

RATIFICATION DOCUMENT

August 18, 2009

For an

2008-2009 and 2009-2010 ECONOMIC AGREEMENT

Between the

**BOARD OF EDUCATION OF THE
SCHOOL DISTRICT
OF THE CITY
OF**

BATTLE CREEK

And the

BATTLE CREEK EDUCATIONAL SECRETARIES ASSOCIATION, MEA/NEA

Effective: July 1, 2008 - June 30, 2010

NOTE: All language in the 2006-2008 Collective Bargaining Agreement shall remain unchanged except for language found in any letters of agreement in effect, unless otherwise agreed and language reflected in this addendum.

2008-2009 – Effective 7-1-08

- 1% Increase on Schedule over 2007-2008 amounts to be paid retroactively to bargaining unit members who worked during the 2008-2009 school year excluding employees who resigned or were terminated
- Steps paid
- 50/50 sharing of health insurance premium increase or decrease
- No change in health insurance benefits

2009-2010 – Effective 7-1-09

- 3% increase on top step of Schedule over 2008-2009 amount
- No increase on steps below the top step
- Steps paid
- No change in health insurance benefits
- 7-1-09 - 50/50 sharing of health insurance premium increase or decrease

Article XVIII Retirement

- F. Employees who are hired after 6-30-09 shall not be eligible for the retirement benefit as outlined in A. and B. above. An Employee who is hired after 6-30-09 and who has been employed with the District for twenty (20) or more consecutive years, resigns and can immediately receive benefits from the Michigan Public School Employee Retirement System shall have deposited into a Special Pay Plan Account in the employee's name a one-time lump sum payment prior to January 22 or June 22 of any year as shown below.**

<u>Administrative</u>	\$2,824
<u>Program/Facility</u>	\$2,738
<u>Clerk/Clerical</u>	\$2,693

The above amounts shall increase each fiscal year by the same percentage as the Salary Schedule increases. The above amounts are based on an eight (8) hour workday. Employees working less than eight (8) hours in a workday shall have the above amounts prorated based on the number of hours an employee works per workday.

Article XXI
Compensation

G. **Holiday Schedules:**

2. An employee **secretary** who reports to works on a **scheduled** holiday after being directed to do so by their immediate supervisor shall be **able to choose to** granted, in addition to regular pay, **be paid premium pay at one and one-half (1.5) times the employee's hourly wage for time worked or if mutually agreed by the secretary and his/her supervisor** additional paid personal leave equal to **one and one-half (1.5) times** the **secretary's** time worked. This paid personal leave is in addition to paid personal leave referred to in Article XIV, Section F. of this Agreement. If the secretary is unable to utilize the additional paid personal leave hours by the end of the secretary's work year, the unused personal leave hours shall be converted to sick leave and added to the hours in the secretary's individual sick