning time is taken at the teacher's discretion and in the least disruptive manner to his/her professional responsibilities.

Appendix II, which is attached to this agreement, provides a sample day for high school, middle school, and elementary teachers.

The unassigned preparation period is a part of the regular in-school teaching load and shall be utilized in lesson preparation, counseling students, correcting papers and other professional responsibilities. **For building security purposes, if teachers leave the building during their preparation period, they will sign-out/sign-in on a district provided form.**

Teachers shall be required to participate in not more than three (3) district related functions. The annual fall open house/curriculum night, kindergarten round-up, and 6th or 9th grade orientation shall count towards meeting this requirement. Teachers are encouraged to participate in their building Parent Teacher Organization activities and chaperoning student events. Teachers involved in the planning and/or presenting at kindergarten round-up and 6th or 9th grade orientation will be compensated for up to 2 hours at curriculum rate for work done outside of the contractual day.

Upon the request of a parent, a teacher shall arrange an appointment and be available for a conference for up to fifteen (15) minutes following the teacher's normal day.

The Board reserves the right to schedule in-service programs during the school year without, however, adding to the teacher day or the school year. The administration will involve teachers in the development of in-service programs, but the final responsibility rests with administration.

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NEGOTIATIONS 2024

Date Proposed: July 1, 2024

WWPS Board of Education &
MEA-NEA, Local 1, WWEA

TA or WD Date:
(circle one)

ARC MMB
7/16/24

BOARD PROPOSAL

3.4.3 Lunch Hours

All elementary, middle school, and high school teachers shall be entitled to a duty-free, uninterrupted lunch period of not less than thirty (30) minutes. **For building security purposes, when teachers leave the building during their lunch period, they will sign-out/sign-in on a district provided form.**

Alternative high school administration and staff will ensure that there is adequate staff coverage during the common school lunch. Alternative High School staff will all receive a \$500 stipend annually as compensation for providing lunch coverage. With prior notification, staff may leave the building during the lunch period providing adequate coverage is maintained.

Cosmetology teachers will receive an \$850 stipend annually as compensation for providing lunch coverage during the regular school year. Administration will provide lunch coverage during the summer cosmetology program.

NEGOTIATIONS 2024

Date Proposed: July 16, 2024

WWPS Board of Education &
MEA-NEA, Local 1, WWEA

TA or WD Date:
(circle one)

NR 1/16/24 1/16/24

WWEA COUNTER PROPOSAL

**** PROPOSAL NOTE: Example below will need to be adjusted based on final salary scale agreement.**

3.5.1 Pupil Teacher Ratio

The parties mutually recognize the importance of limiting class size.

It is understood that class size may fluctuate at the beginning of the school year, therefore, A a teacher's maximum pupil load shall be effective as of the beginning of the fourth week **eighteenth (18) day of student attendance and until the last student attendance day of each school year. (At the secondary, the teacher's maximum pupil load for second semester shall be effective on the tenth (10th) school day of that semester.)**

The teacher's pupil load per section at the elementary school shall not exceed twenty-five (25) pupils in the kindergarten, twenty-six (26) pupils in the first grade and twenty-seven (27) pupils in second grade, and shall not exceed 30 students in grades three through five (see allowable deviations below). Special Education pupils shall be used to compute the elementary school's grade distribution. The pupil load for any split classes shall be five (5) students less than the pupil load for the lowest grade level in the split. Less than full-time students will be prorated at 1/6 per hour.

The Board, to the extent possible, shall equalize the distribution of special education classes among the elementary buildings. To the extent possible, the BOARD shall equalize the distribution of special education students in any one grade level within a building, except where teachers mutually agree to co-teach, then distribution may deviate from this language. When the Macomb Intermediate School District Plan for the Delivery of Special Education Services and Support is updated/granted with some aspects different than that of the Michigan Administrative Rules for Special Education (MARSE), the Association shall be notified.

The teacher-pupil load per section in the special education division shall not exceed the limits set by state and federal law.

The receiving general education teacher shall receive notice of any incoming student with a section 504/IEP via the District's student information system within 30 school days of the student enrolling in the District. Teachers with an educational interest in a student have the right to access section 504/IEP information in the students CA-60. Monthly

MTSS and Special Education Child Study meetings will be held in each building for questions or concerns. Any general education teachers who have additional concerns should reach out to the student's provider, teacher consultant, and/or building administrator.

The teacher's pupil load at the middle school level shall not exceed a total of twenty-nine (29) times the number of class assignments held by a teacher, except that a deviation of up to a total of fourteen (14) additional students per day shall be allowed when the class distribution of a building requires the exception, provided that no section shall exceed thirty-five (35) pupils.

The teacher's pupil load at the high school level shall not exceed a total of twenty-nine (29) times the number of class assignments held by a teacher, except that a deviation of up to a total of twenty (20) additional students per day shall be allowed when the class distribution of a building requires the exception, provided that no section shall exceed thirty-five (35) pupils.

The teacher's class size at the alternative high school level shall not exceed twenty-six (26) per class period.

The class size of co-taught classes will not exceed the maximum number of students for the regular education class. Co-teaching will require that two certified teachers be present in the same classroom at the same time. The number of certified special education students in a co-taught classroom shall not exceed 12.

At all levels, traditionally large classes including Physical Education, Band, Chorus, and Drama shall be excepted from the above ratios.

Additional Allowable Deviations:

In general education, an additional deviation to the above pupil-teacher load maximums will be permitted according to the following guideline.

In grades 1, up to two (2) additional students per class will be permitted. In no instance shall any teacher's total daily maximum pupil load exceed 28.

In grades 2, up to two (2) additional students per class will be permitted. In no instance shall any teacher's total daily maximum pupil load exceed 29.

In grades 3-5, up to two (2) additional students per class will be permitted. In no instance shall any teacher's total daily maximum pupil load exceed 32.

In grades 6-8, up to two (2) additional students per section will be permitted. In no instance shall any teacher's total daily maximum pupil load exceed 188.

In grades 9-12, up to two (2) additional students per section will be permitted. In no instance shall any teacher's total daily maximum pupil load exceed 165.

Building administration will work cooperatively with teaching staff to best accommodate

students in overage situations. When students are placed in classrooms resulting in overage, administration will first offer to place the student based on teacher seniority. At the secondary level, it is understood that master schedules will not be changed to accommodate seniority. Any teacher who receives additional students under this deviation shall receive payment for same in a separate, lump sum check at the end of each semester and according to the following formula:

Elementary:

Grades 1-2: (see example @ end of Article 3.5.1)

For the 1st student over, that teacher's daily rate of salary (excluding stipends) or BA Step 5.5, whichever is more x number of days additional student is enrolled in that teacher's class x 1 x

$$1/25$$

For the 2nd student over, 1.5 x that teacher's daily rate of salary (excluding stipends) or BA Step 5.5, whichever is more x number of days additional student is enrolled in that teacher's class x 1 x

$$1/25$$

At the time a second additional student is added, the payment will be recomputed for both students at the higher rate (not retroactive).

Grades 3-5:

For the 1st student over, that teacher's daily rate of salary (excluding stipends) or BA Step 5.5, whichever is more x number of days additional student is enrolled in that teacher's class x 1 x

$$1/27$$

For the 2nd or more student over, 1.5 x that teacher's daily rate of salary (excluding stipends) or BA Step 5.5, whichever is more x number of days additional student is enrolled in that teacher's class x number of additional students x 1 x

$$1/27$$

At the time a second additional student is added, the payment will be recomputed for both students at the higher rate not retroactive).

Middle School & High School:

1/29 x 1/7 -grades 6-8

1/29 x 1/6 - grades 9-12

**** PROPOSAL NOTE: Example will need to be adjusted based on final salary scale agreement.**

Example:

A first grade teacher on BA Step 2 **5.5** has a class of 28 **27** for the 175 days, and 29 **28** students for 75 days of the school year.

1st Student Over Calculation

2023-2024 BA Step 5.5 = \$60,813 (\$60,813 / 183 = Daily Rate of \$332.31)

$\$332.31 \times 100 \text{ Days} \times 1 \times 1/25^{\text{th}} = \$1,329.25$

Daily Rate of \$332.31 X 1.5 = Adjusted Daily Rate of \$498.47

$\$498.47 \times 75 \text{ Days} \times 1 \times 1/25^{\text{th}} = \$1,495.40$

Total Extra Compensation for Student 1 = \$2,824.65

2nd Student Over Calculation

Daily Rate of \$332.31 X 1.5 = Adjusted Daily Rate of \$498.47

$\$498.47 \times 75 \text{ Days} \times 1 \times 1/25^{\text{th}} = \$1,495.40$

Total Extra Compensation for Student 2 = \$1,495.40

Total Extra Compensation for year = \$4,320.05

In the event that an existing class size deviation does not eliminate critical attendance problems related to class size in a given building, then representatives of the ASSOCIATION and the BOARD shall meet and mutually agree to solutions. The parties will explore additions to the allowable deviations in Section 3.5.1. The parties will also explore additional methods to accommodate mainstreaming in the elementary.

NEGOTIATIONS 2024

Date proposed: 8/27/24

WWPS Board of Education &
MEA-NEA, Local 1, WWEA

T.A. 12/27
8/27 MB

WWEA COUNTER PROPOSAL

****PROPOSAL NOTE: 3.5.12B & 3.7.5B**

With the addition of this language to the body of the CBA, WWEA proposes the deletion of 3.5.12B and 3.7.5B of the parties' current 22/24 collective bargaining agreement.

3.5.12 Discipline

A. A teacher shall at all times **upon their request** be entitled to have representation from the ASSOCIATION in attendance when being warned, reprimanded, suspended, or disciplined in writing for any infraction of the rules. **A teacher shall at all times upon their request be entitled to have representation when being investigated questioned as part of an investigation**, when such investigation may lead to any form of discipline of the teacher including warning, reprimand, suspension or other discipline. If a teacher declines representation the teacher must sign a waiver of that right and said waiver shall be provided to the Association within 10 school days. The teacher may revoke the waiver and insist on representation at any time.

~~3.5.12B Discipline of Teachers~~

~~The BOARD may adopt rules and regulations, not in conflict with the terms of this Agreement, governing the discipline of teachers.~~

B. ~~No Bargaining unit members~~ teacher shall **not** be disciplined, warned, reprimanded, or suspended without just cause and any written warning, reprimand, or suspension shall include the reason(s) for the discipline and shall be preceded by a conference with the teacher. The BOARD recognizes the process of progressive discipline for teachers. **Disciplinary measures may include but are not limited to: oral warning, written warning, written reprimand, paid or unpaid suspension, and discharge.** The parties recognize that the severity of an offense may provide for acceleration of the progression of discipline.

For bargaining unit members whose employment is governed by the Teachers' Tenure Act (TTA) MCL 38.71 et seq, the standard for demotion (demotion, for purposes of the TTA, is defined as suspension without pay for 15 or more consecutive days or reduction in compensation for a particular school year by

more than an amount equivalent to 30 days' compensation or to transfer to a position carrying a lower salary) or discharge shall be made only for a reason that is not arbitrary or capricious. In the event the TTA is amended to provide a standard other than arbitrary and capricious, then that standard shall be utilized. ~~Discharge or demotion of a tenure teacher shall be for just cause within the meaning of the Michigan Tenure Act, and the Tenure Act shall thereafter govern all proceeding against the teacher.~~

- ~~C. No suspension shall adversely affect any other rights or benefits under this Agreement.~~
- C. Discipline of any sort shall not be reflected specifically mentioned in the summary of the annual year-end teacher performance evaluation, but can be reflected when assigning a label to the corresponding domain/component related to teacher performance.
- D. The Superintendent (or designee) is authorized to place a teacher on paid administrative leave, except as otherwise provided by law, pending the completion of a disciplinary investigation of the alleged or suspected offense, infraction or misconduct. Administrative leave under this provision shall not be regarded as a disciplinary measure or penalty.
- ~~E. Warnings, reprimands or suspensions may be grieved up to Step 2 of the grievance process outlined in Article 3.13.~~

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NEGOTIATIONS 2024

Date proposed: August 27, 2024

WWEA COUNTER PROPOSAL

TA or WD
(circle one) MB 8/27/24

****PROPOSAL NOTE:**

- Language identified in *italics currently appears in Part B* of the parties' current 22/24 collective bargaining agreement. As a restored subject of bargaining, WWEA proposes the provisions be unitalicized and moved to the body of the CBA, as modified.
- Current CBA language appears in regular font and bold language represents WWEA proposed additions or modifications.
- Language in blue font is Board 8/7/24 proposal, green font is Board proposal
- Sections will need to be renumbered for clarity

3.6.1 Certification Required

All teachers employed by the BOARD of Education for regular teacher assignments shall have a valid Michigan Provisional Certificate or Michigan Permanent Certificate or Michigan Professional Education Certificate to teach career technical education, or Michigan Life Certificate with Bachelors Degree except as provided in Section 3.6.2B. be employed based on certification, or annual authorizations, in accordance with the State Board of Education and/or in accordance with federal and state regulations, and not in conflict with or violation of the Master Agreement.

(3.6.1B)

Additional endorsements that may impact teacher/staff placement for the following school year must be received in the Human Resources/Personnel Office by April 1. Evidence of additional endorsements or credits shall include either the Michigan Certificate or a transcript with the embossed official seal from the university or institution granting the credit, or an official letter from the university or institution granting the credit to be followed by an official transcript. (see Article 3.3.8).

