

**Agreement between**

# **W-WBAA**

**Wayne-Westland Building  
Administrators Association**

and the

**Board of Education**

Wayne-Westland Community Schools

July 1, 2024 - July 31, 2027

Wayne-Westland Community Schools, Westland, MI 48185





ARTICLE 1	2
RECOGNITION	2
ARTICLE 2	3
BOARD RIGHTS	3
ARTICLE 3	4
BOARD RESPONSIBILITIES	4
ARTICLE 4	4
ASSOCIATION AND EMPLOYEE RIGHTS	4
ARTICLE 5	8
EMPLOYMENT SECURITY	8
ARTICLE 6	12
PROTECTION AND ASSISTANCE	12
ARTICLE 7	12
GRIEVANCE PROCEDURE	12
ARTICLE 8	15
CURRICULUM	15
ARTICLE 9	15
ROLE OF PRINCIPALS	15
ARTICLE 10	15
PRINCIPAL'S EVALUATION	15
ARTICLE 11	16
ADMINISTRATIVE STAFFING METHODS AND PROCEDURES	16
ARTICLE 12	17
LEAVES OF ABSENCE	17
ARTICLE 13	20
SALARY AND FRINGE BENEFITS	20
ARTICLE 14	25
VALIDITY OF AGREEMENT	25
ARTICLE 15	27
DURATION OF AGREEMENT	27

# **ARTICLE 1 RECOGNITION**

## **Section 1 Recognition of Association**

### **1.1.1**

The Board hereby recognizes the Association in accordance with the applicable provisions of Act 379, P.A. of 1965, as amended, as the sole and exclusive bargaining representative for all Principals, Co-Principals, Assistant Principals, and Intern Assistant Principals. All other positions are excluded from the bargaining unit.

### **1.1.2**

Nothing contained in this Agreement shall deny or restrict the Board of its rights, responsibilities, and authority under the Michigan General School Laws or any other national, state, county, district, or local laws, or regulations as they pertain to education.

The Board retains the right and shall have the right to manage and conduct its obligation in accordance with the laws of the State of Michigan subject only to the condition that it shall not do so in any manner which constitutes a violation of this Agreement. Without limiting to any extent the generality of the foregoing, the Board shall have the right to promulgate at any time and to enforce any rules, policies, and regulations which do not violate the terms of this Agreement, and which it considers necessary or advisable for the safe, effective, and efficient operation of the school district. Any Administrator who violates or fails to comply herewith shall be subject to such provisions of this Agreement which relate to such discipline or discharge.

The Board, Superintendent, and their designee retain the right, among others, to establish and equitably enforce reasonable rules and personnel policies relating to the duties and responsibilities of Administrators, which are not inconsistent with the specific provisions of this Agreement and which do not otherwise directly affect wages, hours, terms, and conditions of employment. If the Board contemplates a change which directly effects wages, hours, terms, and conditions of employment, such matters must be negotiated with W-WBAA prior to implementation.

## **Section 2 Exclusive Collective Bargaining Agreement**

### **1.2.1**

The Board hereby expressly agrees that it shall not enter into any Collective Bargaining Agreement with any Administrator or with any other collective bargaining organization on behalf of building Administrators during the term of this Agreement.

### **1.2.2**

Individual contracts with individual members of W-WBAA shall not conflict with the terms and conditions of this Agreement.

### **1.2.3**

The Board agrees that such mutually recognized practices shall not be changed without

prior consultation with the Association. It is also agreed that changes in existing Board Policies that directly affect building Principals and/or the position of the Principals shall not be changed without prior consultation with the representatives of the Association. Final decision shall be the sole responsibility of the Board or its designated representative.

### **Section 3 Definitions**

#### **1.3.1**

In the application and interpretation of the provisions of this Agreement, the following definitions shall apply:

- a. BUILDING ADMINISTRATOR shall mean any Administrator eligible for membership in the Association and in a classification identified in Section 1.1.1 of this agreement.
- b. SUPERINTENDENT shall mean the Superintendent of Schools or their designated agents.
- c. In the construction of the words used in this Collective Bargaining Agreement, the use of the singular shall include the plural, and the masculine shall include the feminine.

### **Section 4 Special Conditions**

#### **1.4.1**

At any time during the term of this Agreement, the parties may mutually agree to meet and discuss matters relating to this Agreement.

## **ARTICLE 2 BOARD RIGHTS**

### **Section 1 Individual Contracts**

#### **2.1.1**

Consistent with the past policy of the District, it is agreed between the parties that individual contracts of employment shall be offered to the members of the Association.

### **Section 2 Management Functions**

#### **2.2.1**

Except as otherwise specifically provided in this Agreement, the Board has the sole and exclusive right to exercise all rights or functions of management.

Without limiting the generality of the foregoing, the term School District's rights includes:

- a. The right to manage and control the school system and its properties, facilities, and activities of its employees.
- b. The right to hire all employees and, subject to the provision of law, to determine their qualifications and the conditions for their

discharge or demotion, and to promote and transfer all such employees.

- c. The right to adopt and enforce any reasonable rules, policies, and regulations which it deems advisable for the safe, efficient, and effective operation of the school district.
- d. The right to determine the conditions, methods, means, and personnel by which the school district's operations are to be conducted.

## **ARTICLE 3 BOARD RESPONSIBILITIES**

### **Section 1 Non-discrimination**

#### **3.1.1**

The provisions of the Agreement and the wages, hours, terms, and the conditions of employment shall be applied without discrimination with respect to race, religion, color, national origin, age, sex, or marital status; or with respect to the Administrator's participation in activities of the Association and other professional organizations, collective professional negotiations with the Board, or any grievance, complaint, or proceeding under this Agreement.

#### **3.1.2**

The Board further agrees the private life of any Association member is not an appropriate matter for the concern or attention of the Board unless it affects the ability of the Administrator to carry out their professional functions or responsibilities to the school district or to act as a representative of the school district.

### **Section 2 Discipline Standard**

#### **3.2.1**

The Board agrees that its rules and regulations governing employee conduct shall be reasonable and that discipline shall be fair and not arbitrary or capricious.

## **ARTICLE 4 ASSOCIATION AND EMPLOYEE RIGHTS**

### **Section 1 Rights by Law and Contract**

#### **4.1.1**

Nothing contained herein shall be construed to deny or restrict to any building Administrator rights under the Michigan General School Laws. The rights granted to Administrators hereunder shall be deemed to be in addition to those provided by law and the building Administrator's individual contract of employment. Board policies not in conflict with the Master Agreement shall remain in force at the option of the Board.

## **Section 2 Use of Facilities and Equipment**

### **4.2.1**

The Association may use school facilities and equipment in accordance with Board Policy and Administrative Regulations.

