

6/30/90

PARAPROFESSIONAL
AGREEMENT

BETWEEN

BOARD OF EDUCATION
OF
SAULT STE. MARIE AREA PUBLIC SCHOOLS

AND

BARGAINING UNIT
OF
UNITED STEEL WORKERS
OF
AMERICA AFL-CIO

Sault Ste. Marie Area Public Schools

Michigan State University
LABOR AND INDUSTRIAL
RELATIONS LIBRARY

July 1, 1986 to June 30, 1990

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SAULT STE. MARIE AREA PUBLIC SCHOOLS
SAULT STE. MARIE, MICHIGAN

PARAPROFESSIONAL AGREEMENT

July 1, 1986 to June 30, 1990

THIS AGREEMENT IS EFFECTIVE THIS FIRST DAY OF JULY, 1986, by and between the BOARD OF EDUCATION, SAULT STE. MARIE, MICHIGAN, PUBLIC SCHOOLS, hereinafter called the "EMPLOYER", and the UNITED STEEL WORKERS OF AMERICA, AFL-CIO, hereinafter called the "UNION".

WITNESSETH: WHEREAS, the parties have negotiated for the purpose of arriving at an agreement setting forth the rates of pay, wages, and all other conditions of employment of the employees as hereinafter defined, the following sets forth the agreement reached in these areas.

ARTICLE I

RECOGNITION

SECTION 1. Recognition. The Union shall be and is hereby recognized as the sole and exclusive collective bargaining agent for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment for the employees of the Employer as defined in this paragraph. The term "EMPLOYEES" as used in this Agreement, shall mean all permanent personnel engaged in paraprofessional work with the exception of temporary employees as hereinafter defined, and with the further exception of employees in positions in the Indian Education Program subject to rules and regulations of the Indian Parent Committee.

SECTION 2. Agency Shop. The Employer recognizes and will not directly or indirectly interfere with the rights of employees to be members of the union and will not discriminate against employees on account of Union membership or activity. Neither the Union nor any of its members will intimidate or coerce any employee or interfere with his right to work because of his refusal to participate in Union membership or activity. However, the Employer and Union agree to an agency shop provision whereby all employees presently in the bargaining unit and all new employees upon completion of

probation will be required as a condition of employment to remit to the Union monthly the amount of the regular monthly dues.

SECTION 3. Payroll Deduction. Where so authorized and directed on a mutually acceptable form, the Employer will deduct on the first payday of each month the sum of the employee's dues, initiation fees and legal assessments, if any, in amounts designated by the Union, and remit the same to the International Treasurer at the address which he authorizes for this purpose. The check shall be accompanied by a list of names showing dues, etc., deducted or the reason for no deduction. A copy of said list shall be furnished to the financial secretary of the local union.

ARTICLE II

REPRESENTATION AND GRIEVANCE PROCEDURE

SECTION 1. Definition.

- a. A grievance is a written complaint upon an event or condition which is allegedly in violation of this agreement.
- b. The grievant is the person or persons making this claim.
- c. The term days shall mean working days.

SECTION 2. Grievance Committee. For the purpose of effectively representing the employees coming within the jurisdiction of the Union and this Agreement, the Union shall select a grievance committee consisting of three members, all of whom shall be employees of the Employer. The Union shall furnish the Employer with the names of the grievance committee members and the Employer agrees to deal with these representatives of the Union in settling grievances and in bargaining under this Agreement.

SECTION 3. Grievance Procedures. Grievances shall be submitted in writing and shall be taken up for adjustment in each case as necessary as follows:

In order to be considered in the grievance procedure, a grievance must be filed not later than twenty (20) working days after the event giving rise to the grievance or not later than twenty (20) working days after the facts giving rise to the grievance should have reasonably been known to the employee(s) involved.

Step 1: By the employee(s) involved, a grievance committee member and the employee's immediate supervisor. This meeting and the answer must be completed with ten (10) working days after the receipt of the grievance by the immediate supervisor.