The employment of teachers under special permits, such as temporary special education endorsement or vocational education annual authorization, will be permitted only in cases of absolute necessity or where a teacher has outstanding credentials and the ASSOCIATION shall be notified in each instance

3.6.2 Assignment Timeline

No later than the third from the last day of school June 15 June 30, (Source: 3.6.4B)

every teacher shall be given written notice of his/her assignment for the forthcoming school year, such notice shall designate building, grade level and/or department(s) where applicable. For secondary bargaining unit members, such notice ~~shall~~ may also include a listing of probable courses to be taught. For elementary bargaining unit members, such notice shall include building(s), grade(s), and/or courses to be taught. ~~Whenever possible, bargaining unit members will be retained in their current assignment.~~ Final determination rests with the BOARD.— (Source: 3.6.4B, 3.6.9B, as modified)

3.6.3 Placement/Assignment Procedure

Decisions regarding the placement and/or assignment of teachers shall be made on the basis of the best interest of the District, as well as the certification, qualifications, and overall effectiveness rating category (effective, developing, needing support) of each respective teacher.

- a. Length of service or tenure shall not be used as the sole factor for decisions regarding placement and/or assignment of teachers. Length of service or tenure ~~may~~ **shall** be used as a tiebreaker if a decision regarding placement and/or assignment of teachers involves 2 or more employees and all other factors distinguishing those employees from each other are equal.
- b. ~~Qualifications shall be defined to include, but not limited to, an individual's: areas of certification, level of degree attained, type of degree attained (major, minor, or area(s) of focus), relevant previous experience, grade level of relevant experience, relevant classes or training, rating, effectiveness and overall performance as a teacher, or any further factors stated in this agreement which places conditions upon the placement and/or assignment of teachers~~
- c. Assignment of teachers is within the discretion of the superintendent or administrative designee. ~~However, administration may use factors to place teachers in what it deems is in the best interests of students. By way of illustration, not limitation, the following factors may be used:~~ **Assignments shall be made by the superintendent on the basis of the following criteria factors** (Source: 3.6.4B)
 - i. **The teachers' prior year evaluation.** Bargaining unit members in the highest overall evaluation category (Effective, Developing, Needing Support). Bargaining unit members within an overall evaluation category **rating** shall be considered equal.
 - ii. The bargaining unit member's number of years teaching in the grade level or subject area within the district and **in addition to the recency by which a bargaining unit member teacher taught the subject area or grade level;**
~~Maintenance of balance of experience within buildings.~~ (Source: 3.6.4B).
 - iii. **Whether the teacher was on an individualized development plan**

~~("IDP") in the previous school year or the last time the teacher taught the subject area or grade level~~

- iv. The teacher's discipline history.
 - v. The teacher's attendance history, excluding absences allowed pursuant to state or federal law **and up to a maximum of the annually allotted leave days provided by Section 3.9.1**
 - vi. Relevant and specialized training
 - vii. Significant, relevant accomplishments and contributions to the School District **The bargaining unit member's contribution position as a School Improvement Team Member, Department Head/Area Chairperson/Curriculum Facilitator, or bargaining unit members in extra duty assignments in section 3.17.1b.**
- d. ~~Insofar as possible, teachers shall be assigned to teach in their area of specialization, and teachers' desires and opinions shall be taken into consideration regarding changes in assignment in the various grades, but all placement and assignment decisions are within the sole discretion of the BOARD. All decisions pursuant thereto shall be final.~~
- e. Since pupils are entitled to be taught by teachers who are working within their area of competence, teachers shall only be assigned in accordance with all state and federal laws and regulations regarding certification and qualification requirements.
- f. The BOARD may amend, revise, or set additional qualifications, certifications, or endorsements for open/vacant positions as they become open/vacant.
- g. It is the teacher's sole responsibility to maintain his/her certification and to promptly provide written documentation of the certification, endorsement, and/or qualification status to the Human Resources Department (see Article 3.6.1).
- h. **All teachers shall be given written notice of their tentative schedule for the forthcoming year as soon as practicable and under normal circumstances no later than June 15 ~~June 30~~. Teachers affected by assignment changes after June 15 ~~the third to the last day of school June 30~~ shall be notified as soon as practicable. Nothing in this section shall limit the District's authority to make changes in assignments at any time.**
- i. The School District shall determine the number of positions needed for each school year.
 - ii. The School District shall determine the qualifications/certifications for each position, in compliance with relevant law. Requests for assignment for the upcoming school year must be made in writing to the Human Resources prior to May 31 ~~June 7~~ via the Assignment Request Form.

- i. A classroom teacher may apply for assignment to another classroom position for which he/she is properly certificated and qualified.
- ii. Assignment requests shall only remain on file for a period of one year

3.6.4 Extra Assignment

Applicants for Summer School and Adult Education credit course teaching assignments will be considered on the basis of: 1) certified to teach the subject 2) being a member of the department and/or grade level under which the class title falls; 3) number of summer school or adult education classes, in the department, previously taught in the district; and 4) length of service in the district, in that order of priority. (Source: 3.6.4B)

~~Insofar as possible, teachers will be offered two (2) consecutive classes at the same location. No teacher shall be required to teach a split schedule, or less than two (2) hours in the summer school. (Source: 3.6.4B)~~

3.6.5 Reassignment

~~In the event one or more of the following changes in assignment is proposed, after the notice of assignment given by the third to last day of school, the ASSOCIATION and every teacher affected shall be notified promptly and consulted~~

Reassignment shall be defined as:

- 1) Reassignment to a different building
- 2) In the elementary, reassignment to a different grade band(K-2) to (3-5) or vice versa
- 3) In the secondary, reassignment of the majority of subject matters taught ~~class loads in which more than one additional preparation will be required. The BOARD will comply with the University of Michigan guidelines regarding total teacher preparations for the life of this Agreement.~~
- 4) In the secondary, reassignment to another department

~~After the notice of assignment given by the third to June 15 last day of school, until the succeeding third to last day of school assignments, no reassignments as defined above shall be made without the consent of the teacher, except in cases of emergency, or to prevent undue disruption of the instructional programs, or for changes in staff requirements due to shifts in student distribution. The Superintendent shall notify the affected teacher and the Association, in writing, for reasons for such reassignment. If the teacher objects to such reassignment, s/he may submit the dispute for resolution through the grievance procedure but only on the question of the reasons for such reassignment, or s/he may resign his/her position, in good standing, within ten (10) days of the notification of reassignment. Any resignation under the foregoing provision shall be~~

~~deemed to be for good cause for purposes of the Tenure Act. The terms and conditions of reassignment shall be superseded by the provisions of paragraphs relating to seniority in the event of a staff reduction when said paragraph must be applied. (Source: 3.6.5B)~~

~~When it is determined that a reassignment of a teacher is in the best interest of the District the teacher shall be notified as soon as possible, in writing via school email and home address, and may upon request be given the reasons for said assignment. Reassignment may be implemented only for the reasons that are not arbitrary and capricious. When reasonably possible, thirty (30) days' notice of the intention to reassign, specifying the reasons for the same, and the specific position to be assigned to shall be provided to the teacher and the Association.~~

~~If the teacher objects to such reassignment, s/he may resign his/her position, in good standing, within ten (10) days of the notification of reassignment.~~

3.6.6 Notice and Filling of Vacancies

Definition. A vacancy shall be defined, for purposes of this Agreement, as newly created positions and positions within the bargaining unit presently unfilled that the district intends to permanently fill, excluding positions that are held by bargaining unit members who are on paid contractual leave, and is not currently filled by an incumbent employee on paid leave, including newly created positions, and Positions that are filled by bargaining unit members who are on unpaid leave (defined as not receiving compensation directly through the District) for a period in excess of one semester one-year shall be considered vacancies; the parties recognize that such bargaining unit members may otherwise have a right of return to a position within the District as provided in this Agreement or by law.

~~The BOARD has the sole discretion, consistent with other terms and conditions of this contract, to eliminate bargaining unit positions. to determine: 1) whether a vacancy exists and 2) the certification area, qualifications, and position in which the vacancy exists. Decisions regarding the vacancies shall be filled consistent with Board Policy 3132 and in conjunction with the following provisions:~~

b. Notification of Vacancies and Application

- i. ~~Whenever any bargaining unit position is permanently vacated prior to the fall count date or when a new bargaining unit position is established prior to the fall count date, the BOARD shall post the vacancy on the District's website and send the posting, by email, to all bargaining unit employees. The vacancy shall be emailed to all bargaining unit members three (3) workdays prior to posting on the district website. Vacancies shall remain posted at least two (2) days before being filled.~~

- ii. If the posting is for a job that is new to the District, then a **sufficient** description of the job content shall be included in the posting.
- iii. Bargaining unit members may apply for such positions by submitting an e-mail of interest to the Human Resources Office.
- c. Vacancies may be filled by a certified and qualified internal or external candidate, subject to Section 3.6.8 Layoff and Recall and 3.6.11 Recall. ~~The Superintendent or designee has full discretion to assign Professional Staff to cover employee absences consistent with business necessity and operational needs.~~

3.6.7 Procedure for Transfer

Any teacher may notify the Human Resources Office of an interest in a transfer to any bargaining unit position. A list of available positions for the following school year will be provided to all bargaining unit members by May ~~24~~ ~~31~~ ~~15~~. Notice of interest for the following school year must be submitted on the Assignment Request Form by ~~May 31~~ ~~June 7~~ ~~1~~.

A request for assignment shall be continuous until the first reporting day in the forthcoming school year only.

The BOARD shall award consider ~~When considering~~ transfer requests the ~~Board will consult~~ based on the criteria set forth in Section 3.6.3b and 3.6.3c.i-vii

~~3.6.9 Seniority~~ 3.6.8 Layoff and Recall

The following provision applies to personnel decisions for educators involving 1) a staffing or program reduction or any other personnel determination resulting in the elimination of a position, 2) a recall **from a staffing or program reduction** ~~or any other personnel determination~~ **resulting from the elimination of a position**, or 3) hiring after a staffing or program reduction ~~or any other personnel determination resulting in the elimination of a position~~. In the event that there is an **elimination** or reduction of positions, the following procedure will be followed:

- a. When it is determined by the Board of Education that it is necessary to conduct a staffing and/or program reduction or any other personnel determination that results in the elimination of a position, said staffing decisions shall be based on retaining effective teachers.
 - i. Educator effectiveness shall be based upon the most recent year-end performance evaluation. Bargaining unit members within an evaluation **rating** category (effective, developing, needing support) shall be considered equal

- ii. Reductions in staff or programs shall be processed after reviewing staff reassignments, both voluntary and involuntary, as well as returns from leave.
 - iii. **Whenever possible**, Notice of discontinuance of service shall be given to teachers affected by reductions in personnel and/or programs before ~~the third to last day of school~~ **June 15** June 30 of the school year preceding the year in which such discontinuance of service shall become effective.
 - iv. Nothing in this agreement precludes the BOARD from making reductions in personnel or programs at any time **provided however, the BOARD must provide 30 calendar day notice prior to the effective date of the layoff if the layoff occurs midyear.** The BOARD shall make all efforts to avoid layoffs mid-year.
 - v. **The BOARD shall provide 5 calendar day notice to the Association President or designee of any layoff prior to notification to the bargaining unit member of layoff.**
- b. Personnel decisions under these provisions, including layoff and recall, shall be made on the basis of the best interest of the District as well as the Certification, and Qualifications, effectiveness of each respective educator, and length of service as a tie breaker **as defined in section 3.6.3c.i-vii as herein defined:**
- iii. ~~Length of service shall not be sole factor in personnel decisions, including layoff and recall. Length of service or tenure may be used as a tiebreaker if a decision regarding reduction in staff or recall involves two (2) or more educators and all other factors distinguishing those teachers from each other are equal.~~
 - iv. ~~Certification shall be defined as that term is defined by state law and the Michigan Department of Education.~~
 - v. ~~Qualifications shall be defined to include, but not be limited to, an individual's relevant previous experience, grade level of relevant experience, relevant classes or training, previous rating, effectiveness and overall performance as an educator, previous disciplinary history, or any further factors stated which places conditions upon decisions regarding reduction in staff or recall.~~
- c. iv. ~~Generally, reductions in staff will occur in the following order ("Layoff Order"); however, other factors listed herein may be considered when educators have the same evaluation rating~~
- 1. Educators rated Ineffective (or Needing Support after July 1, 2024) on their most recent Year-End Performance Evaluation.
 - a. The qualifications **and factors** (as defined in **3.6.3h.ii**) ~~in (iii) above shall be compared among the educators and the least qualified chosen for layoff.~~
 - b. If one or more educators are still tied after applying subsection 4, the least senior educator (as defined by district seniority) shall be chosen for layoff.

2. Educators rated Minimally Effective (or Developing after July 1, 2024) on their most recent Year-End Performance Evaluation, provided there are qualified educators rated Effective ~~or Highly Effective~~ to assume the remaining positions/assignments.
 - a. Tiebreakers at this evaluation level shall follow the procedure as described in 1. above.
3. Educators rated Effective on their most recent Year-End Performance Evaluation, provided there are qualified educators rated ~~Highly Effective~~ to assume the remaining positions/assignments.
 - a. Tiebreakers at this evaluation level shall follow the procedure as described in 1. above.

