

Washtenaw Educational Options Consortium (WEOC)
and
Washtenaw Educational Options Consortium Federation of Teachers
(WEOC FT)
Contract

Ratified by WEOC FT 7-30-2025

Approved by the WEOC Joint Steering Committee 7-31-2025

WEOC Executive Director:

Date: 8-1-2025



WEOC FT President:

Date: 8-7-2025



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Preamble: Our Commitment to Collaboration and Shared Decision Making

The Consortium and WEOCFT leadership are united in their commitment to building a strong culture of collaboration to improve student outcomes and close opportunity gaps. At the heart of this agreement is a shared belief that sustained, trust-based collaboration across educators and administrators is essential for innovation, shared decision making, professional satisfaction, and student achievement. While educators play a key role in shaping curriculum, school-level practices, and professional learning; administration is focused on supporting this work by maintaining clear structures and expectation, providing necessary resources, supervision, and oversight, and ensuring alignment with state laws and Program goals. Both parties will continue to work through established processes—such as the Program Quality Committee and the Joint Steering Committee—to strengthen communication, consistency, and shared responsibility. Together, the union and management co-own a vision that places student voice and educator expertise at the center of every decision.

The parties agree to work collaboratively to incorporate components of the Teacher Powered Schools framework, which entrusts teachers to be key decision makers within the Consortium Programs. Collaborative decision making can only occur in an environment where there is trust that allows for taking risks, brainstorming, sharing, raising questions, listening intensively, offering alternatives, refining and implementing new ideas, acknowledging and learning from different perspectives, behaving as equal partners, and co-developing and co-owning a shared ambitious agenda in pursuit of a shared vision. When there is sustained evidence that the culture of collaboration at a Consortium Program has broken down, parties agree to implement a “collaborative support partnership team” process to work with members of the school faculty and administration. While either party can trigger a collaborative support partnership team process, the parties will jointly agree upon a process for such support before beginning work with an individual school. The support process will be time-bound and customized to fit the needs of the school.

Duration

This Agreement shall be effective from the date of ratification by both parties through June 30, 2028.

Article I: Recognition

The Employer recognizes the Union as the sole and exclusive bargaining agent with respect to rates of pay, hours of work, and other terms and conditions of employment for all employees employed at WEOC as follows:

- All full-time and regular part-time WEOC employees of all job titles in the following classifications: teachers, instructors, social workers, and counselors. A teacher includes any WEOC employee who holds a teaching certificate or professional license required for their position and who is assigned to provide instruction.
- Excluding all other employees, online content specialist/coach, coordinator, non-professional employees, confidential employees, casual employees, managerial employees, contractors, and supervisors who would be excluded under Public Employment Relations Act.

The parties agree that this constitutes the appropriate unit. The Employer shall promptly notify, in writing, the Union of its intention to create a new position or new job title which is similar to or which impacts work which has historically been performed by members of this bargaining unit. If a new position is added to the bargaining unit, the Union may demand to bargain over the wages, hours, and terms and conditions of employment of that position within 60 days after the position is filled. Disputes regarding the accretion of a position within the bargaining unit will be brought to the Michigan Employment Relations Commission.

Article 2: Dues Deduction

Payroll Deduction of Union Dues.

1. If the Washtenaw ISD processes union dues deduction for F-WSIE "Unit II", the WEOC Federation members may also request to have Federation dues deducted from their payroll. If union dues are deducted by the Washtenaw ISD, the procedure for conducting the dues deduction shall be the procedure established by the collective bargaining agreement between the ISD and F-WSIE "Unit II."
2. If dues deduction occurs under paragraph 1, the Union shall provide the ISD and WEOC with a list of members who wish to have their dues deducted from payroll. The Union shall also provide the amount of dues to be deducted.
3. Concerns regarding payroll deduction should be brought to the ISD.

Change in Member Status. To withdraw their authorization of membership dues deduction, an Employee must notify in writing the Union, WEOC, and ISD that they wish to remove their authorization of dues deduction. Payroll deduction of dues will cease as soon as practicable upon the Union's receipt of notice from the member that they wish to end membership and communication of that change to the Employer from the Union. Payroll deduction of dues may continue after an Employee has withdrawn from membership.

Indemnification. The Union agrees to defend, indemnify and hold the Employer harmless against any and all claims, suits, or other forms of liability because of compliance with this Article, provided that the in the event of any such claim, suit, or other form of liability, the Employer shall give written notice of such action to the Union. The Employer agrees to cooperate with the Union and its counsel in securing and giving evidence, producing witnesses, and providing information and documents promptly upon request. The Union's defense and indemnification do not extend to acts of negligence, gross negligence or intentional malfeasance committed by the Employer's employees, agents, or representatives. Any indemnification or hold harmless language applicable to the ISD in its contracts with the Union for dues deduction shall also be applicable to WEOC. WEOC shall not be responsible or liable for any errors or omissions committed by Washtenaw ISD when performing payroll deductions.

Member Option. Members have the option whether to pay dues via payroll deduction or directly to the Union.

Article 3: Union Rights

Access:

Any authorized Union representative ("Representative") shall have the right of access to the Employer's work site at reasonable times and subject to applicable Employer policies, rules, lease contracts, and guidelines, including employee mailboxes and bulletin boards in the employee lounges, when they exist. Upon arriving on the work site, the Representative shall notify the administration of his/her/their arrival. Representatives shall not in any way interrupt any employee's duties of assignments or Employer's operations.

Bulletin Boards

The Union shall have the right to post notices on Union matters on a bulletin board in the lounges, when they exist.

Mailboxes and Email Accounts

The Union shall be permitted to communicate with employees through employee mailboxes, when they exist, and employer email accounts. Union materials shall not be defamatory, obscene, or in violation of the law.

Recruitment

The Union may be present and will have the opportunity to address staff at professional development offered to employees at the beginning or end of the school year and at Consortium-wide professional development, and may meet with employees during duty-free

time. The Union may provide the Human Resources Coordinator with a new hire letter that will be given to a newly hired bargaining unit employee.

Meetings

The Employer shall permit the Union to use building facilities for meetings and for professional workshops at mutually agreed upon times and subject to applicable Employer policies, rules, lease contracts, and guidelines. The Union shall provide the employer with reasonable notice of when it will be using building facilities. If the Union's use of Program facilities requires additional costs to the Employer, the Union shall reimburse the Employer for those costs.

Employee Information under PERA Section 11a

The Employer will comply with PERA when providing employee information and responding to requests for information by the Federation. Employee information under Section 11a will be provided by October 1st and June 1st of each school year.

Freedom of Association

The Employer hereby agrees that every employee shall have the right freely to organize, join and support the Union for the purpose of engaging in collective bargaining or negotiation and other activities for mutual aid and protection that are not contrary to law or refrain from engaging in these activities.

Union Release

Upon mutual agreement of the parties, if an employee attends a grievance or disciplinary meeting during the school day, the employee(s) will be paid their regular salary. The parties will make reasonable efforts to hold meetings during non-duty time. If a negotiation is scheduled during the work day, members of the Union negotiation team will not be required to use PTO time to attend the meeting. For negotiation meetings scheduled during the work day, both the Union and Administration will limit their representatives to no more than four (4) bargaining team members, not including AFT or WEOC labor counsel, unless otherwise agreed upon by both parties.

Board Minutes

The Joint Steering Committee Meeting Minutes will be posted to the WEOC website within seven days of the Committee Meeting.

Article 4: Management Rights

Source of Rights

It is agreed that the Employer retains the responsibilities for establishing and enforcing reasonable policies, rules, and regulations.

In the spirit of the Preamble for this agreement, the Employer will strive to be collaborative and inclusive with the Federation when exercising Management Rights. However, while input from the Union will be considered, final decisions will rest with the Employer.

