

AGREEMENT

between

NEWAYGO BOARD OF EDUCATION

and

*62070
06 30 2008
AFL-CIO
F C T O X*

**RETAIL, WHOLESALE AND
DEPARTMENT STORE UNION,**

Local Union No. 386

AFL-CIO-CLC-UFCW

JULY 1, 2007- JUNE 30, 2008

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Agreement between
and

Newaygo Board of Education **Retail, Wholesale and
Department Store Union,
Local 386, AFL-CIO-CLC-UFCW**

AGREEMENT
ARTICLE 1

- 1.1 This Master Agreement is entered into between the Board of Education of the Newaygo Public Schools, hereinafter referred to as the "Board," and the Local Union No. 386 of the Retail, Wholesale and Department Store Union, AFL-CIO-CLC, hereinafter referred to as the "Union."

The term "Board" when used hereinafter in this Agreement may refer to a representative of the Board or, in some cases, the Superintendent.

The term "employee" or "bargaining unit member" when used hereinafter in this Agreement shall refer to all employees represented by the Union in the Recognition clause.

- 1.2 This Agreement is negotiated pursuant to the Public Employment Relations Act, Act No. 336 of the Public Acts of 1947, as amended, to establish the wages, hours, terms and conditions of employment of the members of the bargaining unit herein defined.
- 1.3 This Agreement constitutes the sole and entire existing agreement between the parties and supersedes all prior practices that are inconsistent with this Agreement, whether oral or written, and expresses all obligations of, and restrictions imposed upon, the Board and the Union. This Agreement is subject to amendment, alteration or additions, only by a subsequent written agreement between, and executed by, the Board and the Union. The waiver of any term or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of all its terms and conditions.
- 1.4 If any provisions of the Agreement or any application of the Agreement to any employee shall be found contrary to law by a court or administrative body of competent jurisdiction, then such provision or application shall be deemed null and void, but all other provisions or applications shall continue in full force and effect. The parties shall meet to negotiate the clause or application adjudged contrary to law. Neither party shall be required to meet with the other for the purpose of negotiating a replacement clause after sixty (60) days have expired since adjudging a clause contrary to law. Should no agreement be reached, the provision of such law shall supersede, to the extent of the conflict, the provisions of this Agreement and govern the relation of the parties hereunder.
- 1.5 The term "days" as used herein shall mean the days the Administration office is open.

REPRESENTATION
ARTICLE 3

- 3.1 The Board agrees that the employees shall have the right of representation by a Grievance Committee of not more than three (3) members. Chairman of the Committee will be known as Chief Steward. The Union agrees at all times to keep the Board advised of the membership of the Grievance Committee.
- 3.2 Upon reasonable request, the Board shall make available to the Union information necessary to assist in the processing of grievances, administration of the Agreement, and negotiations.
- A. After presentation of proper credentials to the Superintendent or his/her designated representative, officers or accredited representatives of Local 386 may be admitted into the buildings of the School System to assist in the administration of the terms and conditions of this Agreement, including the adjustment of grievances, provided that such activity is not in areas which would be detrimental to the management and function of the school, its students or its employees, and furthermore, providing that such visitation shall not disrupt the work of the Board.
- B. The facilities and equipment of the Board shall be available to the Union in accordance with Board Policy as long as such use does not interfere with job responsibilities and everyday operations.
- 3.3 Employees may be released from their job assignments to meet with the officers or designated representatives of Local 386 with the approval of the Superintendent/designee with three (3) days notice.
- 3.4 Representation: Union representation for bargaining negotiations shall be one (1) committee person for every twenty (20) employees, or fraction thereof.
- 3.5 The selected three (3) members of the grievance committee may be released from their job assignments to meet with the international or local representative, for up to one (1) hour immediately prior to a final step grievance meeting, with the approval of the Superintendent/designee.
- 3.6 The Union shall have the right to post notices of official activities and matters of Union concern at designated bulletin boards in each building or facility to which employees may be assigned. The Board has the right to remove notices which are inappropriate.

