

LETTER OF AGREEMENT
between
WATERVLIET EDUCATION ASSOCIATION
and
WATERVLIET PUBLIC SCHOOLS

RE: Compensation for hire of an Elementary Special Education Teacher for the 2019-20

The Watervliet Education Association, known as the "Association", and the Watervliet Public Schools, known as the "District", hereby agree to the following, with respect to remuneration for this position under Schedule A.

I. Modified Base Salary for Remuneration under Schedule A for the hiring of the Elementary School Special Education Teacher in 2019.

Article 6 Section D of the Master Contract provides, "...credit up to and including ten (10) year's...", of service credit for teaching experience outside of Watervliet Public Schools;

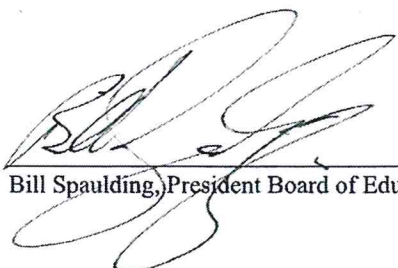
The candidate that the hiring team for this particular position has identified as best suited to meeting our needs has significantly more successful experience that ten years;

The were very few qualified applicants;

Therefore, the district will offer this candidate the amount identified on Schedule A for 2019-20, at the **MA+ 15 years**.


This agreement is for this position and this position only and does not establish a precedent nor constitute a practice.

For the District:



Bill Spaulding, President Board of Education

For the WEA:



Lori Pline, President WEA

LETTER OF AGREEMENT
between
WATERVLIET EDUCATION ASSOCIATION
and
WATERVLIET PUBLIC SCHOOLS

RE: Compensation for hire of a High School Mathematics and Science Teacher for the 2019-20

The Watervliet Education Association, known as the "Association", and the Watervliet Public Schools, known as the "District", hereby agree to the following, with respect to remuneration for this position under Schedule A.

I. Modified Base Salary for Remuneration under Schedule A for the hiring of the High School Mathematics and Science Teacher in 2019.

Article 6 Section D of the Master Contract provides, "...credit up to and including ten (10) year's...", of service credit for teaching experience outside of Watervliet Public Schools;

The candidate that the hiring team for this particular position has identified as best suited to meeting our needs has significantly more successful experience that ten years;

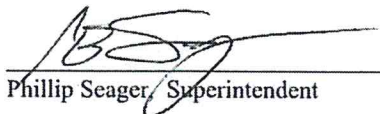
The were very few qualified applicants;

Therefore, the district will offer this candidate the amount identified on Schedule A for 2019-20, at the **MA+ 15 years**.

This agreement is for this position and this position only and does not establish a precedent nor constitute a practice.

For the District:

For the WEA:


Phillip Seager, Superintendent


Lori Pline, President WEA

LETTER OF AGREEMENT
between
WATERVLIET EDUCATION ASSOCIATION
and
WATERVLIET PUBLIC SCHOOLS

RE: Misaligned Payroll Count in the 2019-20 School Year

The Watervliet Education Association, known as the "Association", and Watervliet Public Schools, known as the "District", hereby agree for the 2019-20 school year to the following, with respect to the number of payroll events:

I. Problem Statement

- A. Article 6-K of the Master Agreement states that annual salaries for teachers will be paid in one of three articulated manners, in the time period of "September through August", or "September through June".
- B. Because of an intermittent calendar anomaly, and without alteration, the 26th pay event for the 2019-20 school year will occur on August 14, 2020.
- C. Because of this anomaly, and the requirement in the Master Agreement that pay periods begin in September, there will be, at minimum, twenty-one (21) days between the last pay period in the 2019-20 school year and the first pay period in the 2020-21 school year.
- D. The gap described in C above will create a hardship for many members of the Association.

II. Agreement

- A. For the 2019-20 school year, the District will re-calculate payroll distributions under Article 6-K-1 of the Master Agreement, for twenty-seven (27) pay periods.
- B. The first pay period will be September 13, 2019 and the last pay period will be August 28, 2020.
- C. Members choosing pay distribution under Article 6-K-2 or Article 6-K-3 will be unaffected.
- D. Both parties recognize that this modification affects the 2019-20 school year exclusively.
- E. Both parties agree to meet during the 2019-20 school year to discuss and consider modifications in Article 6-K-1 that would have payroll distributed on a semi-monthly basis rather than a bi-weekly basis.