Management rights include but are not limited to:

1. Executive Management and Administrative Control
To the executive management and administrative control of the school system's properties, equipment, supplies, and facilities, and the duties of its employees except as limited by the provisions of this Agreement. The Employer may direct personnel, determine the number of personnel, and schedule for Program operations, except as limited by the provisions of this Agreement.
2. Consortium Arrangement.
To enter into a Consortium Agreement with participating districts, including but not limited to: selecting a fiscal agent, determining services provided, establishing governance of the Consortium, or deciding to modify or terminate the Consortium Agreement.
3. Hiring of Employees
In keeping with the spirit of the Preamble, to hire all employees and, subject to the provisions of the law, to determine their qualifications and the conditions of their continued employment. This Agreement does not limit the Employer's right to include Bargaining Unit Members when making hiring decisions. Input from the Union will be considered, but the final decision rests with the Employer.
4. Establishment of Grades and Courses of Instruction
To establish grade levels and courses of instruction, including special programs, and to provide athletic, recreational, and social events for students, all as deemed necessary or advisable by the Employer.
5. Means and Methods of Instruction
Consistent with the Working Conditions Article, to decide upon the means and methods of instruction, the selection of textbooks, curriculum, and other teaching materials, the use of teaching aids.
6. Reasonable Rules and Personnel Policies
It is agreed that the Employer retains the right among others, to establish and equitably enforce reasonable rules and personnel policies relating to the duties and responsibilities of teachers and their working conditions, which are not inconsistent with the provisions of this agreement, or violation of the law.

7. Contracting

The Employer may participate in cooperative educational and/or operational programs with any entity. The Employer agrees to provide the Union written notice before the Executive Director recommends to the Joint Steering Committee entering into a cooperative educational and/or operational program. The Union may request to bargain the impact of these decisions on its individual bargaining unit members.

Article 5: Program Quality Committee

To provide a professional learning environment and empower teaching professionals to make decisions that best serve student populations, each WEOC program shall establish, by staff election, a Program Quality Committee (PQC). WEOCFT leadership will be able to collaborate openly with PQC members whenever students are not in session and when meeting times do not interfere with other Program events.

Definition:

1. The PQC at each WEOC program will consist of:
 - a. At least one Program Director or administrative designee
 - b. At least 3 elected full-time employees of WEOC, unless fewer than 3 full-time employees run for the positions.
2. Each PQC shall meet regularly and as needed to carry out its function, including meetings with the PQC members of other WEOC Programs.
3. WEOC shall provide extra duty pay to each elected PQC member.

Formation/Election Process:

1. PQC elections shall be carried out by the PQC by May 15 of each school year, to start at the beginning of the next school year.
2. All employees (including non-instructional staff) at each Program are eligible to vote for PQC members by secret ballot.
3. Staff can self-nominate as well as nominate others for open seats on the PQC.
4. Each elected PQC member will serve a term of three consecutive years. The Executive Director may remove elected members of the PQC for a non-arbitrary reason including lack of attendance or dereliction of duties.

Article 6: Work Duties and Calendar

Work Duties

Overview

Employees will work a minimum average of 8 hours per work day. These hours need to comply with the individual program's on-site requirements.

	Teacher Contract Days	Duty Free Lunch	Counselor Contract Days	Social Worker Contract Days	Prep period for teachers (average over 10 days)	Staff Meetings (may be in addition to the onsite requirements)
Early College Alliance	185	30 minutes	200	185	480 minutes	Up to 1 hour / week
WAVE	210	0 minutes	210	210	480 minutes	Up to 1.5 hours / week
WIMA/WIHI	185	30 minutes	195	195	480 minutes	Up to 1 hour / week

Additional contract days above 185 will be compensated according to Schedule A: Salary. The JSC and Program Director will determine if employees will work additional contract days beyond 185.

Administration may assign WAVE instructional/advisory staff members to satellite locations and online/offsite advisory meetings/work sessions.

Employees at WIMA/HI who are assigned to teach four or more distinct courses in a term will receive compensation under the following language: Compensation for teaching four or more multiple distinct courses in a term will be compensated \$500 per course over three distinct courses in a term. (4 courses=\$500, 5 courses=\$1000).

In a typical workweek, employees at WIMA/HI will have 3 days of after-school office hours as decided by the program schedule. Office hours will not be scheduled on one on-site day. A staff meeting will be held after school on one day.

Class Size Overage

Advising and class size limits and compensation for class sizes over the above advising and class size amounts will be determined by the Program PQC Schedule B process.

Protected Prep Time

Teachers shall receive prep time in accordance with the table above during which they may plan instruction, assess student work, prepare instructional materials, or complete any other tasks pertinent to their job assignment. During this time, teachers may not be assigned instructional and advisory duties. However, a teacher may be assigned to substitute for an absent teacher during their prep time or proctor an exam during their prep time and will be compensated at \$30 per hour.

Multi-Site Employees

If an employee works at more than one WEOC site, WEOCFT representatives, the employee, and the administration will discuss the employee's working conditions, such as where the employee will complete professional development and attend staff meetings.

PQC Recommendations

The working duties of each WEOC Program will be reviewed with the Program PQC and the Program PQC may recommend annual changes to the Program's work duties. The PQC's recommendations will be made based on the following issues and cannot conflict with any provision in this Agreement.

- Professional development and/or learning activities
- School calendar, including new student orientation, back to school week, open houses, faculty or staff meetings, staff retreats, community meetings, student conferences, summer in-service, professional development, honors convocations, graduation events, and any other school events
- Schedule for staff and students, provided that the Program meets minimum state and authorizing body requirements
- Work before and/or after the regular school day or year
- Rotation of Schedule B duties
- Other items as designated by a collaborative PQC process provided there is no material conflict with this Agreement

WEOCFT leadership will be able to collaborate openly with PQC members regarding the above bulleted items. Recommended changes to the bulleted items above must be approved by the Executive Director.

Work Calendar and Holidays

The Program Quality Committees (PQC) of each Consortium Program, including the Program Director, will determine the year-to-year calendar specifics for their respective Programs. All holidays listed below shall be incorporated into calendars as non-contract days or non-instructional days as specified. The final Program calendars will be published no later than June 1st.

If a program is required through authorization or another requirement to maintain a minimum number of contract days or hours, the calendar will be adjusted to meet those minimum requirements. The Union may demand to bargain the impact of that decision.

In the event that weather conditions or other Acts of God require that the employee's place of work be closed, the Employer shall notify employees by announcing said closing through the established alert system. In the event that the employee's place of work is closed, employees are not required to report for work, unless instructed to report in the closing announcement. Employees not reporting when required shall have the day charged to PTO days. Program closures will not be rescheduled unless the Program falls below the state minimum required hours/days of instruction. Teachers will work days that are required to be made up without additional compensation.

Holidays

The calendar will exclude the following days as contract days for employees. Employees are not expected to work on holidays and will not receive additional compensation on these days:

New Year's Day (January 1st)
Martin Luther King, Jr. Day (third Monday in January)
Memorial Day (last Monday in May)
Independence Day (July 4th)
Labor Day (first Monday in September)
Thanksgiving Day (fourth Thursday in November)
The Friday immediately following Thanksgiving Day
The day of Christmas Eve (December 24th)
Christmas Day (December 25th)

The WAVE work calendar will exclude the above days along with Juneteenth (June 19th).

Article 7: Working Conditions

Building Facilities

Reasonably equipped teaching spaces will be provided to all instructional staff for the purposes of providing instruction. If the employee believes that their assigned teaching space is not reasonably equipped, the concern should be brought to their Program Director.

Parking shall be made available to bargaining unit employees. The Program will pay the cost, if any, for employee parking.