SENIORITY
ARTICLE 5

- 5.1 A newly hired employee shall be on a probationary status for the first ninety (90) working days of employment, beginning with the first day of employment. Bus drivers must drive at least twenty (20) days of the probationary period during ice or snow conditions. This inclement weather clause will be waived if the driver has had previous inclement weather driving experience. The probationary period can be extended upon written notice stating the reason(s) by the immediate supervisor. A probationary period cannot be extended more than once and not more than twenty (20) days.
- 5.2
- A. Seniority shall be defined as the length of an employee's continuous service within his/her respective classification from his/her date of hire within the classification until such time as he/she moves out of that classification, at which time his/her seniority will be frozen in the previous classification. Date of hire is defined as the first paid day of work in the classification. Upon satisfactory completion of the probationary period, the employee's seniority date shall be retroactive to his/her date of hire. Seniority shall not transfer from one classification to another.
 - B. Probationary employees shall not be entitled to insurance benefits, vacations, or holidays. However, upon completion of the probationary period, the employee will be credited with the vacation days that he/she would have earned, if applicable. In the event a probationary employee is absent, the probationary period shall be extended accordingly.
 - C. An employee will lose his/her seniority for the following reasons:
 - 1. The employee resigns or retires.
 - 2. The employee is discharged for cause, and such discharge is not reversed through the grievance procedure.
 - 3. The employee is laid off for one (1) year or the length of his/her seniority, whichever is greater, but not to exceed two (2) years.
 - 4. The employee fails to return from leave on the agreed upon date. In proper cases, exceptions shall be made, when mutually agreed upon by the Union and the Board.
 - 5. The employee is absent for three (3) consecutive workdays without notifying the Board. After such absence, the Board shall send written notification that the employee has lost seniority and his/her employment has been terminated to the employee at his/her last known address.

Agreement between
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Newaygo Board of Education **Retail, Wholesale and
Department Store Union,
Local 386, AFL-CIO-CLC-UFCW**

6. The employee does not return to work when recalled from layoff as set forth in the recall procedure.
 - D. Seniority shall be retained, but not accumulated, for an employee on layoff for one (1) year or the length of his/her seniority, whichever is greater, but not to exceed two (2) years. Seniority shall continue to accumulate for an employee on any approved paid or military leave pursuant to this Agreement or any unpaid work-related disability leave.
 - E. A seniority list shall be furnished to the Union on or about September 30th of each year. If the Union does not challenge the list within thirty (30) days of its publication, it shall be deemed as controlling in all matters relative to seniority until the list is published the following year. Such list shall contain each employee's name and date of hire for their current classification.
 - F. In the event more than one (1) employee has the same length of service in a seniority classification; seniority ranking shall be first determined by total years of service in the district. If a tie still exists, a drawing shall rank employees.
 - G. Seniority shall accrue and shall be applied within the following employee groups:
 1. Food Service
 2. Secretary
 3. General Education Teacher Aide
 4. One-on-One Teacher Aide
 5. Custodian
 6. Bus Driver
 7. Library Aide
 8. Computer Tech Aide
 - H. For the purpose of bidding and bumping in the Custodians classification, seniority will be based on the date that the employee received full time status.
 - I. Any employee who moves to any non-bargaining unit position and maintains continuous employment with the District shall receive credit for those previous years of bargaining unit service upon returning to the bargaining unit.
 - J. Employees that are doing Computer Tech work twenty (20) or more hours per week will receive the Computer Tech wage. (Alternative Academy Excluded)
- 5.3 A layoff shall be defined as a necessary reduction in the work force as determined by the Board.

