

# **Tentative Agreement**

**DRAFT #1 - 8-18-09**

**August 11, 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 SUPPORT STAFF 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 (see ATTACHMENT A)
- Steps paid
- 50/50 sharing of health insurance premium increase or decrease

2009-2010 – Effective 7-1-09 (See ATTACHMENT B)

All Bargaining Unit Members Enrolled in Health Insurance

- 50/50 sharing of health insurance premium increase or decrease

Maintenance/Operations/Attendant Divisions

- 3% increase on top step of Schedule over 2008-2009 amounts
- No increase on steps of Schedule below top step
- Steps paid

Cafeteria Division

- All steps of the salary schedule shall remain unchanged from the amounts in the 2008-2009 salary schedule.
- For a Cafeteria Division employee who is on the top step of his/her respective salary schedule, the number of bargaining unit bid hours assigned to the employee on his/her first day of work during his/her work year shall be used to compute the total number of work hours assigned to the employee during the work year. The total number of bargaining unit work hours assigned in the employees work year shall be multiplied by the current hourly rate of pay for the appropriate top step. This money figure shall be multiplied by .03. The resulting money figure shall be paid in a lump sum to each qualifying Cafeteria Division employee on the second (2<sup>nd</sup>) payroll date in January. It is understood that an employee who is absent without pay for more than ten (10) workdays in any work year shall have the above lump sum payment reduced proportionately in that work year or in the subsequent work year if the unpaid absences for the work year exceed ten (10) accumulated days after January 1.
- Steps paid

Hostess Division

- The salary schedule shall remain unchanged from the amounts in the 2008-2009 salary schedule.
- For a Hostess Division employee the number of bargaining unit bid hours assigned to the employee on his/her first day of work during his/her work year shall be used to compute the total number of work hours assigned to the employee during the work year. The total number of bargaining unit work hours assigned in the employees work year shall be multiplied by the current hourly rate of pay. This money figure shall be multiplied by .03. The resulting money figure shall be paid in a lump sum to each Hostess Division employee on the second (2<sup>nd</sup>) payroll date in January. It is understood that an employee who is absent without pay for more than ten (10) workdays in any work year shall have the above lump sum payment reduced proportionately in that work year or in the subsequent work year if the unpaid absences for the work year exceed ten (10) accumulated days after January 1.

<b>APPENDIX D</b> <b>Retirement</b> (Excludes Hostess Division Employees)
---

**E. Employees hired after 6-30-09 shall not be eligible for the retirement benefit as outlined in A. through D. above. An employee who is hired after 6-30-09 and is eligible to receive paid sick leave and 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 name of the employee a one-time lump sum payment prior to January 22 or June 22 of any year as follows:**

<b><u>Attendant Division</u></b>	<b>\$2,269</b>
<b><u>Operations Division</u></b>	
<b>Custodian, First Shift</b>	<b>\$2,781</b>
<b>Custodian, Second Shift</b>	<b>\$2,819</b>
<b>Custodian, Third Shift</b>	
<b>Fireman</b>	<b>\$2,954</b>
<b>Extra Duty Fireman</b>	<b>\$3,030</b>
<b>Engineer</b>	<b>\$3,056</b>
<b>Extra Duty Engineer</b>	<b>\$3,231</b>
<b>Stage Manager</b>	<b>\$3,165</b>
<b><u>Maintenance Division</u></b>	
<b>Department Head</b>	<b>\$3,502</b>
<b>Maintenance I</b>	<b>\$3,344</b>
<b>Maintenance II</b>	<b>\$3,011</b>
<b>Maintenance III</b>	<b>\$2,851</b>

**Mechanical Engineer** **\$3,344**

**Cafeteria Division**

**Cook** **\$1,955**

**Assistant Manager** **\$2,114**

**Manager** **\$2,277**

**Extra Duty Manager** **\$2,336**

**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 average number of bid hours assigned to an employee per workday during the last twelve (12) months.**

**ATTACHMENT A**

**APPENDIX A**

**Classifications and Rates**

Maintenance, Operating, Cafeteria, Hostess and Attendants  
**Increased by 1% Over 2007-2008 Amounts**  
**Salary Schedule - 2008-2009**

<b><u>Position</u></b>	<b><u>Step I</u></b>	<b><u>Step II</u></b>	<b><u>Step III</u></b>
------------------------	----------------------	-----------------------	------------------------