Curriculum

The Employer recognizes that appropriate learning materials are the tools of the teaching profession and will work to provide access to such materials as approved by the Program. Each Program will seek to use textbooks and supplementary reading materials from diverse authors, subjects, and backgrounds. The Joint Steering Committee and union agree that a collaborative approach to the review and adoption of learning materials is considered a best practice. The Program shall consult with department chairs on the purchase of learning materials.

Requests for learning materials may be made to the Department Chair and are subject to the Program Director's budgetary review and approval.

Technology

Each teacher will be assigned a computer or similar technology for professional and instructional use. Technology use must be consistent with WEOC's and each program's policies. There is no expectation of privacy with this use. Each building will contain appropriate copying facilities for the preparation of instructional materials.

The Employer will provide employees with access to technology needed to perform the duties and responsibilities of their assigned position. Reasonable efforts will be made to provide teachers with access to electronic mail and the respective program's Learning Management System, and internet access. If an employee believes that he/she/they need additional technology to implement their job duties, the teacher will request the technology for administration's consideration. The parties acknowledge that interruptions in technology and copying facilities may exist that are beyond the control of either party.

Academic Freedom

The Employer and the Union share a commitment to Teacher Powered principles including a collaborative process on curriculum development and instructional decisions that rely on the use

of sound professional judgment, ethics, and professional standards. Teachers will follow the Program's approved curriculum and the Michigan Code of Educator Ethics in their curricular and instructional practices and will work in collaboration and alignment with their designated department(s). Teachers and the administration will work together to develop each Program's curriculum, recommend curriculum to the Joint Steering Committee, and provide instruction with the aims of supporting student development of critical thinking, inquiry, social responsibility, college readiness, and/or democratic participation.

Mentoring

Teachers teaching in their first three years in the teaching profession shall be assigned a mentor. The Employer is not required to provide mentors, unless required by law, but all new employees shall be provided orientation and training to learn the systems of their program, particularly if they are not provided a mentor. The Program Director will determine the appropriate mentor for the new employee, and the mentor will be compensated as determined by the Schedule B process. Mentors will provide training and support to new teachers and their observations and input shall not be included in evaluations.

Travel

Employees working at multiple program locations will be provided a minimum of 20 minutes to travel between campuses, outside of their lunch or prep time. Employees whose duties require them to arrive at ECA midday (between 9:30 and 2:30pm) from another program site, will be provided 30 minutes of travel time. Employees who are required to travel during the work day between multiple worksites or home visits will be reimbursed at the IRS rate.

Daily Programs & Activities

The Employer will consult with the Union regarding changes to the bell schedule or the school day.

Teaching Assignments

Bargaining unit employees may provide assignment preferences to the Program Director and/or relevant committees when they exist for teaching assignments, classes, and class schedules each school year. The department chairs or committee leads may meet with the Program Director to discuss teaching assignments for the following year. Evaluation rating, experience in the grade level or subject matter, school improvement goals and student achievement needs, and other non-arbitrary rationale for assignments shall be considered. Tentative assignments for the subsequent school year will be determined by June 15th.

Part-time employees are expected to perform the duties and responsibilities of their assigned position based on their prorated FTE. Prorated responsibilities (such as sections taught,

caseload, office hours, and staff meetings attended) shall be discussed and quantified by the Employee and Program Leader.

Article 8: Antidiscrimination

The Employer and Union agree not to discriminate in the application or implementation of this Agreement on the basis of disability, genetic information, veteran status, race, religion, color, national origin, age, sex, including gender identity or expression and sexual orientation, height, weight, marital or familial status, pregnancy, membership or participation in the activities of the Union, or any other legally protected characteristic in its programs and activities, including employment opportunities. Complaints alleging unlawful discrimination, harassment, or retaliation must be brought under Joint Steering Committee Policy. If an Employee files a complaint with a governmental agency with jurisdiction to investigate or adjudicate allegations of unlawful discrimination, harassment, or retaliation, the Union and Employee waives its right to grieve any alleged contract violation associated with the complaint. If an Employee and/or Union files a grievance under this paragraph, the grievance procedure will be applied consistent with this Agreement and will provide the sole and exclusive remedy for claims of discrimination, harassment, or retaliation.

Article 9: Workplace Safety

The Union may request to consult with WEOC on community health emergencies. WEOCFT recognizes the employer's need to react agilely in the face of a crisis. Decisions made by WEOC as a reaction to crises may take effect immediately and without Union consultation. WEOCFT may demand to bargain the impact of those decisions on its bargaining unit.

Health and Safety

The Employer will follow state and federal laws and regulations concerning employee health and safety.

Maintaining a safe and orderly learning environment is the joint responsibility of the Employer and Employee. Concerns regarding workplace safety may be brought to the administration at any time and staff are required to report unsafe or hazardous working conditions promptly consistent with state and federal law.

Surveillance

The facilities that WEOC programs occupy may have surveillance equipment installed in its facilities or leased facilities. Surveillance equipment will be used to facilitate general program operations and the safety and security of the facilities. Surveillance footage may only be disclosed to the extent permitted by law.

Surveillance equipment will be used for legitimate business purposes and will not be installed in locations where an individual has a reasonable expectation of privacy.

Threat Response and Safety

The Employer will provide annual training on threat response and emergency protocols. The Employer will perform emergency drills as required by law. The Employer and Union shall consult on threat response and safety issues, upon request.

Protection of Employees

Upon an Employee's request and with advance notice, an administrator will attend a meeting where a safety issue reasonably exists.

If any teacher is threatened with legal action or sued for disciplinary action imposed on a student by the teacher, the Employer will provide legal advice through the WEOC retained legal counsel and render necessary assistance to the teacher in his/her/their defense, subject to insurance limitations, provided that such teacher has acted within the terms of this agreement, state and federal laws, the Michigan Code of Educational Ethics and adopted program policies, procedures, rules, or guidelines in regard to discipline. The sole determination whether the teacher will receive WEOC-provided legal advice shall be made by the Executive Director, and the decision of the Executive Director shall not be subject to the grievance procedure, up to and including arbitration provided that before making its decision, the Executive Director will provide the employee with copies of the materials to be used in making its decision and shall allow the employee the opportunity to be heard, if the employee so requests. This determination can be reconsidered by the Executive Director if new evidence/information is brought forth. If the employee disagrees with the Executive Director's determination, the employee may appeal the decision to the Joint Steering Committee.

Article 10: Student Teacher & Intern Program

The Employer and the Union shall work together to provide quality support and training to student teachers and interns working under the direction of bargaining unit members. No Employee may be required to accept a student teacher or intern. Placement of a student teacher or intern must have prior administrative approval. Student teachers and interns are under the direct supervision of a WEOC employee. No Employee may accept more than two student teachers or interns at a time except as agreed upon by the Union, Employee, and the Employer.

Article 11: Student Support and Classroom Management

1. The Joint Steering Committee will give reasonable support and assistance to employees to maintain control and discipline in the classroom and on program campuses. The Joint Steering Committee and Union agree that a collaborative approach to student behavioral support is a best practice and whenever it appears that a particular pupil requires an escalation of attention to address behavioral concerns, the employee shall advise the Program Director. In the event of a disagreement regarding student behavior concerns, the employee may appeal to the Executive Director.
2. It is recognized that discipline problems are less likely to occur in classes where a high level of student interest is maintained. It is likewise recognized that when discipline problems occur, they may most constructively be dealt with by encouragement, praise, and emphasis upon the student's desirable characteristics.
3. Student disciplinary procedures shall be made known by publication of student codes of conduct or student discipline codes. These publications shall be available to all students and employees at the beginning of each school year.
4. If administration determines to discipline a student, the administrator or the administrator/teacher jointly will inform the parent or guardian of the disciplinary action. If a teacher determines to discipline a student, the teacher will inform the parent or guardian and the administration. Teachers may request information around student discipline and the administration may provide the information if there is a legitimate educational interest.

