

Westwood Heights Education Support Personnel Association

(Cafeteria/Food Service Employees, Paraprofessional Employees, and Secretaries)

Master Agreement

July 1, 2024 – June 30, 2027



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ARTICLE 1
AGREEMENT

This Agreement entered into this 1st day of July 2024, by and between the Westwood Heights Community School District, hereinafter referred to as the "Employer", or "Board", and Westwood Heights Education Support Personnel Association (WHESPA)-MEA/NEA hereafter referred to as the "Union".

ARTICLE 2
TERMINATION AND MODIFICATION

- A. This Agreement shall continue in full force and effect until June 30, 2027.
- B. If either party desires to terminate this Agreement it shall, ninety (90) days prior to the termination date, give written notice of termination. If neither party shall give notice of termination or withdraws the same prior to the termination date of this Agreement, it shall continue in full force and effect from year to year thereafter subject to notice of termination by either party on ninety (90) days written notice prior to the current anniversary date of termination.
- C. If either party desires to modify or change this Agreement it shall, ninety (90) days prior to the termination date or any subsequent anniversary date of termination give written notice of amendment in which event the notice shall set forth the nature of the amendment or amendments desired. If notice of amendment has been given in accordance with this paragraph, this Agreement may be terminated on or after its termination date by either party on ten (10) days written notice of termination. Any amendments that may be agreed upon shall become and be a part of this Agreement without modifying or changing any of the other terms of this Agreement.
- D. Notice of termination or modification shall be in writing and shall be sufficient if sent by Certified Mail to the Union, and to the Employer, addressed to Westwood Heights Schools, 3425 West Pierson Road, Flint, Michigan 48504-1724, or to any other such address the Union or the Employer may make available to each other.
- E. The effective date of this Agreement is July 1, 2024.

Mediation: The Board or the Union may request the services of the State Labor Mediation Board.

Savings Clause: Either party to this Agreement shall have the right to reopen negotiations pertaining to the provisions of this Article if provisions of this Article are deemed illegal under applicable laws by sending written notification to the other party thirty (30) calendar days from the date of such legal determination.

The Union agrees to indemnify the Employer against any and all claims, demands, suits or other forms of liability that shall arise out of action taken by or against the Board for the purpose of complying with the provisions of Article 2.

ARTICLE 3
PURPOSE

It is the purpose of this Agreement to promote and ensure harmonious relations, cooperation and understanding between the Employer and the employees covered hereby, to ensure true collective bargaining and to establish standards of wages, hours, working conditions and other conditions of employment.

ARTICLE 4
MANAGEMENT RIGHTS

The Board hereby retains and reserves unto itself all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan and of the United States. It is further recognized that the exercises of said powers, rights, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by specific and express terms of this Agreement and then only to the extent such specific and express terms hereof are in conformance with said Constitution and laws.

ARTICLE 5
UNION RECOGNITION AND RIGHTS

Section 1: Union Recognition and Rights:

- A. The Employer hereby recognizes the Union as the sole and exclusive bargaining representative for all Paraprofessionals, Secretaries, and Cafeteria/Food Service Employees, including Elementary Cafeteria Monitors.

Section 2: Membership:

- A. Any paraprofessional, secretary or food service employee may make application for membership in the WHESPA (which shall include membership in the MEA and NEA) according to MEA membership and Legal Representation policies. Membership is not an employment requirement.

Section 3: Officers:

- A. The employees will be represented by a President, Vice President, Secretary/Treasurer, Association Representatives and Alternate Representatives, who shall be chosen or selected in a manner determined by the employees and the Union, and whose names shall be known to the Board in writing.
- B. Arrangements may be made to allow the officers time-off with pay for the purpose of investigating grievances and to attend grievance and negotiating meetings upon approval being granted by the immediate supervisor.
- C. During their terms of office, the President and Vice-President shall be deemed to head the seniority list for the purposes of shift preference and lay-off and recall only, provided they are qualified to do the required work. Upon termination of their term, they shall be returned to their regular seniority status.
- D. The President shall be supplied the following information on a newly hired employee within fifteen (15) days of their hire date by email the name, date of hire, classification, social security number, address, rate of pay and job location.
- E. The employer will notify union president of any vacancies temporary, permanent, or newly created as referenced in Articles 13 and 14.

Section 4: Association Bulletin Boards: Bulletin board space shall be made available by the Board at each building, which may be used for the following notices:

- A. Recreation and social affairs of the Union
- B. Union Meetings
- C. Union Elections
- D. Reports of the Union
- E. Rulings or policies of the Local, State or National Union

Notices and announcements shall not contain anything political or controversial, or anything reflecting upon the Board, any of its employees, or any other labor organization among its employees.

ARTICLE 6 **EXTENT OF AGREEMENT**

This agreement shall constitute a binding obligation of both the Employer and the Union and for the duration may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of these parties in written and signed amendment to this Agreement. Should any provision of this Agreement be found contrary to law, the parties shall meet within ten (10) workdays to renegotiate that provision. However, the balance of the Agreement shall remain in effect for the duration of the Agreement.

Binding Effective Agreement: This agreement shall be binding upon the parties, their successors, and assigns.

ARTICLE 7 **NON-DISCRIMINATION**

The Employer and the Union both recognize their responsibilities under Federal, State and Local laws pertaining to fair employment practices, as well as the moral principles involved in the area of Civil Rights. Accordingly, both parties reaffirm by this Agreement the commitment not to discriminate against any person or persons because of race, color, religion, national origin, age, and sex.

If an employee seeks redress in any form, other than the Grievance Procedure incorporated into this Agreement, said employee forfeits the right to file a grievance or continuance of the grievance already in the Procedure.

ARTICLE 8 **VISITATION**

After presentation of proper credentials to the Board's representative, officers or accredited representatives of the Union shall be admitted (upon request by the Union) into the buildings of the school system during working hours for the purpose of ascertaining whether or not this Agreement is being observed by the parties or for assisting in the adjusting of grievances, provided said observation shall not be in areas which would be detrimental to the management and function of the school and its students.

ARTICLE 9
SAFETY

The Board will take reasonable measures in order to prevent and eliminate any present or potential job hazards which the employees may encounter at their place of work. Employees are required to report any and all unsafe working conditions to their supervisor immediately.

ARTICLE 10
JURISDICTION

- A. Persons not covered by terms of this Agreement shall not perform work covered by this Agreement, except for the purposes of instructional training, experimentation, or in cases of emergency.
- B. The Employer reserves the right to place students on a co-op, work study or job training basis which is part of our regular instructional program. High school students may pledge up to three hundred (300) hours in a school year to work with the elementary and middle school students in math and reading or to work in the office, but in no event shall such work performed by these non-bargaining unit students cause any employees in the bargaining unit to have their hours reduced, nor shall such non-bargaining unit work performed cause any employee to be laid off.