Step 2: If the grievance is not settled in Step 1, it may be advanced to this Step provided notice of appeal is given to the Director of Personnel, the Employer representative at this Step, not later than ten (10) working days after the last meeting in Step 1.

Step 3: In the event the grievance is not settled in Step 2, it may be appealed to the Board of Education if notice of such appeal is given no later than ten (10) working days after receipt of the answer in Step 2.

Step 4: In the event that either party decides that further meetings in Step 3 above will not lead to a settlement of the grievance, either party may submit the grievance to arbitration as hereinafter outlined.

When a grievance is filed in Step 1, a meeting shall be arranged as soon as possible but not later than three (3) working days after the grievance is filed.

When a grievance is appealed to Step 2, a meeting will be held not later than ten (10) working days after the date of appeal notice.

When a grievance is appealed to Step 3, a meeting shall be set as soon as possible but not later than the next scheduled meeting of the Board of Education.

In the event that either party decides that further meetings in Step 3 are fruitless, it may submit the grievance to arbitration as follows:

Either party desiring to arbitrate a matter will notify the other party in writing setting forth the matter or matters to be arbitrated. Not later than five (5) working days after receipt of such a notice, the parties will meet for the purpose of choosing an arbitrator. In the event the parties are unable to agree on the choice of an arbitrator, the Michigan Employment Relations Commission will be asked to choose one, and hearings will commence as soon as they can be arranged.

The decision of the arbitrator will be final and binding on the parties. The arbitrator will have no power to add to, detract from, or modify this Agreement and the subject of a general wage increase shall not be subject to arbitration. The expense of the arbitrator will be borne equally by the parties hereto.

Employees attending mutually arranged grievance meetings will not lose any regular pay nor be paid extra for non-work time spent.

The employees shall have the right to use school facilities as mutually arranged for meetings and established media of communication. Telephone and inter-school mail will be available for legitimate union business.

The committee may call in Representatives of the International Union at any Step of the procedure.

Either party may request the services of the Michigan Employment Relations Commission at any stage of the grievance procedure, short of arbitration.

The Chairman of the grievance committee shall be permitted to spend a reasonable amount of time away from the job without loss of pay to assist in the adjustment of grievances or the investigation of the same after reporting to the immediate supervisor. An attempt will be made to schedule such matters so as to

have a minimal effect on the work. Consent to leave the job will not be arbitrarily withheld.

ARTICLE III

DISCHARGE AND SUSPENSION

SECTION 1. Discharge and Suspension. Any employee who is discharged or suspended and considers such action without good cause shall file or cause to be filed a grievance within five (5) working days of the suspension or discharge and the matter will be processed under Article II.

Any suspension or discharge which is not questioned within five (5) working days shall not later be subject to question.

ARTICLE IV

SENIORITY AND PROMOTIONS

SECTION 1. Job Opportunities. The parties recognize that job opportunity and security should increase in proportion to the ability to perform the work and to the length of service of the employee within the bargaining unit. The parties agree that in all cases of promotion, demotion, transfer, recall, layoff and the filling of vacancies, the following factors will be considered:

- a. Ability (qualifications) to perform the available work
- b. Seniority
- c. Physical fitness for the work.

Factor (a.) ability or qualifications, will be determined by the Employer as well as (c.) physical fitness to perform the work. In the event that (a.) and (c.) factors are relatively equal, (b.) seniority will be the determining factor in all cases of promotion, demotion, transfer, recall, layoff and the filling of vacancies.

Job descriptions established jointly by the Employer and the Union during the past contract, and updated whenever the need arises, will become the

basis for the determination of qualifications and physical fitness in all cases. These job descriptions will contain as a minimum the qualifications for each position, the general duties, and the source of supervision.

In the event an employee applying for a vacancy is not fully qualified at the time of application, the employee will be afforded a training period of not more than sixty (60) days. If it becomes evident that the employee is unable to perform the work during the training period he/she will be relieved of the training position and will be returned to his former position.