Article 12: Personnel Files

1. One File: There shall be one official personnel file for each employee. The term "personnel file" shall refer to the term "personnel record" as defined under the Bullard Plawecki Employee Right to Know Act.
2. Access: An employee shall have the right upon request and by appointment to review the contents of their personnel file(s) wherever maintained. Appointments shall be set at a mutually agreed upon time during non-instructional time. An employee may request a copy of their personnel file which will be provided via email at no charge. A representative of the Union may, at the request of the employee, accompany the employee in such reviews and may upon written authorization by the employee, review and reproduce any contents of an employee's personnel file. The review and

reproduction of the content of an employee's personnel file shall be made in the presence of an administrator or designee.

3. Notice: A copy of disciplinary records placed in the employee's official personnel file shall be provided to the employee. Items challenged under the provisions of the grievance procedure may not be placed in the employee's file until the grievance has been resolved pursuant to the provisions of the grievance procedure of this contract. The employee's signature shall indicate only that they have read the item and shall not necessarily indicate agreement with its contents. When an employee refuses to sign an item, a notation shall be placed indicating the employee was asked to sign but refused. Such refusal is not grounds for disciplinary action.
4. Rebuttal: The employee shall have the right to submit a written rebuttal to any item(s) to be placed in their file and to have the rebuttal attached to such item.
5. Confidentiality: Except as required by law, access to an employee's personnel file shall be limited to those individuals with a legitimate educational or work-related reason to review the file.

Article 13: Layoff and Recall

Acting within the approved budget, the Executive Director will establish the number and nature of bargaining unit positions needed to implement the approved curriculum. If the Executive Director determines that insufficient funds are budgeted for the existing staff or that a reduction in staff is necessary due to program, curricular, or other operational considerations, the Executive Director will recommend to the Joint Steering Committee the positions to be reduced.

Layoff Process

The Employer agrees to provide the Union written notice before the Executive Director recommends to the Joint Steering Committee the elimination or reduction of any bargaining unit position. The impacted employee will receive at least thirty (30) days advance written notice before a layoff becomes effective. The Employer will consult with the Union to discuss any proposed layoff and discuss alternative solutions.

Layoffs within an affected department or program will occur in the following order with seniority used as a tie breaker when needed within a group:

Group 1: Bargaining Unit Members who work under a Permit (or equivalent for their position) and do not hold a teaching certificate (or equivalent for their position) unless existing staff are not certified to staff the department or program.

Group 2: Bargaining Unit Members who were rated as "needing support" in their last evaluation unless existing staff are not certified to staff the department or program.

Group 3: Bargaining Unit Members who are rated as “developing” in their last evaluation unless existing staff are not certified to staff the department or program.

Group 4: Bargaining Unit Members rated “effective” and considering the following factors:

Within a group, a non-probationary employee shall not be laid off before a probationary employee.

1. The member’s license, certification, and endorsement.
2. Credentials needed for the position, school, or program.
3. The employee’s number of years teaching in the grade level or subject area and the recency of relevant and comparable teaching assignments.
4. The number of times an employee has received a performance evaluation with a summative rating that is less than effective within the past five years.

Recall Process

Before or in lieu of initiating the recall of a laid-off bargaining unit employee, the Executive Director or designee may reassign an existing employee to fill vacancies in accordance with this Agreement. If a recall is still necessary, employees on lay-off shall be recalled to the first vacant bargaining unit position from the Program to which they were laid off if they are licensed, certified, and qualified for the position. Recall will occur in the reverse order in which layoffs were conducted. Employees who become certified or licensed in additional areas while on layoff must notify the Employer with appropriate documentation and transcripts to be considered for any position requiring such certification or license.

Employees on lay-off will be offered an interview for bargaining unit vacancies at another WEOC program, in which they are certified or licensed. The employee will not be required to apply for the position.

An employee who has been laid off will maintain recall rights for twelve (12) months from the date of layoff or until they refuse a recall opportunity, fail to respond to a recall letter, submit resignation, or accept employment outside of the WEOC Program, whichever is less.

The Executive Director or designee will provide written notice of the Board’s recall decision to a recalled employee via certified mail, return receipt requested, and will establish the time in which an employee must accept recall. The employee will have at least ten (10) calendar days to respond to the recall notice. Upon return to service with WEOC, the laid off employee shall be placed on the same salary step they were on at the time of layoff.

Article 14: Vacancies and Transfers

Vacancies:

Vacancies in the bargaining unit will be posted internally and externally for at least ten (10) days before filled. A vacancy is defined as an unassigned, open position or a newly created position within the bargaining unit that the administration intends to fill. The administration decides teacher placement, when a vacancy exists, and when a posting is made, but may consult with their Program Quality Committee for recommendations.

Involuntary Transfers

Involuntary Transfers – Intra-Program Transfers

The Executive Director or designee has discretion to involuntarily transfer a teacher into a position within a program for which they are certified or qualified for a reason that is not arbitrary and capricious. The involuntary transfer notice will be sent to the bargaining unit employee specifying the specific position. The employee may request a meeting with the Executive Director concerning the involuntary transfer decision. A copy of the notice will be sent to the Union. If a teacher is dissatisfied with an involuntary transfer, the staff member may appeal the decision to the Executive Director.

Involuntary Transfers – Inter-Program Transfers

The Executive Director will not involuntarily transfer a teacher to another program within WEOC unless good cause justifies the involuntary transfer decision, such as a transfer to avoid a reduction in force or to address a significant conflict between staff.

Voluntary Transfers

Intra-Program Transfers

If an existing staff member applies for a vacancy and they meet the minimum qualifications for the position, the employee will be given a first-round interview. Assignments that involve voluntary transfers within the same WEOC program will be made at the discretion of the administration using the typical hiring process. .

Inter-Program Transfers

An employee seeking consideration for a vacant position in another WEOC program shall submit a letter of interest, updated resume, and appropriate certification (if applicable) to the Program Director/Principal (at the existing program and the program the teacher wants to transfer into) and HR Coordinator. If an existing teacher applies for a vacancy at another WEOC program and they meet the minimum qualifications for the position, the teacher will be given a first-round interview.

Article 15: Evaluation

1. Purpose: The primary purpose of evaluation is to develop, maintain, and retain highly qualified, competent and professional staff and to identify areas of deficiency or concern, if any. A performance evaluation is not considered disciplinary action but the parties acknowledge that a consequence of a poor evaluation or demonstrated lack of improvement may be disciplinary action.
2. Frequency: Beginning in the 2025-26 school year, a non-probationary teacher or non-teacher bargaining unit employee who has served a probationary period and received an effective or higher rating on their three most recent consecutive year-end evaluations will be evaluated biennially. If the employee is not rated as effective on one of the biennial year-end evaluations, the employee must receive year-end evaluations. If a performance deficiency is noted during the biennial cycle, the evaluator will discuss the performance deficiency with the employee. If the performance deficiency continues, the evaluator may place the employee on an IDP. If an employee on the biennial cycle is placed on an IDP or transfers to another program within WEOC, the Program Director or designee may choose to move the employee to annual evaluations.
3. Observations: Employees will be observed at least twice in a school year, at least once in the fall and once in the winter/spring, by the administrator responsible for evaluating the employee. Employees who are exempt from evaluation in a given school year may still be observed, but not evaluated, following the same protocols for observations in an evaluation year.

The evaluator will send employees notice indicating when observations will take place. One observation may be unscheduled. Observations shall not be conducted during the first two weeks or the last two weeks of the Program's school calendar, or on a Friday preceding a school break that is more than 3 school days in length.