**ATTENDANT DIVISION**

Attendant	\$12.68	\$13.21	
-----------	---------	---------	--

**OPERATIONS DIVISION**

Custodian, First Shift	\$14.53	\$15.31	\$16.18
Custodian, Second Shift	\$14.77	\$15.55	\$16.41
Fireman	\$15.55	\$16.31	\$17.19
Extra Duty Fireman	\$16.01	\$16.78	\$17.64
Engineer	\$16.13	\$16.90	\$17.79
Extra Duty Engineer	\$17.18	\$17.93	\$18.82
Stage Manager	\$16.77	\$17.53	\$18.42

**MAINTENANCE DIVISION**

Department Head		\$19.30	\$20.39
Maintenance I	\$17.80	\$18.54	\$19.46
Maintenance II	\$15.90	\$16.67	\$17.52
Maintenance III	\$14.99	\$15.76	\$16.60
Mechanical Engineer	\$17.80	\$18.54	\$19.46

**CAFETERIA DIVISION – Hired or transferred to the Division prior to January 5, 1998**

Cook	\$9.78	\$10.55	\$11.38
Assistant Manager	\$10.69	\$11.45	\$12.31
Manager	\$11.65	\$12.40	\$13.26
Extra Duty Manager	\$12.15	\$12.89	\$13.74

**CAFETERIA DIVISION – Hired or transferred to the Division on or after January 5, 1998**

Cook	\$9.78	\$10.55	
Assistant Manager	\$10.69	\$11.45	
Manager	\$11.65	\$12.40	
Extra Duty Manager	\$12.15	\$12.89	

~~Any employee, new to the Cafeteria Division (hired or transferred) on or after January 5, 1998 will have available to him/her steps one and two only.~~

**HOSTESS DIVISION**

Hostess	\$8.38		
Lead Hostess	\$8.50		

**ATTACHMENT B**

**APPENDIX A**

**Classifications and Rates**

Maintenance, Operating, Cafeteria, Hostess and Attendants  
**Salary Schedule - 2009-2010**

<b><u>Position</u></b>	<b><u>Step I</u></b>	<b><u>Step II</u></b>	<b><u>Step III</u></b>
<b><u>ATTENDANT DIVISION</u> - 3% Increase on top step only over 2008-2009 amounts</b>			
Attendant	\$12.68	\$13.61	
<b><u>OPERATIONS DIVISION</u> - 3% Increase on top step only over 2008-2009 amounts</b>			
Custodian, First Shift	\$14.53	\$15.31	\$16.67
Custodian, Second Shift	\$14.77	\$15.55	\$16.90
Fireman	\$15.55	\$16.31	\$17.71
Extra Duty Fireman	\$16.01	\$16.78	\$18.17
Engineer	\$16.13	\$16.90	\$18.32
Extra Duty Engineer	\$17.18	\$17.93	\$19.38
Stage Manager	\$16.77	\$17.53	\$18.97
<b><u>MAINTENANCE DIVISION</u> - 3% Increase on top step only over 2008-2009 amounts</b>			
Department Head		\$19.30	\$21.00
Maintenance I	\$17.80	\$18.54	\$20.04
Maintenance II	\$15.90	\$16.67	\$18.05
Maintenance III	\$14.99	\$15.76	\$17.10
Mechanical Engineer	\$17.80	\$18.54	\$20.04
<b><u>CAFETERIA DIVISION</u> - Hired or transferred to the Division prior to January 5, 1998</b>			
Cook	\$9.78	\$10.55	\$11.38
Assistant Manager	\$10.69	\$11.45	\$12.31
Manager	\$11.65	\$12.40	\$13.26
Extra Duty Manager	\$12.15	\$12.89	\$13.74
<b><u>CAFETERIA DIVISION</u> - Hired or transferred to the Division on or after January 5, 1998</b>			
Cook	\$9.78	\$10.55	
Assistant Manager	\$10.69	\$11.45	
Manager	\$11.65	\$12.40	
Extra Duty Manager	\$12.15	\$12.89	
<del>Any employee, new to the Cafeteria Division (hired or transferred) on or after January 5, 1998 will have available to him/her steps one and two only.</del>			
<b><u>HOSTESS DIVISION</u></b>			
Hostess	\$8.38		
Lead Hostess	\$8.50		