Bargaining unit members within an overall evaluation rating category (effective, developing, needing support) shall be considered equal.

- d. The BOARD shall give written notice of layoff or recall from layoff by sending a letter via school email and a letter at their last know address. A copy of this letter shall be emailed to the Association president.
 - i. It shall be the responsibility of the teacher to notify the Board of any change in address.
 - ii. It is the teacher's sole responsibility to maintain his/her certification and to promptly provide written documentation of the certification, endorsement, and/or qualification status to the Human Resources Department.
- e. A teacher on lay-off is precluded from applying for any leave of absence except the following:
 - i. a parental leave of absence, not to exceed the remainder of the semester, provided the teacher applies 30 days prior to the commencement of the leave or acquisition of custody of child. This leave can be extended one (1) year per Article 3.10. at the request of the employee, and subject to the decision of the Board.
 - ii. a military leave per Article 3.10.5
- f. In no event shall this article be applied in such a manner that an educator who has been rated as Ineffective (or Needing Support after July 1, 2024) on his/her most recent Year-End Performance Evaluation is retained over an educator who is evaluated as Minimally Effective (or Developing after July 1, 2024), Effective, or Highly Effective.
- g. Bargaining unit members enrolled in Board provided insurance at the time of layoff shall have continuation of Board provided insurance through the summer recess (August 31) to be paid by the Board for layoffs that occur at the end of the school year.

For layoffs that occur during the school year, bargaining unit members shall have continuation of Board provided insurance through the end of the month that follows the date of the layoff. The Board and the bargaining unit member's contribution to the cost of insurance shall be the same as prior to the notice of layoff.

3.6.11 RECALL

~~A. Teachers shall be recalled in reverse order of seniority to vacancies for which they are certified and qualified as defined in 3.6.9 – Seniority.~~

g. When it is determined by the Board of Education that it is necessary to conduct a recall **from a staffing or program reduction** or ~~any other personnel determination that resulted in the~~ **resulting in the elimination of a position, or in hiring after a staffing or program reduction** or ~~any other personnel determination resulting from~~ **in the elimination of a position** the following procedures shall be followed:

- i. Recall of all educators shall be in the reverse order of lay-off: i.e., those laid off last will be recalled first, provided, however, that an educator in order to be recalled, shall be certified and qualified as herein set forth to teach the specific area for which she/he is being recalled.
- ii. Notice of recall shall be sent by certified mail to the employee's last known address on file with the Human Resources Department, in addition to an e-mail to the educator's personal accounts. A copy of this e-mail shall be sent to the Association President.
- iii. In order to be eligible for recall the educator must:
 1. Have maintained a current address, personal e-mail, and telephone number with the Human Resources Department.
 2. Have notified the Human Resources Department in writing or by electronic mail of any changes, lapses, or expirations, or anticipated changes in certification, endorsements, majors, minors, and/or licenses. Such notice must be given prior to April 1 if the information is to be used in determining recall or return rights for the following school year.
 3. Have the current necessary certification and qualifications as well as the ~~present physical ability~~, to assume the position/assignment ~~on the effective date of the recall~~ **at time the recall offer is made**. Educators will ~~who do not~~ possess the ~~present~~ physical ability to assume a vacant position/assignment ~~on the effective date of the recall~~. Educators who do not possess the ~~present~~ physical ability to assume the position/assignment shall continue to remain on lay-off subject to the conditions contained herein.

4. Have notified the Human Resources Department in writing or by email within 10 calendar days of receipt of a written offer of a recall by the BOARD that they accept the recall or resign in good standing.
5. **If there are bargaining unit positions that are newly created and/or vacant, laid off bargaining unit members who are certified and qualified or licensed for the position(s) will be given the first opportunity to fill such positions except for bargaining unit members who received an evaluation rating of needing support on their most recent evaluation prior to lay off. Notification shall be given to all laid off bargaining unit members and to the Association President. The vacancy(ies) shall be filled according to 3.6.3 Placement/Assignment Procedure Regular Assignment.**

E. The District, as it reinstates programs, shall post the positions as they are established, listing the necessary certifications and qualifications. Building, program, and schedule shall also be provided if known at the time of posting.

F. In no event shall these provisions be applied in such a manner that an educator who has been rated Ineffective (or Needing Support after July 1, 2024) or Minimally Effective (or Developing after July 1, 2024) on his/her most recent Year-End Performance Evaluation shall be recalled before an appropriately certified educator who is rated as Effective or Highly Effective on his/her most recent Year-End Performance Evaluation.

G. Educators shall possess district seniority and recall rights for up to ~~4~~ **three (3) years** from the date of lay-off **or for a period of time equal to the time they were employed in the bargaining unit, whichever is less.**

H. Educators on leaves of absence will be given notice of lay-off if they were scheduled to return to work but no position exists because of a lay-off. Such educators shall be placed on the recall list and given notice of recall consistent with these provisions.

I. Nothing contained in this article shall obligate the Board to alter schedules to facilitate the recall of teachers after the first day of student classes.

For laid-off teachers who apply within the first ~~five (5)~~ **three (3)** years of being placed on lay-off status, the BOARD shall maintain ~~five (5) permanent substitute positions at a salary of ninety five dollars (\$95.00).~~ **the WWPS Board approved daily rate Building Subs plus \$25.00.** This daily salary shall not include any fringe benefits. The highest

senior teachers, certified and qualified, who apply by August 15 will fill these positions. (Source: 3.6.11B)

Permanent substitutes may elect to purchase MESSA health insurance by signing the appropriate form during the regular enrollment period or upon employment as a permanent substitute. The BOARD shall pay the premium and the member shall then reimburse the premium cost to the BOARD (the first of the month for that month's coverage). (Source: 3.6.11B)

For laid-off teachers filling the above permanent substitute positions, work will be available every student day except the first five (5) and the last five (5) of the year. A teacher must be available for work every day to be assigned a permanent substitute position. (Source: 3.6.11B)

The highest senior teachers will be given the opportunity to fill vacancies in these permanent substitute positions after the start of the school year. Positions of permanent substitute filled by laid-off teachers will be part of the bargaining unit and will receive daily seniority credit but not experience credit. (Source: 3.6.11B)

Other laid-off teachers shall, upon application, be granted priority status on the district substitute list and will receive the compensation paid to the substitute teachers for such assignment, such priority to be determined according to seniority and qualifications. Such laid-off teachers shall have the status of substitute teachers and shall not be considered members of the bargaining unit. If it is known that a vacancy will be for at least twenty (20) school days, then the appropriate recall of a laid-off teacher will be made. The teacher will be recalled for the duration of the assignment and shall not be subject to the 30-day layoff notice. (Source: 3.6.11B)

The ASSOCIATION shall be notified before the recall is made. To remain on the seniority list, a teacher on layoff status must notify the personnel office in writing by April 1st of each year, of his/her desire to remain on the seniority list and must provide the personnel office with a current mailing address.

(Source: 3.6.11B)

*A laid-off teacher shall be considered on layoff unless recalled by the BOARD, or unless the teacher resigns or fails to respond in writing within ten (10) calendar days of the receipt of a written offer of a recall by the BOARD except where there is an offer of a position of less than a full year or less than full-time **FTE than the position from which they were laid off.** In such case, the teacher may refuse recall without loss of future recall rights. Such written offer by the BOARD shall be by certified or registered mail, return receipt*

requested, to the teacher's last known address as it appears on the BOARD'S records.
(Source: 3.6.11B)

3.6.9 Limiting the Effect of Tenure in Position

The BOARD and the ASSOCIATION recognize that tenure in position other than as a classroom teacher under Article III, Section I of the Michigan Teacher Tenure Act is subject to provisions of this Agreement, specifically as set forth in the Warren Woods Public Schools Employment Contract, Paragraph 5. "No teacher employed other than as a classroom teacher shall be granted continuing tenure in such capacity, but shall be granted continuing tenure only as a classroom teacher. Failure of the BOARD to re-employ such teacher in a capacity other than as a classroom teacher shall not be deemed a demotion within the provision of Act 4, Michigan Public Acts of 1937, extra session, as amended." (source: 3.6.9B)

~~3.6.8~~ 3.6.10 Assignment: Extra Duty (Source: 3.6.5 and 3.6.8B)

Assignment and reassignment to Extra Duty Assignments shall be made annually. Continuing Tenure shall not apply to these assignments. The additional stipends to be paid for extra duty assignments are detailed in section 3.17.1a, 3.17.1b, and 3.17.2.
(Source: 3.6.5 and 3.6.8B)

A teacher, once given an assignment, will be automatically reappointed to the assignment for the forthcoming school year, unless written notification of removal is given the teacher at least thirty (30) calendar days before the last day of school, except coaches of spring sports have to be notified at least fifteen (15) calendar days before the last day of school. Such notification will include the reason(s) for the removal. Failure to notify the teacher will be conclusive evidence of reappointment for the next school year. (Source: 3.6.5)

No vacancy shall be filled by an applicant from outside the bargaining unit unless no teacher in the bargaining unit with adequate qualifications has applied. ~~Any Extra Duty Assignment held by a non bargaining unit member must be reposted at least every two years.~~ (Source: 3.6.5) ~~However, with the positions listed in Section 3.17.1a,~~ Whenever a vacancy occurs, the BOARD will give preference to bargaining unit members when the qualifications of the candidates are relatively equal. The BOARD shall not be required to repost positions in ~~Section 3.17.1a~~ should such a position be occupied by a non-bargaining unit member.

If a vacancy occurs in the course of the year, ~~the position will be posted in accordance with 3.6.6 that requires immediate filling, this will be done on a temporary basis, pending a permanent assignment under the above procedure. The ASSOCIATION will be notified in such instances. (Source 3.6.5)~~

Applicants will be recommended to the BOARD for appointment on the basis of the following criteria:

1. Years of experience in the field of assignment
 2. Quality of experience in the field of assignment
 3. Professional background and qualification in the field of assignment
 4. Estimation of applicant's enthusiasm, initiative, consistency of performance, cooperation, rapport with students, and success in handling such assignments.
- (Source 3.6.5)

~~In the event of a reduction of any extra duty position, the remaining position(s) in other buildings will be posted and filled according to the qualifications listed above. (Source 3.6.5)~~

3.6.11 Seniority8/27/24 MEETING OF THE MINDS****

The seniority list shall be updated by April 15 of each school year. A person's ranking on the seniority list shall reflect time employed in the bargaining unit. *In the event a person shall be placed on layoff status, they shall remain on the seniority list for seven three years or for a period of time equal to the time they were employed in the bargaining unit, whichever is lesser. (Source: 3.6.9B).* New hires will be ranked on the seniority list in the order of their first employment date; the date and time that signed individual contracts are received by the personnel office shall determine ranking for those who have the same employment date.

~~All administrators and supervisors as of September 1, 1979, shall be carried on the seniority list at the level of their proper seniority date and shall continue to accumulate seniority on such list and will assume that position on the seniority list should they be laid off from their administrative position and be returned to teaching status.~~

~~Any teacher who is transferred to or hired into an administrative or supervisory position after September 1, 1979, shall retain seniority earned as a teacher in the district but will not accumulate seniority while an administrator or supervisor.~~

Seniority will continue to accumulate when teachers are on absence while utilizing Leave Days (3.9.1), Illness / disability (3.9.2), Sick Leave Bank (3.9.3), Communicable Disease (3.9.4), No Charge Absences (3.9.5), Workers Compensation (3.9.6), Sabbatical leave

(3.9.7), Parental Leave (3.10.1), Family and Medical leave (3.10.2), Unpaid Leaves of up to one (1) year (3.10.3), Mandatory Leave (3.10.4), Military Leave (3.10.5), Unpaid Leave (3.10.6), or on temporary assignment by the BOARD to another educational institution. Seniority will continue to accumulate for up to one (1) year when teachers are on disability / medical leave. Any unpaid leave of absence during which seniority is accumulated will not be counted toward longevity service credit. Upon return of a teacher from leave during which seniority is not accumulated, the teacher shall be placed at the top of the list of all teachers whose seniority date is the same as the new seniority date of the returning teacher. All seniority is lost if there is severance of employment.

3.6.12 Permanent Substitute Agreement

By the acceptance of a position as a permanent substitute, I understand and agree to the following contractual benefits:

1. *I must be available for work every day except the first five (5) days and the last five (5) days of the school year. This guarantees ~~171~~ 173 days of employment during the school year. I will gain one (1) day of seniority for each day worked.*
2. *If I begin as a permanent substitute at the beginning of the school year, I will get seniority credit for the first five (5) days even if I am not called for substituting. If I am a permanent substitute at the end of the year, I will get seniority credit for the last five (5) days even if I am not called for substituting.*
3. *The rate of pay per WWPS Board approved daily rate for Building Subs plus \$25.00.*
4. *If I choose to purchase MESSA group health insurance, I will reimburse the premium cost to the BOARD (the first of each month for that month's coverage).*
☐ *I want to purchase this coverage.*
☐ *I do not want to purchase this coverage*
5. *Retirement credit is gained for each day worked. The BOARD will pay the appropriate contribution for my salary to the Michigan Teachers Retirement System.*

6. *As a permanent substitute I may use up to five (5) days of any accumulated sick days to prevent a loss of seniority due to illness. No pay will be granted for these days.*
7. *By accepting a permanent substitute position, I understand that any future unemployment compensation may be based on the above wages.*

Teacher

Date

Personnel Administrator

Date

WWEA/Local 1 President

Date

MB

NEGOTIATIONS 2024

Date Proposed: May 20, 2024

WWPS Board of Education &
MEA-NEA, Local 1, WWEA

TA or WD Date:
(circle one)

REC 1 MB
7/16/24

BOARD PROPOSAL

3.6.7 Job Sharing Agreement

The BOARD and the ASSOCIATION agree that the sharing of assignments will be done under the conditions listed below. A job-share will only be considered between bargaining unit members rated effective or ~~highly effective~~ on their two most recent annual evaluations. The administration will fully apprise the ASSOCIATION of all such job-share agreements. These bargaining unit members agree to these conditions by their signatures.

