

MASTER AGREEMENT

between

MT. MORRIS CONSOLIDATED SCHOOLS

and

THE MT. MORRIS EDUCATIONAL SECRETARIAL ASSOCIATION

July 1, 1996 - June 30, 1999

"It is the policy of the Mt. Morris Consolidated Schools that no discriminatory practices because of sex, race, color, national origin, or handicap be allowed in providing instructional opportunities, job placement assistance, employment practices, and policies governing student conduct and attendance. Any person suspecting a discriminatory practice should contact Mt. Morris Consolidated Schools, Mr. Stephen T. Wang, Assistant Superintendent, at 12356 Walter Street, Mt. Morris, MI, 48458 or phone (810) 686-8760."

Mt. Morris Consolidated Schools

**MASTER AGREEMENT BETWEEN THE MT. MORRIS BOARD OF EDUCATION
and
THE MT. MORRIS EDUCATIONAL SECRETARIAL ASSOCIATION
1996 - 1999**

Section I - Recognition

The Board of Education of the Mt. Morris Consolidated Schools, hereinafter referred to as the Board, and the Mt. Morris Educational Secretarial Association, hereinafter referred to as the Association, do hereby agree to the terms of this agreement. The Board recognizes the Association as the exclusive representative of secretarial and clerical personnel.

Section II - Work Schedule

The normal work day shall be eight (8) hours per day. The normal work week shall be forty (40) hours per week, Monday through Friday. A minimum of thirty (30) minutes will be allowed within the eight (8) hour day as a paid lunch period, plus a fifteen (15) minute paid relief break in the A.M. and P.M.

The Board of Education is agreed that offices that are staffed by a single member of the unit will be considered secretarial positions. Offices that have more than one member of this bargaining unit may be staffed by clerks and secretaries.

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|----|-------------------------------|-----------|
| 1. | Athletic Director's Secretary | Secondary |
| 2. | Community Education Secretary | Secondary |
| 3. | Transportation Secretary | Secondary |
| 4. | Maintenance Secretary | Secondary |

The elementary and junior high secretaries have an eleven month work schedule. Senior high secretaries have a twelve month work schedule. Secretaries shall receive vacation pay in accordance with the following schedule:

After one year - 1 week; Three years - 2 weeks; Five years - 3 week;
Ten years - 4 weeks.

Elementary and junior high secretaries shall receive their salary for the eleven month work schedule plus the vacation pay to which they are entitled.

The holiday periods on which schools are closed and the days they are closed for inclement weather, (the first two Act of God days, or inclement weather days), are not required work days for members of the unit, but the members shall suffer no loss of pay for not working on said days. Holiday periods shall consist of Labor Day, Thanksgiving recess, winter vacation, winter break, spring break/vacation, Memorial Day, July fourth (for 12 month employees only). If the secretary so chooses, she may take a vacation or personal day if there are any additional Act of God/inclement weather days, so she will suffer no loss of pay.

Vacation days used will be deducted from the overall vacation days earned.

In the event of a financial necessity, as determined by the Board of Education, the Association recognizes that the above stated reference to "normal" work day, week and year may have to be adjusted, as determined by the Board, to respond to the financial situation rather than resort to layoff or termination. It is agreed that such alternation in the work day, week and/or year will be implemented only after consultation and discussion with the Association's Negotiating Committee.