Employees who feel that discrimination has occurred relative to the selection of a person to fill a vacancy on the basis of qualifications will have the right to file a grievance within the framework of the grievance procedure as outlined in Article II.

In the event of a reduction in force which necessitates the layoff of any employee from the system, the employee(s) with the least seniority in a job classification where the reduction is made will be the first to be laid off, keeping in mind that the remaining employees must be qualified to perform the work.

An employee released under the above who has seniority enough to avoid layoff by displacing another person with less seniority within his/her classification or a lower paid classification shall have the right provided he/she is qualified to perform the work of the employee he/she seeks to displace; provided, however an employee who has previously worked in a higher rated position in the Sault system and who is currently qualified for that position in accordance with the job description will be permitted to displace into that same higher rated position. The employer will have the right to deny the displacement if the employee is not qualified to perform the work of the employee he/she seeks to displace.

SECTION 2. Probation. New employees shall be on probation for a period of ninety (90) scheduled calendar days before they accrue any seniority rights. The right to release such employees during this period shall be vested exclusively in the Employer regardless of other provisions of this Agreement. Probationary employees retained in excess of ninety (90) days shall have seniority from date of hire.

SECTION 3. Vacancies. Whenever a permanent vacancy occurs, a notice will be mailed to all members of the bargaining unit indicating the vacancy and the rate of pay therefore. The senior employee who has the necessary qualifications or who would have them after the training period in SECTION 1 of this ARTICLE who bids the job will be awarded the position.

SECTION 4. Loss of Seniority. Seniority shall be broken only by discharge, voluntary quit, or layoff for more than two (2) years. In the event of recall, a laid-off employee shall be given one week's notice of recall by registered mail to his/her last known address. In the event the employee fails to make himself/herself available for work at the end of said one (1) week without just cause, he/she shall lose all seniority rights under this Agreement.

SECTION 5. Temporary Workers. The parties recognize that it is necessary to employ temporary workers at times. A temporary worker shall be defined as one who is hired for a specific project not to exceed sixty (60) calendar days without the intent on the part of the employer to reemploy him/her after the temporary job is completed. Such temporary workers shall accrue no seniority, but if later hired permanently, will be given a retroactive seniority date computed by counting back from the permanent hiring date the actual number of days worked as a temporary employee during the year preceding the date of permanent hire in a capacity of work covered by this Agreement.

SECTION 6. Handicapped. The parties agree that employees handicapped by physical impairment in a manner or degree to restrict their ability to perform assigned work should receive special consideration under the seniority provisions. An employee asking for such consideration should produce satisfactory medical evidence as to the disability.

Seniority provisions may be altered or waived with respect to such employees as mutually agreed upon between the Employer and the Union. The provisions hereunder shall not be applicable to employees eligible for retirement.

ARTICLE V

HOURS AND WAGES

SECTION 1. Hours. Daily Working Hours - 06
Hours per week - 30
Weeks per year - 38

The employees will have an uninterrupted lunch period of at least one-half hour midway of the workday and shall also be entitled to a fifteen minute relief period during A.M. and P.M. portions of the day.

The established hours of work on any classification shall be changed only after mutual agreement of the parties hereto.

SECTION 2. Wages and Benefits. The wage rates for all job classifications covered hereunder are shown on the Wage Schedule attached hereto and made a part hereof as "Appendix C". The Board of Education will pay the employees contribution to the Michigan Public School Retirement Fund.

SECTION 3. Temporary Transfers. An employee temporarily transferred to a job held by a higher rated employee shall be paid the higher rate while on that job and an employee temporarily transferred to a lower rated job shall retain his/her own rate.

SECTION 4. New Positions. Whenever the Employer establishes a new position different and distinct from those now in existence or makes a substantive change in an existing position, the Employer will immediately notify the Union, giving all pertinent information relative to the new or changed job. The parties will then meet promptly to attempt to agree on a rate of pay for such a job.

If the parties agree on a new rate of pay, it will become effective with the institution of the new job.

