

MASTER AGREEMENT

BETWEEN

PINCKNEY COMMUNITY SCHOOLS

hereinafter referred to as the "Employer"

AND

THE INTERNATIONAL UNION OF OPERATING ENGINEERS,

LOCAL #547, 547A, 547B and 547C, AFL-CIO,

hereinafter referred to as the "Union"

October 1, 1997 through September 30, 2001

Pinckney Community Schools

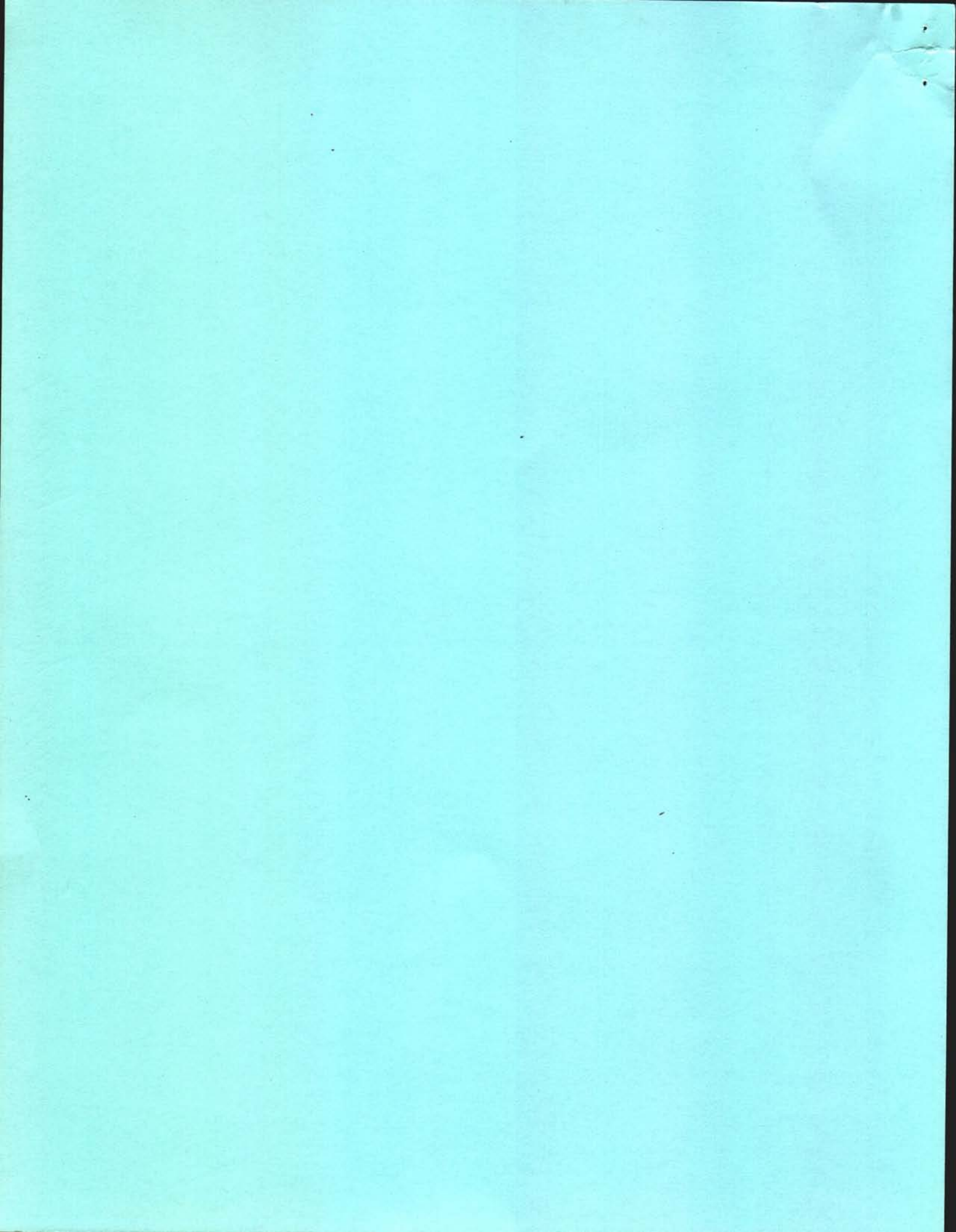


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ARTICLE 1
PURPOSE

It is the purpose of this Agreement to promote and ensure harmonious relations, cooperation and understanding between the Employer and the Employees covered hereby to ensure true collective bargaining, and to establish standards of wages, hours, working conditions and other conditions of employment.