ARTICLE 11
SENIORITY

- A. Seniority for all purposes of this agreement shall be defined as length of service with Westwood Heights School District. Seniority begins on the first day of employment in a permanent position.

Probationary Employees:

- 1. A newly hired employee shall be on a probationary status until the employee completes sixty (60) workdays. If at any time prior to the completion of the probationary period the employee's work performance is unsatisfactory, the employee may be dismissed during this period without appeal by the Union.
- 2. Probationary employees who are absent on scheduled workdays shall work additional days equal to the number of days absent and such employees shall not have completed his/her probationary period until these additional days have been worked.
- 3. Upon satisfactory completion of the probationary period, the employee's seniority date shall be retroactive to the date of hire. It is mutually agreed that when two (2) or more members of the unit have identical dates of hire as per Section B of Article 12 placement on the seniority list shall be determined by a coin flip.
- 4. Upon satisfactory completion of the probationary period, the employee will be reimbursed the fee for fingerprinting done at time of hire.

- B. An employee loses his/her seniority rights for the following reasons:
1. He/She resigns.
 2. He/She is discharged for cause, and the discharge is not reversed through the grievance procedure.
 3. Retirement.
 4. Absent three (3) consecutive working days without notifying the Employer and without good and sufficient reason for notifying the Employer.
- C. An employee who applies for and moves to a vacant position, in a different classification, within the bargaining unit shall retain district seniority but have their classification seniority frozen, until which time they return to a job in their original classification.
- D. Seniority shall freeze within the bargaining unit for an employee who transfers to a supervisory position, with the employee having the right to exercise his/her seniority and return to the bargaining unit in the event that the employee vacates such supervisory position.
- E. Employees shall retain and continue to accrue seniority during lay-off; and approved leaves of absence which are one (1) year or less in duration.
- F. An agreed to seniority list shall be made available to the President and the Union on or about July 1 of each year. Such list shall contain date of hire, employee's location, and classification. Seniority shall be as of date of hire.
- G. Part-time employees shall be granted seniority as full-time employees as of the date of full-time employment.
- H. An employee accrues a full year of seniority after working fifty percent (50%) plus one (1) day of their contractual number of days during the course of a school year. An employee accrues a prorated portion of a year seniority for working any amount less than fifty percent (50%) of their contractual number of days.

ARTICLE 12
LAY-OFF AND RECALL

- A. All employees subject to lay-off shall receive notification in writing two (2) weeks prior to the date of scheduled lay-off.
- B. Whenever the Board deems it necessary for lay-offs, it will do so on the basis of reverse order of seniority in the unit as well as job classification, beginning with the individual possessing the least seniority.
- C. Whenever the Board has a vacancy, or proceeds to expand the size of staff, it will first offer such positions to members of the staff who were previously laid off. Such job offers will be made on the basis of seniority and classification, beginning with the person of greater seniority.
- D. Employees who are laid off shall be placed on a substitute list and offered such work in order of seniority, classification, and job capability, at the prevailing rate of pay.
- E. When the lay-off of an employee creates a vacancy on the staff, such vacancy will be posted, and all other employees may apply for such position.

- F. There shall be no bumping unless the eliminated position is not held by the lowest senior employee. The employee holding the eliminated position may bump into the position held by the lowest senior employee.
- G. Laid off employees will remain on the recall list for two (2) years from the date of lay off. After which the district is not obligated to recall them. This will be retroactive to all employees currently on the layoff list.

Cafeteria/Food Service Employees only: Cafeteria/Food Service staff will be considered recalled into regular employment status after twenty (20) consecutive workdays in the same open job assignment, at which time fringe benefits will be made available, according to contract language.

Laid off cafeteria/Food Service will be called in first for subbing, at their prevailing rate of pay. Open refers to new or vacant jobs.

Paraprofessional Employees only: Laid off Paraprofessionals will be offered lower classification seniority positions at the lower classification rate of pay. Paraprofessionals may decline the position without penalty as it relates to recall rights.

Laid off paraprofessionals will be called in first for subbing, at their prevailing rate of pay.

Secretarial Employees only: A laid-off secretary will be called in first for subbing, at the prevailing rate of pay.

If a laid off employee is called three (3) times in a thirty (30) calendar day period with a no response or no answer, they will be eliminated from the sub call list. If such employee desires to be placed on the sub call list the next school year, he/she must notify the district by the first day of school in September in writing.

ARTICLE 13

TRANSFERS AND PROMOTIONAL PROCEDURE

- A. Notice of all vacancies and newly created positions shall be sent to each employee and union president within five (5) days from date of vacancy, and the employee shall be given five (5) working days' time in which to make application to fill the vacancy or new position. Newly created positions or vacancies are to be listed in the following manner: the type of work, the place of work, the rate of pay, the hours to be worked and the classification.
- B. The administration shall review the written bids presented for a posted job, along with the demonstrated ability, background, work record (including attendance), job qualifications, and seniority of the bidders. The bidder with the best overall qualifications, demonstrated ability, background and work record (including attendance), as evaluated by the administration, shall be placed in the job.
- C. If all factors, on balance, are equal, the bidder with the greatest seniority shall be placed in the job within fifteen (15) days from the date of the posting.

Cafeteria/Food Service Employees only:

- A. Whenever a current employee is afforded the opportunity to assume a new position or assignment, he/she shall be given up to a ten (10) day training and probationary period. The probationary period may be extended at the discretion of the Cafeteria/Food Service Manager. If at the end of the probationary period the performance of the employee is unsatisfactory, as determined by the Cafeteria/Food Service Director, the employee must return to his/her assignment. In such instances, the applicant of next highest seniority will be given a ten (10) day probationary period in which to display his/her capability to perform the assignment. The decision of the Cafeteria/Food Service Director, regarding whether or not the new assignment is satisfactory, shall be final and not subject to the grievance process.
- B. Any employee, regardless of job level, may apply for any job level, may apply for any job vacancy that is posted. Where seniority is equal, selection will be made on qualifications, ability, merit, statewide training.
- C. It is mutually agreed that while an individual is serving a probationary period for a new assignment, the Cafeteria/Food Service Director may temporarily adjust other personnel, and/or employ substitute personnel to temporarily cover the employee's previous assignment.
- D. The employee may be subject to a physical before allowed to try a specific job.
- E. An employee who has the qualifications and skills required to fill in for a higher classification absent employee shall receive the wage rate of the higher classification for time worked in that classification.