### **4.2.2**

The Association may, consistent with Board Policy, Administrative Regulations, and applicable legal requirements, use the District's communication systems provided such use does not disrupt the normal business of the District nor cost the District extra money. The Association agrees that it will clearly identify union business and take responsibility for all materials communicated through these systems.

## **Section 3 Information Access**

### **4.3.1**

The Board agrees to furnish, within a reasonable time, information requested by the Association concerning finances of the District and all documents required under PERA as defined.

### **4.3.2**

In addition to their rights under the provisions of the Bullard-Plawecki Employee Right to Know Act, MCLA 423.501 et seq, which are incorporated herein, the Administrator shall have the right to have an Association Representative accompany them in any review of their personnel file.

### **4.3.3**

Such files may not contain a reprimand for a period of time in excess of two years from the date of issuance providing an additional reprimand does not occur during the said two-year period.

## **Section 4 Staff Selection and Assignment**

### **4.4.1**

The Board agrees that an Administrator may provide the Superintendent or their designee with a recommendation concerning personnel who may be assigned to their building.

### **4.4.2**

Each building Principal shall have the right to determine internal building program or department assignments subject to final approval of the Superintendent or designee.

### **4.4.3**

The building Principal shall be informed and provide input on the assignment of non-certified personnel to the building.

## **Section 6 Transacting Association Business**

### **4.6.1**

The Board and the Association recognize the responsibilities imposed on the Association and grant permission and a reasonable amount of time to the Designated

Representatives of the Association to participate in grievance matters, citizen complaints, and/or the Administration of provisions of the Agreement requiring Association participation. Participation in any of the above activities during regular working hours shall be subject to review and approval by the Superintendent or their designee.

## **Section 7 Work Year**

### **4.7.1**

Building Administrators are contracted for a school year. Each building Administrator is salaried. Their annual salary is comprised of their individual contract (Article 13.1.1) and extra hours/degree stipend (Article 13.2.1). For payroll purposes, High School Principals' daily rates are calculated by dividing their individual contracts by two-hundred twenty-three (223); High School Assistant Principals', Early Childhood Center Principal's, Middle School Principals' and High School Athletic Directors' individual contracts are divided by two-hundred eighteen (218); Middle School Assistant Principals', Principal of Alternative Programs's, Supervisor of Alternative Programs's and Elementary School Principals' individual contracts are divided by two-hundred thirteen (213).

Contractual days worked for each position will be as follows:

- High School Principal (211)
- High School Assistant Principal, Middle School Principal, Early Childhood Center Principal, and High School Athletic Director (206)
- Middle School Assistant Principal, Principal of Alternative Programs, Supervisor of Alternative Programs and Elementary Principal (201)

Building Administrators will receive their individual contracts in 26 equal bi-weekly payments. Any other arrangements will be mutually agreed upon by both parties. All W-WBAA members will use Direct Deposit for their payroll checks. A building Administrator beginning work after their contractual start date or leaving before their contractual end date shall have their individual contract, stipend, holidays, vacation days, and personal business days prorated accordingly.

### **4.7.2**

The following paid holidays will be observed:

Independence Day

Labor Day

Day before Thanksgiving (only if no instruction is scheduled)

Thanksgiving Day

Day after Thanksgiving

Christmas Eve Day

Christmas Day

New Year's Eve Day

New Year's Day

Martin Luther King Jr. Day

President's Day Monday (only if no instruction is scheduled)

Good Friday  
Easter Monday (only if no instruction is scheduled)  
Memorial Day

#### **4.7.4 Professional Development**

District provided professional development is limited to 140 hours per year of this Agreement. This is inclusive to all PD (i.e., Principal meetings). Leadership Council meetings are limited to 20 hours (10 days) per year.

### **Section 8 Citizens' Complaints**

#### **4.8.1**

In order to encourage the harmonious and expeditious resolution of parent complaints at the local level, the Board agrees that in the case of a complaint on the part of a citizen regarding an Administrator or a program or an employee they supervise, the citizen shall be requested to first discuss the matter with the Administrator involved.

#### **4.8.2**

Upon receipt of a complaint by the Superintendent or their designated representative, an investigation shall be made of the complaint. The Association reserves the right to conduct a parallel investigation and/or to review the evidence. In the event the Superintendent or the Board contemplates action and/or judgment on the complaint, it shall first be placed in writing and submitted to said Administrator. It is understood and agreed that an Administrator shall be given an opportunity to provide the necessary background information, either in person and/or by confidential memorandum, before any further action is taken on the matter.

#### **4.8.3**

The Board shall, if requested, provide the opportunity for a hearing for the Administrator against whom the charges are directed. Both parties may subpoena witnesses as necessary. The hearing may be public or private at the option of the Administrator being charged. The affected Administrator is entitled to union and/or legal representation.

The Board shall, within fifteen (15) working days after the close of the hearing, render its decision in writing.

#### **4.8.4**

Nothing contained herein shall be construed to deny any employee of other than their rights and privileges under the existing Master Agreement or statutes.

#### **4.8.5**

The Board agrees that prior to considering overruling any Administrator relative to student discipline, it will afford the Administrator the opportunity to present the rationale for that decision.

## **ARTICLE 5 EMPLOYMENT SECURITY**

### **Section 1 Contract Length**

#### **5.1.1**

Each Administrator in the bargaining unit shall be given a one-year individual contract.

At their option, an Administrator facing possible discharge shall be granted a hearing before the Board of Education to discuss the termination. At the meeting the employee may be accompanied by a representative of the bargaining unit and/or their attorney.

### **Section 2 Progressive Discipline Process**

#### **5.2.1**

The Board will only discipline an Administrator in a manner that is neither arbitrary nor capricious.

#### **5.2.2**

Before involuntarily transferring, not renewing a contract, or changing the status of an Administrator, the Board shall offer reasonable assistance to the Administrator in correcting their inadequacies giving rise to the reasons for the contemplated action. The affected Administrator may request Association representation at each level of the due process procedure.

- a. Conferences shall be held between the Administrator and their immediate Supervisor dealing with the clearly identified inadequacies and remedies will be specified in writing if the affected Administrator so requests.
- b. If the problem persists, a formal warning shall be issued to the Administrator which contains specific inadequacies in writing, with appropriate timelines as determined by the Superintendent and agreed to by the Association/individual.
- c. If the problem still persists, a formal review of the involved Administrator's performance shall be written and presented to the affected Administrator at a subsequent conference at which time the involved Administrator, at their option, may be accompanied by a representative of the bargaining unit.

### **Section 3 Seniority**

#### **5.3.1**

Seniority is defined as follows:

- a. District seniority is length of service in the district as defined in the W-WEA Master Agreement.