1. Two teachers agreeing to share a position will submit a written request for job sharing to the ~~Assistant~~ Superintendent by April 15. The request will include the proposed teaching schedule, proposed curriculum outline, and a proposed joint planning time schedule. A job may be shared by semester or by days.

Also included in the job share proposal, the principal and the teachers will have worked out the arrangements for division of teaching and other responsibilities, including but not limited to conferences, report cards, staff meetings, field trips, in-service, orientation, record days, and other before and after school activities covered in the Master Agreement. Compensatory time will not be granted to job share teachers for conferences.

2. The two teachers, the principal involved, the ~~Assistant~~ Superintendent and the ASSOCIATION recognize the importance of compatibility in a successful partnership.
3. Salary will be at the appropriate step and degree scale for each teacher as listed in the Master Agreement.
4. The BOARD will pay no more than \$550 per month towards health insurance benefits for each member of the job share. Each teacher involved may select a health insurance plan from those available to teachers or Pak B benefits. Job share teachers selecting Pak B benefits will be entitled to a cash in lieu of coverage benefit pro-rated by their FTE equivalency.
5. The sharing teachers understand that the Michigan Teacher Retirement ~~board~~ **Office of Retirement Services** grants partial-year

credit for less than full-time work. It is the teachers' responsibility to be informed of the impact this arrangement may have on retirement and unemployment benefits, when applicable.

6. Each of the sharing teachers shall be granted full district seniority credit during this assignment.
7. When the job share is dissolved, any future assignment will be made through the district's teacher placement policy.
8. Whenever possible, the job share teachers will provide substitute coverage for each other in the event one needs to be absent (before calling for an outside substitute). In the case of a long-term leave, the remaining job share teacher will assume full-time classroom responsibility. Should one job share teacher become unable to complete all or part of the job share during the school year, the remaining job share teacher will assume all assignment responsibilities on a full-time basis.

By their signatures, the following teachers indicate an understanding and acceptance of the above-listed conditions as they enter into a sharing of the _____ assignment _____ for the school year.

Teacher	Date
Teacher	Date
Deputy Superintendent	Date
WWEA President	Date

NEGOTIATIONS 2024

WWPS Board of Education &
MEA-NEA, Local 1, WWEA

WWEA PROPOSAL

Date proposed: 6/25/2024

TA or WD Date:
(circle one)

NEA/WWB
7/16/24

WWEA is proposing to delete this section

~~3.7.3 Open Observation~~

~~It is understood that student achievement data is a useful tool for teachers when planning curriculum and strategies for the delivery of course content. The parties recognize that multiple factors comprise student achievement.~~

NEGOTIATIONS 2024

Date proposed: August 19, 2024

WWPS Board of Education &
WWEA-NEA, Local 1, WWEA

TA or WD Date: REC MB
(circle one) 8/27

BOARD COUNTER PROPOSAL

****PROPOSAL NOTE: 3.7 – EVALUATION**

- The BOARD proposes that 3.7.1B, 3.7.2B, 3.7.3B, and 3.7.4B be deleted from the current CBA in their entirety and be replaced with the following language.
- Paragraph lettering and numbering may need to be adjusted.
- RED font is actual statutory language
- BOLD GREEN font is maintained from BOARD 7/29/2024 proposal
- BOLD BLUE font is agreed upon from WWEA 7/29 counter proposal

3.7: Evaluation

3.7.1 Philosophy and Purpose of Performance Evaluation System

The Performance Evaluation System shall focus on the aspects of professional development and improvement. ~~Anything contained within this Agreement notwithstanding, all evaluations of teachers shall be conducted pursuant to current state law.~~

Beginning with the 2024-25 school year the negotiated performance evaluation system shall include a rigorous, transparent, and fair performance evaluation system that includes meets all of the following:

1. specific performance goals identified by the teacher and approved by the evaluator to improve their effectiveness in the upcoming school year. **7/29/24 MEETING OF MINDS**
2. an evaluation of the teacher's job performance with while providing timely and constructive feedback. **7/29/24 MEETING OF MINDS**
3. clear approaches to measuring student growth with and provides teachers with relevant data on student growth. **7/29/24 MEETING OF MINDS**
4. multiple rating categories that take into account student growth and assessment data or student learning objectives (SLO) that have been agreed upon through collective bargaining. negotiated with the Association.
5. the use of student growth and assessment data or student learning objectives (SLO) as 20% of the year-end evaluation determination, ~~or student learning objective metrics (SLO's), shall be determined by the teacher.~~ The student growth and assessment data, ~~chosen by the teacher~~ proposed by the teacher and/or grade level leader/department head and approved by the evaluator,

shall consist of measurable, long-term academic goals set for all or some portion of students that utilize available data as determined annually by the teacher and/or their grade-level/department level teacher colleagues and approved by the evaluator.

~~The student growth requirement shall be twenty percent (20%) of the evaluation rating and require decisions about the use of growth and assessments or school/student learning objectives. Performance evaluation must take into account student growth plus assessment data plus school/student learning objective metrics. Teacher's SLO must be approved by the Evaluator.~~

- ~~1. Student Growth and Assessment data shall consist of multiple measures:, including but not limited to:~~
 - ~~a. NWEA grade/subject level growth data~~
 - ~~b. M-STEP subject level growth data~~
 - ~~c. PSAT/SAT subject level growth data~~
 - ~~d. District/School improvement goals~~
 - ~~e. Student Learning Objectives (SLO) as defined by law~~
 - ~~f. District assessments~~
 - ~~g. Individual Education Plan (IEP) goals~~

Students in attendance less than 60 days per school year at the elementary or school-year less than 30 days per semester at the secondary shall not be included in data calculations. Additionally, the teacher may request to eliminate data attributable to students who ~~have excessive absences~~, are partial year transfers into/out of the teacher's classroom, or who have other anomalous circumstances that warrant eliminating that data. ~~if a teacher requests other student(s) data be excluded from data calculations,~~ The request and rationale should be made in writing to the Superintendent (or designee) prior to May 1 each school year.

That data used in this section must be attributable to the actual teaching responsibilities of the individual teacher.

6. a negotiated year-end evaluation system that utilizes other **objective criteria** for 80% of the year-end evaluation determination. **7/29/24 MEETING OF THE MINDS**

~~B. Prior to the commencement of the evaluation process, the Warren Woods Evaluation Guide ("Guide") will be reviewed and updated, as necessary, by the Superintendent to ensure compliance with state laws. The Guide will detail the evaluation process and timeline as required by law.~~

~~C. Ultimately, at the end of the school year,~~

7. Beginning July 1, 2024, the annual performance evaluation system each teacher shall be will assigned a year-end performance evaluation rating ("Year-End Evaluation") of one of the following:

- a. Effective,
- b. Developing, or
- c. Needing Support

~~* Note: If the approved Evaluation System permits scoring of Effective and Highly Effective, either the overall score of Effective or Highly Effective shall result in a year-end performance evaluation rating of Effective.~~

The year end evaluation rating and summative performance evaluation shall be available at a meeting with the evaluating Administrator and the teacher no later than the **last five (5) student days**. In the event there is no year-end evaluation as described above, the teacher shall be rated effective.

3.7.2. PROCESS

~~D. A. The negotiated Year-End Evaluation system shall be completed using the Charlotte Danielson Framework for Teaching (Frameworks Available: Teachers, Instructional Specialists, Library or Media Specialists, School Nurses, School Counselors, School Psychologists and Therapeutic Specialists). This tool including "Post-observation Feedback Form", "Summative Performance Evaluation" and "Individual Development Plan (IDP) Form" are attached/linked and included in this Agreement as **Appendix V** including 22 components organized into four domains approved by the Board of Education and will be based upon an assessment of the following evaluation criteria ("Criteria").~~

- ~~a. Individual performance shall be the majority factor in making the decision, and shall consist of, but is not limited to, all the following:~~
 - ~~i. Beginning on July 1, 2024, eighty percent (80%) of the Year-End Evaluation will be based on the four domains from the Framework:~~
 - 1. ~~Planning and Preparation~~
 - 2. ~~Classroom Environment~~

~~3. Instruction~~

~~4. Professional Responsibilities~~

- ~~ii. Beginning on July 1, 2024, twenty percent (20%) of the Year-End Evaluation must be based on student growth and assessment data or student learning objectives metrics as defined by MCL 380.1249(6)(a).~~

- ~~i. Significant Relevant Accomplishments and Contributions — above and beyond, without pay, including, but not limited to (must participate in at least 75% of all trainings):~~
- ~~ii. School Improvement Team Chair or Co-Chair~~
- ~~iii. DSAT Member (uncompensated)~~
- ~~iv. PBIS Chair~~
- ~~i) Relevant Training, including, but not limited to (must participate in at least 75% of all trainings):~~
- ~~ii) Reading Recovery~~
- ~~iii) FAME Coach~~
- ~~iv) Teacher Leader Program through MISD~~
- ~~v) Student Centered Coaching~~

~~E. B. The Year-End Summative Performance Evaluation shall include classroom observations, and will be conducted as follows:~~

~~F.~~

~~G. by a trained evaluator, are intended to assist the evaluator in assessing the teacher's performance within the Framework. Observations will be conducted according to state law and will be detailed in the Guide.~~

1. Teachers who are scheduled to be evaluated during a specific year will be notified within the first thirty (30) school days of the year (or within twenty (20) school days of hire) that they are scheduled to be evaluated and observed and they will be notified who their evaluator will be.
2. Bargaining unit employees shall not evaluate other bargaining unit employees.
3. Observations shall be done in person unless the teacher and Evaluator agree on a different format.
4. Observations shall include a review of the teacher's lesson plan and the state curriculum standard being used in the lesson and a review of pupil engagement in the lesson. ****7/29/24 MEETING OF THE MINDS****
5. There shall be two (2) observations for each teacher being evaluated. One (1) observation shall be scheduled at a mutually agreed upon time between

the teacher and Evaluator. One (1) observation may be unscheduled. Observations shall be at least fifteen (15) minutes. The classroom observation shall require written feedback from the evaluator be released to the teacher ~~within the electronic platform~~ within 30 calendar days of an observation. ****7/29/24 MEETING OF THE MINDS****

6. The two observations shall be conducted at least **45** calendar days apart. The first observation shall occur no later than December 15 of each school year and the final observation shall occur no later than May 15 of each school year. No teacher shall be observed the week prior to or following Winter Recess or Spring Recess unless requested by the teacher.
7. ~~Feedback shall be discussed during the post-observation meeting between the Administrator conducting the observation and the teacher.~~ The post observation meeting shall be held no later than ten (10) school days after the observation occurred. Written feedback from the evaluator be released shall be provided to the teacher ~~within the electronic platform~~ using the "Post-observation" feedback form contained in **Appendix V** within thirty (30) **calendar** days of an observation.
8. **A performance update shall be provided to any teacher for whom there is a concern that he/she may be rated less than effective "Needing Support". An Association representative may be present at the conference at the teacher's request.**
9. **After two consecutive less than effective observations, a teacher, at his/her request, will be observed by a different administrator.**
10. ~~Year-End Evaluations prepared by the Evaluator(s) shall not be limited to the formal classroom/visitations but may also include all aspects of the teacher as a professional staff member. Any observation of a teacher that is used in a Year-End Evaluation shall be documented in the software ("Tool") used to house the Evaluation System.~~
11. ~~The Evaluator will provide feedback after the observations. Feedback timelines will be listed in the Guide and follow state law.~~

H. C. Teachers, **not in a probationary period**, rated "Highly Effective" or "Effective" on their three (3) most recent consecutive year-end evaluations shall be evaluated every third year thereafter. ~~may receive a year-end evaluation triennially as determined by Administration.~~ **If one of these evaluation periods yields a less than "Effective" rating, the teacher shall revert to yearly evaluations until rated "Effective" again for three consecutive years.** ~~Evaluation of a teacher in relation to their assignment is a continuous process and shall be conducted by a trained and qualified Evaluator(s) as designated by the Superintendent.~~ **In order to begin the three-year process:**

*in 2024-2025, the district will evaluate all probationary teachers, teachers on an IDP and all teachers hired after January 1, 2013;

*In 2025-2026, the district will evaluate all probationary teachers, teachers on an IDP and all teachers September 1, 2005 through December 31, 2012.

*In 2026-2027, the district will evaluate all probationary teachers, teachers on an IDP and all teachers hired before August 31, 2005.