ARTICLE 2
UNION RECOGNITION, AGENCY SHOP CLAUSE AND CHECK OFF

Section 1: Union Recognition

- A. The Employer hereby recognizes the Union as the sole and exclusive collective bargaining agent of the Employees covered by this Agreement for the purpose of collective bargaining with respect to rates of pay, wages and hours of employment.
- B. The term "Employee" as used herein shall include all custodial, maintenance, groundskeeper, and groundskeeper/delivery Employees of the Employer, and excludes substitutes, supervisors, and all other Employees.

Section 2: Agency Shop

- A. All Employees employed in the bargaining unit, or who become employees in the bargaining unit, who are not already members of the Union, shall, within ninety (90) calendar days of the effective date of this Agreement, or within ninety (90) calendar days of their date of hire by the Employer, whichever is later, become members, or in the alternative, shall, within ninety (90) calendar days of their date of hire by the Employer, as a condition of employment, pay to the Union a service fee in an amount equal to monthly dues (less any amounts required to be deducted by law) required of Employees of the Employer who are members of the Union.
- B. In the event the bargaining unit member shall not pay such service fee directly to the Union, or authorize payment through payroll deduction, the Employer shall, pursuant to MCLA 408.477, MSA 17.277 (7), and at the request of the Union, deduct that same fee from the bargaining unit member(s) wages and remit same to the Union under the procedure provided below.

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1. The procedure in all cases of non-payment of the service fee shall be as follows:
 - a. The Union shall notify the bargaining unit member of non-compliance by certified mail, return receipt requested. Said notice shall detail the non-compliance and shall provide ten (10) days for compliance, and shall further advise the recipient that a request for wage deduction may be filed with the board in the event compliance is not effected.
 - b. If the bargaining unit member fails to remit the service fee or authorize deduction for same, the Union may request the board to make such deduction pursuant to paragraph A above.
- C. Pursuant to Chicago Teachers Union v. Hudson, 106 S CT 1066 (1986), the bargaining unit has established a policy regarding "Objections to Political - Ideological Expenditures - Administrative Procedures." That policy, and the administrative procedures (including the timetable for payment) pursuant thereto, applies to non-union bargaining unit members. The remedies set forth in that policy shall be exclusive, and unless and until such procedures (including any administrative or judicial review thereof) shall have been availed of and exhausted, no dispute, claim or complaint by such objecting bargaining unit member concerning the application and interpretation of this article shall be subject to the grievance procedure set forth in this Agreement.

The Employer, upon the receipt of request for involuntary wage deduction, shall provide the bargaining unit member with an opportunity for a due process hearing limited to the question of whether or not the bargaining unit member has remitted the service fee to the Union or has authorized payroll deduction for same.
- D. The Union agrees to timely give written notification to the Employer in the event a court order is entered restraining the Union from implementing its policy regarding objections to political-ideological expenditures/administrative procedures or successor policy or procedures. In such event, the Employer shall have the right to suspend the involuntary wage deduction procedure specified herein. In the event that the Employer intends to suspend involuntary wage deductions under this Article, it shall give timely written notice to the Union.
- E. The Union shall indemnify and save the Employer harmless against and from any and all claims, demands, suits, or other forms of liability that may arise out of or by reason of action taken by the Employer for the purpose of complying with the Union Security/Agency Shop provision of this Article.

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The Union shall have the right to negotiate a settlement with any bargaining unit member who challenges the Union Security/Agency Shop provisions under this Article.

- F. An Employee who shall tender or authorize the deduction of membership dues (or service fees) uniformly required as a condition of acquiring or obtaining membership in the Union, shall be deemed to meet the conditions of this Article so long as the employee is not more than sixty (60) calendar days in arrears of payment of such dues (or service fees).
- G. The Union agrees that it will make membership in the Union available to all Employees covered by this Agreement on the same terms and conditions as are generally applicable to other members of the Union covered under this Agreement.