- b. Bargaining Unit Seniority is defined as length of continuous service in the bargaining unit, including periods during which the Administrator has recall rights to the bargaining unit.
- c. Classification Seniority is defined as length of service in a classification, i.e. grade 13, grade 14, grade 15, etc.
- d. Position Seniority is defined as the length of service in a classification, i.e. High School Principal, High School Assistant Principal, Elementary Principal, etc.

### **5.3.2**

Unless otherwise specified, preference shall be given in all instances on the basis of Qualifications, Effectiveness, Classification, Position, and Bargaining Unit Seniority in this order.

### **5.3.3**

In the event that an Administrator returns to the W-WEA, their rights in that unit shall be based upon the W-WEA Master Agreement.

### **5.3.4**

Administrators leaving the bargaining unit shall retain all seniority as described in Article 5.3.1.

## **Section 4 Reduction and Recall of Staff**

### **5.4.1**

Should it become necessary to reduce the number of Administrators in the bargaining unit, the Superintendent will first inform W-WBAA of the reasons for such reductions. The Association shall be given an opportunity to suggest alternatives.

### **5.4.2**

Administrators who are on Board approved leaves of absence at the time of staff reductions shall be considered on the same basis as Administrators currently on duty.

### **5.4.3**

Any Administrator relieved of their duties because of reduction of staff or elimination of position shall be offered the next W-WBAA Administrative opening for which they are certified and qualified.

### **5.4.4**

If it becomes necessary to reduce the Administrative staff, the individuals retained shall be those Administrators with the greatest Bargaining Unit Seniority, certification, and qualification. An Administrator identified as Highly Effective or Effective will be retained over an Administrator identified as Minimally Effective and Minimally Effective retained over Ineffective, regardless of Bargaining Unit Seniority.

#### **5.4.5**

Any Administrator transferring to the teaching ranks will be placed on the teaching salary schedule commensurate with the employee's years in the district and highest college or university degree, both as a Teacher and Administrator, following the date of expiration of the individual's Administrative contract.

#### **5.4.6**

An Administrator not identified as Minimally Effective or Ineffective who has been removed from their position because of a reduction in the number of W-WBAA positions shall be reinstated to a W-WBAA position for which they are certified and qualified prior to the placement of any person outside of the W-WBAA bargaining unit.

#### **5.4.7**

Administrators transferring to another bargaining unit shall carry over their sick banks as allowed by that union contract.

### **Section 5 Administrative Interns**

#### **5.5.1**

The employment status of an Administrative Intern at the conclusion of assignment shall be the sole responsibility of the Board of Education.

### **Section 6 Non-Disciplinary Involuntary Transfers**

#### **5.6.1**

When involuntary transfers are necessary, the professional background and effectiveness rating of the bargaining unit member shall be considered in determining which bargaining unit member is to be transferred. Administrators who are involuntarily transferred shall be transferred, if possible, to a comparable position and shall not suffer a reduction in salary. An involuntary transfer shall be made only after a meeting between the affected Administrator and the Superintendent, at which time the Administrator, upon request, shall be notified of the reason for the transfer in writing.

Involuntary transfers shall not be subject to the grievance procedure outlined in Article 7.

#### **5.6.2**

The Board agrees to consider volunteers first before involuntarily transferring any Administrator.

### **Section 7 Reorganization, Reclassification or Reassignment**

#### **5.7.1**

The Superintendent will consult with the Association prior to Administrative reorganization or the creation of new Administrative positions.

#### **5.7.2**

Where new Administrative positions do not clearly fall within the definition of persons excluded from representation by the Association, a determination of inclusion shall be made mutually by the Association and the Board.

### **5.7.3**

The Board agrees to negotiate the rates of pay, wages, terms, or other conditions of employment for any new positions created within the bargaining unit.

The parties agree that decisions about the development, content, standards, procedures, adoption, and implementation of the method of compensation required under section 1250 of the revised school code, 1976 PA 451, MCL 380.1250, decisions about how an employee performance evaluation is used to determine performance-based compensation under section 1250 of the revised school code, 1976 PA 451, MCL 380.1250, decisions concerning the performance-based compensation of an individual employee, or the impact of those decisions on an individual employee or the bargaining unit are not subject to negotiations or this Agreement.

## **Section 8 Return to Teaching Ranks**

### **5.8.1**

A building Administrator may, at their discretion, return to the teaching staff with seniority as outlined in the W-WEA contract. They must notify, in writing, both the Human Resources Office and the W-WEA no later than April 1 of any work year.

### **5.8.2**

The Administrator who elects to revert to the teaching ranks shall be paid on the teaching salary schedule in accordance with the W-WEA Master Agreement, with years of in-district administrative experience counting the same as in-district years of teaching experience.

## **Section 9 Professional Activities**

### **5.9.1**

With prior approval from the Superintendent or their designee, a bargaining unit member may be granted permission to act as a resource person or active participant in staff development programs, professional conferences, and/or professional meetings organized by some agency other than WWCS.

### **5.9.2**

The Association and the Board mutually agree that conventions and conferences are an important factor in the professional and educational growth of our members and for the school district. The Association and the Board will encourage attendance at these meetings.

### **5.9.3**

Administrators may attend local, state, or national meetings or conventions at the discretion of the Superintendent. All requests must be in writing and approved in advance. The approval will include information on the extent of reimbursement of expenses to be allowed consistent with Board Policy.

## **ARTICLE 6 PROTECTION AND ASSISTANCE**

### **Section 1 Protection of Administrators**

#### **6.1.1**

The Board shall recognize its responsibility to provide all reasonable support and assistance to Administrators with respect to maintenance of control and discipline in the schools.

#### **6.1.2**

Administrators shall report to the Superintendent's office all cases involving serious abusive conduct and/or torts or assaults suffered by them in connection with their employment.

#### **6.1.3**

The District carries insurance, at no cost to any Member, covering certain claims that may be made against the District and Members. The District intends to maintain such insurance for the term of this Agreement, subject to the availability of such insurance at prices comparable to those prevailing in the market at the time this Agreement is ratified. No Member shall pay any deductible.

#### **6.1.4**

An Administrator absent from their duties as a result of an assault or lawsuit while employed in school activities, and the assault or lawsuit is related to performance of duties, shall not have the absence charged against their sick leave accumulation.

### **Section 2 Reimbursement of Losses**

#### **6.2.1**

The Board shall reimburse an Administrator up to \$500 during the course of one year for the damage, loss, or destruction of personal property having a value of \$20 or more, provided such damage or destruction occurs on school premises, is connected with the execution of their assigned responsibilities, and was not occasioned by the negligence of the affected Administrator.

## **ARTICLE 7 GRIEVANCE PROCEDURE**

### **Section 1 Definition**

#### **7.1.1**

A grievance is a complaint by an Administrator, a group of Administrators, or the Association that there has been a violation, misinterpretation, or misapplication of any provision of this Agreement.

