

LETTER OF AGREEMENT RE MESSA ESSENTIALS

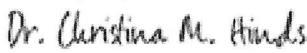
LETTER OF AGREEMENT

The Wayland Union Schools, "District" and the Wayland Union Education Association, "Union" agree that:

- Effective January 1, 2022, the District will offer an additional health insurance benefit to all employees covered by the agreement.
- This is an additional health insurance option, it does not take the place of the currently negotiated benefit levels.
- The new plan benefits will include:
 - a low deductible plan, \$375.00 individual,
 - 20% co insurance
 - \$25.00 co pay for office visits
 - \$10.00 online visit copay
 - Prescription coverage

Current provider is BCBS of Michigan, and the plan is MESSA Essentials Plan. The benefit levels will remain in effect for the 2022 benefit plan year.

Essentials Overview is attached for current plan benefits.

DocuSigned by:

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For the District

For the WUEA

Date: 11/2/2021

Date: 10/29/2021

LETTER OF AGREEMENT

BETWEEN

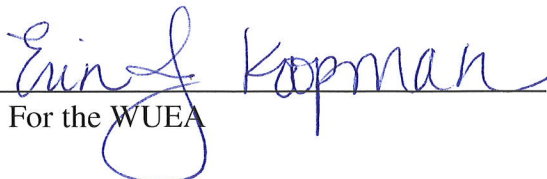
**WAYLAND UNION EDUCATION ASSOCIATION
AND
WAYLAND UNION BOARD OF EDUCATION**

The Wayland Union Schools and the Wayland Union Education Association agree that for the duration of the 2021-2026 agreement, the parties will clarify the language in Article 10, Leaves of Absence, Bereavement:

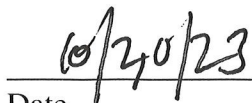
1. The Employee shall be entitled to receive up to three (3) days leave with pay due to the death of his/her spouse/domestic partner, mother, father, child, brother, sister, niece, nephew, grandparent, grandchild or his/her current mother-in-law, father-in-law, brother-in-law, sister-in-law, or grandparent-in-law to the extent reasonably required to take time to grieve, manage the affairs and/or attend funeral/memorial services of the deceased person. Up to three (3) additional days deducted from accumulated PTO leave may be granted with the prior approval of the building administrator. If the three (3) additional days precede or follow a holiday or vacation period, or on the first or last day of school, or on a scheduled Professional Development Day(s) PTO will be allowed with approval of the building administrator.
2. An employee may attend a funeral for either a student or the student's parent(s) with prior approval from their building principal. With approval, the absence will be documented as up to one (1) school business day. The substitute teacher must be available and present in the classroom prior to the employee attending the funeral. The employee must attend the funeral of the deceased to be granted said day.
3. An employee may attend a funeral for someone other than immediate family with approval from their building principal, in the event that the death is preceding or following a holiday or vacation period, or on the first or last day of school, or on a scheduled Professional Development Day(s). With approval, the absence will be documented as one (1) PTO day.
4. This language may be included for clarification in future CBA's.



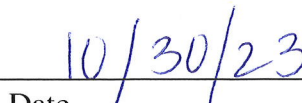
For the District



For the WUEA



Date



Date

LETTER OF AGREEMENT

using PTO
PD days

BETWEEN

WAYLAND UNION EDUCATION ASSOCIATION
AND
WAYLAND UNION BOARD OF EDUCATION

The Wayland Union Schools and the Wayland Union Education Association agree that for the duration of the 2021-2026 agreement, the parties will clarify the language in Article 10, Leaves of Absence:

1. If an Employee needs to use PTO, due to an extenuating circumstance, and/or Employee illness on a scheduled Professional Development Day(s), the Employee will submit a physician statement, or documentation of the need for the absence.
2. The physician statement or documentation must be submitted to the building principal and to Human Resources within 5 school days from the Employee's return to work. If a physician statement or documentation is not received within this time frame, the day will be a full Dock Day, as defined in Article 10.
3. This language may be included for clarification in future CBA's.

Christina Hinds
For the District

Erin J. Koopman
For the WUEA

4/12/2022

4/13/2022

LETTER OF AGREEMENT

BETWEEN

WAYLAND UNION EDUCATION ASSOCIATION

AND

WAYLAND UNION BOARD OF EDUCATION

The Wayland Union Schools and the Wayland Union Education Association agree that for the duration of the 2021-2026 agreement, the parties will clarify the language in Article 10, Leaves of Absence:

1. Winners of the Association-lottery are permitted to use only one PTO day preceding or following each holiday or vacation period.

2. Employees will not be permitted to use consecutive PTO days immediately leading up to, or following a holiday or vacation period without a doctor's note.
3. If a doctor's note is presented it must cover all consecutive days taken in conjunction with the holiday or vacation period. All days not covered by the doctor's note will be full Dock Days.
4. No Dock Days can be used between consecutive PTO days and the start, or end, of a holiday or vacation period.
5. This language may be included for clarification in future CBA's.

Christina Hinds
For the District

Erin J. Koopman
For the WUEA

4/12/2022
Date

4/13/2022
Date

LETTER OF AGREEMENT

The Wayland Union Schools, "District" and the Wayland Union Education Association, "Union" agree that:

- Effective August 20, 2022, the Union and the District agree to remove the Schedule B stipends for School Improvement Chair and Pre-K-6 Grade Level Chair.
- This change is to facilitate the new MICIP process for school improvement.
- The stipend funds will be utilized to pay staff for participation on newly formed committees as required by the new MICIP process.
- Funds will be paid through completion of Schedule C meeting documentation.

DocuSigned by:

Tim Reeves

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For the District

Date: 10/14/2022

DocuSigned by:

Erin Koopman

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For the WUEA

Date: 10/16/2022