Section 3: Check Off

- A. The Employer shall deduct from the wages of Employees covered by this Agreement, and remit to the Union, together with a listing of all of the Employees for whom said deductions were made, on or before the fifteenth (15) day of the month following a month said deductions were made, dues or service fees uniformly required as a condition for membership in the Union, only in such case as the Employee has signed an authorization card to do so, and the Union has submitted such authorization card to the Employer.
- B. Such dues or service fees, as and when deducted, shall be kept separate from the Employer's general funds, shall be deemed trust funds, and shall be forwarded to the Union forthwith.
- C. The Employer agrees to make provisions available for a voluntary political action checkoff to the IUOE Local 547 PAC in accordance with applicable state and federal law.

The Union agrees to hold the Employer harmless in the implementation of this provision.

ARTICLE 3
NON-DISCRIMINATION

The Employer and the Union both recognize their responsibilities under federal, state and local laws pertaining to fair employment practices as well as the moral principles

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involved in the area of civil rights. Accordingly, both parties reaffirm by this Agreement the commitment not to discriminate against any person or persons because of race, creed, color, religion, national origin, sex, age, non-disabling handicap or veteran status.

The use of the masculine or feminine gender, or any titles which connote gender in this agreement, shall be construed as including both genders, and not as sex limitations.

ARTICLE 4 MANAGEMENTS RIGHTS

It is agreed that the Employer hereby retains and reserves unto itself, without limitation all the powers, rights, authority, duties and responsibilities enumerated in the School Code and conferred upon and vested in it by the laws and the Constitutions of the State of Michigan and the United States, including, and without limiting the generality of the foregoing, the rights to:

1. The executive management and administrative control of the school district, its properties, equipment, facilities, and operations and to direct the activities and work of its Employees;
2. Hire all Employees and determine their qualification and the conditions of their continued employment;
3. Promote, transfer and assign all Employees;
4. Determine the size of the work force, and to expand or reduce the work force;
5. Establish, eliminate, continue or revise any personnel and employment policies and/or work rules and regulations;
6. Dismiss, demote and discipline Employees;
7. Establish, modify or change any work, business or school schedules, hours or days;
8. Determine the services, supplies and equipment to conduct its operation, including the distribution thereof, establish standards of operation and performance, and determine the means, methods and processes of performing and/or accomplishing the work to be done, including the assignment and distribution of tasks and work among any of its work force.

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9. Determine the number and location or relocation of its facilities, including the establishment or relocations of new schools, buildings, departments, divisions thereof and the relocation or closing of offices, departments, divisions or subdivisions, buildings or other facilities.
10. Determine the financial policies, including all accounting procedures, and all matters pertaining to public relations and determine the size of its administrative organization, its functions, authority, amount of supervision and table of organization.

The exercise of foregoing powers, rights, authority, duties and responsibilities by the Employer, the adoption of policies, rules, regulations and practices in furtherance thereof, shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms are in conformance with the Constitution and laws of the State of Michigan and the Constitution and laws of the United States.

ARTICLE 5 VISITATION

Upon request by the Union, and the presentation of proper credentials, officers or accredited representatives of the Union shall be admitted into the buildings of the school system during working hours for the purpose of ascertaining whether or not this Agreement is being observed by the parties, or for the assisting in the adjusting of grievances, provided, that said visitation shall not be in areas which would be detrimental to the management and the function of the school system and its students.

ARTICLE 6 STEWARDS

- A. The Employees shall be represented by a Chief Steward and two (2) Assistant Stewards who shall be chosen or selected in a manner determined by the Employees and the Union, and whose names shall be furnished to the Employer in writing by the Union.
- B. Reasonable arrangements may be made to allow the Chief Steward or Assistant Stewards time off with pay for the purpose of investigating grievances, and to attend grievance and negotiation meetings, after arrangements have been made with their immediate supervisor.

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- C. During their terms of office, the Chief Steward and the Assistant Stewards shall be deemed to head the seniority list for the purposes of shift preference and layoff and recall only, provided they are qualified to do the required work. Upon termination of their term they shall be returned to their regular seniority status.
- D. When the Employer hires a new Employee, the Chief Steward shall be supplied the following information within the newly hired Employee's first (1st) thirty (30) calendar days of employment: name, address, date of hire, social security number, classification, job location and shift assignment.