#### **7.1.2**

The term "days" when used in this section shall mean working days. Time limits may be

extended by written agreement of both parties.

### **7.1.3**

All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participant(s).

## **Section 2 Time Limits**

### **7.2.1**

The time limits specified hereinafter for movement of grievance through the process shall be strictly adhered to and may be relaxed or extended only by mutual consent of the parties in writing. In the event that the Association fails to appeal a grievance or grievance answer within the particular time limit, the involved grievance shall be deemed to be abandoned and settled on the basis of the Board's last answer. In the event that the Board shall fail to supply the Association with response to a hearing at a particular LEVEL within the specified time limits, the grievance shall be deemed automatically positioned for appeal at the next LEVEL with the time limit for exercising said appeal commencing with the expiration date of the Board's period for answering.

### **7.2.2**

Any individual employee at any time may present grievances to their employer and have the grievance adjusted, without intervention of the Association, if the adjustment is not inconsistent with the terms of the Agreement and provided the Association has been given opportunity to be present at such an adjustment. Individual grievances may not be moved to LEVEL THREE by an individual member of the Association.

### **7.2.3**

Any individual or the Association may withdraw a grievance at any LEVEL without prejudice of record. However, if in the judgment of the Association or its representatives, the grievance presents an issue of importance, the Association may process the grievance at the appropriate LEVEL.

### **7.2.4**

All information necessary for the determination and processing of the grievance shall be made available to all parties concerned within five (5) days commencing with the start of formal grievance procedure. Pertinent information that comes to light throughout the grievance process will be provided accordingly.

## **Section 3 Grievance Resolution**

### **7.3.1**

Any conference which may be held under the grievance procedure shall be conducted at a mutually agreeable and reasonable time and place.

### **7.3.2**

Every effort shall be made to resolve complaints at their inception. A grievance procedure is intended to provide a formal means for handling those complaints which cannot, for any reason, be resolved. When a cause of complaint occurs, the affected building

Administrator shall request a meeting with their immediate Supervisor in an attempt to resolve the complaint. The Association will be notified and may be present with the building Administrator at such meeting. The building Administrator may formalize an unresolved complaint by proceeding to LEVEL ONE.

#### **Section 4 Formal Grievance Procedure**

##### **7.4.1**

**LEVEL ONE:** If a complaint is not resolved in a conference between the affected building Administrator and the immediate Supervisor, the complaint may be formalized into a grievance.

The grievance shall be submitted, in writing, to the immediate Supervisor within five (5) days of the meeting with the immediate Supervisor. Within seven (7) days after submission of the grievance, the Superintendent or their designee will conduct a hearing. The Superintendent or their designee shall have five (5) days to render a written decision after the hearing.

##### **7.4.2**

**LEVEL TWO:** If the grievance is still unsettled, the Association may submit the grievance to mediation using the services of the Michigan Employment Relations Commission (MERC) within seven (7) days after the reply of the Superintendent. Alternatively, the Association may move the grievance directly to Level Three.

##### **7.4.3**

**LEVEL THREE:** In the event no resolution is reached via the mediation process, the grievance may be submitted to arbitration within ten (10) days after the last day of the mediation hearing.

In the event the Association by-passes Level Two, the grievance may be submitted to arbitration within ten (10) days after the reply from the Superintendent in Level One.

The American Arbitration Association shall govern the arbitration hearing. The Arbitrator shall have no power to alter, add to or subtract from, the terms of this Agreement. Both parties agree to be bound by the award of the Arbitrator and agree the judgment thereof may be entered into any court of competent jurisdiction.

##### **7.4.4**

By mutual agreement the Association and the Board's representative may enter into the processing of the grievance at any LEVEL.

##### **7.4.5**

The parties agree that all grievances relating to promotions, transfers, building Administrator evaluations, and salary cannot be moved to LEVEL THREE of the grievance procedure.

## **Section 5 Arbitration**

### **7.5.1**

Each party shall bear the full costs for its side of the arbitration, and shall pay one-half (1/2) of the costs for the arbitrator.

## **ARTICLE 8 CURRICULUM**

### **Section 1 Curriculum and Instructional Programs**

#### **8.1.1**

All committees having to do with the creation, development, review, modification, study, or implementation of curriculum and instructional programs in the district shall offer to include appropriate bargaining unit members in their compositions.

#### **8.1.2**

The Association shall be provided the opportunity to review curriculum/instructional program changes. The Association may provide material for the Superintendent or their designee.

## **ARTICLE 9 ROLE OF PRINCIPALS**

### **Section 1 Scope of the Position**

#### **9.1.1**

Principals are the educational leaders of the buildings to which they are assigned in cooperation with other staff relationships as per administrative directives, policies, and job descriptions of the school district. The Principals shall perform their functions and fulfill responsibilities as defined by their respective job descriptions. Principals shall be directly responsible to the Superintendent or designee.

### **Section 2 Limits of Responsibility**

#### **9.2.1**

Prior to assigning an Administrator additional responsibilities, the Superintendent will consult with the W-WBAA leadership and the involved individual or individuals for input/recommendations regarding such a change.

## **ARTICLE 10 PRINCIPAL'S EVALUATION**

The parties agree decisions about the development, content, standards, procedures, adoption, and implementation of a public school employer's performance evaluation system adopted under section 1249 of the revised school code, 1976 PA 451, MCL 380.1249, or under 1937 (Ex Sess) PA 4, MCL 38.71 to 38.191, decisions concerning the content of a performance evaluation of an employee under those provisions of law, or the impact of those decisions on an individual employee or the bargaining unit are not subject

to negotiations or this Agreement.

#### **10.1.1**

The building Administrator shall be given a copy of the final evaluation. The building Administrator may also request that a copy of a personal statement be attached to the evaluation and become a part of the official record.

#### **10.2.1**

When a building Administrator does not agree with an evaluation, the Administrator may, at their option, request a meeting with the evaluator and the Superintendent and attempt to resolve that part of the evaluation with which the evaluatee is not in agreement. Either party may request a representative at this meeting.

## **ARTICLE 11 ADMINISTRATIVE STAFFING METHODS AND PROCEDURES**

### **Section 1 Qualifications**

#### **11.1.1**

The Board and the Association agree that all positions in the bargaining unit shall be staffed by competent and qualified persons as determined by the Superintendent.

### **Section 2 Promotions and Vacancies**

#### **11.2.1**

Promotion shall mean the Board's selection of a qualified bargaining unit member to move from one position to another of a different title and higher pay as listed on the salary schedule.

#### **11.2.2**

All open W-WBAA positions shall be posted in each building for a period of ten (10) days prior to the filling of the vacancies.

#### **11.2.3**

All bargaining unit members who apply for posted W-WBAA positions will receive equitable consideration with all other applicants.

#### **11.2.4**

At least one member of W-WBAA shall be a member of the interviewing committee for applicants seeking Association positions.