Section III - Leaves of Absences

1. Sick days shall be earned at the rate of one day per working month and shall be entitled to unlimited accumulation. Secretaries who are absent from duty because of personal illness shall be allowed full pay to be deducted from the sick day bank. Part time secretaries shall receive pro rata sick pay.
2. All secretaries will be granted two (2) personal leave days per school year. Unused personal days shall be converted into sick day bank.
3. A secretary may be released from regular duties without loss of pay for the purpose of participating in areas or regional meetings or workshops for secretarial associations with the approval of her immediate administrator. Reimbursement of expenses for administrative approved meetings and workshops shall be paid to the secretary when receipts are presented to the business office.
4. Secretaries shall receive confirmation of their accumulated sick leave days with the first paycheck of the school year.
5. Leave of absence with pay chargeable against allowance shall be granted for the following reasons:
 - A. A maximum of five days per school year for a critical illness in the immediate family.
 - B. One day emergency illness in family requiring a secretary to make arrangements for medical or nursing care.
 - C. Time necessary for attendance at the funeral services of person whose relationship to the secretary warrants such attendance.
6. Leave of absence with pay not chargeable against the secretary's allowance shall be granted for the following reasons:
 - A. A maximum of three days for each death in the immediate family.
 - B. Absence when called for jury duty. Regular compensation shall be paid the jury duty secretary; however, jury duty paid money shall be turned in to the Board of Education for partial payment.
7. Any secretary, after ten years of service to the school system, who leave voluntarily will be paid her accrued sick leave at the rate of \$16.00 per day. In the event of her death the accrued sick leave benefit will be paid to her beneficiaries. (School year shall run from July 1 to June 30)
 - A. At the end of each school year, a bargaining unit member may request that he/she be paid for all or part of his/her unused sick day allowance for that school year at the rate of \$16.00 per day.
8. In recognition of service to the school district, a terminal leave payment of \$75.00 for each year of service in the district will be paid to the secretary upon retirement up to a maximum limit of \$2,000 provided the secretary shall have been employed in the school district for at least ten (10) years.

9. After five years service a secretary shall be granted a leave of absence for personal reasons for twelve (12) months. The Board will provide the same or similar position for a person returning from leave.
 - A. Seniority will accumulate for purposes other than pay and/or fringe benefits during said leave.
 - B. Accumulated sick leave would remain the same with no new accumulation during a leave of absence.
 - C. Insurance premiums would not be paid by the Board of Education.
10. Leaves for pregnancy related disabilities shall be treated as leaves for any other disability.
11. An employee with at least two years of service in the system may be entitled to take a child rearing leave of up to twelve months. This leave shall be unpaid. The provisions of Section III, #9 A, B, and C shall apply. The employee will be given the same or similar position when returning.

Section IV - Insurance Benefits

1. The Board shall provide health insurance for a twelve month period for each member of the bargaining unit and her eligible dependents.
2. The Board shall provide prescription insurance for all members of the bargaining unit who have health insurance.
3. Employees not wishing health care protection may apply the equivalent of \$25 per month toward options available through the Michigan Education Special Services Association, equal benefits through another carrier, or be provided a \$25 per month contribution to a tax sheltered annuity plan.
4. Those persons who do not need the family policy may have health protection plus any of the above options up to \$25.00 per month. Those employees now covered by this clause will continue to have this benefit available to them for as long as they hold a position in this bargaining unit. No new employees will be permitted to utilize the benefits of this clause.
5. Dental - The Board shall provide dental coverage for the members of the unit and their families (see attachment for details of coverage).
6. Optical - The Board shall provide optical coverage for family members. (see attachment for details of coverage).
7. The Board of Education shall pay the premiums for a long term disability program for the employees covered by this contract with the first year's annual premium not to exceed \$330 prorated for a twelve month period.
8. The Board shall provide all employees of the bargaining unit with MESSA Group Term Life Insurance protection in the amount of \$15,000 that will be paid to the employee's designated beneficiary. In the event of accidental death, the insurance will pay double the specified amount.

Health Insurance - MESSA Super Care I

Board Paid \$100.00 deductible and Board paid difference between current Super Med. II and Super Care I prescription deductible.

Section V

1. Longevity -- Longevity compensation shall be granted to each member of the bargaining unit beginning with the following years of service: Twelfth year of service \$200; Fifteenth year of service \$300; Eighteenth year of service \$400; Twenty-first year of service \$500; Twenty-fourth year of service \$600. Longevity shall be based upon total continuous length of service with the Board of Education.
2. Anniversary Date -- Those employees whose hire-in date falls between July 1st and December 31st shall be given credit back to July 1st for pay and longevity purposes. If an employee is hired after December 31st of the current fiscal year no credit for pay and longevity purposes will be granted until the following July 1 of the next fiscal year. The probationary period will not exceed twelve months.
3. Experience -- The probation period may be waived and/or credit given for prior experience at the discretion of the Superintendent of Schools.

In the event the work schedule of a given office is changed, the secretarial work schedule will be changed accordingly.