ARTICLE 14
POSITION ASSIGNMENTS

Paraprofessionals only:

- A. Position assignment(s) shall be defined in terms of paraprofessional classification requirements, and hours to be worked per day and building(s) location. Grade level(s) and/or program(s) assignment(s) within a building(s) shall be exclusively within the prerogative of the administration.
- B. If it is anticipated that an extended absence (more than five (5) consecutive working days) of a full- time paraprofessional is going to occur, the part-time paraprofessionals within that building, in order of seniority, shall have an opportunity to substitute in the full-time position before a non-unit substitute is placed.
- C. Paraprofessionals required to work at more than one (1) building during a school day shall be given fifteen (15) minutes of travel time from their work time and be paid the current district mileage rate for travel between buildings.
- D. If the district utilizes a substitute, working in the district consistently for thirty (30) calendar days, the position for which that substitute is assigned shall be posted as a permanent position by the district until filled, unless the substitute is covering for an employee out on an approved leave of absence. The district may decide to post the position before the thirty (30) calendar days timeframe.

Substitutes or length of service with the district will be considered for preferential hire.

Secretarial Employees only:

- A. **Temporary Vacancies:** In the event of a temporary vacancy for a specific period of time, the Board shall have the right to hire a temporary employee for the duration of the vacancy, provided the Board first offers the position to the existing employees who are working fewer hours within the same building. Upon offering an existing employee, working fewer hours within the same building, the temporarily vacated position, a temporary employee may fill the remaining vacancy. Temporary vacancies are deemed to be temporary as long as the regular employee is off the job but is scheduled to report back to their regular work assignment. In the event that the absent regular employee returns to their former position, the affected employees will revert back to their former position, and the temporary employee will be laid off. In the event that the regular employee does not return to their position, then as the date of such determination is made that such employee is not returning to their position, that position will then be considered to be vacant, and will be filled as specified under the terms of this article.
- B. **Temporary Transfers:** Any employee formally transferred from their classification to another classification within the bargaining unit for more than one (1) week, shall be paid either the rate of the position to which the employee is transferred, or the rate prior to the transfer, whichever is higher.

ARTICLE 15
LEAVES OF ABSENCE

Family & Medical Leave Act: Employees will be allowed to take up to twelve (12) weeks leave under provisions of the Family and Medical Leave Act of 1993. The employee may choose to take the total time as unpaid leave, or the employee may use sick or personal days for this leave. However, the leave will be unpaid once sick or personal days have been exhausted. Any benefits to which the employee is entitled, which may include: health, dental, vision and life insurances, will remain intact during the leave. Upon return from the leave, the employee is entitled to the same or equivalent position he/she held before the leave.

Leaves under the Family and Medical Leave Act include:

- A. The birth of the employee's son or daughter and/or in order to care for the child (the right to this expires twelve (12) months after the birth);
- B. The employee's adoption of a son or daughter or the placement of a foster child in the employee's home (the right to this expires twelve (12) months after the placement);
- C. To care for a Spouse, Child, including adopted, foster child or stepchild, Brother or brother-in-law, Sister or sister-in-law, Parent or parent of spouse, Grandparent or grandparent of spouse, Son-in-law or daughter-in-law, Grandchild; of employee, if the relative has a serious health condition;
- D. The serious health condition of the employee.

The Board will use U.S. Department of Labor forms for leave and may require documentation to substantiate the application.

Nothing in this section prohibits an employee from taking other leaves of absence as provided in other sections of this Contract.

Childcare Leave: A leave of absence shall be granted to any employee (male or female) for any of the following reasons: the birth or adoption of a child.

Short Term Leave: Employees may request a leave of absence without pay or benefits for no more than two (2) weeks in any year for personal purposes. The immediate supervisor /superintendent may approve or disapprove such leave depending upon the potential effect of such leave upon the district. The availability of a qualified substitute and the number of other persons absent will be considered in this regard. Persons must submit a written request for such leave at least two (2) weeks in advance of the intended absence. Employees returning from short-term leaves shall return to the same position.

Secretarial staff are not included in the Short-Term Leave Article.

Long Term Leaves:

- A. All reasons for leaves of absence shall be in writing, stating the reason for the request and the approximate length of leave requested, with a copy of the request to be maintained by the Board, a copy furnished to the employee and a copy sent to the Union.
- B. An employee who, because of illness or accident which is non-compensable under the Worker's Compensation Law, is physically unable to report to work, and has exhausted all means of allowable compensation from the Board, shall be granted a leave of absence up to one (1) year. This may be extended upon approval by the Board of Education, provided that the employee notifies the Board. Provided further that the employee supplies the Board with a statement from a medical or osteopathic doctor, of the necessity and length of time for such leave of absence, and for the continuation of such absence when the same is requested by the Board.
- C. Any employee in the bargaining unit shall be granted a leave not to exceed four (4) years when either elected or appointed to full-time office or position in the Union. Seniority will continue to accrue for the duration of the leave.
- D. Employees will accrue seniority during leaves of absence which are no longer than one (1) year in duration. Seniority will be frozen and will not continue to accrue when the leave commences to exceed one (1) year. Long Term Leaves of absence granted shall be without pay and fringe benefits, and the employee shall not accumulate seniority during the leave of absence after the first year and shall be entitled to resume his/her regular seniority status and all job and recall rights. Leaves of absence may be granted at the discretion of the Board for reasons other than those listed above when they are deemed beneficial to the employee and the Board.
- E. The Board of Education may ask for a doctor's verification for three or more consecutive absences or where the administration suspects abuse of sick days.
- F. An employee intending to return to work after a leave of absence must provide thirty (30) days, or at least ten (10) days if the leave is less than thirty (30) days, written notice of the employee's ability to return to work with the Department of Human Resources with the employee's doctor's fitness for duty documentation. If a vacancy exists, the employee will be returned to a position for which the employee is qualified to fill. If no vacancy exists, the employee will be placed on the recall list.

- G. An employee on an approved leave of absence may request to return to work before the end of the leave if the employee's doctor provides a fitness for duty certification to return to work. The employee must provide reasonable notice to their employer if their leave changes. The employees returning from FMLA leave may be returned to the same or equivalent position within the District.
- H. Any employee who does not report back to work by the expiration date as set forth on his/her leave of absence notice, or does not receive an approved extension, or does not accept an available position for which he/she is qualified, or who accepts other employment while on leave from the Board, will be considered to have terminated his/her employment.

Military Leaves: Any employee who enlists or is called for military duty shall have reinstatement rights. Employees returning from a military leave shall return to the same or similar position. Seniority will continue to accrue while they remain on active duty.

National Guard: Leaves of absence will be granted to employees who are active in the National Guard or a branch of the Armed Forces Reserves for the purpose of fulfilling their annual field training obligations, or in the event the employees are ordered to active duty for emergency reasons. If called to active duty, they receive same seniority as Military Leaves.

