

# **MASTER AGREEMENT**

**BETWEEN**

**THE WEBBERVILLE BOARD  
OF EDUCATION**

**AND**

**THE WEBBERVILLE  
EDUCATION ASSOCIATION**

**JULY 1, 2014 – JUNE 30, 2017**

# TABLE OF CONTENTS

ARTICLE 1	Recognition	1
ARTICLE 2	Teacher Rights	1
ARTICLE 3	Rights of the Board	2
ARTICLE 4	Payroll Deduction	3
ARTICLE 5	Teaching Hours	3
ARTICLE 6	Class Size	4
ARTICLE 7	Professional Development	7
ARTICLE 8	Webberville Education Association Leave	8
ARTICLE 9	Sick Leave and Associated Leaves, Workers' Compensation	8
ARTICLE 10	Leaves of Absence	11
ARTICLE 11	Mentor Teacher	14
ARTICLE 12	Professional Behavior	15
ARTICLE 13	Student Discipline and Teacher Protection	16
ARTICLE 14	Curriculum Council	18
ARTICLE 15	Grievance Procedure	18
ARTICLE 16	Professional Qualifications	21
ARTICLE 17	Vacancies, Promotions, Assignments and Transfers	22
ARTICLE 18	Compensation	22
ARTICLE 19	Insurance	23
ARTICLE 20	School Calendar	25
ARTICLE 21	Negotiation Procedures	25
ARTICLE 22	Seniority	26
ARTICLE 23	Position Elimination and Layoff Procedure	27
ARTICLE 24	Teaching Conditions	27
ARTICLE 25	Miscellaneous Provisions	30
ARTICLE 26	Duration of Agreement	31
APPENDIX A	2014-2015 Salary Schedule	32
	2015-2016 Salary Schedule	33
	2016-2017 Salary Schedule	34
APPENDIX B	Extra-Curricular Assignments	35
	Extra-Curricular Salary Schedule	36
APPENDIX C	2015-2016 School Calendar	37
	2016-2017 School Calendar	38
APPENDIX D	Salary Lane Change Guidelines	39
APPENDIX D-1	Credit Approval for Track Advancement Application	40
APPENDIX D-2	Salary Lane Change Request Form	41
APPENDIX E	Grievance Report Form	42
APPENDIX F	Statement of Intent to Return and Assignment Preference	44
APPENDIX G	Seniority Verification Form	45