If the parties are unable to agree on a new rate or if they are unable to agree on whether or not a job change is substantive enough to warrant a rate change, the Employer may institute the rate proposed by the Employer and the Union shall have twenty (20) working days in which to file a grievance protesting the equity of such rate and the matter will be processed through the grievance procedure including arbitration. In the event a grievance is filed hereunder, the Employer shall not be liable for back pay beyond the date the grievance was filed.

Any rate adjustments made hereunder shall be kept equitable with already existing rates in-so-far as possible.

ARTICLE VI

WORKING CONDITIONS

SECTION 1. Non-Discrimination. The parties agree that there will be no discrimination in the administration of this contract for any reason including race, color, creed, National origin, age, sex or marital status.

SECTION 2. Employee Rights. The Employer agrees that each new employee will be given a copy of this Agreement when hired together with an explanation of pertinent portions thereof including particularly any entitlement under fringe benefits for which the new employee is or will be expected to make application.

ARTICLE VII

LEAVES OF ABSENCE

SECTION 1. Sick Leave. Employees shall earn sick leave on the basis of one and one-half (1½) days per month worked for personal illness. Sick leave for all paraprofessional personnel is subject to unlimited accumulation.

Employees will be permitted to be released for one (1) hour or less for dental or doctor appointments upon the approval of the administration.

SECTION 2. Family Illness. Each employee shall be allowed five (5) days for illness in the immediate family, three (3) days are non-accumulative and two (2) days are to be deducted from sick leave. Immediate family shall be interpreted as husband, wife, mother, father, sister, brother, children, grandchildren, father and mother-in-law, and grandparents of member or spouse, this also includes a dependent living in the immediate household. The term household is interpreted as those who dwell under the same roof and comprise a family or domestic establishment.

SECTION 3. Funeral Leave. Each paraprofessional employee will be allowed five (5) days non-accumulative, for each death in the immediate family. Family is interpreted to mean spouse, parent, parent of spouse, brother, sister, brother-in-law, sister-in-law, child or his spouse, grandchild, grandparent of employee or spouse, aunt and uncle of employee or spouse.

SECTION 4. Personal Business Leave. Two days personal business leave (non-accumulative) are available by paraprofessional upon written request to the Director of Personnel to be taken from earned sick leave accumulation. Such leave will only be granted for the purpose of conducting personal business which could not, because of its nature, be done at any other time.

SECTION 5. Jury or Witness Duty. An employee who serves on jury duty or witness will be paid the difference between their pay for jury or witness duty and their regular pay. Employees shall furnish a written statement from the court showing the day and time of jury or witness duty and the amount of fees they were eligible to receive for each day.

SECTION 6. Maternity Leave/Child Care Leave. An employee desiring sick leave for maternity purposes will submit a written request accompanied by a doctor certificate. Up to six (6) weeks of accumulated sick leave will be made available. If additional leave is needed, medical certification will be required.

Child care leave without pay will be granted at a time requested in writing by the employee for a period not more than one (1) year subsequent to the birth/adoption of said child.

SECTION 7. Leave of Absence. An employee desiring a leave of absence shall file a written request for such leave with the Director of Personnel outlining the reason for such request and the duration of leave requested and a copy of said request shall be sent to the Recording Secretary of the Local Union.

Leaves of absence will only be granted for good cause and no leave will be granted for the purpose of working elsewhere. Any employee working elsewhere during a leave of absence granted hereunder will be terminated immediately.

The Board of Education may consider a leave of absence without pay for one (1) year with the possibility of one extension for a second year.

During any authorized leave of absence without pay of more than fifteen (15) consecutive calendar days, a member will not accrue sick leave nor be eligible for any fringe benefits paid by the Board including but not limited to hospitalization.

Leaves of absence will be for a pre-determined time period and the employee will either:

- a. Return to work at the expiration of a leave
- b. Request and receive an extension of such leave
- c. Terminate his employment on the date the leave expires.