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- 5.4 No employee shall be laid off pursuant to a necessary reduction in the work force unless said employee has been notified in writing at least five (5) days prior to the effective date of layoff. Such notice will not apply when layoff is necessitated by an Act of God.
- 5.5 This section only applies where the reduction of the work force results in lay-offs rather than reduction in work hours:
- A. Probationary employees shall be laid off first, provided there are more senior employees who possess the qualifications to perform the job.
 - B. In the event senior employees must be laid off, layoff shall be determined by the following order:
 - 1. The least senior employee within the classification being reduced provided there are more senior employees remaining within the classification who possess the qualifications to perform the duties of the position (s) available.
 - 2. In the event an employee is reduced from a position and no position is available to the employee within the classification(s) in which the reduced employee has acquired seniority, the reduced employee shall have the opportunity to make application to any posted vacancies within the unit. Should the employee be given one of the posted positions, he/she shall retain the right to return to his/her former job classification should a position become available for which he/she is qualified.
 - 3. An employee reduced from a position in his/her present classification shall be retained at his/her request in a position in another classification in which he/she has previously accumulated seniority, and must bump the least senior employee in the classification and the reduced employee possesses the qualifications to perform the job. This acquired position could result in less per hour pay and benefits.
- 5.6 Employees on layoff who are qualified shall be considered before the hiring of new employees outside the district for a vacant position in another unit classification.
- 5.7 When there is a vacancy, employees shall be recalled in order of greatest seniority within the classification from which they are reduced, provided the employee possesses the qualifications to perform the duties of the position to which he/she is being recalled. In the event a tie exists, the employee with the greatest total years of service in the district shall be recalled first. If a tie still exists, a drawing shall rank employees.
- 5.8 Notices of recall shall be sent by certified or registered mail to the employee's last known address as shown on the Board's records (which shall be conclusive in any disputes). A

available. Any sub work performed shall be paid at the One-on-One teacher Aide rate without the premium.

If the one-on-one has accumulated a minimum of (2) two years of seniority as a one-on-one aide they will have the right to retain their seniority as a regular aide for the purpose of layoff, bumping or bidding.

- 5.14 A Teacher Aide who works four (4) hours or more per day in the One-on-One category shall be considered a One-on-One Teacher Aide. Employees working less than four (4) hours per day shall be considered a General Education Teacher Aide.

educational programs. The Board will seek qualified volunteers first in the event a transfer is needed after the initial assignment has been made. The final decision will be based on the overall needs of the educational program.

- 6.7 The Board shall have the right to hire a temporary employee during the time that an employee who is covered by this Agreement is not on the job due to a paid or unpaid leave. The Board shall also have the right to hire temporary employees to supplement the work force.
- 6.8 Any job's beginning and ending time that is moved (changed) more than 3 hours will be re-posted. The employee in this position will have bidding rights or bumping rights under normal contract procedures. (As per Section 5.12)
- 6.9. 1. Custodial Staff will be divided into three classifications A, B, and C, and will be given a classification according to their training and ability to perform the job.
- A. Most Skilled
 - B. Second Most Skilled
 - C. Little or no skills – current custodian or a newly hired custodian
2. The Administration will provide training opportunities that are convenient for both parties such as, during the summer months or when school is not in session for a custodian to advance to the next classification level. It will also be the custodians' responsibility to ask his/her supervisor to assist in any electrical, plumbing, heating, etc. repairs to acquire necessary training.
3. When a new job bid is posted for a custodian position it will be classified according to what skill level is necessary.

A "Skill Level – The employee must have the ability to perform the following duties:

- 1. Perform daily tasks to keep building operational.
- 2. Knowledgeable of cleaning chemicals proper mixtures, Material Safety Data Sheets and lock out-tag out procedure.
- 3. Cleaning methods on tile floor carpet, wood floors, glass and laminates.
- 4. Use of proper personal protective devices.
- 5. Knowledgeable of MIOSHA procedures in the work place.
- 6. Operation of all necessary equipment.
- 7. Perform routine maintenance and repairs:
 - A) Plumbing – small repairs, repair or replace Sloan Valves, leaky faucets, or unplug drains.
 - B) Electrical - replace ballast, plugs or switches.
 - C) HVAC - filter change, belt adjustments, basic understanding of thermostats.

- D) Building - basic repair or replacement of door hardware, hinges, window latches. Pencil sharpeners, paper towel dispensers, toilet paper holders, soap dispensers, install shelving, and other small projects.
- 8. The employee must have the ability to work well with other people and organizations.