### **Section 3 Administrative Staffing**

#### **11.3.1**

The Board of Education will recognize the need to properly staff buildings with qualified Administrators.

### **11.3.2**

The Board agrees that each school should have proper coverage. Whenever an Elementary Administrator is absent or an Elementary Administrator position is vacant for five (5) or more days or a Secondary Administrator is absent or a Secondary Administrator position is vacant ten (10) or more days, the Board will attempt to provide a full time substitute Administrator to act in the Administrative role until it is filled. If a full time substitute is not available, the Administrator assuming additional responsibilities due to the unfilled position will be compensated an additional \$50.00 per day. If the responsibilities are shared between multiple Administrators, the \$50.00 will be divided appropriately among them.

### **11.3.3**

In the event there becomes a vacancy during any given school year, the Board will discuss with the Union, prior to any action, how best to provide for coverage of that position. Should this vacancy exceed 90 school days, the Board and the Union, through mutual agreement, will decide how best to fill the vacancy.

## **ARTICLE 12 LEAVES OF ABSENCE**

### **Section 1 Association Leave**

#### **12.1.1**

A total of fifteen (15) days per school year shall be granted to the Association for the advancement of the profession. Leave requests shall be approved through the office of Human Resources.

### **Section 2 Leaves Without Pay**

#### **12.2.1**

General Purpose and Parental leaves will be considered periods of leave without pay and fringe benefits. No salary increment will be granted for such leaves. Administrators shall continue to accrue seniority for one year while on such leaves.

All Leaves expire on June 30.

Upon return from a Parental or General Purpose Leave, the Administrator shall be assigned the first available Administrative position for which they are qualified as determined by the Superintendent. In the event no positions are available, the Administrator may invoke Article 5.8.1 of the Agreement, if such position is available, until a W-WBAA Administrative position for which they are certified and qualified becomes available. Compensation during this period shall be based upon the W-WEA Master Agreement. The Superintendent shall determine internal W-WBAA placements prior to the placement of the returning Administrator. The Administrator, if certified and qualified and not identified as Minimally Effective or Ineffective, shall be reinstated prior to the hiring of a non-W-WBAA Administrator and will be placed on the salary schedule commensurate with their years in education, both teaching and administration.

Should an Administrator refuse reinstatement to an Association position under this Article, they will forfeit their Leave return rights.

### **Section 3 Parental Leave**

#### **12.3.1**

A Parental Leave will be granted for up to one school year for the purpose of having a baby, adopting a child, or staying home with a child. Such a leave will be extended one additional school year upon request of the Administrator if it is requested, in writing, by May 1.

### **Section 4 Court and Death Leave**

#### **12.4.1**

Additional leave without loss of pay, not chargeable against the Administrator's leave day allowance, shall be granted for the following reasons: Court appearance as a witness in any case connected with the Administrator's responsibilities, the school, or whenever the Administrator is subpoenaed to attend such proceedings.

#### **12.4.2**

In addition to other paid leave days provided for in this Agreement, Administrators will be provided five (5) bereavement days to be used related to the death of a family member as set forth below.

Administrators will be granted up to five (5) bereavement days for the death of an immediate family member. Immediate family members are defined as the Administrator's parent, child, sibling, spouse, or live-in domestic partner.

Two (2) of the five (5) bereavement days may be used for other qualifying family members. Other qualifying family members are defined as step-sibling, parent-in-law (including the parent of live-in domestic partner), sibling-in-law, child-in-law, grandparent, or grandchild.

### **Section 5 Sick Leave - Personal Business**

#### **12.5.1**

W-WBAA members shall earn one sick day per month or twelve days per year. Unused sick days will accumulate in the personal sick bank of each member.

#### **12.5.2**

Each building Administrator shall be entitled to three (3) personal business days annually. Unused days will be added to the Administrator's personal sick bank.

### **Section 6 Sick Leave Utilization**

#### **12.6.1**

For purpose of determining approval of sick leave utilization, approval to return to work or the right to continue to work; the Board of Education authorizes the Superintendent or their designee with notice to the union, to make a written request requiring an employee to provide the results of physical/mental examination from their doctor.

If the Board is not satisfied with this report, the Board, upon notice to the Union, may require the employee to submit to an examination by a doctor of the Board's choice. The Board shall pay for this examination.

Either party may request a third examination performed by a physician of mutual consent. Should both parties fail to reach mutual consent, the American Medical Society of Wayne County will be requested to select a physician and said selection will be final. This examination shall be paid for by the Board. Both parties will be informed of the examination results.

## **Section 7 Catastrophes**

### **12.7.1**

No Administrator shall suffer loss of pay or reduction of vacation days in the event a general catastrophe (such as severe weather conditions, utility failure, etc.) closes down all or portions of the school district.

## **Section 8 General Purpose Leave**

### **12.8.1**

A General Purpose Leave will be granted for one school year if it is requested, in writing, prior to July 1 for the succeeding school year.

A General Purpose Leave may be granted, at the discretion of the Board, for the balance of one school year if it is requested, in writing, after July 1 of that school year.

A one-year extension of a General Purpose may be granted, at the discretion of the Board, if it is requested, in writing, by May 1.

Administrators accepting positions outside of the School District will not be granted General Purpose Leaves.

## **Section 9 Involuntary Leave**

### **12.9.1**

An employee may be placed on an involuntary leave for just cause.

For purposes of determining an involuntary leave, the Board, upon notice to the Union, may make a written request requiring the employee to provide the results of a physical/mental examination from their doctor to determine the employee's ability to perform the essential functions of their job with or without accommodation.

If the Board is not satisfied with this report or should the employee not provide this report, the Board, upon notice to the Union, may require the employee to submit to an examination by a doctor of the Board's choice. The Board shall pay for this examination.

Either party may request a third examination performed by a physician of mutual consent. This examination shall be paid for by the Board. Both parties will be informed of the examination results.

Time off under this Article will be charged to the Administrators personal sick bank.

## **ARTICLE 13 SALARY AND FRINGE BENEFITS**

### **Section 1**

#### **13.1.1**

Effective upon ratification of this collective bargaining agreement, all members shall be placed on the new nine step salary schedule based on a one step increase from the 2023-2024 school year. Individual contracts will be paid retroactively from July 1, 2024 and be adjusted to be paid in equal bi-weekly payments through July 31, 2025.

For the 2025-2026 and 2026-2027 school years' members will move one step on the salary schedule on August 1st.

If a member begins employment within the bargaining unit after January 1st of a given year, they shall not move on the salary schedule the following August 1st.