Additional observations may be scheduled throughout the year by teacher leaders, department chairs, and other staff, for the purposes of providing feedback to employees, but these such observations shall not be factored into an employee's evaluation.

4. Pre-Evaluation: The evaluator, in consultation with the employee, will develop employee performance goals for the school year. The employee and evaluator will attend a

pre-evaluation meeting, to review evaluation goals. Employees shall be provided with the opportunity to indicate which domains they have chosen for their professional goals and evaluation in their pre-evaluation meeting.

5. Post-Observation: The evaluator will provide post observation written feedback to review the teacher's lesson plan, state curriculum standard used in the lesson, and student engagement within 30 days of the observation. The employee may request a post observation meeting to be held within 15 days of the observation.
6. Rubrics: Rubrics used for the evaluation for teachers, counselors, and social workers will be available to employees on the Program's website.
7. Recommendations: The WEOC-wide Program Quality Committee and the Program-Based Program Quality Committee teams may make recommendations to modify this evaluation process. Recommended changes must be jointly approved by the Union and Joint Steering Committee to take effect.
8. WEOC-wide or Program-Based PQC teams may develop more specific evaluation procedures to the extent those procedures do not conflict with this Agreement.
9. Review: A non-probationary employee rated needing support on a year-end evaluation may request a review of their evaluation rating consistent with Revised School Code Section 1249. If the following language in Revised School Code Section 1249 is repealed, this language is not enforceable.
 - a. The non-probationary employee may request a review meeting of the evaluation and the rating to the Executive Director. Such a request must be made in writing within fifteen (15) calendar days after the employee is informed of the rating and a meeting with the Executive Director shall be held no later than five (5) days after receipt of the request for review. A written response to the review meeting with any modifications of the year-end performance rating shall be provided to the employee within fifteen (15) calendar days after the meeting.
 - b. If the written response does not resolve the matter, the employee or the Federation may request mediation through the Michigan Employment Relations Commission and provide a copy of that request to the administration. The request must be submitted in writing within fifteen (15) calendar days after the employee receives the written response from the Executive Director.
 - c. Within fifteen (15) calendar days of receipt of the request for mediation, the Executive Director shall provide a written response to the employee and the Federation confirming the mediation will be scheduled as appropriate.
 - d. A non-probationary teacher who receives two (2) consecutive ratings of "needing support" may demand to use the grievance procedure as outlined in this Agreement.
 - e. A probationary employee may request a review of their evaluation, if they receive an evaluation rating of "needing support", to the Executive Director, but may not

file a grievance through the grievance procedure. Recommendations for probationary employee discharge or non-renewal must be made to the Joint Steering Committee.

Article 16: Probationary Period

Teachers will serve a probationary period consistent with the Teachers' Tenure Act. Employees who are not subject to the Teachers' Tenure Act will serve a probationary period equal to the probationary period served by teachers under the law.

Article 17: Seniority

Seniority is computed from the first date of service to WEOC as an employee and reflects the amount of time continuously employed within the Bargaining Unit. The Employer will prepare and provide the Union a seniority roster of all bargaining unit employees prior to October 1st of each school year. The Union and individual employees have 20 calendar days to raise a challenge to the seniority list. If a challenge is not raised in this timeline, the list is final.

Bargaining Unit employees who are on a paid leave of absence or Family Medical Leave Act will continue to accrue seniority, unless otherwise agreed upon by the parties. Bargaining unit employees on another type of unpaid leave will not accrue seniority.

Bargaining Unit employees who accept employment with WEOC outside of the Bargaining Unit will have their seniority frozen until such time that they return to the Bargaining Unit. A Bargaining Unit employee will not accrue or maintain seniority if they resign, are discharged, or retire. A Bargaining Unit employee will not accrue seniority while on lay-off, but will maintain previously accrued seniority if they are recalled.

If more than one employee is hired on the same day, the employees' placement on the seniority list will be determined by a random draw.

Article 18: Employee Discipline and Discharge

1. Purpose. Maintaining appropriate procedures and standards for addressing misconduct and other inappropriate behavior by professional staff is a critical component in furthering an effective educational environment and in providing quality educational services to students.

2. Definition. Discipline is defined as written warnings, written reprimands, suspension without pay, and termination of employment for misconduct, insubordination, incompetence/poor performance, or dereliction of duties. Nonrenewal of a probationary teacher is not discipline.

3. Representation. An employee who may reasonably be subject to discipline shall receive 24 hours' notice prior to disciplinary or investigative conference, unless waived by the employee or the nature of the infraction requires an immediate meeting. The notice must include the time of meeting, the location, their right to union representation at this conference, and the general purpose of the conference. The employee may request union representation at an investigative meeting that could reasonably result in discipline.

4. Procedure. Employees may only be subject to discipline or discharge for a reason that is not arbitrary or capricious. The Program will implement discipline that is proportionate to the seriousness of the misconduct and provides the employee notice of the allegations and an opportunity to respond. A disciplinary decision must be supported by a preponderance of the evidence resulting from a thorough and impartial investigation of the facts. Discipline will have a rational relationship to the established misconduct or inappropriate behavior. The parties agree to follow progressive discipline based on the severity and/or frequency of the infraction. If an employee's previous discipline is considered as part of progressive discipline, the previous discipline must be part of the employee's personnel file. Progressive discipline will consist of 1) a verbal warning (with written documentation), 2) written warning with corrective steps, 3) written reprimand, 4) suspension without pay, 5) and discharge. The Program reserves the right to accelerate the steps in progressive discipline on a case-by-case basis based on the severity and frequency of the offense. The President of the Union will be given a copy of any written discipline imposed upon a bargaining unit member within two contract days of such discipline.

5. Written Complaints against Employees. The Program may, in its discretion, investigate written complaints submitted against a bargaining unit employee. If the matter is investigated, the employee will receive notice of the allegations against them and an opportunity to respond to the allegations.

6. Appeal Process. Except as provided in this paragraph, an unpaid suspension of four (4) days or more may be challenged through the grievance procedure through Step Four (arbitration) of the grievance procedure. Discipline less than a four(4)-day suspension may be challenged through Step Three of the grievance procedure. The discharge or demotion of a tenured teacher may only be challenged through the process set forth in the Teachers' Tenure Act. Discharge or discipline of a probationary employee is not subject to Step 4 of the grievance procedure.

7. Disclosing Discipline. When imposing discipline, the employee, Union, and Employer mutually agree that information related to discipline will not be shared with other employees or administrators unless a legitimate reason exists for the disclosure. If discipline records are requested under the Freedom of Information Act, the Employer will notify the Employee of the request. If the JSC is considering disciplinary action under this Agreement, the Employee may request to have the JSC consider the discipline in closed session consistent with the Open Meetings Act.

8. Personnel File. Employees will receive a copy of all written discipline records placed in their personnel file. Employees can submit a rebuttal to any disciplinary action. The rebuttal will be attached to the written discipline record and will be placed in all files containing the disciplinary action.

Article 19: Time Off and Leaves

Paid Time Off

PTO Accrual

Full-time bargaining unit employees shall earn the equivalent of 8%, rounded to the nearest half day, of their contractual work days towards PTO per school year (July 1 to June 30). Part-time employees shall receive PTO on a prorated basis based on the contract days their assignment requires them to work.

1. For record-keeping purposes, each day of PTO shall be calculated based on the number of hours the employee works per day.
2. When employment begins after the beginning of an academic year, PTO accrual shall be prorated for that academic year.
3. Employees shall be credited with half of their PTO on July 1 and the other half on January 1.
4. 50% of an employee's unused PTO days will be added to the July 1 PTO accrual for the next contract year. Total PTO accrual for any contract year is capped at 12% of the Employee's contracted work days. Any unused PTO that cannot be rolled over due to the 12% cap will be rolled over to a PTO bank.