4. D. Any probationary teacher (who the District wishes to retain) and any tenured teacher who receives an evaluation rating of “Minimally Effective,” or “Ineffective,” prior to July 1, 2024 or “Needing Support,” or “Developing” after July 1, 2024, on their Year-End Evaluation, shall be provided with an Individual Development Plan (“IDP”) developed by the Evaluator(s) and teacher and shall receive a mid year progress report (see Appendix V), that is used as a supplemental tool to gauge a teacher’s improvement [from] the preceding school year and to assist a teacher to improve.

4.

1. The IDP will include a purpose, and specific performance goals developed by the administrator or designee and recommend any training identified by the District to assist the teacher in meeting goals. ~~a set of goals that will assist in improving effectiveness and shall include the following:~~
 - a. The purpose will include the specific rationale for implementation, including statements of concern.
2. The mid-year progress report goals will include a written improvement plan that includes goals and training identified by the District, as well as support given by the administrator, and is designed to assist the teacher to improve their rating. ~~list a detailed plan for the teacher,~~
 - a. ~~Training to be provided by the district to assist the teacher in meeting the goals of the IDP.~~
3. An IDP resulting from an “Ineffective” or “Minimally Effective” or “Needing Support” Year-End Evaluation rating shall require that the teacher make progress towards the individual development goals of the IDP within a specific time period, as set by the evaluator(s). In no event shall the IDP as provided hereunder, exceed 180 days.
4. Nothing contained herein shall preclude the District or evaluator(s) from placing a teacher on an IDP or placing them in an evaluation cycle at any time that an issue or concern regarding the performance of a teacher occurs. **7/29/24 MEETING OF THE MINDS**

- E. All teachers shall have the right to submit a rebuttal to their evaluation which will be included in their personnel file and uploaded as an artifact for attached to the year-end evaluation. **7/29/24 MEETING OF THE MINDS**

3.7.3 RIGHTS OF TENURED TEACHERS

~~G. A non-probationary~~ A tenured teacher who receives a Year-End Evaluation rating of Needing Support shall have the following rights:

1. The teacher may, within thirty (30) calendar days of receiving the Needing Support rating, request in writing a review of the evaluation and the rating by the Superintendent. A written response to the review meeting with any modifications of the year-end performance rating, shall be provided to the teacher within thirty (30) calendar days after the request for review.
7/29/24 MEETING OF THE MINDS
2. If the written response does not resolve the matter, ~~is not resolved through the review process, the teacher or the Association a non-probationary teacher who receives a rating of Needing Support may request mediation through the Michigan Employment Relations Commission and provide a copy of that request to the administration.~~
 - a. The request for mediation must be submitted in writing within thirty (30) calendar days of receiving the written response from the Superintendent concerning his or her review. **7/29/24 MEETING OF THE MINDS**
 - b. Within fifteen (15) calendar days of receipt of the request for mediation, the district shall provide a written response to the teacher and the Association stating that the mediation will be scheduled as appropriate.
3. A tenured teacher who receives two (2) consecutive ratings of Needing Support may demand to use the grievance procedure as outlined in Article 3.13. ~~challenge the evaluation by first meeting with their Evaluator(s). If not resolved, within thirty (30) calendar days of receiving the written response from the Evaluator(s), the non-probationary teacher may utilize the Grievance Process outlined in the collective bargaining agreement concerning the second evaluation rating and evaluation process. MCL 380.1249(2)(l)(iii).~~ **7/29/24 MEETING OF THE MINDS**
4. If a teacher is rated evaluated as Needing Support on three consecutive year-end individual evaluations ratings, the District shall initiate dismiss the teacher from the teacher's employment dismissal proceeding. The process is subject to the Tenure Act for Tenured teachers. **7/29/24 MEETING OF THE MINDS**

3.7.4 Training on evaluation system, tools, and reporting forms:

~~Within the first two (2) weeks~~ By September 30 of each school year, the district shall provide, during contractually permitted Professional Development time, ~~training to all teachers on the performance evaluation system, reporting forms and other important components of the year-end evaluation process and how each evaluation tool reporting form is used~~ during the process. Teachers hired after the commencement of the school year shall be provided with training within 30 school days after the new teacher's first report date. Each year all probationary teachers and new hires shall be required to attend the training and teachers who have already completed the training may elect to not attend the training. **7/29/24 MEETING OF THE MINDS**

NEGOTIATIONS 2024

WWPS Board of Education &

MEA-NEA, Local 1, WWEA

Date proposed: 6/12/24

TA or WD Date: 8/27/24 *REC MB*
(circle one)

WWEA PROPOSAL

****Proposal note: This provision appears in WWEA 5/20/24 proposal - 3.5.12 Discipline of Teachers; therefore, 3.7.5B can be deleted in its entirety.**

~~3.7.5B Discharge and Demotion~~

~~Discharge or demotion of a tenure teacher shall be for just cause within the meaning of the Michigan Tenure Act, and the Tenure Act shall thereafter govern all proceedings against the teacher.~~

NEGOTIATIONS 2024

Date Proposed: May 20, 2024

WWPS Board of Education &
MEA-NEA, Local 1, WWEA

TA or WD Date:
(circle one)

MB
8/27/24

BOARD PROPOSAL

3.9.1 Leave Days

A total of eleven (11) days at the beginning of each year is granted each teacher for leave days. If a teacher is employed for less than the full year, the allowance is reduced by one day for each month of the school year in which they are not employed. Unused portions of these eleven (11) days may be accumulated without limit. All accumulated days at the time of the signing of this contract will be honored. A minimum of forty-eight (48) hour notice shall be given, except in emergencies, when a teacher absents herself/himself for personal leave. Personal leave days are only to be used for situations that cannot be handled outside of the regular school day including business and personal matters. The BOARD reserves the right to ask for and be given proper evidence of the authenticity of the reasons given for the absence in cases where misuse is suspected. The leave may be used as follows:

1. Personal illness and medical care
2. Immediate Family illness and medical care
(immediate family as defined in 3.9.5 #3)
3. Personal Leave

Such personal leave days shall not be utilized to extend holiday leaves/school recesses, on district professional development days designated on the published calendar or take vacations except in cases of emergency as approved by the Superintendent or his/her designee. Use of days for personal leave may not be used during the first and last five **student** days of the school year, the day before or after a recess, or during conferences except with approval. Use of more than two (2) consecutive personal leave days requires prior approval of the Superintendent or his/her designee. The utilization of such personal leave days may be denied where the employee's absence would reduce staffing levels to a point where substitute teachers cannot be secured. In such cases, approval will be granted by order of request.

Any bargaining unit member who does not use seven (7) or more of his/her eleven (11) personal leave days during a school year shall be entitled to use not more than two (2) of their personal leave days that following school year for any purpose provided that advanced notice for the use of these days is provided in writing to the Human Resources Office not less than thirty (30) calendar days prior to said use. Use of

these days will be limited to not more than (10) bargaining unit members on any given day. In the event that these two (2) any purpose leave days are not used during the next school year, the days shall revert back to leave days.

Failure of a teacher to report predetermined absences for School Business or Professional Development less than a week prior to the starting time may result in the cancellation of the absence and the teacher will be responsible for any unrecouped costs due to the cancellation.

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NEGOTIATIONS 2024

Date Proposed: June 25, 2024

WWPS Board of Education &
MEA-NEA, Local 1, WWEA

TA or WD Date:
(circle one)

NEC MB
8/27/24

BOARD COUNTER PROPOSAL

3.11.1 Insurance Protection Packages

- A. The BOARD shall provide all insurance benefits listed in Section A for a full twelve-month period of each school year for all teachers in the bargaining unit, except for those teachers electing benefits under Section B below, and those being pro-rated. Such benefits shall be provided to each teacher and his/her dependents, as defined by MESSA.

Benefits listed in Section A shall be provided as follows:

- teachers who teach 50% or more for the year: Plan A, with B option for the full year;
- teachers who teach 50% or more for a semester: Plan A, with B option for the semester;
- teachers teaching less than 50% will have insurance benefits pro-rated according to the amount of time

Teachers will have the option to elect:

- MESSA Choices \$500/\$1,000, \$20 OV, 3 Tier MM; or
- MESSA ABC 1 with 3 Tier Rx; or
- MESSA ABC 1, 20% co-insurance, 3 Tier Rx; or
- MESSA ABC 2, 20% co-insurance, and 3 Tier Rx.

The BOARD will pay the Public Employer Contributions Annual Cost Limit (Hard Cap) per MCL 15.563 toward the cost of Teachers' health insurance premiums and continue to pay 90% of the cost toward Dental, Vision, Life, AD&D, and Long-Term Disability premiums.

1 MESSA Choices health insurance with a \$500/\$1,000 deductible, ~~Saver Rx~~ **3 Tier MM**. Office visits, urgent care and emergency room deductible will be \$20, \$25 and \$50 respectively. Prescription coverage will be provided under the 3 Tier MM RX Plan.

2. MESSA ABC 1 health insurance with **3 Tier** the ~~Saver RX~~ Plan.

3. MESSA ABC 1 health insurance with 20% co-insurance and ~~the Saver~~ **3 Tier** RX Plan.

4. MESSA ABC 2 health insurance with 20% co-insurance and ~~the Saver~~ **3 Tier** RX Plan.

If MESSA provides other cost savings options during the course of this agreement, the parties will meet to discuss making those plans available to the bargaining unit. There will be no changes without mutual agreement of the parties. This shall not be considered a reopener.

MESSA Delta Dental Insurance:

Class I Diagnostic & Preventative 80%

Class II Basic Service 80%

Class III Major Service 80%

Class I, II and III have a \$1,200 annual maximum


Class IV Orthodontics 80% and \$1,200 lifetime orthodontic maximum.

MESSA, Term Life Insurance in the amount of fifty thousand dollars (\$50,000) for the teacher only. Such insurance protection shall be paid to the teacher's designated beneficiary. In the event of accidental death or in the event of accidental dismemberment, the insurance will pay according to the schedule.

MESSA / VSP III Gold Vision Insurance

- B. **For teachers who decline Section A benefits** ~~W~~ with the election of Pak B as described herein, the BOARD will provide each teacher making such election cash in lieu of coverage in the amount of \$1,500 (paid \$750 in December and \$750 in June). ~~If the number of Plan B participants is eighteen (18) or greater, the cash in lieu of coverage payment will equal \$2,000 (paid \$1,000 in December and \$1,000 in June). If the number of participants falls below eighteen (18), the cash in lieu of coverage payment will revert to \$1,500. If the number of Plan B participants is fifty (50) or greater, the cash in lieu of coverage payment will equal \$4,000. If the number of participants falls back below fifty (50) but above eighteen (18), the cash in lieu of coverage payment will revert to \$2,000.~~ Proof of affordable and adequate coverage (under the Affordable Care Act) must be provided to the benefits office annually before cash in lieu payments will be released.

Teachers who were electing Pak A from the District as of March 26, 2013, and elected to switch to Pak B prior to September 30, 2013, the District will pay a cash in lieu of coverage in the amount of \$3,600 (paid \$1,800 in December and \$1,800 in June). If the



number of Plan B participants is fifty (50) or greater, the cash in lieu of coverage payment will equal \$4,000. If the number of participants falls back below fifty (50) the cash in lieu of coverage payment will revert to \$3,600. The paragraph preceding this one will prevail for teachers electing not to take medical benefits after the close of the open enrollment period in September of 2013.

Teachers not electing insurance benefits as described in Section A above shall be provided by the BOARD with the following insurance benefits, for a full twelve-month period of each school year. The benefits listed below shall be provided to each teacher not enrolled in benefits under Section A above, and his/her eligible dependents, as defined by MESSA. The BOARD will continue to pay 90% of the cost toward Dental, Vision, Life, AD&D, and Long-Term Disability premiums.

MESSA Delta Dental Insurance:

Class I Diagnostic & Preventative 80%

Class II Basic Service 80%

Class III Major Service 80%

Class I, II, and III have a \$1,500 annual maximum.

Class IV Orthodontics 80% and \$1,500 lifetime orthodontic maximum.

MESSA Term Life Insurance in the amount of seventy-five thousand dollars (\$75,000) for the teacher only. Such insurance protection shall be paid to the teacher's designated beneficiary. In the event of accidental death or in the event of accidental dismemberment, the insurance will pay according to the schedule.

MESSA/VSP III Gold vision insurance.

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NEGOTIATIONS 2024

Date Proposed: August 27, 2024

WWPS Board of Education &
MEA-NEA, Local 1, WWEA

TA or WD Date:
(circle one)

NEC 8/27/24 JAB

BOARD COUNTER PROPOSAL

3.11.2 Long Term Disability

The BOARD shall provide MESSA Long-Term Disability Insurance for each teacher. Benefits shall be paid at sixty-six and two-thirds percent (66 2/3%) of salary to a monthly maximum of five thousand dollars (\$5,000) and shall begin after expiration of ninety (90) calendar days as stipulated in the MESSA PAK. Effective ~~January 1, 2023~~ **January 1, 2025**, benefits shall be paid at sixty-six and two-thirds percent (66 2/3%) of salary to a monthly maximum of ~~five~~ **seven** thousand dollars ~~(\$5,000)~~ **(\$7,000)**. Benefits shall continue at no cost to the teacher in the event of total disability.