In June 2025, June 2026 and June 2027, longevity will be paid to members based on employment in the District on the following basis:

- 5-9 years               \$1,000
- 10+ years             \$2,000

### **Section 2**

#### **13.2.1**

An allowance of \$40 per hour for graduate hours beyond the Master's degree, Ed. Specialist degree, and Ph.D., Ed.D., J.D., and L.L.D. degrees from an accredited college or university or from an institution approved by an accredited agency recognized by COPA will be paid. Payment for accredited hours is not to exceed 30 hours. Any college, university, or institution must have the prior approval of the Superintendent or designee.

When the following degrees have been attained, these allowances will be paid annually to the Administrator:

Ed. Specialist/Double Masters	\$2,000
Ph.D., Ed.D, J.D., or L.L.D.	\$3,500

Administrators who participate in continuing education programs which meet the criteria for awarding of State Continuing Education Clock Hours (SCECHs) from institutional members of the Council on the Continuing Education Unit shall receive SCECH credit to be converted into credit hours reimbursable as indicated above. Twenty-five (25) SCECHs equal one (1) semester hour. No credit will be given, however, if the tuition was paid for by the District.

### **13.2.2**

A building Administrator called for jury duty shall receive their full salary for the time period they are serving minus the amount of payment the employee received from the court.

### **13.2.3**

Members having 10 or more years of service in the District who sever employment because of death, disability, or retirement, the affected Member or estate shall be paid an amount equal to 9% of their current annual salary. This severance pay shall be deposited into a non-elective employer contribution 403(b) Plan designated by the Board.

### **13.2.4**

For severance of employment due to retirement under the MPSERS, the Board agrees to pay W-WBAA employees, who have completed 15 or more years in-district service, a maximum of one-hundred dollars (\$100) for each unused sick and personal business day. Eligible employees must submit a written retirement letter to the Assistant Superintendent of Human Resources no later than April 15th in order to receive payment. Severance pay in excess of \$4,000 will be deposited into the employees 403(b) plan designated by the employee. If the employee does not have a 403(b) plan, then the Board will designate the 403(b) plan.

## **Section 3**

### **13.3.1**

The Board agrees to provide those Administrators not covered by any other employer paid group hospital/medical insurance program full family hospital-medical insurance program. The parties agree that effective July 1, 2013, the plan offered will be an HSA qualifying high deductible plan in addition to any other offerings the parties mutually agree upon.

Effective with the ratification of this agreement, the District shall pay on a monthly basis the maximum permitted annual amounts as determined by the State Treasurer under PA 152 of 2011 toward the total cost of members' medical premiums. If the aggregate costs of the medical premium are less than the aggregate maximum amounts payable, the differential will be redistributed to those members enrolled in the medical plan in the form of HSA contributions in an agreed upon manner. Should the aggregate costs of the medical premiums exceed the aggregate maximum amounts payable under PA 152 of 2011, the remaining cost for the member's elected medical premiums for each school year shall be paid by the Administrator through pre-tax payroll deductions.

The maximum amounts payable by the Board shall be adjusted each January 1 to the maximum permitted based on inflationary adjustments calculated the previous October as included in PA 152 of 2011.

Notwithstanding any other obligations in this Agreement, the Employer reserves the right to, in its sole discretion, select a health insurance carrier which offers a "bronze" plan that provides "minimum coverage" pursuant to 26 USC Section 36(B)(c)(C)(ii).

The parties agree to meet annually to review rate renewals for all insurance plans and to review bids solicited under PA 152. An increase equal or greater than 10% will trigger the parties to meet and review alternate carriers and plans.

### **13.3.2**

It is specifically understood that any W-WBAA member covered by any other employer paid group health-medical policy is not eligible for the above. The Board may require each employee to certify in writing that they are not covered by any other employer paid hospital-medical insurance.

Any W-WBAA member who has signed up for, and is covered by, hospitalization-medical coverage in violation of this Article will re-pay to the employer, all premium monies which the employer has paid for such benefits.

The parties agree to the following interpretation concerning dual insurance coverage:

- (1) The employee and their spouse may carry separate hospital-medical insurance policies, provided that no dual insurance coverage shall ensue from such insurance for the employee, their spouse, and any member/s of their family, including children. For example, the employee may select single subscriber coverage paid for by the Board, if their spouse covers themselves and dependent children under another employer's hospital-medical insurance coverage.

A husband and a wife, however, who both work for the District shall not have the option of dual insurance coverage paid for by the Board under two separate coverages.

- (2) The following coverages shall not be considered dual coverage for purposes of this Article.
  - (a) Hospital-medical insurance coverage provided under a pension or retirement plan, including OHIP.
  - (b) Hospital-medical coverage provided by another employer, but whose premiums are paid by the employee's spouse in the amount of 50% or more.
  - (c) Hospital-medical coverage provided through Health and Welfare Funds.
- (3) The District will provide dual insurance coverage as exceptions to number one (1) above in the following situations:
  - (a) If legal decrees, such as divorce decrees, dictate that the dependent's hospital-medical coverage be provided by the employee and/or their spouse resulting in dual coverage;

- (b) If pre-existing conditions prevent continuous hospital-medical coverage for the employee, spouse, and/or any dependent as a result of the transfer of, or dropping of any Board or other employer paid insurance in compliance with number one (1) above.
- (4) In the event that a spouse's employer refuses to drop or reduce its hospital-medical coverage, the employee shall provide a letter from their spouse's employer as proof of refusal to drop or reduce its hospital-medical coverage. In this instance, the District will pick up the insurance coverage for the employee and dependent children.
- (5) Dual hospital-medical insurance coverage will be allowed temporarily for the employee, spouse, and their dependents, if the request for dependent coverage does not fall within the spouse's insurance open enrollment window period. Such dual coverage shall be extended until the effective date following the next open enrollment period.
- (6) The District shall provide hospital-medical insurance coverage for the employee and dependent children in instances where the employee's spouse would lose other insurance benefits (e.g., life insurance, LTD insurance) by dropping or reducing their employer paid hospital-medical insurance program.
- (7) Dual hospital-medical insurance coverage shall be allowed for the employee and their coverage dependents, when the spouse's policy does not provide for said coverage.
- (8) The District shall allow dual hospital-medical insurance coverage when the spouse's employer paid hospital-medical insurance program covers less than 80% of reasonable and customary benefits provided by the traditional full family hospital-medical insurance program identified in Article 13.3.1 above, including deductible.

For purposes of implementing this subsection (8), the Association shall appoint a representative to meet with a designee from Human Resources Department in order to review Member requests for exemption from the parties' agreement of no dual hospital-medical insurance coverage because of inferior coverage. If the representatives cannot agree to approve or deny a Member's request for exemption, the Association may submit the issue to final and binding arbitration under LEVEL THREE of the Grievance Procedure.

- (9) An annual survey may be distributed by the Board to all employees carrying Board paid hospital-medical insurance for the purpose of updating eligible dependents. The employee must complete and return the survey within thirty (30) days. Failure to comply may result in loss of hospital-medical insurance benefits.