An employee on leave of absence will forfeit any right to bid on vacancies which may occur during such leave and will have no inherent right to any promotions which occur during such leave upon return to work.

During any leave granted hereunder, the employee shall continue to accumulate seniority. Upon return to work after a short term leave the employee will be returned to the job last held before such leave.

An employee returning from a leave of four months or longer will be placed in the job he formerly held if possible or as an alternative may be placed on another position at equal pay.

No leave of absence hereunder shall be necessary in case of illness or injury to the employees.

SECTION 8. Absence from Work. An employee is expected not to absent himself/herself from work for any reason other than personal illness without making prior arrangements with his Supervisor. Unless such prior arrangements

are made, an employee who for any reason fails to report for work must make a sincere effort to immediately notify his Supervisor of his reason for being absent. If the absence is to continue beyond the first day, the employee must notify the Supervisor on a daily basis unless arranged otherwise with his Supervisor. In proper cases exceptions will be made.

An employee shall lose his status as an employee and his seniority if he is absent from work, including failure to return to work at the expiration of a leave of absence, vacation or disciplinary layoff, for three (3) consecutive working days without notifying the Employer, except when the failure to notify and work is due to circumstances beyond the control of the employee.

SECTION 9. Retirement Benefits. Upon completion of fifteen (15) years consecutive service with the Employer, and employee eligible for Michigan Public Schools Retirement benefits will be entitled to one (1) month's pay at his established rate, upon actual retirement under the retirement plan.

SECTION 10. Unused Sick Leave. Those employees who have accumulated unused sick days in excess of 100 days will receive upon retirement, a one-time payment for the number of unused sick days accumulated during their last five years of employment according to the following procedure:

\$30.00 per day for those employed at least five (5) hours or more per day.

\$25.00 per day for those employed for four (4) hours per day.

\$20.00 per day for those employed for three (3) hours per day.

\$15.00 per day for those employed for two (2) hours per day.

\$10.00 per day for those employed for one (1) hour per day.

ARTICLE VIII

INSURANCE

SECTION 1. Insurance. The Board of Education reserves the right to select the insurance carrier, provided that coverage is equivalent.

SECTION 2. Health Insurance. The Board of Education will pay up to the full family coverage of Blue Cross-Blue Shield Master Medical insurance, plan MVF.1 with rider D45NM-ML-IMB/OB-DCCR/DC. Coverage is available for twelve (12) months to all employees working the full school calendar. Any person whose employment terminates prior to a contractual period will receive pro-rated benefits for the time worked. In such cases coverage shall be for the months of employment.

Health Insurance for Part-Time Employees. Employees who work less than thirty (30) hours per week shall receive a reduced payment for the full family subscriber portion of Blue Cross-Blue Shield Master Medical coverage. This will be paid on the number of hours worked. For example, fifteen (15) hours per week will receive fifty (50%) percent payment.

SECTION 3. Life Insurance. The Board of Education will provide Life Insurance coverage, including double indemnity for accidental death and dismemberment, in the amount of \$10,000.00 covering each employee during the length of this contract.

SECTION 4. Worker Compensation. Any employee who is absent because of injury or disease compensable under the Michigan Worker Compensation Act, shall receive from the Board of Education the difference between the allowance under the Compensation Act and the regular salary for a period of time that funds from the accumulated sick leave shall provide.

SECTION 5. Prescription Drug Plan. The Board of Education will provide prescription drug (\$2.00) co-pay plan equivalent to Blue Cross-Blue Shield Prescription Drug Group Benefit Plan Certificate PD87 (\$2.00). If the

carrier allows, this will be expanded to cover all paraprofessional employees.

SECTION 6. Dental Insurance. The Employer will provide full family subscriber incentive plan dental insurance.