The District's premium for LTD may be waived once the 90-day LTD waiting period is satisfied. MESSA will cover an employee's health premium for up to two (2) years once the District's coverage obligation expires (18 months).

The BOARD will continue insurance benefits for up to eighteen (18) months of disability. However, in the event the teacher has been on long-term disability during the preceding eighteen months, the teacher must return and work at least ninety (90) working days to re-qualify for health insurance benefits in concert with long-term disability.

NEGOTIATIONS 2024

Date Proposed: August 27, 2024

WWPS Board of Education &
MEA-NEA, Local 1, WWEA

TA or WD Date:
(circle one)

ML MB
8/27/24

BOARD PROPOSAL

3.13.6 Arbitration Cost

~~Each party shall bear its own costs of arbitration except that the fees and charges of the arbitrator shall be shared equally by the parties.~~

The cost of the arbitrator shall be borne by the losing party and each party shall assume its own cost for representation, including any expense of witnesses.

While a teacher has the right to arbitration after receiving two (2) consecutive ratings of "needing support," the Union will determine whether arbitration will be pursued and paid for by the Union. A decision by the Union not to pursue arbitration, shall not restrict the right of the teacher, pursuant to statute, to pursue and pay for arbitration in accordance with the language immediately above.

NEGOTIATIONS 2024

Date Proposed: August 27, 2024

WWPS Board of Education &
MEA-NEA, Local 1, WWEA

TA or WD Date:
(circle one)

NRL MB
8/27/24

BOARD COUNTER PROPOSAL

2022-2024 2024-2027 Salary Schedule

2024-2025 Compensation

At the start of the ~~2022-2023~~ **2024-2025** school year, **step 00 will be removed, and a new top step will be created for each salary lane** the salary schedule is increased by ~~three (3.0) percent~~ **the percentages indicated on the salary schedule in article 3.15.1** and members will be advanced a full step on the salary schedule. ~~An additional lump sum retention payment of \$1,000 will be paid to all teachers who worked during the 2021/2022 school year and who are returning for the 2022/2023 school year. The retention payment will be paid to all qualifying teachers on October 14, 2022, and will not be retirement reportable.~~ **A lump sum retention payment of \$1,500 will be paid to all teachers who are returning for the 2024/2025 school year who are moving to BA Step 1.0-9.0 or MA, MA+15, MA+30 and PhD Step 1.0-10.0. All other teachers who are returning for the 2024/2025 school year will receive a lump sum retention payment of \$1,000. The retention payment will be paid to all qualifying teachers on October 25, 2024, and will not be retirement reportable.**

2025-2026 Compensation

At the start of the ~~2023-2024~~ **2025-2026** school year, the salary schedule is increased by ~~two and one half (2.5)~~ **three (3.0) percent** and members will be advanced a full step on the salary schedule. ~~An additional lump sum, retention payment of \$850 will be paid to all teachers who worked during the 2022/2023 school year and who are returning for the 2023/2024 school year. The retention payment will be paid to all qualifying teachers on October 13, 2023, and will not be retirement reportable.~~

2026-2027 Compensation

At the start of the 2026-2027 school year, the salary schedule is increased by three and one half (3.5) percent and members will be advanced a full step on the salary schedule.

In any year where step movement is being granted, a member needs to have been employed prior to the start of 2nd semester in the previous year to be granted any step advancement the following year.

It is the intent of the parties to remove the MA+15 lane of the salary schedule commencing with the end of the 2016-2017 school year. Those unit members who provide proof of hours earned by June 30, 2017, will be moved to the MA+15 lane at the beginning of the 2017-2018 school year and shall be allowed to remain on the MA+15 lane until they move to the next lane or resign from the district.

~~Stipend Schedule 3.17.1a will be based upon the previous year's BA step 0-4 salary schedule except as otherwise provided in 3.17.1a.~~
(This paragraph moved to article 3.3.5)

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WARREN WOODS PUBLIC SCHOOLS

Teacher Salary Schedule 2024/2025

STEP		BA		MA	MA+15	MA+30	PhD
	BA %		MA/PHD %				
00		44,913		48,065	50,166	52,267	53,318
0	1.00%	47,356	1.00%	50,936	52,833	55,185	56,290
1/2	2.00%	48,957	2.00%	52,683	54,542	56,858	57,993
1	2.00%	50,088	2.00%	53,925	55,724	57,982	59,142
1/2	2.00%	51,217	2.00%	55,156	56,908	59,108	60,290
2	2.00%	52,348	2.00%	56,406	58,097	60,230	61,434
1/2	2.00%	53,586	2.00%	57,867	59,614	61,582	62,812
3	2.00%	54,821	2.00%	59,337	61,128	62,934	64,194
1/2	2.00%	56,174	2.00%	61,128	62,934	64,521	65,812
4	2.00%	57,521	2.00%	62,934	64,734	66,086	67,407
1/2	2.00%	58,985	2.00%	64,854	66,432	67,893	69,251
5	2.00%	60,449	2.00%	66,761	68,113	69,691	71,085
1/2	2.00%	62,029	2.00%	68,797	70,369	71,718	73,152
6	2.00%	63,606	2.00%	70,826	72,621	73,740	75,214
1/2	2.00%	65,293	2.00%	72,959	74,773	76,003	77,524
7	2.00%	66,994	2.00%	75,094	76,905	78,259	79,823
1/2	2.00%	68,791	2.00%	77,347	79,152	80,730	82,344
8	2.00%	70,592	2.00%	79,602	81,404	83,212	84,876
1/2	2.00%	72,836	2.00%	81,976	83,774	85,910	87,628
9	3.00%	74,310	2.00%	84,331	86,130	88,611	90,383
1/2	3.50%	75,434	2.00%	86,814	88,617	91,538	93,369
10	3.50%	76,199	3.00%	88,502	90,320	93,422	95,294
1/2	3.50%	77,729	3.50%	89,772	91,596	94,869	96,766
11	2.25%	79,478	3.50%	90,612	92,435	95,862	97,779
1/2			3.50%	92,433	94,292	97,789	99,744
12			2.25%	94,513	96,414	99,989	101,988

NEW
MAB

WARREN WOODS PUBLIC SCHOOLS

Teacher Salary Schedule 2025/2026

STEP		BA	MA	MA+15	MA+30	PhD	
	BA %	MA/PHD %					
00		0		0	0	0	
0	3.00%	48,776	3.00%	52,464	54,418	56,841	57,979
1/2	3.00%	50,426	3.00%	54,263	56,179	58,563	59,733
1	3.00%	51,591	3.00%	55,543	57,396	59,722	60,917
1/2	3.00%	52,754	3.00%	56,811	58,615	60,882	62,099
2	3.00%	53,918	3.00%	58,098	59,840	62,037	63,277
1/2	3.00%	55,193	3.00%	59,603	61,402	63,429	64,696
3	3.00%	56,466	3.00%	61,117	62,962	64,822	66,120
1/2	3.00%	57,860	3.00%	62,962	64,822	66,457	67,786
4	3.00%	59,247	3.00%	64,822	66,676	68,069	69,429
1/2	3.00%	60,755	3.00%	66,800	68,425	69,930	71,328
5	3.00%	62,263	3.00%	68,764	70,156	71,782	73,218
1/2	3.00%	63,890	3.00%	70,861	72,480	73,870	75,347
6	3.00%	65,514	3.00%	72,951	74,799	75,952	77,471
1/2	3.00%	67,252	3.00%	75,148	77,016	78,283	79,850
7	3.00%	69,004	3.00%	77,347	79,212	80,607	82,218
1/2	3.00%	70,854	3.00%	79,668	81,527	83,152	84,814
8	3.00%	72,710	3.00%	81,990	83,846	85,708	87,422
1/2	3.00%	75,021	3.00%	84,435	86,287	88,488	90,257
9	3.00%	76,539	3.00%	86,861	88,714	91,270	93,095
1/2	3.00%	77,697	3.00%	89,419	91,275	94,284	96,170
10	3.00%	78,485	3.00%	91,157	93,029	96,225	98,153
1/2	3.00%	80,061	3.00%	92,465	94,344	97,715	99,669
11	3.00%	81,862	3.00%	93,331	95,208	98,738	100,712
1/2			3.00%	95,206	97,121	100,723	102,736
12			3.00%	97,349	99,306	102,989	105,048

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WARREN WOODS PUBLIC SCHOOLS

Teacher Salary Schedule 2026/2027

STEP		BA		MA	MA+15	MA+30	PhD
	BA %		MA/PHD %				
00		0		0	0	0	0
0	3.50%	50,483	3.50%	54,300	56,323	58,830	60,008
1/2	3.50%	52,190	3.50%	56,162	58,145	60,613	61,824
1	3.50%	53,397	3.50%	57,487	59,405	61,812	63,049
1/2	3.50%	54,600	3.50%	58,799	60,667	63,012	64,272
2	3.50%	55,805	3.50%	60,132	61,934	64,208	65,491
1/2	3.50%	57,125	3.50%	61,689	63,551	65,649	66,961
3	3.50%	58,442	3.50%	63,256	65,166	67,091	68,434
1/2	3.50%	59,885	3.50%	65,166	67,091	68,783	70,159
4	3.50%	61,320	3.50%	67,091	69,010	70,451	71,859
1/2	3.50%	62,881	3.50%	69,138	70,820	72,378	73,825
5	3.50%	64,442	3.50%	71,170	72,612	74,295	75,780
1/2	3.50%	66,126	3.50%	73,341	75,017	76,455	77,984
6	3.50%	67,807	3.50%	75,504	77,417	78,611	80,182
1/2	3.50%	69,606	3.50%	77,778	79,711	81,023	82,645
7	3.50%	71,419	3.50%	80,054	81,984	83,428	85,095
1/2	3.50%	73,334	3.50%	82,456	84,380	86,063	87,783
8	3.50%	75,255	3.50%	84,860	86,780	88,708	90,482
1/2	3.50%	77,647	3.50%	87,390	89,307	91,585	93,416
9	3.50%	79,218	3.50%	89,901	91,819	94,464	96,353
1/2	3.50%	80,417	3.50%	92,549	94,470	97,584	99,536
10	3.50%	81,232	3.50%	94,347	96,285	99,593	101,589
1/2	3.50%	82,863	3.50%	95,701	97,646	101,135	103,157
11	3.50%	84,728	3.50%	96,597	98,540	102,193	104,237
1/2			3.50%	98,539	100,521	104,248	106,332
12			3.50%	100,756	102,782	106,593	108,724

NKL
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NEGOTIATIONS 2024

WWPS Board of Education &
MEA-NEA, Local 1, WWEA

Date proposed: August 23, 2024

TA or WD Date: 8/23/24
(circle one)

BOARD COUNTER PROPOSAL**3.17.1a Additional Stipend for Posted Extra-Duty Assignments**

<u>Position</u>	<u>%</u>
<u>High School Athletics</u>	
Baseball Head Varsity Coach	10-12*
Baseball JV Coach	8
Basketball Head Varsity Coach (Boys)	12
Basketball Head Varsity Coach (Girls)	12
Basketball JV Coach (Boys)	9
Basketball JV Coach (Girls)	9
Basketball Freshman (Boys)	7
Basketball Freshman (Girls)	7
Bowling	7
Competitive Cheerleading Varsity Coach	8
Sideline Cheerleading Varsity Coach	8
Cheerleading JV Coach	6
Cross Country Head Coach	9
Cross Country Asst. Coach	7
Dance Team Head Coach	7
Football Head Varsity Coach	13
Football Asst. Varsity Coach -(2) (3)	9 8
Football Head JV Coach	8 7
Football Asst. JV Coach	7 6
Soccer Head Varsity Coach (Boys)	9
Soccer Head Varsity Coach (Girls)	9
Soccer JV Coach (Boys)	7
Soccer JV Coach (Girls)	7
Softball Varsity Coach	10-12*
Softball Asst. Varsity Coach	6
Softball JV Coach	8
Swimming Head Coach (Boys)	10-12*
Swimming Asst. Coach (Boys)	8
Swimming Head Coach (Girls)	10-12*
Swimming Asst. Coach (Girls)	8
Tennis Varsity (Boys)	8
Tennis Varsity (Girls)	8
Tennis JV (Boys)	6
Tennis JV (Girls)	6
Track Head Varsity Coach (Boys)	11-13*
Track Head Varsity Coach (Girls)	11-13*
Track Asst. Coach (Boys)	7

Track Asst. Coach (Girls)	7
Volleyball Varsity Coach	10
Volleyball Asst. Varsity Coach	6
Volleyball JV Coach	7
Volleyball Freshman Coach	6
Wrestling Head Varsity Coach	11-13*
Wrestling Asst. Varsity Coach	6
Wrestling JV Coach	8
<u>Middle School Athletics</u>	
Basketball Coach 7 th (Boys)	6
Basketball Coach 8 th (Boys)	6
Basketball Coach 7 th (Girls)	6
Basketball Coach 8 th (Girls)	6
Cheerleading	6
Football 8 th Grade Head Coach	6
Football 7 th Grade Head Coach	6
Football Asst. 8 th Grade Coach	3
Football Asst. 7 th Grade Coach	3
Softball Coach	6
Track Coach (Boys)	6
Assistant Track Coach (Boys)	3
Track Coach (Girls)	6
Assistant Track Coach (Girls)	3
Volleyball Coach 7 th (Girls)	6
Volleyball Coach 8 th (Girls)	6
Wrestling	6

GRANDFATHER

Bargaining unit members currently serving as the Varsity Volleyball Coach, Wrestling Head Varsity Coach and Softball Varsity Coach are grandfathered in at the following percentages to be paid at the previous year's BA step 0-9 schedule as long as the bargaining unit member continues to coach that particular sport: Volleyball – 11-13%, Wrestling – 11-13%, Softball 10-12%.