Supervisor

Employee

Date

“B” Skill Level - The employee must have basic knowledge to perform the following the following duties:

- 1. Perform daily tasks to keep building operational.
- 2. Knowledgeable of cleaning chemicals proper mixtures, Material Safety Data Sheets and lock out-tag out procedure.
- 3. Cleaning methods on tile floor carpet, wood floors, glass and laminates.
- 4. Use of proper personal protective devises.
- 5. Knowledgeable of MIOSHA procedures in the work place.
- 6. Operation of all necessary equipment.
- 7. Perform routine maintenance and repairs:
 - A. Plumbing – small repairs, repair or replace Sloan valves, leaky faucets, or unplug drains.
 - B. Electrical - replace ballast, plugs or switches.
 - C. HVAC - filter change, belt adjustments, basic understanding of thermostats.
 - D. Building - basic repair or replacement of door hardware, hinges, window latches. Pencil sharpeners, paper towel dispensers, toilet paper holders, soap dispensers, install shelving, and other small projects.
- 8. The employee must have the ability to work well with other people and organizations.
- 9. Many of the above skills will need some training, it will be the employees duty to request training.
- 10. It will be the employer’s responsibility to provide training.

Supervisor

Employee

Date

HOURS AND WAGES
ARTICLE 7

7.1 Bargaining unit employees shall be divided into the following work classifications, and all jobs within such classification shall have the following wage rates:

Effective: 07/01/2007

	Step 1	Step 2	Step 3	Step 4	Step 5
Aide pre 7/94					\$12.15
Aide post 7/94	\$8.81	\$9.13	\$9.55	\$9.92	\$10.32
One-on-One Aide Additional hour rate of:	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
Library Aide pre 7/94					\$12.15
Library Aide post 7/94	\$8.81	\$9.13	\$9.55	\$9.92	\$10.32
Cleaners pre 7/94					\$11.97
Cleaners post 7/94	\$7.68	\$8.00	\$8.31	\$8.63	\$8.96
Custodian I pre 7/94					\$16.34
Custodian I post 7/94	\$10.41	\$10.86	\$11.26	\$11.71	\$12.24
Cooks pre 7/94					\$11.50
Cooks post 7/94	\$9.30	\$9.69	\$10.08	\$10.47	\$10.92
Head Baker	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
Kitchen Manager	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
Lead Cook	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
Secretary I pre 7/94					\$13.34
Secretary I post 7/94	\$9.67	\$10.06	\$10.47	\$10.87	\$11.33
Secretary II pre 7/94					\$16.59
Secretary II post 7/94	\$10.45	\$10.84	\$11.27	\$11.72	\$14.12
Computer Tech Aide	\$10.72	\$11.14	\$11.60	\$12.06	\$12.55
Career Technician	\$12.74	\$13.25	\$13.79	\$14.34	\$14.91
Bus Mechanic Assistant	\$10.78	\$11.25	\$11.67	\$12.13	\$12.68
Transportation: Regular Run	\$30.60		Neway Run	\$11.90/hr	
Kindergarten Runs	\$25.50		Extra Trips	\$11.90/hr	
Vocational Run	\$22.33				
Sub/Probationary/Run	\$27.54				

OVERTIME
ARTICLE 8

- 8.1 All overtime will be offered at the discretion of the Board. Overtime shall be offered initially to those employees by seniority who are qualified and available, unless it's an emergency, within a building and within a classification where it is needed. If those employees turn the overtime down, it then will be available to other building employees. If no one who is qualified accepts the overtime, the Board reserves the right to assign it under the following guidelines.
- 8.2 All work performed by hourly paid employees in excess of forty (40) hours in any one (1) work week shall be paid for at the rate of time and one-half (1 ½).
- 8.3 Voluntary overtime will be assigned by building and classification in order of seniority (most senior qualified and available employee).
- 8.4 Mandatory overtime will be assigned by building and classification in inverse order of seniority (least senior qualified and available employee).
- 8.5 It is agreed that each school building will stand alone for the purpose of assigning overtime within each classification. If additional help is needed to complete the work it shall be offered by classification to other qualified and available school employees in other buildings in the district.
- 8.6 Vacation days and Holidays will be considered (time worked) for the purpose of calculating overtime.