Leaves Not Chargeable Against Sick Leave Days:

- A. Absences when an employee is called for jury duty. The Board will pay the employee their regular salary. All jury duty pay shall be turned over to the school district.
- B. Approved visitation at other schools, or for attending conferences or conventions, when approved in advance by the administration.
- C. Court appearances as a witness in any case connected with school employment, or the school. Whenever the employee is subpoenaed to attend any proceeding connected with school employment or the school, the Board will pay the employee his/her regular rate of pay.

Leaves of absence may be granted at the discretion of the Board for reasons other than those listed above when they are deemed to be beneficial to the employees and the school district.

ARTICLE 16
SICK LEAVE

- A. Employees will be granted ten (10) sick leave days per school year (starting in September each year and accumulating one (1) per month). These days may be accumulated from year to year to a maximum of fifty (50) days. The amount of pay received for sick days will be based on the average number of hours the employee works. If, at the close of a school year, an employee has any unused sick days in excess of fifty (50), he/she will receive eighteen dollars (\$18) if they work less than six (6) hours, and twenty-eight dollars (\$28) if they work six (6) hours or more, per unused day in excess of fifty (50), which will be payable in the last pay of the school year.
- B. Employees may not receive sick pay for days for which they receive compensation from an Employer-paid short term, or long-term disability (wage continuation) program. They may receive such sick pay when they receive compensation from a program for which they have paid the premiums.

- C. Any employee whose personal illness extends beyond the period of the employee's accumulated sick leave days shall be granted a leave of absence without pay for up to one (1) year to recover from such illness. Upon return from the leave, the employee shall be assigned to the same or similar position. The Board may require the employee to submit to a physical examination by a physician selected by the Board before allowing the employee to return to work.
- D. New employees will qualify for sick leave days after ninety (90) calendar days, which will consist of one (1) sick leave day per each month worked for the remainder of the employee's first school year.
- E. Sick leave accumulation shall be listed on each employee's pay.
- F. Any employee absent from work because of mumps, hepatitis, scabies, scarlet fever, measles, pink eye, chicken pox, or head lice and such conditions is medically certified as having been contracted while on duty, shall not be charged with sick leave.
- G. Paraprofessionals and Cafeteria employees will receive upon retirement a lump sum payout equal to \$30.00 per day for the first 25 days of unused accumulated sick leave and \$15 per day for any additional unused sick days beyond the 25 days up to 50 days.

Secretarial Employees Only:

- A. Each Secretarial Employee covered by this Agreement will be entitled to sick/personal leave days accumulated according to the schedule specified below, with an unlimited accumulation:

Ten (10) month employees	Twelve (12) days per year
Twelve (12) month employees	Fourteen (14) days per year
- B. New employees will qualify for sick days after sixty (60) workdays, and this will consist of one (1) sick day per each full calendar month worked during the remainder of the school's fiscal year.
- C. Extended sick leave may require a doctor's verification.
- D. Sick leave days accumulated will be paid at the rate of twenty-eight dollars (\$28) per day upon retirement with no maximum.

MPMLA:

In accordance with the Michigan Paid Medical Leave Act ("MPMLA"), MCL 408.961 et seq., an eligible non-exempt (hourly) employee may use up to forty (40) hours of paid leave under this Agreement for any of the following for the employee or family member per fiscal year:

1. Mental or physical illness, injury, or health condition, including related medical diagnosis, care, treatment, or preventative medical care.
2. For a victim of domestic violence or sexual assault, any related medical care or counseling; victim services or legal services; judicial proceedings, or relocation.

3. For closure of the employee's primary workplace by order of a public official; for an employee's need to care for a child whose school or place of care has been closed by order of a public official; or a determination by health authorities that the presence of the employee or family member in the community would jeopardize the health of others due to exposure to a communicable disease.

A family member includes a child, parent, spouse, grandparent, grandchild, or sibling as defined by the PMLA. This provision shall be interpreted and applied consistent with the MPMLA and shall not provide greater benefits than that allowed by the statute.

To be eligible, the non-exempt (hourly) employee must be employed for more than twenty-five (25) weeks in a calendar year, worked an average of at least twenty-five (25) hours per week during the immediately preceding calendar year.

Funeral Leave:

- A. A maximum of three (3) days per event, not chargeable against accrued sick time, may be taken for a death in the immediate family to include a legal dependent of the employee and/or spouse, child, parent, parent-in-law, sibling, grandparent, in-laws, stepfamily, or grandchild.
- B. One (1) day chargeable against accrued sick leave may be taken to attend the funeral of a close friend or relative.
- C. Up to two (2) additional workdays, charged against accrued sick leave, may be granted upon approval by the Building Administrator.

Personal Business Days:

Employees may request three (3) paid personal days, non-deductible from sick leave allowance, to be used for personal business leave. The request for personal business leave must be made three (3) days in advance of the date requested and is subject to the approval of the Board's designated representative. The purpose of this leave is to transact business which cannot normally be handled at any other time. All requests for personal leave days must be made in writing on the form provided by the Board, except in the case of emergencies, and these cases the three (3) day notice provision can be waived at the discretion of the Superintendent or his designated representative. All unused personal days will be paid at the current rate of pay in June of each year.

Secretarial Employees only: To schedule sick/personal leave days to attend to personal business, the employee must apply for use of such days at least three (3) days in advance of the date requested. Such days are subject to the approval of the board's representative. The purpose of this leave is to transact business which cannot normally be handled outside of working hours. All requests for personal leave days must be made in writing and on a form provided by the Board. In cases of emergency, this provision can be waived by the board's designated representative. The days immediately preceding or following a legal holiday or school recess period or for the first or last day of school cannot be granted as personal days.

ARTICLE 17
WORKING CONDITIONS

A. Breaks and Lunch Periods

1. One (1) fifteen (15) minute break period will be provided for any employee working at least three (3), but less than five (5) hours per day.
2. Two (2) fifteen (15) minute break periods, One AM and one PM will be provided each working day for all employees working five (5) hours or more.

B. All Paraprofessionals who work seven (7) or more hours shall be entitled to a thirty (30) minute paid, duty free lunch. Preempted time will be made whole.

C. Paraprofessionals working seven (7) or more hours may combine break time with lunch if schedule permits and at the discretion of the building administrator.

Secretarial Employees only: Secretarial employees shall receive an unpaid one-half (1/2) hour, duty free lunch. Secretaries shall receive a paid one-half (1/2) hour duty free lunch, only when working the ten (10) hours day four (4) day a week summer schedule.