## **Section 4**

### **13.4.1**

The District will provide long term disability coverage for all employees covered by the contract containing the following limits of coverage.

- a. After three (3) months of continuous inability to perform the job due to a qualifying incapacity.
- b. Paying two-thirds (2/3) of salary to maximum of \$6,000 per month.
- c. A copy of this policy will be provided.

## **Section 5**

### **13.5.1**

The Board will provide \$50,000 of life insurance (with A.D. & D.) with option to purchase additional insurance at Board rates at employee's expense, as allowed by the carrier.

## **Section 6**

### **13.6.1**

The Board agrees to provide a full family dental insurance plan equivalent to 100% Class I (Preventative/Maintenance), 90% Class II and Class III (Basic/Major), with a calendar year maximum of \$1,000 per eligible dependent, and 90% Class IV (Orthodontic coverage) with a lifetime maximum of \$2,500 per eligible dependent.

The carrier will agree to provide both internal and external coordination of benefits for all Administrators.

## **Section 7**

### **13.7.1**

The Board agrees to provide a vision insurance plan.

## **Section 8**

### **13.8.1**

W-WBAA members who are using their own transportation for carrying out responsibilities for school business will be reimbursed for the mileage at the IRS approved rate.

## **Section 10**

### **13.10.1**

Any Administrator who is absent because of an injury or disease payable under the Michigan Workers' Disability Compensation Act shall be treated in the following manner:

1. For the first 7 calendar days of such absence, the Administrator shall be charged sick leave from their accumulated account or, if the Administrator so requests, personal business leave. If the Administrator has exhausted sick leave and/or personal business leave, they shall be considered "absent without pay" for any absences not covered by their accounts.

2. If the Administrator's incapacitation extends beyond the period of 7 calendar days, and it is determined that the injury/disability is payable under the Michigan Workers' Compensation Act, they shall not be charged sick leave and/or personal leave for any further absences for such incapacitation for 90 calendar days from the date of said injury. Said Administrator shall also, during this period of time, receive from the Board the difference between their Workers' Disability Compensation check and their regular salary.
3. If the Administrator's incapacitation continues to the 15th calendar day and/or beyond, the Administrator so affected shall have the sick leave and/or personal leave charged to their account for the first 5 working days of their absence restored to their account.
4. If the Administrator's incapacitation continues beyond the 90-day period stated in Article 13.10.1 (2) above, they shall continue to receive the difference between their Workers' Disability Compensation check and their regular salary to the extent and until such time as said Administrator has used up all of their remaining sick leave and/or personal leave days.
5. It is also understood that, after the 90-day period, the amount of sick leave or personal leave to be deducted from the Administrator's account will be 1/2 day for any full day's absence. If the employee is absent less than a full day, the Administrator will still be charged 1/2 day from their sick or personal leave account.

## **ARTICLE 14 VALIDITY OF AGREEMENT**

### **Section 1 Contract Amendment**

#### **14.1.1**

The parties mutually agree that the terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties hereto which may be altered, changed, added to, deleted from, or modified only through the voluntary mutual consent of the parties in an amendment hereto.

#### **14.1.2**

This entire agreement or specific provisions of this agreement may be rejected, modified, or terminated by an emergency manager under conditions provided in the Local Government and School District Fiscal Accountability Act, 2011 PA 4.

### **Section 2 Declared Invalidity**

#### **14.2.1**

Should any article, section, or clause of this Agreement be declared invalid by a court of competent jurisdiction, said article, section, or clause as the case may be shall be

automatically deleted from this Agreement but the remaining articles, sections, and/or clauses shall remain in full force and effect for the duration of the Agreement, providing the intent of the remaining language is not changed.

### **Section 3 Provision Incorporation**

#### **14.3.1**

This Agreement shall supersede any rules or regulations or practices of the Board which shall be contrary to or inconsistent with its terms. It shall likewise supersede any contrary inconsistent terms contained in any individual bargaining unit member contracts heretofore in effect. All Administrative contracts shall be made expressly subject to the terms of this Agreement. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.

### **Section 4 Distribution of Agreements**

#### **14.4.1**

The Board will provide each building Administrator a copy of this Agreement.

**ARTICLE 15  
DURATION OF AGREEMENT**

**15.1.1**

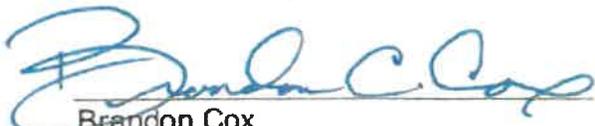
This Agreement becomes effective July 1, 2024, and shall continue in full force and effect through July 31, 2027.

The Association (W-WBAA) may notify, by registered mail, the Board of Education, no later than July 1, 2027, of its desire to terminate, modify, or amend this Agreement. Upon receipt of this notice, the parties will promptly make arrangement to commence negotiating a successor contract.

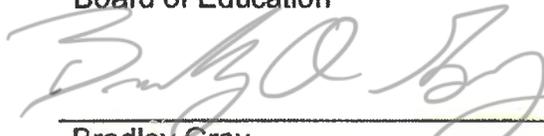
In witness whereof, the parties hereto have caused their names to be subscribed by their authorized officers and representatives the day and year first above written.

Wayne-Westland Building  
Administrators Association

  
\_\_\_\_\_  
Deena Pringle  
Co-President, W-WBAA

  
\_\_\_\_\_  
Brandon Cox  
Co-President, W-WBAA

Wayne-Westland Community Schools,  
Board of Education

  
\_\_\_\_\_  
Bradley Gray  
President, Board of Education

  
\_\_\_\_\_  
Dr. Alex Ofili, Assistant Superintendent of  
Human Resources

Date of Ratification: 11/18/24

Date of Ratification: 11/18/24

## CLASSIFICATIONS

<u>GRADE</u>	<u>POSITION</u>
15	High School Principal
14	Middle School Principal and Early Childhood Center Principal
13	Elementary Principal, Principal of Alternative Programs and Supervisor of Alternative Programs
12	High School Assistant Principal and High School Athletic Director
11	Middle School Assistant Principal

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
15	\$111,137	\$115,582	\$120,205	\$125,014	\$130,014	\$135,215	\$137,919	\$140,677	\$143,491
14	\$106,862	\$111,137	\$115,582	\$120,205	\$125,014	\$130,014	\$132,614	\$135,267	\$137,972
13	\$102,752	\$106,862	\$111,137	\$115,582	\$120,205	\$125,014	\$127,514	\$130,064	\$132,665
12	\$98,800	\$102,752	\$106,862	\$111,137	\$115,582	\$120,205	\$122,609	\$125,062	\$127,563
11	\$95,000	\$98,800	\$102,752	\$106,862	\$111,137	\$115,582	\$117,894	\$120,252	\$122,657