PERSONAL & SICK TIME
ARTICLE 9

9.1 **Sick Leave** Credit for sick leave shall consist of five (5) days per school year (July 1 through June 30). Sick leave accumulation, if unused will accumulate to one hundred sixty (160) days, when such accumulation shall cease. An employee with an assignment of fewer than eight (8) hours per day shall be credited with five (5) days equivalent to their assigned hours. Up to five (5) days per year shall be available in the case of family illness or other emergencies within any full-time, part-time, or bus driver employee's immediate family. Days used shall be deducted from the employee's accumulated sick leave. The definition of family shall be as used in Article 9, Section 2. Staff holding less than an eight (8) hour day assignment shall receive pay for each day absent to reflect his/her assigned hours. Employee Classifications to which this applies are II, III, II a & V.

Sick leave shall be taken in no less than one-half day increments. Classification V half-day shall be defined as either 1) a.m. regular run through noon kindergarten run or 2) noon kindergarten run through p.m. regular run.

Classification V sick days will be paid using the regular per diem rate runs as defined in Article 12.4.

- A. Sick leave accumulation will be prorated for unpaid leaves lasting over one (1) calendar month.
- B. Upon reaching maximum accumulation, no further current year allowance will be credited. Upon retirement from the Newaygo Public Schools (must be eligible for retirement benefits) a set amount determined by the Board will be paid per day for unused sick days up to the maximum accumulation. (\$15.00 per day)
- C. Sick Leave – Credit for sick leave shall consist of five (5) days per school year (July 1 through June 30) with fifteen (15) days maximum accumulation. Employee Classification that this applies to is VI.
- D. Sick Leave – Credit for sick leave shall consist of two (2) days per school year (July 1 through June 30) with ten (10) days maximum accumulation. Employee Classification that this applies to is IV.

Staff working less than an eight (8) hour day assignment, shall receive pay for each day absent to reflect their assigned hours.

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and

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- 9.2 **Death in the family** In the event of a death in the family of any full-time, part time, or bus driver employee of the District, he/she shall be allowed up to five (5) days absence with pay. Family shall be defined to be the employee's wife, husband, child, mother, father, sister, brother, corresponding in-law, grandparent, and grandchild. Staff holding less than an eight (8) hour day assignment shall receive pay for each day absent to reflect his/her assigned hours.
- 9.3 **Funeral Leave** An employee will be allowed a maximum of three (3) non-accumulative days per year for attendance at the funeral service of any person whose relationship would warrant such attendance. These days cannot be used consecutively without the permission of the Superintendent. This applies to all Classifications of employees.
- 9.4 **Personal Days** Two (2) days per year non-accumulative may be used by the employee. These days may not be used to extend a holiday or vacation period. The employee shall notify his/her immediate supervisor, except in the case of emergency, no less than 24 hours in advance. This applies to classification employees III and V.
- 9.5 **Paid Holidays** The following shall be considered as paid holidays for all full-time year round employees: New Year's Day, Good Friday, Memorial Day, July 4th, Labor Day, Thanksgiving Day, Christmas Eve Day and Christmas Day. The day after Thanksgiving, and Deer Day, shall also be paid holidays, as long as they are holidays on the school calendar. Employees must work both the scheduled day before and the scheduled day after the holiday to receive pay for the holiday or provide a doctor's excuse. An exception is made for custodians and cleaners during the summer months when school is not in session.

The following shall be considered as paid holidays for all full-time school year employees and bus drivers: New Year's Day, Good Friday, Memorial Day, Labor Day, Thanksgiving Day, and Christmas Day. Employees must work the day school is in session both before and after the holiday to receive pay for the holiday or provide a doctor's excuse.