Working Conditions:

A. Time clocks will be used by all employees covered in this Agreement. ONLY the employee will punch his/her timecard.

B. Employees covered under this Agreement will punch out and in during lunch hour if they leave the building.

C. Hours worked and other pertinent data will be placed on the check stub.

D. Bargaining unit members who are employed by the Westwood Heights Schools and work before and after school tutoring, the supper program, and/or during the summer in activities such as summer school etc., shall be compensated equally on a per hour basis. This amount will be no less than twenty (\$20) dollars for paraprofessionals and fifteen (\$15) dollars for cafeteria employees. Board representatives may also designate other activities that will likewise be compensated.

Beyond the School District's Control Days: In the event school is closed beyond the school district's control, and the District is given credit and receives State Aid for the day, the employees will receive pay up to six (6) days of one's regular schedule pay even though they do not work that day. Thereafter, employees who do not work when schools are closed beyond the school district's control may use personal/sick days.

Cafeteria/Food Service Employees: If a utility failure causes the school district to close one (1) or more school buildings for the school day, the Cafeteria/Food Service Director may direct a number of employees to not report to work on such day, depending upon the extent to which the production load is expected to be reduced on that day. Such employees may elect to use one (1) of their six (6) inclement weather paid days on such days.

Reporting Pay: Any employee called to work or permitted to come to work without being notified that there will be no work shall receive two (2) hours pay. Notifying the media and the fan out system is considered as notifying the employee.

Secretarial Staff only: Any employee called to work or permitted to come to work without being notified by the Board or designee that there will be no work, shall receive two (2) hours pay at the appropriate rate of pay, or in the event that an employee is regularly scheduled to work less than four (4) hours per day, that employee shall receive their regular daily rate of pay.

ARTICLE 18

DISCIPLINE/GRIEVANCE PROCEDURES

Definitions:

I. Discipline

- A. When the Employer feels disciplinary action is warranted, such action must be initiated within ten (10) working days of the date of the occurrence of the condition giving rise to the action or within ten (10) working days or within ten (10) working days after the Employer became aware of the condition giving rise to the discipline, unless extenuating circumstances require additional time.

II. Suspension and Dismissal

- A. Dismissal, suspension and/or any other disciplinary action shall be only for just and stated causes, with the employee having the right to defend themselves against any and all charges. The District shall follow a policy of progressive discipline. "Discipline" shall be defined as an oral warning, written reprimand, suspension, and/or discharge. Written notifications of dismissal, suspension or other disciplinary action shall be sent to the employee and the Union. Among the other causes which shall be deemed sufficient for dismissal, suspension and/or other disciplinary action are the following: drunkenness, dishonesty, insubordination or willful violation of Board of Education rules or policies, frequent tardiness, and absenteeism.
- B. Verbal reprimands shall be removed from employees' files after twenty-four (24) months; written reprimands shall be removed from employees' files after thirty-three (33) months; suspensions shall be removed from employees' files after forty-two (42) months. This provision does not apply to disciplinary action for substantiated "unprofessional conduct" as defined under MCL 380.1230b.

III. Grievance

- A. A grievance shall be defined as an alleged violation, misinterpretation, or misapplication of the expressed terms of this Agreement.
- B. For the purpose of processing grievances, working days shall be defined as Monday through Friday, excluding all paid holidays.
- C. The time elements in the Steps may be shortened, extended, or waived upon written mutual agreement between the parties.
- D. A grievance concerning alleged safety hazards may be processed directly to Step Four (4) of the Grievance Procedure upon the grievance being discussed with the immediate supervisor prior to the grievance being submitted in writing to Step Four (4) of the Grievance Procedure.

- E. Any grievance which is not appealed within the specified time limits set forth in that Step level shall be considered settled on the basis of the decision rendered at the previous level. If the answer to a grievance is not given within the specified time limits of that Step level, the appealing party may automatically appeal the grievance to the next Step level of the Grievance Procedure.
- F. Any employee or Union grievance not presented for in writing in Step One (B) of the Grievance Procedure, for disposition through the Grievance Procedure, within five (5) working days of the date it is reasonable to assume that the employee or the Union, as the case may be, first became aware of the conditions giving rise to the grievance, unless the circumstances made it impossible for the employee or the Union, as the case may be, to know prior to that date that there were grounds for such a claim, the grievance shall not thereafter be considered a grievance under this Agreement.

IV. Grievance Procedures

Step One:

- A. Any employee having a grievance shall discuss the grievance with his/her immediate supervisor and then if the grievance is not settled orally, the employee may request a meeting with the WHESPA President to discuss the grievance.
- B. The WHESPA President then may submit the grievance in writing to the immediate supervisor stating the remedy or correction requested, plus the facts upon which the grievance is based and the alleged Contract violation. The grievant and the WHESPA President shall sign the grievance.

Step Two:

- A. The WHESPA President shall meet with the immediate supervisor and the grievant to discuss the grievance within five (5) working days of its written submission to the immediate supervisor.
- B. The immediate supervisor shall give his/her decision in writing relative to the grievance within five (5) working days of his/her meeting with the WHESPA President and the grievant.

Step Three:

- A. Any appeal of a decision rendered by the Board's designated representative shall be presented in writing to the Superintendent of Schools within five (5) working days from the date of receipt of the decision rendered by the Board's designated representative, and the Superintendent of Schools or his designee shall meet with a Business Representative of the Union at a time mutually agreeable to them.
- B. The Superintendent of Schools or his designee shall give his/her decision in writing relative to the grievance within five (5) working days of the date of the meeting with the Business Representative of the Union.

Step Four:

- A. Any appeal of a decision rendered by the Superintendent of Schools shall be presented in writing to the Board of Education within five (5) working days of the date of the receipt of the decision rendered by the Superintendent of Schools, and a committee designated by the Board of Education shall meet with a Business Representative of the Union at a time mutually agreeable to them.
- B. A committee designated by the Board of Education shall give its decision in writing relative to the grievance within ten (10) working days of the date of their meeting with the Business Representative of the Union.

Step Five:

- A. If the appealing party is not satisfied with the disposition of the grievance by the Board of Education, then within fifteen (15) calendar days from the date of receipt of the answer given by the Board of Education, the grievance may be submitted to arbitration.
- B. The appealing party shall notify the Michigan Employment Relations Commission to submit a list of arbitrators to both parties. The rules of the American Arbitration Association shall govern the proceedings.
- C. Neither party shall be permitted to assert in any arbitration hearing any ground, or to rely on any evidence not previously disclosed to the other party at any of the preceding step levels.
- D. The Arbitrator, the Union or the Board may call any relative person as a witness in any arbitration hearing.
- E. Each party shall be responsible for the expenses of the witnesses that they may call.
- F. The Arbitrator shall not have jurisdiction to subtract from or modify any of the terms of this Agreement or any written amendments hereof, or to specify the terms of a new agreement, or unless otherwise specified, or to substitute his/her discretion for that of the parties hereto.
- G. The filing fees and expenses of the Arbitrator shall be shared equally by the parties.
- H. The Arbitrator shall render his/her decision in writing not later than thirty (30) calendar days from the date of the conclusion of the arbitration hearing.
- I. The decision of the Arbitrator shall be final, conclusive, and binding upon all employees and the Board and the Union.