ESTA

The Federation and Employer agree that the PTO language in this Article satisfies any and all requirements under Michigan's Earned Sick Time Act ("ESTA") and that the first 72 hours of PTO may be used for any ESTA purpose.

Use of PTO Time

PTO may be used for any reason other than for the purpose of extended absences of more than three days, such as a vacation or travel, unless otherwise approved by the Executive Director.

1. Except in cases of emergency or unforeseeable illness, the employee shall provide the Program Director with at least 3 contract days prior written notice of the PTO to be used. In cases of emergency or unforeseeable illness, notice must be provided as soon as reasonably possible.

2. PTO, except ESTA permissible purposes, may not be used the day before or after a school break, unless approved by the Employee's Program Leader. Such approvals shall be documented and shared with the Human Resources Coordinator. All unapproved absences the day before or after a school break must have appropriate documentation.
3. PTO must be used in half-day or full-day increments.
4. The proper procedures for securing substitute coverage must be followed by any employee using PTO. Such procedures will be communicated to the staff at the start of each school year, or upon hiring.

PTO bank

Any unused PTO days at the end of a school year will be rolled over into a PTO bank to a maximum of 60% of contracted days. The PTO Bank may only be used after the annual PTO is exhausted. An employee may only use their PTO bank for an approved FMLA leave or for a purpose approved by the Executive Director and/or JSC.

PTO sell back

If an employee has at least 30 days in his, her, or their PTO bank, they may cash-in up to 4 days a year at \$50 per day. Employees will be allowed to do so once per year as determined by the Executive Director.

Documentation.

A doctor's note may be required if an employee uses more than 3 consecutive PTO days or has a pattern of absences suggesting an abuse of the PTO program (e.g., frequent use for sick leave purposes or frequent extensions of weekends).

Bereavement Leave

Employees are entitled to three days of paid bereavement leave in the event of the death of a direct family member. Direct family members include spouse, domestic partner, children, stepchildren, foster-children, parents, stepparents, parents-in-law, siblings, step-siblings, grandchildren, step-grandchildren, and grandparents.

Jury Duty and Subpoenas

Each employee shall be excused from the employee's assigned duties for jury duty or attendance at a work-related court hearing pursuant to subpoena or hearing related to the labor relations between the parties in which the employee is a witness. Subpoenas for personal issues will be counted as PTO.

FMLA Leave

The purpose of the Family and Medical Leave Act (FMLA) is to provide up to twelve (12) weeks of job protection and possible medical coverage for individuals unable to work due to a serious personal health issue, a health issue impacting an immediate family member, birth of a child or adoption of a child and up to twenty-six (26) weeks of leave for service member related leave. Employees taking FMLA leave will be required to use, while on FMLA leave, all accrued and paid PTO days and bank days, to the extent allowed by law, and such accrued and paid leave shall run concurrently with the employee's FMLA leave. In calculating the 12-month period within which an eligible employee may take FMLA leave, the Employer applies a rolling 12-month period, measured backward from the time the employee takes FMLA leave.

Extension to Parental Leave

The Executive Director may grant an extension of parental leave after FMLA leave has been exhausted without pay provided that the employee applies in writing at least thirty (30) calendar days before the date such leave is to commence. The extension may be granted for the remainder of the school year or six (6) months, whichever is longer. The extension of parental leave is unpaid.

Unpaid Leave

A leave of absence without pay and insurance benefits (medical, dental, vision, long and short term disability, and life insurance) for up to one year may be granted at the Executive Director's discretion upon written application. The decision to grant or deny an unpaid leave of absence is not subject to the grievance procedure.

Unpaid leave may be granted for the following reasons:

1. Pursuing educational studies or a special teaching assignment resulting in potential advantage to the Consortium;
2. Campaigning or serving in elected public office;
3. Personal illness after exhausting available FMLA leave;
4. Providing care for a family member consistent with FMLA after exhausting available FMLA leave;
5. Any other reason approved by the Executive Director on a case-by-case basis.

To be eligible for unpaid leave the employee must apply for the leave at least two (2) months in advance, unless emergency circumstances apply, and provide any information requested by the Executive Director related to the reason for the leave.

Upon return from the leave, the employee shall be placed in their former position, if available. If the former position is not available, the employee will be placed in a vacant bargaining unit position that they are certified and qualified to fill. If no vacant position exists, the employee shall be placed on layoff status. Upon return to employment, the employee will be placed on the salary schedule at the same step they were on at the start of the leave and will retain their accrued PTO days earned at the start of the leave. .

Professional Development

WEOC-provided PD. Employees will attend professional development or WEOC-wide activities held during the regular teacher calendar and workday. The Executive Director may schedule or approve attendance at professional development, conferences, or other events that benefit the Program outside of the regular teacher calendar and workday and compensate employees at a professional development rate of \$30 per hour. The Executive Director or designee will consult with the teacher regarding the scheduling of professional development, conferences, or other events.

Other PD. Employees may request to attend conferences, seminars, training, or visit other classrooms to observe instructional techniques during the workday and approval is within the Executive Director's (or designee's) sole discretion. Employees may use up to 2.5% of their contract work days towards PD.

The employee must submit requests for reimbursement associated with attending professional development to the administration and will be approved or denied according to JSC procedure.

PTO Donation

On a case-by-case basis, the Employer and Union may enter into a mutual agreement to allow the donation of PTO days for employees who exhaust their PTO time due to a medical emergency.

Article 20: Grievance Procedure

Definition of a Grievance

A grievance shall be defined as a complaint by an employee, a group of employees, or the Union, that there has been a violation of this Agreement. If the grievance involves more than one employee or worksite, the grievance may be submitted by the Union directly at Step Two. The term "days," as used in this Article shall mean work days when the Consortium's Executive Director's office is open.

Representation

An Employee may be represented at all levels of the process by a Union Representative. Only official representatives of the Union and Employer may settle a grievance in the Formal Process. Only the Union may appeal a grievance to Step Two or Step Three. The following matters shall not be the basis of any grievance filed under the procedure outlined in this Article:

1. Any matter dealing with the rights of tenure teachers pursuant to the Michigan Teachers' Tenure Act, which is within the jurisdiction of the State Tenure Commission for appeal and/or requiring a hearing before the Board of Education.

2. The assignment, termination of services, or failure to reemploy any teacher to a Schedule B and/or extra duty assignment.

To the extent permitted by law, the grievance procedure is limited as follows: If an Employee files a complaint with a governmental agency with jurisdiction to investigate or adjudicate on any matter contained within this Agreement, the Union and Employee waives its right to grieve any alleged contract violation associated with the complaint. If an Employee and/or Union files a grievance, the grievance procedure will be applied consistent with this Agreement. If the Employee and/or Union appeals the grievance through Arbitration, he/she/they waive his/her/their right to pursue recourse through an outside governmental agency.

Any grievances filed in regards to evaluations must be in accordance with the review process outlined by "Article 15- Evaluation" of this Agreement.

Written Grievance Requirements

Written grievances will be filed by completing the "Written Grievance Form" in the appendix of this Agreement.

Informal Process

Prior to filing a formal grievance, the grievant is encouraged to make an effort to resolve the problem through an informal conference with the relevant representative(s) of the Employer. The parties may utilize a formal or informal facilitator to help facilitate the informal process. Up to fifteen (15) days may be used to resolve the grievance informally without impacting grievance timelines. Any resolution through this process is acceptable as long as it does not violate the terms of this Agreement; however, it may not be used to establish a precedent for the future interpretation or application of this Agreement.