MEMO OF UNDERSTANDING

Substitutes

Substitute secretaries will not be provided for absences. In the event that secretaries are absent for two or more days, in buildings that are staffed with clerks, the clerk will be moved up to the secretarial position on the third day and the substitute that is hired will serve as clerk. The pay rate for all substitutes, regardless of building, will be clerk, step one.

COVERAGE SCHEDULE
(The pages which follow refer to this Schedule)

Employer: Mt. Morris consolidated Schools
12356 Walter Street
Mt. Morris, MI 48458

Benefit Year: July 1 through June 30

Plan Year: (see Coverage Schedule). The records of the plan are kept separately for each plan year. The plan year begins on August 1 and ends on July 31.

VISION BENEFITS - Employees and Dependents - Assignable

Complete vision examination maximum -----	\$25.00
Single vision prescription maximum per pair of lenses --	25.00
Bifocal prescription maximum per pair of lenses --	29.00
Trifocal prescription maximum per pair of lenses --	35.00
Lenticular prescription maximum per pair of lenses --	45.00
Contact lens prescription maximum per pair of lenses --	75.00
Standard-type frames maximum --	18.00

*Including the exam

BENEFIT DETERMINATION PERIOD:

SERVICE FREQUENCY:

Vision examination - once every 12 months
Lenses - once every 12 months
Frames - once every 12 months

External Coordination of benefits -- External X Internal/External

(Any spouse or child who is covered as an employee, or who is entitled to benefits under any extension of such insurance, is not a dependent.)

ELIGIBILITY

Eligible classes: All persons of the employer in the following coverage classes shall be eligible for this coverage.

Employee's date of eligibility: Each employee within the eligible classes who works the number of hour in the normal work week established by the employer for the purposes of this coverage shall be eligible for this coverage on the day such work requirements are satisfied.

SCHEDULE OF DENTAL BENEFITS

Employer: Mt. Morris Consolidated Schools
12356 Walter Street
Mt. Morris, MI 48458
Eligible Classes: (Group 003)

Benefit Year - A calendar year (January 1 through December 31)
Plan Year - The records of the plan are kept separately for each plan year. The plan year begins on August 1 and ends on July 1.

DENTAL BENEFITS

Type I Benefits: (see list of dental services)
Percentage 80%
Lifetime deductible amount 0
Incentive plan increments* n/a

Type II Benefits: (see list of dental services)
Percentage 80%
Annual deductible amount ** 0
(maximum two per family)

Maximum annual dental benefit each covered individual: \$1,000

ORTHODONTIC BENEFITS

Type III
Percentage 80%
Deductible Amount 0
Lifetime maximum benefit \$1,000

Special provisions (as described in the coverage schedule supplement)

The following special provisions are included: A, B, and F

*Type I Benefits Inventive Plan increment provision: The Type I Benefits Percentage applicable to a covered individual's coverage for a benefit year will be increased as indicated provided the covered individual visited a dentist for periodic examination and diagnosis at least once during the preceding benefit year, and all Type I services, indicated in the list of dental services, which were recommended by the dentist as a result of the first of such visits, were completed during the benefit year. Otherwise, the original Type I benefits percentage will again apply for the current benefit year, and future incentive increments will be determined as described on the coverage schedule.

****Type II Benefits Annual Deductible amount provision:** For the purposes of calculating benefits for charges incurred in connection with any one treatment plan, charges used toward the satisfaction of the Type II Benefits Annual Deductible for a benefit year will include any charges in connection with the treatment plan which were used toward the satisfaction of the Benefits Annual Deductible for a previous benefit year. If any benefit has become payable under the coverage in connection with a charge, that charge shall in no event be considered in the satisfaction of the Type II Benefits Annual Deductible for any benefit year.

Section VI - Secretary Evaluation and Progress

1. The parties recognize the importance and value of developing a procedure for assisting and evaluating the progress and success of both newly employed and experienced secretaries; therefore, secretaries shall be evaluated once a year.
2. The evaluation of secretaries shall be in writing and conducted by the building principal or immediate supervisor. A copy of the written evaluation shall be submitted to the secretary at the time of the personal interview or within ten (10) days thereafter; one to be signed and returned to the administration, the other to be retained by the secretary. In the event that the secretary feels her evaluation was incomplete or unjust, she may put her objections in writing and have them attached to the evaluation report to be placed in her personnel file. All evaluations shall be based upon valid criteria or evaluation of professional growth.