ARTICLE 19

CONTINUING EDUCATION-CERTIFICATION PROVISIONS

- A. **Continuing Education:** The Board agrees to pay for workshops, in-service training seminars, self-improvement courses or other job-related training at the request of the Employee with the approval of the building Principal provided that funds are available.
- B. **Educational Conferences:** Board approved visitation at other schools or for approved attendance at educational conferences or conventions shall be granted with pay by the Board.
- C. **Certification/Cafeteria-Food Service:** Cafeteria/Food Service employees must be certified and must maintain ServSafe certification. Failure to maintain certification could result in termination of employment. Newly hired employees have sixty (60) working days to fulfill this requirement.
- D. **Certification/Paraprofessionals:** Paraprofessionals must minimally have a high school diploma and must pass the Work Keys Test and/or other requirements as provided by the State of Michigan and the Board. Paraprofessional classifications and requirements are notated in Article XXVI.

GSRP/Paraprofessionals must have an AA in Early Childhood Education or their CDA credentials.

ARTICLE 20
MISCELLANEOUS PROVISIONS

- A. **Strikes:** The Union and the Board subscribe to the principle that differences shall be resolved in good faith by peaceful and appropriate means without interruption of the school program. The Association, therefore, agrees not to honor, encourage, or promote the action of strikes, work stoppage, or other refusals to perform work by employees covered by this Agreement.
- B. **Legal Protection:** If an employee, acting in good judgment within the policies, rules and regulations of the Board and state and Federal statutes, is complained against or sued, the Board will provide counsel and render assistance to the employee in his/her defense.
- C. **Contract:** When a Contract is reached, it shall be reduced to writing. When it is ratified and signed by both parties, it shall become part of the official minutes of the Board of Education. The Board will print the contract for distribution to all members and administrators.
- D. **Mileage:** Employees who are required to use their own personal vehicle for carrying out their responsibilities for the Board shall be reimbursed for their mileage at the IRS rate and procedure as established by Board policy.
- E. **Evaluations:** Employee evaluations may be done annually by the Building Principal or his/her designee.
- F. **Parking:** Adequate parking facilities will be provided for the employees covered by this Agreement within the reasonable proximity of their building.
- G. **Telephone Facilities:** Telephone facilities shall be made available to all of the employees covered by this Agreement for emergency use.
- H. **Emergency:** In the event of an emergency occurring during the absence of the immediate supervisor, the employee shall be informed as to the name of the person the employee is to contact in that instance.
- I. **Physical Examinations and TB Tests:** All new employees to the school system will be required to have a complete physical examination and TB test prior to final approval for hiring. Employees of the district shall be required to have a TB test every three (3) years after their initial employment. The deadline date for completing this requirement shall be November 15 of each year. At the option of the Board, additional physical and psychiatric examinations may be required at any time by a physician of the employee's choice and at the expense of the Board.
- J. **All employees:** shall be offered Hepatitis "B" shots on an annual basis.
- K. **Cafeteria Equipment:** The Board recognizes its responsibilities to provide adequate equipment for all Cafeteria/Food Service personnel.
- L. **Resignations:**
 - 1. All employees shall notify in writing the Superintendent of Schools, or his/her designated agent, two (2) weeks prior to leaving their position.

2. If an employee resigns or retires at any time other than the end of the current fiscal year, longevity pay, and sick time shall be prorated to reflect time worked.
3. Failure to abide by the above shall result in the forfeiture of all benefits.
4. The final paycheck will be held until all responsibilities are current and/or completed.

ARTICLE 21
JOB DESCRIPTIONS

A job outline shall be on file in the Superintendent's office for each employee position covered by this contract.

ARTICLE 22
FINANCE

- A. **Retirement Fund:** The Board agrees to pay the legally specified contribution to the Michigan Public School Employees Retirement Fund on the gross wages for each employee covered by this Agreement.
- B. **Tax Sheltered Annuities:** The Board agrees to deduct the premium for variable tax deferred annuities solely paid for by the employee, and to remit such premiums to the Board designated insurance company.
- C. **Deductions:** The Board agrees to make available to all of the employees covered by this Agreement any payroll deductions which are available through the School District.

ARTICLE 23
HOLIDAY PAY

- A. All employees will receive the following paid holidays during the life of this Contract:

Thanksgiving Day/Day after Thanksgiving Day/Christmas Eve Day/Christmas Day/New Year's Eve Day/New Year's Day/Martin Luther King, Jr. Day/President's Day/Good Friday /Easter Monday/Memorial Day/Labor Day
- B. Holiday pay will be paid at the rate of the average number of hours the employee works.
- C. The employee must work the day before and after the holiday, or school recess to be paid for the holiday, except in case of death in immediate family, jury duty and/or required court appearance with required proof to school district.
- D. Employees absent on approved paid sick days shall qualify for holiday pay, but not those receiving compensation from and Employer-paid short-term disability (wage continuation) program.
- E. Employees required to work on any of the above-named holidays shall receive time and one-half (1½) for hours worked in addition to their regular holiday pay. This holiday pay will be based on his/her regular daily rate.

Secretarial Employees only: In addition to the above-named Holidays, Secretarial employees shall also receive the following holidays:

Juneteenth
July 4th

- A. Employees required to work on any of the above-named holidays shall receive time and double time (2X) for hours worked in addition to their regular holiday pay. This holiday pay will be based on his/her regular daily rate.
- B. If a paid Holiday falls on a weekend, and the Holiday is celebrated the previous Friday or the following Monday, secretaries shall have the Friday or Monday off with pay, providing school for students is not held.
- C. If a holiday falls during a scheduled vacation, an employee is paid holiday pay and can adjust their vacation time to reflect the paid holiday time.
- D. In the event the employee is on sick leave on any of the above-named holidays, the employee shall not have that day charged against their allowable sick leave.
- E. Any secretarial employee covered by this agreement may elect not to attend work and without pay on any of the so-called "break days" when school is closed. This does not include regular student vacation periods such as those at Christmas, Easter, and Thanksgiving. Employees intending to be absent on such break days must consult with their supervisor at least three (3) days in advance of the absence.