Grievance Time Limits

The time limits provided in this Article shall be strictly observed but may be extended by written agreement of the parties. Failure of the grievant or Union to appeal a decision at any level within the specified time limits shall be deemed an acceptance of the decision at that level and the grievance shall be considered withdrawn with prejudice, but shall not be considered a waiver of any contract rights. Failure of the Employer to issue a written disposition at any level advances the grievance to the next level.

Formal Process:

Step One: The written grievance shall be lodged and discussed with the immediate supervisor within twenty (20) days after the grievant(s) knew, or should reasonably have known, of the alleged violation of the Agreement. The supervisor shall notify and involve appropriate representatives of the Employer. Within ten (10) days after receipt of the grievance, the Employer shall meet with the grievant(s) and the Union in an effort to obtain additional

information and resolve the grievance. The Employer's decision shall be reduced to writing. A decision shall be provided to the grievant(s) and the Union within ten (10) days of the meeting.

Step Two: If the Union is not satisfied with the decision in Step One, it may appeal the decision to the Executive Director within ten (10) days of receiving a written decision at Step One. This appeal shall be in writing. Within ten (10) days after receipt of the appeal, the Executive Director shall investigate the grievance and meet with the grievant and Representative. Within five (5) days after the meeting, the Executive Director shall render a decision in writing. A copy of this decision shall be delivered to the grievant and the representative.

Step Three: The parties may mutually agree to mediate the grievance by submitting the request to the Michigan Employment Relations Commission.

Step Four: If the Union is not satisfied with the decision in Step Two, it may appeal the decision to an arbitrator within twenty (20) days of receiving the Step Two decision or the conclusion of mediation at Step Three, whichever applies. Within ten (10) days of the Union's notice of intent to arbitrate, the parties will agree upon a mutually acceptable arbitrator and obtain a commitment to serve as the arbitrator in the matter. If the parties are unable to mutually agree upon an arbitrator within ten (10) days after the Union has submitted a notice of intent to arbitrate, the Union will submit a request to the American Arbitration Association to provide a list of arbitrators and the parties will select a mutually agreed upon arbitrator. The decision of the arbitrator shall be final and binding on the parties. The cost for the services of the arbitrator shall be shared equally by the parties.

Arbitrator's authority: The powers of the arbitrator are subject to the following limitations:

1. The arbitrator shall have no power to alter or modify any of the terms of this Agreement.
2. No employee shall lose any salary or benefits due to their participation in any step of the grievance procedure.

Article 21: Miscellaneous

Savings Clause

If any provision of this Agreement is held to be unlawful by a court of competent jurisdiction, such provision shall not be enforced and the remaining provisions of this Agreement shall remain in full force and effect to the extent permitted by law.

Assignability of the Agreement

The Employer agrees to inform the Union of any significant changes in organizational structure that will substantially impact bargaining unit employees. The Employer will provide the Union

with an opportunity to present input and recommendations during the decision-making process. However, final decisions shall remain at the sole discretion of the Employer.

Successor Agreement

The parties agree to enter into good faith negotiations for a successor agreement to this Agreement beginning no later than March 1st of the calendar year in which this Agreement expires. Negotiations for a successor agreement may commence earlier, if mutually agreed upon by both parties. All matters covered by this Agreement may be bargained and will not take effect until ratification by both parties.

Budget Committee

Before May 1st of each year and before December 1st of each year, the Executive Director and Federation will schedule a time to meet to review data related to the budget, staffing, student needs, enrollment, and program sites. The meeting is open to WEOC employees.

Entire Agreement

This Agreement sets forth the parties' entire understanding as to the matters expressed herein. This Agreement may only be modified in writing upon the mutual consent of the parties. This Agreement incorporates the Agreement reached by the parties on all agreed-upon issues, which were subjects of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter covered by this Agreement.

Schedule A: Compensation

Salary

WEOC will adopt the following salary schedule for the 2025-26 school year. Employees who have provided service for the 2025-26 school year upon ratification of this contract will receive their salary retroactively to July 1, 2025.

	BA	MA	MA+30	PhD
1	\$45,300	\$50,925	\$54,044	\$54,525
2	\$46,659	\$52,402	\$55,557	\$56,106
3	\$48,059	\$53,921	\$57,113	\$57,733
4	\$49,501	\$55,485	\$58,712	\$59,408
5	\$50,986	\$57,094	\$60,356	\$61,130
6	\$52,515	\$58,750	\$62,046	\$62,903
7	\$54,091	\$60,454	\$63,783	\$64,727
8	\$55,713	\$62,207	\$65,569	\$66,604
9	\$57,385	\$64,011	\$67,405	\$68,536
10	\$59,106	\$65,867	\$69,292	\$70,524
11	\$60,879	\$67,777	\$71,233	\$72,569
12	\$62,706	\$69,743	\$73,227	\$74,673
13	\$64,587	\$71,765	\$75,277	\$76,839
14	\$66,525	\$73,847	\$77,385	\$79,067
15	\$68,520	\$75,988	\$79,552	\$81,360
16	\$70,576	\$78,192	\$81,779	\$83,719
17	\$72,693	\$80,459	\$84,069	\$86,147
18	\$74,874	\$82,793	\$86,423	\$88,646
19	\$77,120	\$85,194	\$88,843	\$91,216

Additional Work Days: Employees who work over 185 contract days per year will be compensated at \$100 per day for each day over 185.

Lane Changes: Employees shall advance to a higher salary lane when they provide the Employer evidence that they have met the degree and college credits required pursuant to this Agreement. The lane change is effective no later than 30 days after verification of additional degree/credit is submitted.

2026-27 and 2027-28:

- Step advancement; and
- For 26-27: a 1.25% increase to each amount on the 25-26 Salary Scale.
- For 27-28: a 1.25% increase to each amount on the 26-27 Salary Scale.

Reopener: During the term of this contract, if WEOC has a budgeted operational deficit and the fund balance for any WEOC Program is less than 10%, the parties will re-open the compensation and extra duty compensation Articles within this CBA.

Certified Staff Training Rate: The Employer from time-to-time may approve and offer certified staff training/professional development opportunities outside the school calendar. Attendance at these trainings will be optional and will be paid at the established hourly substitute teacher rate for bargaining unit employees for time in the training capped at a daily rate of \$240. If the training is required to obtain or maintain certification required for an employee's position, the Executive Director will determine whether compensation under this paragraph will not be provided. All additional compensation must be pre-approved by the Executive Director in writing.

Tuition Reimbursement

To encourage the professional and personal development of bargaining unit employees, the Program will reimburse for successful completion of pre-approved continuing education, certification, undergraduate, graduate and post-graduate courses in accredited colleges or universities as provided under the WEOC Tuition Reimbursement Policy.

Application Process

To be eligible for reimbursement, the employee must complete the Request for Tuition Reimbursement Form and receive approval before beginning a course that the employee is seeking reimbursement for. The Request for Tuition Reimbursement Form must be submitted to the Program Director and Executive Director for review. Approval of reimbursement is subject to the Program Director's and Executive Director's approval and may be granted or denied at the administrator's discretion.

Reimbursement

WEOC will maintain a Tuition Reimbursement fund for bargaining unit employees of \$20,000 per fiscal year to reimburse bargaining unit employees for pre-approved tuition costs. Reimbursement will be considered and, if approved, paid on a "first come, first serve" basis. Unused reimbursement funds for a fiscal year will return to the Consortium's general fund. Bargaining unit employees, who successfully complete (with a grade of "C" or better) prior District-approved college/university coursework, and/or District-approved additional certification,

including testing fees and coursework, shall receive tuition reimbursement, up to the IRS limitation, in the following manner:

1. Employees shall submit verification of completed coursework to the District office by May.
2. The reimbursement shall be limited to no more than the actual cost of tuition for District-approved courses and to take District-approved certification testing (excluding materials, fees, books, etc.)
3. Employees shall receive reimbursement up to the maximum amount allowed in the Consortium's Policy.
4. Coursework and testing, not completed by May 1, may be submitted the following fiscal year, if the employee remains an employee of the District on May 1 of the following year.
5. The Employer shall reimburse the Employee within 60 days of receiving verification of completed coursework.