ARTICLE IX

VACATIONS AND HOLIDAYS

SECTION 1. Vacation. Employees will be granted vacation days at the rate of one earned day per month worked within a given year. Each employee will earn one additional day of vacation after five (5) years of service to the Employer. Employees will be granted three (3) additional days of vacation after completion of ten (10) years of service. These days will be taken in the so-called school calendar with the balance applied to the end of the employment period. Vacation days shall not be granted for the first or last day of the school year. The vacation day will consist of the number of hours paid for at a regular work day. In the event a paid holiday occurs in the employee's vacation, he/she shall be entitled to an extra day of vacation at the end of the employment period of a fiscal year.

SECTION 2. Holidays. The employees will be entitled to the following holidays off at straight time pay for the number of hours they are scheduled to work on a normal working day: Labor Day, Thanksgiving Day, Christmas Day, New Years Day, Good Friday, and Memorial Day.

SECTION 3. Vacation proration: Upon resignation, termination of services, or transfer to a position requiring fewer working hours or weeks of employment, aide personnel shall receive any unused vacation allowance at the rate of pay received by them at the time the allowance was earned.

ARTICLE X

MISCELLANEOUS

SECTION 1. Prior Practices. Prior practices and privileges granted the employees which are not in conflict with the provisions of this Agreement shall be continued.

SECTION 2. Employer Rights. The Employer has the exclusive right to plan the work, direct the work force, determine qualifications as referred to in this Agreement, hire new employees and discipline employees for just cause.

SECTION 3. Invalidation. In the event that any portion of this Agreement is declared invalid by any court of competent jurisdiction or the enactment of a new statute or the modification of an existing statute, such portion of the contract shall be invalid but other portions of the Agreement shall be in full force and effect. The parties agree to meet and confer for the purpose of renegotiating the invalid portion, keeping in mind the intent of the invalidated portion.

SECTION 4. Inclement Weather. If inclement weather prevents an employee from getting to work after a reasonable attempt to do so, the employee will lose no pay. The employee must call his/her immediate supervisor or the answering service to advise that he/she is unable to get to work at his/her normal arrival time and indicate in-so-far as possible, when he/she is able to report for work.

If the entire system is closed due to inclement weather, employees will be released from duty without loss of pay.

ARTICLE XI

TENURE

SECTION 1. Tenure. This Agreement shall be in full force and effect from July 1, 1986, until June 30, 1990, and shall renew itself for annual periods thereafter unless either party shall notify the other of a desire to modify or terminate the Agreement.

Such notice shall be given not less than sixty (60) days prior to any anniversary date or expiration date by Registered or Certified mail and if by the Union be addressed to the Board of Education, 460 West Spruce Street, Sault Ste. Marie, Michigan 49783, and if by the Employer to the District Office of the Union at 609 Providence Building, Duluth, Minnesota 55802. Either party, by like written notice, may change the address to which the notice is sent.

The parties agree to meet for the purpose of negotiations not later than 15 days after receipt of notice.

IN WITNESS WHEREOF, each of the parties has caused this Agreement to be signed by its duly authorized representatives as of the day and year first above written.

SAULT STE. MARIE BOARD OF EDUCATION

BY John F. Myrdal
Superintendent of Schools

BY Russ E. Dawson
Director of Personnel

UNITED STEELWORKERS OF AMERICA AFL-CIO

Ray R. Williams
BY International President

James M. Ball
BY International Secretary

George L. Baker
BY International Treasurer

BY International Vice-President Admn.

Lon Duch
BY International Vice-President Hum.Aff

By Eldon D Kirsch
District Director

By Carl L. Mills
Staff Representative

By Local Union 13569 Committee:

Michael G. Coon President

Bonnie Eitzen

Frank McCall

Therese Tarabino

Marion Bertson

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PERS/teaiag

APPENDIX "A"

COST OF LIVING ALLOWANCE

All employees covered by this agreement shall be covered by the provisions for a Cost of Living Allowance as set forth in this section:

A. For the purposes of this Section -

1. "Consumer Price Index" refers to the "Consumer Price Index for Urban Wage Earners and Clerical Workers - United States - (All Items - 1967 = 100)" published by the Bureau of Labor Statistics, U. S. Department of Labor.
2. "Consumer Price Index Base" refers to the Consumer Price Index for the month of June, 1986 (published in July, 1986, as 323.4).
3. Adjustment dates October 1, 1986, January 1, 1987, April 1, 1987, and so forth in three month increments.
4. Change in the Consumer Price Index is defined as the difference between (i) the Consumer Price Index base and (ii) the Consumer Price Index base for the second calendar month next preceding the month in which the applicable adjustment date falls.
5. Cost of Living Adjustment will be payable for the three month period as calculated below.