ARTICLE 24
FRINGE BENEFITS

All Bargaining Unit Members:

- A. Except for Secretaries electing cash-in-lieu as specified below, the following health insurance (i.e., medical) will be offered to each eligible employee and his or her eligible dependents after completion of that employee's probationary period:

Medical Paks (include \$5000 Basic Term Life)

Choices (500/1000)

ABC Plan 1 (1400/2800)

ABC Plan 2 (2000/4000)

Include: Dental, Vision, Life Insurance \$25,000, AD&D \$25,000, LTD 66 2/3

The Employer will also offer the following insurance to each eligible employee and his or her dependents:

Dental

Vision

Include: Life \$30,000; AD&D \$30,000; LTD 66 2/3

A bargaining unit member is an eligible employee for purposes of this Article 24(A) if the Affordable Care Act requires the Employer to offer health coverage to the employee or the employee has worked for the Employer for more than forty-four (44) weeks.

The Employer will pay health insurance up to the hard cap under the Publicly Funded Health Insurance Contribution Act, and employee health insurance contribution obligations will be calculated pursuant to that Act. Vision and dental insurance will be offered at no cost to eligible employees and their dependents.

If an employee enrolls in health insurance pursuant to this Article 24(A), the Employer will make payroll deductions over 12 months for the employee's health care contribution obligation. Provided, if the employee is a 10-month employee, health care contributions for each calendar year will be deducted over the employee's 10-month work period through payroll deductions.

If MESSA ceases to provide coverage to all bargaining unit members, the Employer may select a successor health insurance carrier or carriers and offer similar coverages to those specified above.

- B. Short term self-insured disability (wage continuation) insurance, and five-thousand dollars (\$5,000) life insurance shall be provided to all food service and paraprofessional employees who completed their probationary period, subject to a combined maximum cost of fifteen dollars (\$15) per month.
- C. All insurance benefits stated above shall be eligible to all qualified employees, except those employees covered by another plan, the qualified employee shall be eligible at the time their current plan expires.
- D. Insurance benefits will be discontinued on the last day of the month the employee terminates employment with the school district.
- E. All insurance coverage will be provided by insurance carriers designated by the Board.
- F. Cafeteria/Food Service employees shall receive an allowance of one hundred fifty dollars (\$150.00) which shall be paid to each employee at the beginning of each school year for purchase of approved uniform, shoes, etc., only with proof of purchase once employees have completed probation period.

Secretarial:

- A. In addition to the coverage specified above, the board agrees to furnish all secretaries who are eligible for coverage in Article 24(A) the following minimum standards for insurance coverage.

Life Insurance: All Secretarial Employees shall be provided thirty-thousand dollars (\$30,000) Life Insurance Accidental Death and Dismemberment. Those employees not electing Medical Insurance shall receive an additional five-thousand dollars (\$5,000) Life Insurance coverage.

Equivalent Benefits: A Secretarial employee not taking medical insurance will receive a maximum of twenty-seven dollars (\$27) per month to be used for any Life Insurance and/or wage continuation (disability) program which is available through the Board. The Board shall pay the full premium for short-term disability insurance for any employee not taking Health Insurance. The Board shall pay the full premium of short-term insurance when the employee reaches the age of sixty-five (65).

Long Term Disability: The Board will provide to all Secretaries covered by this Agreement long-term disability coverage of sixty-six and two-thirds percent (66 2/3%) of their weekly pay.

Additional Benefit in Lieu of Medical Insurance - Secretaries only: Employees who choose not to select hospitalization all inclusive, health, vision and dental coverage shall receive two-hundred dollars (\$200) per month that may be put into one of the District's Annuity Plans. Payment of these funds will be on a monthly basis.

All employees must select during the medical enrollment period to receive medical coverage. This selection remains in effect until the next enrollment period unless circumstances change, and they become eligible for coverage under the guidelines of the Employer's Insurance carrier.

ARTICLE 25

SALARY SCHEDULE/TRAINING/LONGEVITY

Bargaining unit employees will be paid hourly wages as reflected in Attachment A.

Food Service Employees

- A. **Training:** The Board agrees to reimburse certified employees the registration fees for state-wide training classes, after completion, per state standards. The Board agrees to recognize employees who successfully complete each fifty (50) hours of state-wide training, with a five (\$.05) cents per hour bonus for each fifty (50) hours completed.

B. **Annual Longevity Pay:** An annual longevity pay shall be paid to all bargaining unit members the first pay period of every December with the following seniority:

Twenty-five (25) or more years	\$800.00
Twenty (20) to twenty-four (24) years	\$700.00
Fifteen (15) to nineteen (19) years	\$600.00
Ten (10) to fourteen (14) years	\$500.00
Five (5) to nine (9) years	\$400.00

C. If an employee attends a conference at the request of the Cafeteria/Food Service Manager, at the regular rate of pay the employee will be paid for all regular workdays based on the average hours normally worked.

Paraprofessionals

A. Any paraprofessional asked to be used as a recess monitor will receive their normal rate of pay.

B. **Annual Longevity Pay:** An annual longevity pay shall be paid to all bargaining unit members the first pay period of every December with the following seniority:

Twenty-five (25) or more years	\$800.00
Twenty (20) to twenty-four (24) years	\$700.00
Fifteen (15) to nineteen (19) years	\$600.00
Ten (10) to fourteen (14) years	\$500.00
Five (5) to nine (9) years	\$400.00

C. **Paraprofessional Supervision:** Paraprofessionals will be utilized within the classrooms for supervision in emergency situations (when the teacher is not present). This practice will not be abused. It is intended for emergency situations and should be for a short period of time when a classroom teacher is not available.

Paraprofessionals will receive the following compensation for supervision time.

0-10 minutes = \$0.00

An additional five (\$5) per hour after ten (10) minutes of supervision; in addition to their regular salary, shall be paid to paraprofessionals.