Schedule B Additional Roles and Compensation

When staff are assigned to extra duty assignments outside of their regular contracted duties, they will receive Schedule B or extra duty compensation. Schedule B or extra duty assignments are temporary assignments. New staff members may step into open positions when a position is beginning a new rotation, in accordance with PQC guidelines.

The Program Quality Committee (PQC) from each Consortium Program shall meet with administration to discuss and provide recommendations for Schedule B roles and compensation amounts by June 1st of the school year, for the subsequent school year. The Employer and Union may jointly approve Schedule B roles, responsibilities, and compensation amount recommended by the PQC. If the Employer and Union fail to jointly approve PQC recommendations, Employer and Union will bargain over Schedule B.

Schedule C: 2025-26 School Calendars

Yearly Calendar Template

[More Yearly Calendars](#)

Year: 2025

Month: 7

Start Day: 1 1:Sun, 2:Mon

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← Choose the year, start month, and start day

2025-2026

ECA Teacher Yearly Calendar Discussion DRAFT

Each ECA teacher works the expected work days unless a Paid Time Off or other "off day" is arranged. Days off must be logged in Frontline/AESOP.

This year:

185.0	Work Days
	Non-Work Days
10	Holidays (Mandatory Non-Work Days)
2	Half Days (8/19-22 will be 2 full days and another half day depending on Challenge / CORE Community Days schedules)
0	PTO Days used this year (includes .5s below)
0	1/2 PTO; 1/2 Work Bank Days

Start of Year Days:

15	PTO Days (8% of days + up to half of i:
	Bank Days
	Disability Bank

What should remain:

15	PTO
	Bank
	Disability

July '25

Su	M	Tu	W	Th	F	Sa
		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		
						0

August '25

Su	M	Tu	W	Th	F	Sa
					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						8.0

September '25

Su	M	Tu	W	Th	F	Sa
	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				
				0	21	

October '25

Su	M	Tu	W	Th	F	Sa
			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	
						23

November '25

Su	M	Tu	W	Th	F	Sa
						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					0	17

December '25

Su	M	Tu	W	Th	F	Sa
	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			
						16.00

January '26

Su	M	Tu	W	Th	F	Sa
				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
				0	14	

February '26

Su	M	Tu	W	Th	F	Sa
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
					0	20

March '26

Su	M	Tu	W	Th	F	Sa
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				
				0	17	

April '26

Su	M	Tu	W	Th	F	Sa
			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		
				0	22	

May '26

Su	M	Tu	W	Th	F	Sa
					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					0	14

June '26

Su	M	Tu	W	Th	F	Sa
	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				
					0	13

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<https://www.vertex42.com/ExcelTemplates/yearly-calendar.html>

WEOC and WEOC FT Contract
Page 35

Yearly Calendar Template

[Yearly Calendars](#)



Year: 2025

Month: 7

Start Day: 1 1: Sun, 2: Mon

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← Choose the year, start month, and start day

2025-2026

WEOC-WAVE Instructional Staff Calendar

July '25						
Su	M	Tu	W	Th	F	Sa
		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		
						14

August '25						
Su	M	Tu	W	Th	F	Sa
					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						21

September '25						
Su	M	Tu	W	Th	F	Sa
	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				
						21

235 WORK DAYS

Each 210 day contracted WAVE staff can take 25 non-contract days throughout the 2025-26 school year.

Red outlined days are WORK days for the program, but not days lab is in session. Non contract days are encouraged to be used on these days.

- Official WEOC-WAVE Off Days
- WAVE Days Off
- No students PD Day
- 1/2 day lab for students, full day for staff

October '25						
Su	M	Tu	W	Th	F	Sa
			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	
						23

November '25						
Su	M	Tu	W	Th	F	Sa
						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						18

December '25						
Su	M	Tu	W	Th	F	Sa
	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			
						15

January '26						
Su	M	Tu	W	Th	F	Sa
				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
						20

February '26						
Su	M	Tu	W	Th	F	Sa
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
						20

March '26						
Su	M	Tu	W	Th	F	Sa
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				
						22

April '26						
Su	M	Tu	W	Th	F	Sa
			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		
						22

May '26						
Su	M	Tu	W	Th	F	Sa
					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						20

June '26						
Su	M	Tu	W	Th	F	Sa
	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				
						19

WIHI & WIMA 2025-2026 Calendar

1/2	= 1/2 Day
≈	= No School
T	= Teacher PL/ No Students
F	= Freshman/New Student Orientation & club fair
E	= Early Release schedule, dismissal at 12:40 pm (IB MYP DP Collab Time)
#	= Professional Learning 2:45 - 3:30 pm
	= Team Day Schedule

August (6)				
M	T	W	TH	F
≈	≈	≈	≈	≈
≈	≈	≈	≈	≈
≈	≈	F	≈	≈
T	T	20	21	22
25	26	27	28	≈

September (20)				
M	T	W	TH	F
≈	2	3	4	5
8	#	10	11	12
15	16	17	18	19
22	≈	24	25	26
29	30			

October (21)				
M	T	W	TH	F
		1	2	3
6	#	8	9	10
13	14	15	16	17
≈	21	22	23	24
27	28	29	30	31

November (17)				
M	T	W	TH	F
3	4	5	6	7
10	#	12	13	14
16	17	19	20	21
1/2	1/2	≈	≈	≈

December (15)				
M	T	W	TH	F
1	#	3	4	5
8	9	10	11	12
15	#	17	18	19
≈	≈	≈	≈	≈
≈	≈	≈		

January (19)				
M	T	W	TH	F
			≈	≈
5	6	7	8	9
12	#	14	15	16
≈	20	21	22	23
26	#	28	29	30

February (19)				
M	T	W	TH	F
2	3	4	5	6
9	#	11	12	13
≈	17	18	19	20
23	#	25	26	27

March (19)				
M	T	W	TH	F
2	3	4	5	6
9	#	11	12	13
16	17	18	19	T
23	24	25	26	27
≈	≈	≈	≈	≈

April (19)				
M	T	W	TH	F
		≈	≈	≈
T	7	8	9	10
13	#	15	16	17
20	21	22	23	24
27	#	29	30	

May (20)				
M	T	W	TH	F
				1
4	5	6	7	8
11	#	13	14	15
18	19	20	21	22
≈	#	27	28	Olym

June (5)				
M	T	W	TH	F
1	2	3	1/2	1/2
≈	≈	≈	≈	≈
≈	≈	≈	≈	≈
≈	≈	≈	≈	≈

Appendix 1: WEOC Federation of Teachers Grievance Form

All sections 1 through 5 are to be completed by grievant and/or Federation representative.

Name of grievant: _____ Date grievance occurred: _____

Program: _____ Position: _____

Section 1: Identify the section or sections of the Agreement that were allegedly violated:

Section 2: Describe in detail the facts supporting the alleged contract violation:

Section 3: Describe the remedy sought for the above grievance:

Section 4: Note times that the grievant and/or union representative may normally be available for a grievance meeting with the administrator:

Section 5: I hereby authorize the WEOC Federation of Teachers and its agents to act as my representatives in the processing of this grievance. I further authorize the Federation to carry on any appropriate appeal or to terminate processing of the above mentioned grievance after consultation with me concerning such action.

(signature of grievant)

To be completed by the administrator:

Administrator with whom the grievance is filed: _____

Date on which the grievance is filed: _____

Copies of this grievance form must be made and provided to both the grievant and chapter chair for the Program at which the grievant works.