B. Effective on each adjustment date, a cost of living adjustment equal to one (1) cent per hour for each full .4 of a point change in the Consumer Price Index shall become payable for all hours actually worked and for any reporting allowance credited before the next adjustment date.

- C. The Cost of Living adjustment shall be an "add on" and shall not be a part of the employee's wage rate or salary and shall not be used in the calculation of overtime or call-in pay but shall be used in the calculated pay for vacation, sick leave and other types of pay or benefits.
- D. Should the Consumer Price Index schedule for Urban Wage Earners and Clerical Workers, All Items 1967 = 100, as published by the Bureau of Labor Statistics (BLS), U.S. Department of Labor, become unavailable the parties shall attempt to adjust this Section, or if agreement is not reached, request the Bureau of Labor Statistics to provide the appropriate conversion or adjustment which shall be applicable as to the appropriate adjustment date and thereafter. The purpose of such conversion shall be to produce, as nearly as possible, the same result as would have been achieved using the index in its present form.

APPENDIX "C"
SALARY SCHEDULES

<u>STEP</u>	1985-86 Base	1986-87 +.11 COLA + 4%	<u>1987-88</u>	<u>1988-89</u>	<u>1989-1990</u>
PARAPROFESSIONALS - GENERAL					
	<u>GENERAL</u>	-	<u>+.05</u>		
1	7.380	7.837			
2	7.610	8.076			
3	7.670	8.139			
4	7.730	8.201	Roll in COLA + .297 cents	Roll in COLA + .297 cents	Roll in COLA + .297 cents
			Roll in COLA + .306 cents	Roll in COLA + .306 cents	Roll in COLA + .306 cents
			Roll in COLA + .309 cents	Roll in COLA + .309 cents	Roll in COLA + .309 cents
			Roll in COLA + .311 cents	Roll in COLA + .311 cents	Roll in COLA + .311 cents
	<u>SPECIAL ED.</u>	-	<u>-.05</u>		
1	7.480	7.837			
2	7.710	8.076			
3	7.770	8.139			
4	7.830	8.201			
PARAPROFESSIONALS - VOCATIONAL					
1	8.330	8.773	Roll in COLA + .333 cents	Roll in COLA + .333 cents	Roll in COLA + .333 cents
2	8.560	9.012	Roll in COLA + .342 cents	Roll in COLA + .342 cents	Roll in COLA + .342 cents
3	8.620	9.075	Roll in COLA + .345 cents	Roll in COLA + .345 cents	Roll in COLA + .345 cents
4	8.680	9.137	Roll in COLA + .347 cents	Roll in COLA + .347 cents	Roll in COLA + .347 cents

APPENDIX "D"

SCHOOL CALENDAR

	<u>1986-87</u>
Teachers Report	Aug. 28
Teachers Work Day -half-day-floating.	Aug. 25-29
Labor Day	Sept. 1
Students Report	Sept. 2
In-Service Day.	Oct. 1
Thanksgiving Break (Noon Dismissal)	Nov. 26, 27, 28
Last Day of Classes Before Christmas (full day)	Dec. 23
School Resumes.	Jan. 5
Last Day of Semester for Students	Jan. 22
Teachers Work Day	Jan. 23
Last Day of Classes Before Spring Break (half day)	Apr. 3
Easter.	Apr. 19
School Resumes.	Apr. 20
Memorial Day.	May 25
Last Day of Semester for Students	June 11
Baccalaureate	June 11
Teachers Work Day	June 12
Commencement.	June 14