Section VII - Grievance Procedure

1. A "grievance" shall mean a complaint by an employee in the bargaining unit that there has been a violation, misinterpretation or inequitable application of a specific provision of the agreement. An employee having a grievance must present it orally to the employee's supervisor within five (5) days of when the employee became aware of the act or condition giving rise to the alleged grievance.
2. If the grievance is not settled orally between the employee and the supervisor within three (3) days after it has been brought to the supervisor's attention, the employee must reduce the grievance to writing and submit the written grievance to the supervisor.
3. The supervisor will give a written answer to the written grievance within five (5) days of receipt of the written grievance.
4. If the supervisor's written answer does not settle the grievance, the employee may submit the grievance to the superintendent or his/her designated representative within five (5) days of receiving the written answer of the supervisor. The superintendent shall answer the grievance within ten (10) days of receipt of the appeal.
5. If the superintendent's answer does not settle the grievance, the employee may, within five (5) days of receipt of the superintendent's answer, appeal the grievance to the Board of Education.
6. The Board of education shall designate three (3) representatives to hear the grievance. Within five (5) days of hearing the grievance, the Board of Education's representatives shall answer the grievance in writing and this answer shall be final.
7. At every step the employee shall have the right to be represented by the association or have an association representative present.

Section VIII - Weekly Salary Schedule

**SALARY SCHEDULE
1996-97**

(Retroactive to July 1, 1996)

Step	Clerk	Elementary	Secondary
Probation	254	321	339
1 - 4 Years	279	355	371
5 - 8 Years	318	392	420
9+ Years	355	431	458

1997 -98

Step	Clerk	Elementary	Secondary
Probation			
1 - 4 Years			
5 - 8 Years			
9 + Years			

1998 -99

Step	Clerk	Elementary	Secondary
Probation			
1 - 4 Years			
5 - 8 Years			
9 + Years			

97/98 School Year

Five elementary secretaries \$10.00 increase per week + wage opener for all members.

98/99 School Year

Five elementary secretaries \$10.00 increase per week + wage opener for all members.

Section IX - Transfers

Transfers in the system will be made only after consultations between the administration and the Secretarial Association.

SECTION VIII - Weekly Salary Schedule

**SALARY SCHEDULE
1996-97**

Step	Clerk	Elementary	Secondary
Probation	254	321	339
1 - 4 Years	279	355	371
5 - 8 Years	318	392	420
9+ Years	355	431	458

1997-98

Step	Clerk	Elementary	Secondary
Probation	261	340	348
1 - 4 Years	287	375	381
5 - 8 Years	327	413	432
9+ Years	365	453	471

1998-99

Step	Clerk	Elementary	Secondary
Probation	263	357	357
1 - 4 Years	294	391	391
5 - 8 Years	336	434	443
9+ Years	374	475	483

97/98 School Year

Five elementary secretaries \$10.00 increase per week + 2.8% for all members.

98/99 School Year

Five elementary secretaries \$10.00 increase per week + 2.6% for all members on Steps 5-8 and 9+ Years.

Probationary Step will be increased by \$8.00 + 2.6% for all members.

Step 1-4 Years will be increased by \$6.00 + 2.6% for all members.

SECTION IX - Transfers

Transfers in the system will be made only after consultations between the administration and the Secretarial Association.

Section X

1. This agreement shall supersede rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms.
2. Copies of this agreement shall be printed at the Board's expense and presented to all secretaries employed by the Board.

Section XI - Duration of Agreement

This agreement shall be effective upon ratification by both parties and shall continue in full force and effect until June 30, 1999.

Mt. Morris Education Secretarial Association

by: Christine L. Stahl
President

by: Jamie Knight
Vice President

by: Denise B. Wordinger
Secretary/Treasurer

2-6-97
Date

Mt. Morris Board of Education

by: Gay West
President

by: Hanni Suedoski
Secretary

by: John Schepert
Treasurer

2-11-97
Date