- 9.6 **Vacations, Classification II only.** Vacation with pay shall be allowed on the following basis and must be taken during the year earned:

After one (1) year of continuous employment	Five (5) working days.
After two (2) years of continuous employment	Ten (10) working days.
After ten (10) years of continuous employment	Fifteen (15) working days.
After fifteen (15) years of service an additional day for each year of service (accumulative to five (5) days.)	

C. Extra Trips:

1. Drivers shall be paid extra trip rate for all extra trips and athletic trips.
2. All extra trips shall be posted in advance of the trip, along with the projected length of the trip and leaving times. It will be posted at least twenty-four (24) hours in advance, if possible. Extra trips shall be awarded to an interested driver on the rotation list procedure. The extra-trip rotation lists will work as follows: The rotation lists will be developed by seniority from those interested drivers who signed the lists at the opening meeting. There will be two (2) extra trip rotation lists posted. One list for trips less than three (3) hours, and one list for trips three (3) or more hours. As a run becomes available, the driver at the top of the list will be asked, then the next, and so on until a driver accepts the run. The next available run will be offered to the next driver in the rotation. Once through the rotation, it goes back to top of the list and starts again. If no one on the rotation accepts the run, it then can be offered to substitute bus drivers. If no one accepts the run, it then must be taken by the driver who was next in rotation.
3. Extra trips less than three (3) hours shall not be available to drivers who have regularly scheduled runs.
4. Drivers who sign up and fail to take a trip shall take a pass on the rotation system.
5. When an extra trip is canceled less than one (1) hour from the time the trip is scheduled, the driver shall be paid for one (1) hour at the extra trip rate. That driver shall be offered the next available trip of equal time if requested.
6. Athletic team trips will be bid out and given to the most senior driver in rotation for that team's season.
7. If a driver of an athletic trip is absent and cannot take the run, the replacement driver will be selected from the three (3) hours or more rotation list.
8. A driver cannot take an extra-run/trip if it interferes with their AM-PM, kindergarten.
9. Athletic team trips will be bid out and given to the most senior driver in rotation for the team's season. If a team trip is eliminated for the rest of the season, the driver of the eliminated run will have the right to bump the lowest comparable team trip.

12.3 Licensing/Training

- A. The Board shall reimburse all regular drivers who have fulfilled their probationary period the cost of their CDL less the cost of an operator's license. Required physicals, if not covered by insurance, shall be reimbursed at whatever rate the Board-appointed physician charges. Drivers may select their own physician, but will only be reimbursed at the Board rate. This does not apply to drug testing.

Drivers/employees will be paid, their extra trip pay/hourly wage, for attending meetings and any training as required by the State of Michigan or the Board.

12.4 Bus Drivers' Regular per diem rate shall include the following:

1. Regular A.M & P.M. Runs
2. Vocational Runs
3. Kindergarten Runs
4. Preschool/ MECEP Run

HOSPITALIZATION, DENTAL, AND LIFE INSURANCE
ARTICLE 16

- 16.1 The Board will provide to full-time support staff employees, Classification II full family medical coverage and employee only vision insurance for the life of the Agreement. In the event that the employee declines all medical and vision coverage, the Board shall pay Three Hundred Fifteen (\$315.00) Dollars per month stipend in 2007-08. If the employee wishes to purchase additional insurance provided by the school district's insurance carrier, the employee must apply at open enrollment and must carry the additional coverage for the entire benefit year. The annual premium due for this additional coverage will be made by payroll deduction each pay period during the school year and will be paid in full by the last pay in May of the school year. Any additional cost will be paid by payroll deduction at the expense of the employee. The Board will make available a Section 125 plan.
- 16.2 A. The Board will provide to full-time support staff employees, Classification III working less than forty (40) hours Two Hundred Forty (\$240.00) Dollars per month for 2007-08, and those employees who work forty (40) hours or more a stipend of Three Hundred Fifteen (\$315.00) Dollars per month in 2007-08 as a contribution toward providing (at the choice of the employee) hospitalization, vision insurance or investment plan. If the employee wishes to purchase additional insurance benefits or a reduced insurance plan provided by the school district's insurance carrier, the employee must apply at open enrollment and must carry the additional coverage for the entire benefit year. The annual premium due for this additional coverage will be made by payroll deduction each pay period during the school year and will be paid in full by the last pay in May of the school year. Any additional cost will be paid by payroll deduction at the expense of the employee. The Board will make available a Section 125 plan.
- B. Aides, Classification III, shall receive the above stipend for the period of nine months beginning in September through May.