For the District:

For the WEA:


Phillip Seager, Superintendent


Lori Pline, President WEA

LETTER OF AGREEMENT
between
WATERVLIET EDUCATION ASSOCIATION
and
WATERVLIET PUBLIC SCHOOLS

RE: Elementary Musicals and Addendum D Compensation

The Watervliet Education Association, known as the "Association", and Watervliet Public Schools, known as the "District", hereby agree for the remainder of the current Master Agreement 2018-2021, to the following, with respect to compensation under Addendum D for the position of *Musical – North* and *Musical – South*:


I. Problem Statement

- A. Current compensation for *Musical – South* and *Musical – North* are both set at 1.5% of Base Salary.
- B. When set, these rates were based on different programming than what is currently being conducted.
- C. Based on the programming, the District, WEA and the Elementary Musical Advisor agreed to additional compensation for the aforementioned functions to be derived from Addendum D: *K-12 Clubs*, indexed at 1% of Base Salary.
- D. Given the nature of the programming, the hours needed, and the nature of the actual work, this arrangement is not appropriate for the compensation structure currently being used.

II. Agreement

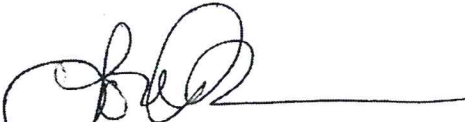
- A. For the remainder of the Master Agreement 2018-2021, the Index rate for *Musical – North* and *Musical – South* will be increased to 0.03 each (3% of Base Salary).
- B. The Elementary Musical Advisor will no longer claim the *K-12 Clubs* rate for this programming or for any programming directly conducted for or with regard to the aforementioned functions.
- C. This Letter of Agreement will be in effect beginning with the 2019-20 school year.

For the District:



Phillip Seager, Superintendent

For the WEA:



Lori Pline, President WEA

LETTER OF AGREEMENT
Between
WATERVLIET EDUCATION ASSOCIATION (WEA/MEA/NEA)
And
WATERVLIET PUBLIC SCHOOLS

RE: Modifications of Medical Leave Provisions Due to the COVID-19 Pandemic

I. Problem Statement:

- A. *Article 10: Absence and Leave, Parts A, B.1 and B.5* provide for the use of traditional medical leave.
- B. Safety measures put in place as part of the District's *Return to Learn Plan*, along with regulations put into place by the Berrien County Health Department, the Centers for Disease Control, and provisions in the CARES Act relative to medical leave extending to December 31, 2020, mandate teachers take medical leave for purposes of quarantine and isolation, under certain conditions, even if they never manifest symptoms nor receive a positive diagnosis for COVID-19.
- C. Employees of the District may be required to take medical leave under certain conditions should members of their family be compelled into quarantine or isolation.
- D. These issues place an extra burden on the leave benefits of Association members and other employees of the District and may reduce the availability of these benefits for circumstances where the benefits were intended, in their plain-language form.

II. The Parties Agree as Follows:

- A. Employees who experience symptoms of COVID-19, as determined by CDC guidelines and including, but not limited to fever, cough, shortness of breath, loss of taste, loss of smell, diarrhea, etc - will be granted an additional eighty (80) hours of medical leave (known hereafter as COVID Leave) which will not be charged against the employee's accumulated sick leave for the 2020-2021 school year.
- B. COVID-19 time would only be applicable if there is a documented reason to use it, rather than normal sick leave. The COVID-19 Leave is only available for use during the 2020-2021 school year and will not carry over into the 2021-2022 school year.

- C. Upon exhausting the 80-hours of COVID Leave, individuals needing additional leave could use their traditional sick leave. COVID Leave must be documented with an administrator, and the district will follow established protocols as put forth by the Berrien County Department, which may include contact tracing.
- D. Employees must inform the building administrator of the COVID symptoms and/or possible COVID-19 exposure and document this time as COVID-19 Leave in Skyward.

Qualifying Reasons for 80 hour Leave Related to COVID-19

An employee is entitled to take leave related to COVID-19 if the employee is unable to work, including unable to telework, because the employee:

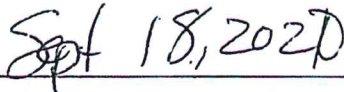
- 1. is subject to Federal, State, or local quarantine or isolation order related to COVID-19;
- 2. has been advised by a health care provider to self-quarantine related to COVID-19;
- 3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis
- 4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2)
- 5. is caring for his or her child (or child care is unavailable) due to COVID-19 related reasons; or
- 6. is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services.