Secretaries Classification;

A. Any clerical work needed during the summer shall be offered to ten (10) month employees.

B. **Annual Longevity Pay:** An annual longevity pay shall be paid to all bargaining unit members the first pay period of every December with the following seniority:

Twenty-five (25) or more years	\$800.00
Twenty (20) to twenty-four (24) years	\$700.00
Fifteen (15) to nineteen (19) years	\$600.00
Ten (10) to fourteen (14) years	\$500.00
Five (5) to nine (9) years	\$400.00

Vacation Time:

- A. Each employee covered under this agreement shall receive an annual paid vacation; based on the following schedule:

Twelve (12) Month Employees

One (1) year of service	One (1) week vacation with pay
Two (2) years of service	Two (2) weeks of vacation with pay
Five (5) years of service	Three (3) weeks of vacation with pay
Eight (8) years of service	Four (4) weeks of vacation with pay

- B. Days of vacation for twelve (12) month employees shall be pro-rated at the rate of one (1) day per each two (2) complete calendar months worked, not to exceed five (5) days the first year of employment. After two (2) full years of employment, the employee shall receive two (2) full weeks of paid vacation.
- C. Vacations must be taken between June 15 and August 15 unless arrangements are made with the Superintendent of Schools.
- D. Each 10-month secretarial employee covered under this agreement shall receive an annual paid vacation based on the following schedule:

Ten (10) Month Employees

Two (2) years of service	One (1) week vacation with pay
Five (5) years of service	Seven (7) days of vacation with pay
Seven (7) years of service	Eight (8) days of vacation with pay
Nine (9) years of service	Nine (9) days of vacation with pay
Ten (10) years of service	Twelve (12) days of vacation with pay
Thirteen (13) years of service	Thirteen (13) days of vacation with pay
Fourteen (14) years of service	Fourteen (14) days of vacation with pay
Fifteen (15) years of service	Fifteen (15) days of vacation with pay

- E. For ten (10) month employees, vacation days will not accrue, and unused vacation days will be paid out in a separate check at the close of the school year.
- F. Employees who work less than full-time shall have their vacation pay pro-rated according to the number of hours worked.
- G. If a holiday falls during a vacation period for twelve (12) month employees, an extra day of vacation with pay shall be granted.

Employees terminating employment, or who are placed on a leave of absence shall receive pro-rata vacation allowance based upon one-twelfth (1/12) of their vacation pay for each month or major fraction thereof between July 1 and the employee's termination date, or the date the employee is placed on the leave of absence, whichever is applicable.

ARTICLE 26
HOURS AND WORK WEEK

Cafeteria/Food Service Employees:

- A. Working hours shall be determined by the Cafeteria/Food Service Director with the approval of the Superintendent.
- B. All overtime must be approved by the Cafeteria/Food Service Director.
- C. The regular working hours per day for each employee will be as follows below. The parties recognize and agree that on any given day an employee's hours may be adjusted if production needs are significantly reduced due to occurrences such as a school closing or a low purchase count (low participation).

Food Service Classification	Description	Hours
Technician 4	Kitchen Manager	6.5 to 8 Hours per Day
Technician 3	Head Cook	6.5 to 8 Hours per Day
Technician 2	Second Cook	4 to 6.5 Hours per Day
Technician 1	Line Server, Cashier	3 to 3.25 Hours per Day

- D. No employee will be paid for hours worked in excess of his/her regularly scheduled working hours, unless such hours are approved in advance by the Cafeteria/Food Service Director.
- E. The Cafeteria/Food Service Director will attempt to rotate any reduction of hours, with consideration being given to the qualifications of the employees and the capabilities required of the assignment.

Paraprofessional Employees only: Paraprofessionals will be required to work during open house, days of professional development, and parent/teacher conferences days at the normal rate of pay or overtime as applicable by law.

Secretarial Employees only: Whenever an employee is working extended days, i.e.: ten (10) hour days in the summer. Any week which has a holiday in it will be worked at the five-day (5) day, eight (8) hour schedule and employees will receive the paid holiday off.

Secretarial Staff:

- A. The regularly scheduled work week shall consist of forty (40) hours, beginning at 12:01 a.m., Monday or Tuesday and ending one-hundred twenty (120) hours thereafter.
- B. The normal workday shall be eight (8) consecutive hours, plus a one-half (1/2) hour unpaid duty-free lunch period, unless the change is mutually agreed upon by both parties.
- C. The reference herein of either an eight (8) hour workday, or a forty (40) hour work week, is not intended to provide for a guarantee of either eight (8) hours per day, or forty (40) hours per week.

No employee shall receive call back pay unless the call back was authorized by a designated representative of the Board.

Staff Meetings: Employees will attend staff meetings as determined by the building administrator.

Cafeteria/Food Service and Paraprofessionals Overtime Rates Will be Paid as Follows:

- A. Time and one-half (1-1/2) will be paid for all time worked in excess of eight (8) hours in a twenty- four (24) hour period and all time worked in excess of forty (40) hours in one (1) week, for which overtime has not already been earned.
- B. Holidays which are paid for but not worked shall be counted as hours worked in computing all overtime payments.
- C. An employee shall not be required to take time off his/her normal work schedule to avoid the paying of overtime.
- D. All overtime must be authorized by a designated representative of the Board.
- E. The employee must have his/her card signed by the Board's designated representative on all overtime.

Secretaries only - Overtime Rates Will be Paid as Follows:

- A. Time and one-half (1-1/2) will be paid for all time worked in excess of eight (8) hours in a twenty-four (24) hour period and all time worked in excess of forty (40) hours in one (1) work week, for which overtime has not already been earned.
- B. Time and one half (1-1/2) will be paid for all hours worked on Saturday (unless by mutual agreement otherwise)
- C. Double time (2X) will be paid for all hours worked on Sunday (unless by mutual agreement otherwise)
- D. An employee shall not be required to take time off his/her normal work schedule to avoid the paying of overtime.
- E. All time paid for under this Agreement shall be counted time worked for the purpose of computing overtime pay.

Distribution of Overtime: Overtime shall be divided and rotated as equally as possible within the building according to seniority and among those employees who regularly perform such work, provided they are qualified to perform such work.

Attachment A: Hourly Wages

Employees will be paid hourly wages as reflected in the following chart regardless of hire date.

	Food Service (current and new hires)				Paraprofessionals (current and new hires)		Secretaries (current and new hires)	
	Line Server/ Cashier	Second Cook	Head Cook	Kitchen Manager	Parapro 1 60+ credit hours	Parapro 2 HS diploma - WorkKeys	Building/ Athletic/ Special Ed	Receptionist
2024-25	12.89	14.01	14.06	15.12	19.57	14.47	19.31	16.74
2025-26	13.14	14.29	14.34	15.42	19.96	14.76	19.70	17.07
2026-27	13.41	14.57	14.63	15.73	20.36	15.06	20.09	17.41

ARTICLE 27
DURATION OF AGREEMENT

This contract shall remain in effect from July 1, 2024 through June 30, 2027.

Westwood Heights School District

Deborah Roberts

Board President

11/01/2024

Date

Dr. D. Key

Superintendent of Schools

10/28/2024

Date

Westwood Heights Educational Support
Personnel Association

Susan Mason

President/WHESPA

10/24/24

Date

Karen

Secretarial Representative/WHESPA

10/24/24

Date

Nancy Wilck

Food Service Representative/WHESPA

10/24/2024

Date

Bruce

Michigan Education Association

10/24/2024

Date