RATIONALE:

* To get the higher percentage:

~~The Head Baseball Coach must not have an assistant and carry a minimum of 20 players, and these 20 players must be used in competition.~~

The Head Track Coach must have a minimum of 30 competitors.

~~The Cross Country Coach must not have an assistant and have both boys and girls in competition.~~

The Head Wrestling Coach must not have an assistant and carry a minimum of 26 wrestlers who are used in competition.

The Head Swimming Coach must not have an assistant and must carry a minimum of 30 competitors for both swimming and diving.

The Head Softball Coach must not have an assistant and carry a minimum of 20 players, and these players must be used in competition.

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~~The Head Volleyball Coach must not have an assistant and carry a minimum of 20 players who are used in competition.~~

~~The Middle School Track Coach must have both boys and girls in competition.~~

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NEGOTIATIONS 2024

Date proposed: August 23, 2024

WWPS Board of Education &

MEA-NEA, Local 1, WWEA

TA or WD Date: APC MB
(circle one) 8/27/24

BOARD COUNTER PROPOSAL

3.17.1b Additional Stipend for Posted Extra-Duty Assignments

Co-Curricular Activities

Auditorium Advisor High School	\$2,600
Band High School	\$6,000
Band-Jazz High School	\$2,125
Band Middle School	\$3,500
Band-Jazz Middle School	\$500
Chorus Elementary	\$1,300 per bldg.
Chorus High School	\$2,000 (3 Concerts, No musical)
Chorus Middle School	\$900 \$1,000
Class Advisor – Senior (2)	\$1,800 each
Class Advisor – Junior (2)	\$1,800 each
Class Advisor – Sophomore (2)	\$900 \$1,000 each
Class Advisor – Freshman (2)	\$900 \$1,000 each
DECA	\$900 \$1,500 \$1,000
Debate and Forensics Coach High School	\$2,700
Drama Coach High School	\$500 per play
Family Engagement Coordinator	\$1500 per year
HOSA	\$900 \$1,000
Interact	\$900 \$1,000
Musical	10%
National Honor Society	\$900 \$1,500 \$1,000
National Junior Honor Society	\$900 \$1,000
Newspaper Advisor High School	\$1,500
PBIS – Elementary	\$1,000
Robotics	\$1,500 \$1,000
S.A.A.D. S.A.D.D.	\$900 \$1,000
Safety Patrol Advisor	\$900 \$1,000 per bldg.
District Sponsored Clubs and Activities	\$900 \$1,000
Science Olympiad	\$900 \$1,000
Social Studies Olympiad	\$900 \$1,000
Student Council Advisor Elementary	\$900 \$1,000 per bldg.
Student Council Advisor High School	\$1,750 ea. if 2 - \$2,550 if 1
Student Council Advisor Middle School	\$1500
Television Production Coordinator	\$1,500
Yearbook Advisor High School	\$2,300

Yearbook Advisor Middle School	\$500
Yearbook Advisor Enterprise High School	\$500

If more bargaining unit members hold a position than the number of positions identified above, then the total amount of compensation for those positions shall be split equally among all the bargaining unit members who hold the positions.

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NEGOTIATIONS 2024

WWPS Board of Education &
MEA-NEA, Local 1, WWEA

Date proposed: August 23, 2024

TA or WD Date: ARC NB
8/27/24
(circle one)

BOARD COUNTER PROPOSAL

3.17.3 Department Head/Area Chairperson/Curriculum Facilitator

I. High School & Middle School

A. Definition of Department

For an area presently having a department head to continue to be considered as a department, there must be a minimum of two full time equivalent (F.T.E.) Members.

B. Method of Compensation

Each member will receive a stipend of ~~\$2,280~~ **\$3000**

C. Positions

Math – HS and MS

Science – HS and MS

English – HS and MS

Social Studies – HS and MS

CTE - HS

World Language - secondary

~~Special Education – HS and MS~~

~~Secondary Instructional Coach~~

II. Elementary Curriculum Facilitator

A. Positions

One Position per Grade Level, K – 5, District-wide

~~**Elementary Math Coach**~~

~~**K-12 Instructional Technology Coach**~~

B. Method of Compensation

Each member will receive a stipend of ~~\$2,280~~ **\$3000**

NRC
MB

NEGOTIATIONS 2024

WWPS Board of Education &
MEA-NEA, Local 1, WWEA

Date proposed: August 23, 2024

TA or WD Date: NRL MB
8/23/24
(circle one)

WWEA COUNTER-PROPOSAL

3.17.4 Additional Compensation for Literacy Training

I. Reading Recovery

A. Teacher in Training

- a. Any teacher in the WWPS Reading Recovery training program will receive \$500 in additional compensation within 30 days of completion of the program. WWPS will also pay the tuition cost associated with the graduate credits through ~~Oakland~~ **Georgia State** University.

B. Assessment Training

- a. Beginning in 2022-2023 any teacher required to attend assessment training will be paid at the Curriculum Rate for their time during the assessment training.
- ~~b. The BOARD shall provide one time compensation in the amount of \$500 to all teachers who completed the assessment training program in August 2021. Payments shall be made on or before October 14, 2022.~~

Board of Education 24-25 Proposed Calendar – August 27, 2024

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8/27/24 MB

August 27	Professional Development (Instructional Time 5 HR) / Balance of day for Staff Mtg. (One day only) or Class Time – can take place before or after PD time	
August 28	Professional Development (Instructional Time 5 HR) / Balance of day for Staff Mtg. (One day only) or Class Time – can take place before or after PD time	
August 29	School Break/Non-Work Day	
August 30	School Break/Non-Work Day	
September 2	Labor Day Holiday	
September 3	School Starts – A.M. Half Day	P.M. Classroom/Building time
September 18	Early Release / 1.5 hour PLC Meetings/Staff Meetings	
October 2	Count Day	
October 10	Middle School A.M. Half Day	P.M. Middle School Parent Teacher Conferences
October 16	Early Release / 1.5 hour PLC Meetings/Staff Meetings	
October 17	High School Full Day	WWT 3-5pm & 6-8:30pm EHS 5:30-8:30-PM Confers.
October 25	Elem./M.S./EHS Half Day	P.M. Teacher Records Day – END Q1
October 30	Early Release /1.5 hour PLC Meetings/Staff Meetings	
October 31	Districtwide Half Day	P.M. Comp Day for Fall Conferences
November 5	No School/Professional Development	Districtwide (Instructional Time 6.25HR)
November 7	Elementary A.M. Half Day/PM PTConf.	Evening Elem. Fall Parent Teacher Conferences
November 13	Early Release / 1.5 hour PLC Meetings/Staff Meetings	
November 14	Elementary A.M. Half Day/PM PTConf.	Evening Elem. Fall Parent Teacher Conferences
November 15	Elementary A.M. Half Day	P.M. Elem. Comp Time
November 27	Thanksgiving Recess	
November 28	Thanksgiving Holiday	
November 29	Thanksgiving Holiday	
December 11	Early Release / 1.5 hour PLC Meetings/Staff Meetings	
December 23	Winter Recess	
December 24	Winter Recess/Holiday	
December 25	Winter Recess/Holiday	
December 26	Winter Recess	
December 27	Winter Recess	
December 30	Winter Recess	
December 31	Winter Recess/Holiday	
January 1	Winter Recess/Holiday	
January 2	Winter Recess	
January 3	Winter Recess	
January 8	Early Release / 1.5 hour PLC Meetings/Staff Meetings	
January 15	High School Exams (7:35AM-11:20AM)	
January 16	High School Exams (7:35AM-11:20AM)	
January 17	High School Exams (7:35AM-11:20AM)	
January 17	AM Half Day Elem/MS	PM Elem/MS Staff Records Day – END Q2/S1
January 20	No School	Martin Luther King Jr. Day

February 5	Early Release / 1.5 hour PLC Meetings/Staff Meetings	
February 12	Count Day	
February 17	Mid-Winter Recess	
February 18	Mid-Winter Recess	
February 26	Early Release / 1.5 hour PLC Meetings/Staff Meetings	
March 4	High Schools Full Day	Evening High School Conferences (5:30PM-8:30PM)
March 5	MS A.M. Half Day	MS Afternoon and Evening MS Parent Teacher Confs
March 6	MS/HS A.M. Half Day	MS/ HS Comp. Day for Spring Confs.
March 12	Early Release / 1.5 hour PLC Meetings/Staff Meetings	
March 24	Spring Recess	
March 25	Spring Recess	
March 26	Spring Recess	
March 27	Spring Recess	
March 28	Spring Recess/Holiday	
April 2	Early Release / 1.5 hour PLC Meetings/Staff Meetings	
April 4	Elem./M.S./EHS Half Day	P.M. Teacher Records Day – END Q3
April 8	High School SAT Testing Day (11th Only)	P.M. High School Comp Time Fall Conf 12:30-2:35PM
April 15	Elementary A.M. Half Day/PM PTConf	Evening Elementary Parent Teacher Conferences
April 16	Elementary Half Day	Elementary Comp Day for Spring Confs.
April 18	No School	
April 23	Early Release /1.5 hour PLC Meetings/Staff Meetings	
May 7	Early Release / 1.5 hour PLC Meetings/Staff Meetings	
May 26	Memorial Day Holiday	
June 11	High School Exams (7:35AM – 11:20AM)	
June 12	High School Exams (7:35AM – 11:20AM)	
June 13	High School Exams (7:35AM – 11:20AM)	
June 13	AM Half Day Elem/MS	PM Elem/MS Staff Records Day – END Q4/S1

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LSWEA
 Counter Proposal ✓
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 8/27/24 MB

2025-2026 Calendar

August

20	DPPD (5 HR)	Balance of day for Staff Mtg (one day only)
21	DPPD (5 HR)	Balance of day for Staff Mtg (one day only)
22	School Break/Non-work day	
25	School starts - AM Half Day	PM Classroom/Building Time
29	School Recess	

September

1	School Recess	Labor Day Holiday
17	Early Release - DPPD (1.5 Hrs)/Staff Meetings	

October

1	Count Day	
8	MS AM Half Day/PM MS PT Conferences	MS Evening PT Conferences
9	WWT/EHS Conferences	WWT: 3-5pm, 6-8:30pm; EHS: 5:30-8:30 PM
15	Early Release - DPPD (1.5 Hrs)/Staff Meetings	
24	Elem/MS/EHS Half Day	PM Teacher Records Day-END Q1
29	Early Release - DPPD (1.5 Hrs)/Staff Meetings	
31	AM Half Day	PM District Wide Comp Day for Fall Conferences

November

4	DPPD (6 HRS) - No School for students	
6	Elem AM Half Day/PM Fall PT Conferences	Elem Evening PT Conferences
12	Early Release - DPPD (1.5 Hrs)/Staff Meetings	
13	Elem AM Half Day/PM Fall PT Conferences	Elem Evening PT Conferences
14	Elem AM Half Day	PM Elem Comp Day for fall Conferences
26	Thanksgiving Recess	
27	Thanksgiving Recess	
28	Thanksgiving Recess	

December

10	Early Release - DPPD (1.5 Hrs)/Staff Meetings
22	Winter Recess
23	Winter Recess
24	Winter Recess
25	Winter Recess
26	Winter Recess
29	Winter Recess
30	Winter Recess
31	Winter Recess

January

1	Winter Recess
2	Winter Recess
7	Early Release - DPPD (1.5 Hrs)/Staff Meetings
14	High School Exams 7:35 - 11:20
15	High School Exams 7:35 - 11:20
16	High School Exams 7:35 - 11:20/AM Half Day Elem/MS PM District Wide Records Day
19	School Recess

February

4	Early Release - DPPD (1.5 Hrs)/Staff Meetings
11	Count Day
16	Mid Winter Recess
17	Mid Winter Recess
25	Early Release - DPPD (1.5 Hrs)/Staff Meetings

March

3	MS AM Half Day	PM/Evening MS PT Conferences
4	WWT/EHS Full Day	WWT/EHS Evening PT Conferences
5	WWT/EHS/MS Half Day	HS/MS Comp Comp time for spring conferences
11	Early Release - DPPD (1.5 Hrs)/Staff Meetings	
20	School Recess	Eid al-Fitr
27	Elem/MS/EHS Half Day	PM Teacher Records Day-END Q3
30	Spring Recess	
31	Spring Recess	

April

1	Spring Recess	
2	Spring Recess	
3	Spring Recess	
7	High School SAT Testing Day	PM WWT Comp time for fall conferences (12:30-2:30)
15	Early Release - DPPD (1.5 Hrs)/Staff Meetings	
16	Elem AM Half Day	Elem PM/Evening PT Conferences
17	AM Half Day	Elem PM Comp time for spring conferences
29	Early Release - DPPD (1.5 Hrs)/Staff Meetings	