- E. This Agreement expires on June 30, 2021, unless otherwise extended by a separate act of bargaining.

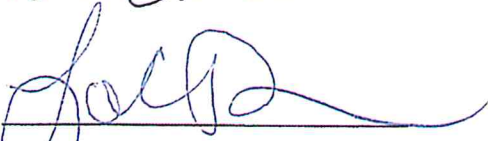
Signatures:



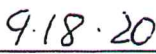
Signature of Superintendent



Date



Signature of WEA/MEA/NEA



Date

President or MEA UniServ

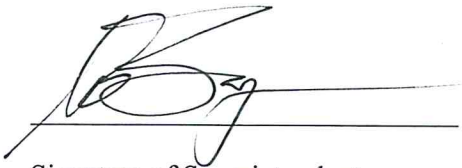
Director

Addendum:


RE: Modifications of Medical Leave Provisions Due to the COVID-19 Pandemic

The parties agree to extend the provisions of the above-named agreement to December 31, 2021, unless otherwise modified by a separate act of bargaining

Signatures:



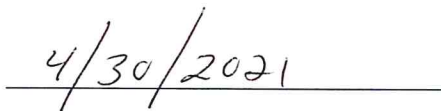
Signature of Superintendent



Date



Signature of WEA/MEA/NEA
President or MEA UniServ
Director



Date

LETTER OF AGREEMENT
between
WATERVLIET EDUCATION ASSOCIATION
and
WATERVLIET PUBLIC SCHOOLS

RE: Compensation for hire of a Science Teacher in 2021

The Watervliet Education Association, known as the “Association”, and the Watervliet Public Schools, known as the “District”, hereby agree to the following, with respect to remuneration for this position under Addendum B of the 2018-21 Master Agreement.

I. Problem Statement

- A. Article 6 Section D of the Master Agreement provides, “...credit up to and including ten (10) year's...”, of service credit for teaching experience outside of Watervliet Public Schools;
- B. The candidate that the hiring team for this particular position has identified as best suited to meeting our needs has significantly more successful experience than ten years;
- C. There were very few qualified applicants.

II. Agreement

- A. Therefore, the district will offer this candidate the amount identified on Schedule A for 2020-21, at the **BA+ and 22 years**.

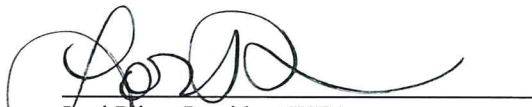
This agreement is for this position and this position only and does not establish a precedent nor constitute a practice.

For the District:

For the WEA:



Phillip Seager, Superintendent



Lori Pline, President WEA

LETTER OF AGREEMENT
between
WATERVLIET EDUCATION ASSOCIATION
and
WATERVLIET PUBLIC SCHOOLS

RE: Robotics Coach and Addendum D Compensation

The Watervliet Education Association, known as the “Association”, and Watervliet Public Schools, known as the “District”, hereby agree for the remainder of the current Master Agreement 2018-2021, to the following, with respect to compensation under Addendum D:

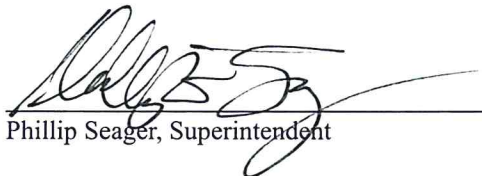
I. Problem Statement

- A. There currently exists no specific compensation for the Robotics Coach for WMS or WHS.
- B. MDE requires a compensation amount of \$1,500 to be set aside for the Robotics Coach, plus whatever matching the district decides is appropriate for the role.
- C. Based on the programming, the District has traditionally paid ONLY this stipend.
- D. Given the nature of the programming, the hours needed, and the nature of the actual work (as outlined in the job description for this role), this arrangement is not appropriate for the compensation structure currently being used.

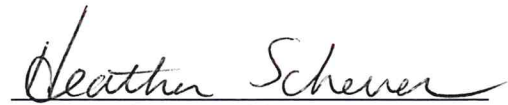
II. Agreement

- A. For the 2020-21 School Year, the Robotics Coach will be paid 3% base plus the mandatory coaches stipend (\$1,500). For 2020-21, the total amount will be \$2,615.
- B. WEA and WPS agree to add to Addendum D, during negotiations for the next contract, that the compensation for the Robotics Coach be set at 3% base plus the mandated coaches stipend required in the MDE grant for funded robotics programs.

For the District:


Phillip Seager, Superintendent

For the WEA:


Heather Scheuer, President WEA