# 2025/2026 Calendar-HS Principals

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Paid Days= 223  
Holidays 12  
Work Days 211

10

12

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# 2025/2026 Calendar-ECE & MS Principal/HS Assistant

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Paid Days= 218  
Holidays 12  
Work Days 206

# 2025/2026 Calendar-Ele Principals/MS Assistant/Alt. Principal & Super

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<b>May</b>	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	
<b>Jun</b>	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	
<b>Jul</b>	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	
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# 2026/2027 Calendar HS Principal

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<b>Aug</b>	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	
<b>Sep</b>	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	
<b>Oct</b>	21	22	23	24	25	26	27	28	29	30	31	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	
<b>Nov</b>	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73
<b>Dec</b>	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100	101	102	103	104	105	106	107	108	109	110	111	112	113	114
<b>Jan</b>	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	
<b>Feb</b>	116	117	118	119	120	121	122	123	124	125	126	127	128	129	130	131	132	133	134	135	136	137	138	139	140	141	142	143	144	145	146	147
<b>Mar</b>	131	132	133	134	135	136	137	138	139	140	141	142	143	144	145	146	147	148	149	150	151	152	153	154	155	156	157	158	159	160	161	162
<b>Apr</b>	161	162	163	164	165	166	167	168	169	170	171	172	173	174	175	176	177	178	179	180	181	182	183	184	185	186	187	188	189	190	191	192
<b>May</b>	191	192	193	194	195	196	197	198	199	200	201	202	203	204	205	206	207	208	209	210	211	212	213	214	215	216	217	218	219	220	221	222
<b>Jun</b>	221	222	223	224	225	226	227	228	229	230	231	232	233	234	235	236	237	238	239	240	241	242	243	244	245	246	247	248	249	250	251	252
<b>Jul</b>	253	254	255	256	257	258	259	260	261	262	263	264	265	266	267	268	269	270	271	272	273	274	275	276	277	278	279	280	281	282	283	284
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# 2026/2027 Calendar-MS Principals/HS Assistant/ECE Principal

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<b>Aug</b>	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																												
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<b>Dec</b>	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																												
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<b>Feb</b>	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100	101	102	103	104	105	106	107	108	109																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																										
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<b>Apr</b>	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																		
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<b>Jun</b>	110	111	112	113	114	115	116	117	118	119	120	121	122	123	124	125	126	127	128	129	130	131	132	133	134	135	136	137	138	139	140	141	142	143	144	145	146	147	148	149	150	151	152	153	154	155	156	157	158	159	160	161	162	163	164	165	166	167	168	169	170	171	172	173	174	175	176	177	178	179	180	181	182	183	184	185	186	187	188	189	190	191	192	193	194	195	196	197	198	199	200	201	202	203	204	205	206	207	208	209	210	211	212	213	214	215	216	217	218	219	220	221	222	223	224	225	226	227	228	229	230	231	232	233	234	235	236	237	238	239	240	241	242	243	244	245	246	247	248	249	250	251	252	253	254	255	256	257	258	259	260	261	262	263	264	265	266	267	268	269	270	271	272	273	274	275	276	277	278	279	280	281	282	283	284	285	286	287	288	289	290	291	292	293	294	295	296	297	298	299	300	301	302	303	304	305	306	307	308	309	310	311	312	313	314	315	316	317	318	319	320	321	322	323	324	325	326	327	328	329	330	331	332	333	334	335	336	337	338	339	340	341	342	343	344	345	346	347	348	349	350	351	352	353	354	355	356	357	358	359	360	361	362	363	364	365	366	367	368	369	370	371	372	373	374	375	376	377	378	379	380	381	382	383	384	385	386	387	388	389	390	391	392	393	394	395	396	397	398	399	400	401	402	403	404	405	406	407	408	409	410	411	412	413	414	415	416	417	418	419	420	421	422	423	424	425	426	427	428	429	430	431	432	433	434	435	436	437	438	439	440	441	442	443	444	445	446	447	448	449	450	451	452	453	454	455	456	457	458	459	460	461	462	463	464	465	466	467	468	469	470	471	472	473	474	475	476	477	478	479	480	481	482	483	484	485	486	487	488	489	490	491	492	493	494	495	496	497	498	499	500	501	502	503	504	505	506	507	508	509	510	511	512	513	514	515	516	517	518	519	520	521	522	523	524	525	526	527	528	529	530	531	532	533	534	535	536	537	538	539	540	541	542	543	544	545	546	547	548	549	550	551	552	553	554	555	556	557	558	559	560	561	562	563	564	565	566	567	568	569	570	571	572	573	574	575	576	577	578	579	580	581	582	583	584	585	586	587	588	589	590	591	592	593	594	595	596	597	598	599	600	601	602	603	604	605	606	607	608	609	610	611	612	613	614	615	616	617	618	619	620	621	622	623	624	625	626	627	628	629	630	631	632	633	634	635	636	637	638	639	640	641	642	643	644	645	646	647	648	649	650	651	652	653	654	655	656	657	658	659	660	661	662	663	664	665	666	667	668	669	670	671	672	673	674	675	676	677	678	679	680	681	682	683	684	685	686	687	688	689	690	691	692	693	694	695	696	697	698	699	700	701	702	703	704	705	706	707	708	709	710	711	712	713	714	715	716	717	718	719	720	721	722	723	724	725	726	727	728	729	730	731	732	733	734	735	736	737	738	739	740	741	742	743	744	745	746	747	748	749	750	751	752	753	754	755	756	757	758	759	760	761	762	763	764	765	766	767	768	769	770	771	772	773	774	775	776	777	778	779	780	781	782	783	784	785	786	787	788	789	790	791	792	793	794	795	796	797	798	799	800	801	802	803	804	805	806	807	808	809	810	811	812	813	814	815	816	817	818	819	820	821	822	823	824	825	826	827	828	829	830	831	832	833	834	835	836	837	838	839	840	841	842	843	844	845	846	847	848	849	850	851	852	853	854	855	856	857	858	859	860	861	862	863	864	865	866	867	868	869	870	871	872	873	874	875	876	877	878	879	880	881	882	883	884	885	886	887	888	889	890	891	892	893	894	895	896	897	898	899	900	901	902	903	904	905	906	907	908	909	910	911	912	913	914	915	916	917	918	919	920	921	922	923	924	925	926	927	928	929	930	931	932	933	934	935	936	937	938	939	940	941	942	943	944	945	946	947	948	949	950	951	952	953	954	955	956	957	958	959	960	961	962	963	964	965	966	967	968	969	970	971	972	973	974	975	976	977	978	979	980	981	982	983	984	985	986	987	988	989	990	991	992	993	994	995	996	997	998	999	1000
<b>Jul</b>	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																												