May

20	Early Release - DPPD (1.5 Hrs)/Staff Meetings
22	School Recess
25	School Recess

June

5	High School Exams 7:35 - 11:20
8	High School Exams 7:35 - 11:20
9	High School Exams 7:35 - 11:20/AM Half Day Elem/MS PM District Wide Records Day

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✓ 08/23/24 ✓

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2026-2027 Calendar

August

19	DPPD (5 HR)	Remainder of day of staff mtg/classroom time
20	DPPD (5 HR)	Remainder of day of staff mtg/classroom time
21	Non Work Day	
24	School starts - AM Half Day	PM Classroom/Building Time
28	School Break/Non-work day	

September

4	School Recess	Labor Day Holiday
7	School Recess	
16	Early Release - DPPD (1.5 Hrs)/Staff Meetings	

October

7	Count Day	
8	MS AM Half Day/PM MS PT Conferences	MS Evening PT Conferences
14	Early Release - DPPD (1.5 Hrs)/Staff Meetings	
15	WWT/EHS Conferences	WWT: 3-5pm, 6-8:30pm; EHS: 5:30-8:30 PM
23	Elem/MS/EHS Half Day	PM Teacher Records Day-END Q1
28	Early Release - DPPD (1.5 Hrs)/Staff Meetings	
30	AM Half Day	PM District Wide Comp Day for Fall Conferences

November

3	No School/Professional Development	DPPD (6.25 HR)
5	Elem AM Half Day/PM Fall PT Conferences	Elem Evening PT Conferences
12	Elem AM Half Day/PM Fall PT Conferences	Elem Evening PT Conferences
13	Elem AM Half Day	PM Elem Comp Day for fall Conferences
18	Early Release - DPPD (1.5 Hrs)/Staff Meetings	
25	Thanksgiving Recess	
26	Thanksgiving Recess	
27	Thanksgiving Recess	

December

9	Early Release - DPPD (1.5 Hrs)/Staff Meetings
21	Winter Recess
22	Winter Recess
23	Winter Recess
24	Winter Recess
25	Winter Recess
28	Winter Recess
29	Winter Recess
30	Winter Recess
31	Winter Recess

January

1	Winter Recess	
13	High School Exams 7:35 - 11:20	
14	High School Exams 7:35 - 11:20	
15	High School Exams 7:35 - 11:20/AM Half Day Elem/MS	PM District Wide Records Day - End S1/Q2
18	School Recess	MLK Jr. Day
20	Early Release - DPPD (1.5 Hrs)/Staff Meetings	

February

3	Early Release - DPPD (1.5 Hrs)/Staff Meetings
10	Count Day
15	Mid Winter Recess
16	Mid Winter Recess
24	Early Release - DPPD (1.5 Hrs)/Staff Meetings

March

2	MS AM Half Day	PM/Evening MS PT Conferences
3	WWT/EHS Full Day	WWT/EHS Evening PT Conferences
4	WWT/EHS/MS Half Day	HS/MS Comp Comp time for spring conferences
9	School Break	Eid Al-Fitr
17	Early Release - DPPD (1.5 Hrs)/Staff Meetings	
25	Elem/MS/EHS Half Day	PM Teacher Records Day-END Q3
26	School Break	Good Friday
29	Spring Recess	
30	Spring Recess	
31	Spring Recess	

April

1	Spring Recess	
2	Spring Recess	
6	HS SAT Testing Day	PM High School Staff classroom work time
15	Elem AM Half Day	Elem PM/Evening PT Conferences
16	AM Half Day	Elem PM Comp time for spring conferences
21	Early Release - DPPD (1.5 Hrs)/Staff Meetings	

May

5	Early Release - DPPD (1.5 Hrs)/Staff Meetings
19	Early Release - DPPD (1.5 Hrs)/Staff Meetings
28	School Recess
31	School Recess

June

8	High School Exams 7:35 - 11:20
9	High School Exams 7:35 - 11:20
10	High School Exams 7:35 - 11:20/AM Half Day Elem/MS PM District Wide Records Day - End S2/Q4

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NEGOTIATIONS 2024

Date Proposed:

August 7, 2024

WWPS Board of Education &
MEA-NEA, Local 1, WWEA

TA or WD Date:
(circle one)

NRL - MB
8/27/24

BOARD REVISED PROPOSAL

APPENDIX III -- SAMPLE MIDDLE SCHOOL SCHEDULE

Teacher Start	7:50
Student First Bell	7:50
Student Reminder Bell	7:58
Student Start Class – Second Bell	8:00
Student End	3:00
Teacher End	3:05
Professional Responsibility Before	10 minutes
Professional Responsibility After	5 minutes
Lunch	30 minutes
Passing Time	18 minutes
Student Instructional Time	6 periods @ 56 minutes 1 advisory period @ 32 minutes
Teacher Day (Including Instructional Time, Lunch, Prep, & Before & After School Reporting)	7 hours, 15 minutes (435 minutes)
Teacher Preparation Time Per Week	56 minute period per day (280 minutes/regular week)
Instructional Full Days	153 @ 386 minutes
Instructional Half Days	9 @ 470 180 minutes
Instructional Early Release Days	18 @ 267 minutes
Teacher Professional Development Days	3 days @ varied minutes (975 minutes total)
Testing Days	Varies by Grade Level and By Year

NEGOTIATIONS 2024

WWPS Board of Education &
MEA-NEA, Local 1, WWEA

Date proposed: 6/25/24

TA or WD Date: 8/27/24
(circle one)

WWEA COUNTER PROPOSAL

Letters of Agreement

- LOA Re: MCL.380.1764h- DELETE
- LOU Re: Short Term, Grant Funded Positions- Rewrite with Revisions or new LOA
- LOA Re: Article 3.11.1 Insurance Protection Packages- DELETE*
*Confirm RX changes are incorporated into CBA (10/10/2022)
- LOU Re: Kindergarten Specials Class Size- DELETE
- Memo of Agreement – Recognition – RETAIN
- LOA Re: Section 3.2.15, Curriculum and Instructional Materials – RETAIN
- LOA Re: Section 3.17.1b – Additional Stipends for Posted Extra Duty Assignments SIMTEC Student Advocate – RETAIN
- Memo of Agreement – Student Advocate – RETAIN
- Memo of Agreement – One Year Leave of Absence from a Stipend Coaching Position – RETAIN
- Memo of Agreement – Student Teacher Guidelines – RETAIN
- LOU – Calendar Day Variance 2022/2023 - DELETE

NEGOTIATIONS 2024

Date proposed: **August 19, 2024**

WWPS Board of Education &

MEA-NEA, Local 1, WWEA

TA or WD Date: 12/21/24 MB
8/27/24

(circle one)

BOARD COUNTER PROPOSAL

**LETTER OF UNDERSTANDING BETWEEN
WARREN WOODS PUBLIC SCHOOLS
AND
WARREN WOODS EDUCATION ASSOCIATION, MEA/NEA LOCAL 1
RE: SHORT TERM, GRANT FUNDED POSITIONS**

Due to the COVID-19 Pandemic, additional funding sources ~~have been~~ were provided to Districts across the State to address the concerns of learning loss. These funds needed to be spent by September 30, 2024. ~~Through stakeholder engagement and discussions with the District Student Achievement Team, it was determined that emphasis needed to be placed in four main areas: 1. Additional Staff to Support Focus on Instruction, 2. Extended Learning Opportunities/After School Activities, 3. Computer Programs for Students to Use and 4. Updated research-based Instructional Resources. Warren Woods applied for ESSER III funds, Section 11t funds and utilized Title 1 funds to address these priorities; all three applications have been approved by the Michigan Department of Education. Through a review of relevant data and in support of building School Improvement Plans, some formerly ESSER/11t funded positions will be maintained with the use of new grant funds or General Fund dollars for the 2024-2025 School Year.~~

Due to the unique nature of these short-term, grant funded positions, designed to ensure high quality instruction and support for our students, the Warren Woods Public Schools (WWPS) and the Warren Woods Education Association, MEA/NEA Local 1 (WWEA) hereby agree that all provisions of the current collective bargaining agreement shall remain in full force and effect with the addition/exception of the positions and responsibilities provided herein.

Coaching Positions: The following Coaching positions have been maintained for the 24-25 school year the funds noted below ~~added with these funds~~ to support teachers as they implement new strategies, new materials, and new challenges brought about by the pandemic:

1. K-12 Instructional Technology Coach – General Fund
2. ~~Secondary~~ K-12 Instructional Engagement Coach – General Fund
3. ~~Secondary Math Coach~~
4. Elementary Math Coach – Title One

We recognize that these ~~new~~ positions require planning and preparation outside the contractual obligations. As such, it is agreed that:

1. The Coaches listed above do not need to participate in parent-teacher conferences. The contractual time these members would otherwise be required to spend for Parent Teacher Conferences will be used to prep prior to the start of the school year.

- a. Elementary Math Coach: two evenings in the Fall – six (6) hours and one evening in the Spring – three (3) hours – for a total of 9 (nine) hours.
 - b. K-12 Instructional Technology Coach: one evening in the Fall – five (5) hours and one evening in the Spring three (3) – for a total of eight (8) hours.
 - c. ~~Secondary Math and Secondary~~ K-12 Instructional Engagement Coach: one evening in the Fall – five (5) hours and one evening in the Spring – three (3) hours – for a total of eight (8) hours.
2. Additional time that Coaches are approved to work prior to the start of the regular school year will be approved as Compensatory Time **as provided in Section 3.4.5**. All time needs prior approval from the Superintendent. ~~or designee and needs to be approved on the Compensatory Time Sheet provided in the CBA.~~
 3. Each of the ~~four~~ three coaches listed above will receive a \$500 ~~\$2,000.00~~ **\$1,000-\$1500** stipend per year for attending and/or presenting at New Teacher Orientation, all ~~and optional~~ DSAT meetings, ~~or~~ **and one** Board meetings.

2024-2025 High Dosage Tutoring: High-dosage tutoring is defined as tutoring in very small groups. This method of tutoring also involves having 3 to 5 sessions of tutoring a week, totaling about 120-200 hours of tutoring during the school year. Research has found this type of tutoring program to be very effective and perfectly complement in-classroom learning. The main findings of most tutoring studies find that the personalized aspects of a small group or one-on-one tutoring are key. In smaller settings, tutors can customize their teaching more effectively and tackle the specific learning gaps a student or group of students may have. Furthermore, a more close-knit setting allows tutors to develop a more personal connection with their students. Lower performing students tend to spend more of their time in classes disengaged due to a lack of confidence. One-on-one and small group tutoring can allow a student to gain confidence in their knowledge and in their willingness to ask for help. Furthermore, a closer relationship with an educator can help boost a child's confidence. As such, it is agreed that:

1. ~~Six~~ Eight “In School” High Dosage Tutor Positions will be posted (~~two~~ at WWT and six at WWMS ~~one at EHS~~) for each semester. One hour per day will be spent with the assigned group of students. One Tutor will meet with two to four students. Tutors will work on content that is aligned with classroom content. Tutors will be paid a \$5,000 stipend, each semester, for meeting with their tutor group on their prep hour. Tutors will need to complete weekly PARS reports to document their time for ~~Federal~~ reporting purposes.
2. ~~Three~~ Two “~~Before/~~After School” High Dosage Tutor positions will be posted (~~three~~ one at WWT and one at WWMS) for each semester. One hour - three days per week will be spent with the assigned group of students. One Tutor will meet with two to four students. Tutors will work on content that is aligned with classroom content. Tutors will be paid a \$3,000 stipend, each semester, for meeting with their tutor group for one hour - three days of the week before or after school. Tutors will need to complete weekly PARS reports to document their time for ~~Federal~~ reporting purposes.
3. One High School Literacy Mentor position will be posted at WWT for each semester. One hour – four days per week will be spent with the assigned group of **no more than fifteen (15)** students. The Mentor will meet with students with experience with the Read 180 Program. The Mentor will work on content that is aligned with classroom content. Mentor will be paid a \$4,500 stipend, each semester, for meeting with their tutor group for one hour - four days of the week before or after

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school. Tutors will need to complete weekly PARS reports to document their time for reporting purposes.

4. Five "After School" ELL Support positions will be posted for each semester; one position at each of the following buildings: Briarwood, Pinewood, Westwood, WWMS and WWT. Two hours per week will be spent with the assigned group of **up to four students per session**. Tutors will work on content that is aligned with classroom content. Tutors will be paid at ~~\$35~~ **\$50** per hour for meeting with their tutor group for one hour - two days of the week after school **plus an additional hour for prep time**. Tutors will need to complete weekly PARS reports to document their time for reporting purposes.
5. Two "After School" Drop In Tutoring positions will be posted; one position at WWT and one position at WWMS. Four hours per week will be spent with **no more than twenty (20)** students who drop in after school for additional support. Tutors will work on content that is aligned with classroom content. Tutors will be paid at ~~\$35~~ **\$50** per hour for meeting with the students who drop-in for one hour - four days of the week after school. Tutors will need to complete weekly PARS reports to document their time for reporting purposes.

Neil Cassabon, Deputy Superintendent
Warren Woods Public Schools

Michele Bastian, President
Warren Woods Education Association –
Local 1, MEA/NEA

Dated: _____

Dated: _____

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