RWDSU



Local 386

RETAIL, WHOLESALE AND
DEPARTMENT STORE UNION - UFCW

AFL-CIO-CLC

3181 Eastern Avenue S.E. • Grand Rapids, Michigan 49508 • Phone 616-241-4575 • Fax 616-241-0392

LETTER OF AGREEMENT
BETWEEN
RWDSU LOCAL 386
RETAIL, WHOLESALE AND DEPARTMENT STORE UNION
AND
NEWAYGO PUBLIC SCHOOLS

Newaygo Public Schools and the RWDSU have met, discussed, and agreed to the following.

Deb Wright shall have her seniority transferred from the Custodial seniority list to the Bus Drivers seniority list.
Deb Wright's permanent hire date shall be September 11, 1995.

Newaygo Public Schools

[Signature] 4-12-07
Superintendent Date

RWDSU Local 386

[Signature] 4-16-07
Business Representative Date
[Signature] 4-16-07
Steward
[Signature] 4-16-07
Steward
[Signature] 4-16-07
Steward

Attachment to Article 11

A full-time employee will be any support staff working thirty-five (35) hours or more per week on a regular basis. Full time shall also include those employees so designated and grand fathered at twenty-five (25) hours per week prior to March 1, 1998 per the following listing:

Contreras, Sylvia	Aide
Hance, Trina	Aide
Hubbard, Marie	Aide
Maki, Terri	Aide
Reed, Julie	Aide
Sullivan, Mary	Aide
Vinecent, Sandra	Aide

RWDSU



Local 386

RETAIL, WHOLESALE AND
DEPARTMENT STORE UNION - UFCW

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LETTER OF AGREEMENT
BETWEEN
RETAIL, WHOLESALE, AND DEPARTMENT STORE UNION
RWDSU LOCAL 386
AND
NEWAYGO PUBLIC SCHOOLS

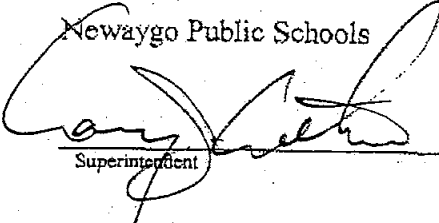
This agreement is to ensure Newaygo Public Schools can provide the very best education, in a good clean working environment, with dedicated school employees.

1. 3.5% reduction in wages for all custodians/cleaners	\$15,800.00
2. Eliminate student workers	\$18,700.00
3. Eliminate one (1) part-time cleaner	\$18,500.00
4. No work during Christmas (6 days) and Mid Winter (1 day)	\$6,100.00
5. Eliminate night premium custodians/cleaners	\$1,200.00
6. Eliminate two (2) personal business days custodians/cleaners	\$3,400.00
7. Eliminate snow days no work or pay (first 2 days) ✓	\$3,600.00
8. Eliminate five (5) paid sick leave days custodians/cleaners	\$8,800.00
9. Eliminate uniforms - purchase (staff will clean)	\$4,000.00
10. Clean Carpets with staff (rent equipment)	\$4,000.00
11. Eliminate overtime custodians/cleaners	\$2,000.00
12. Reduce supplies	\$15,000.00
Total custodian/cleaner cost reductions	\$101,100.00

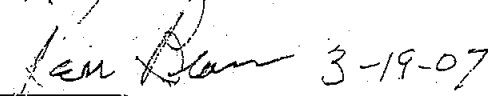
This agreement is in effect for contract year July 1, 2007 - June 30, 2008.

Newaygo Public Schools


RWDSU local 386



Superintendent Date 3-19-07



Business Representative Date 3-19-07



Steward Date 3-19-07