ARTICLE 7

SAFETY PRACTICES

- A. The Employer will take reasonable measures in order to prevent and eliminate any present or potential job hazards which the Employees may encounter at their places of work.
- B. The Employee will notify the Employer in writing of any such job hazard as soon as the Employee first becomes aware of such unsafe areas, conditions or equipment. The Employer upon notification of any alleged unsafe condition shall investigate such condition, and shall be expected to make adjustments in such condition if, in the Employer's investigation the alleged unsafe condition is found to be a hazard to the Employee.
- C. Nothing herein shall be construed to prohibit the Employee from exercising his rights under state or federal law.

ARTICLE 8

JURISDICTION

Supervisory Employees and other non-bargaining unit Employees of the Employer may properly be utilized to perform bargaining unit work to the extent that they have performed this type of work prior to October 1, 1997. This includes the supervisor performing unit work to instruct or train Employees, experimentation, or in case of emergency, or where Employees are substitute, summer, student helpers, or similarly limited Employees.

ARTICLE 9
SENIORITY

- A. A newly hired Employee shall be on a probationary status for ninety (90) calendar days taken from and including the first day of employment, of which forty-five (45) calendar days must be served, while school is in session; therefore, some Employees may have to serve more than ninety (90) calendar days. If at any time prior to the completion of the specified probationary period, the Employee's work performance is unsatisfactory, the Employee may be dismissed by the Employer during this period without appeal by the Union.
- B. Fringe benefits will become available on the first of the month following the end of thirty (30) calendar days.
- C. Probationary Employees completing their probationary period shall be granted seniority to date of hire, and placed on the base rate pay scheduled for their classification.
- D. Employees shall be laid off or recalled according to their seniority in their classification, those with the least seniority to be laid off first. An Employee scheduled to be laid off has the right to be administratively placed in a position for which he/she is qualified as specified below:
 - 1. If the Employee scheduled for layoff possesses sufficient seniority, he/she shall first be assigned to displace the least senior Employee in the same pay classification for which he/she is qualified.
 - 2. If displacement cannot occur within the same pay classification, the Employee, if he/she possesses sufficient seniority, shall be assigned to displace the least senior Employee in a lower pay classification for which the Employee is qualified.

An Employee shall be given 21 days notice of intended layoff except in the case of an emergency (i.e., natural disaster, employee work stoppage, etc.) whereby a one (1) day notice shall be required.

Employees shall be recalled on the basis of seniority; those with the most seniority shall be recalled first to a vacant position for which they are qualified. Recall rights shall be maintained for two (2) years from the effective date of layoff. Recall notice shall be sent by certified mail to the address on file with the personnel office. Employees who fail to report to work within ten (10) days of the date of the sending of the recall notice, unless an extension is granted in writing, shall be considered as a voluntary quit regardless of

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the classification recalled to, and shall thereby terminate his/her employment relationship with the Employer.

E. An Employee will lose their seniority for the following reasons:

1. The Employee resigns.
2. The Employee is discharged for cause.
3. The Employee is absent for three (3) working days without notifying their supervisor without a good and sufficient reason.

F. Seniority shall be frozen within the bargaining unit for an Employee who transfers to a supervisory position. That Employee has the right to exercise their seniority and return to the bargaining unit in the event that such Employee vacates their supervisory position.

G. An agreed-to seniority list shall be made available to each Employee covered by this Agreement on or about July 1 of each year. Such list shall contain each Employee's name, date of hire, Employee's location and classification. Seniority in classification shall be as of date of entry into the classification. Employees shall have thirty (30) calendar days upon receipt of the seniority list to submit corrections to the administration.

H. Seniority under this Agreement shall begin with the amount of seniority credited to each Employee either as a Pinckney Community Schools Employee or as a Johnson Controls Employee as of September 30, 1997.

ARTICLE 10

TRANSFER AND PROMOTIONAL PROCEDURE

A. Notice of all vacancies and newly created positions shall be posted on Employee bulletin boards within fourteen (14) calendar days from the date of the vacancy, or the establishment of the new position. The Employees shall be given a minimum of seven (7) calendar days time in which to make application to fill the vacancy or new position or any other vacancy that may result from filling the original vacancy or new position. The Employer shall establish a meeting within ten (10) work days of the closing date for anyone who has expressed interest in the vacancy(s). Each bidder by seniority will be given an opportunity to accept or refuse the vacancy open to them. As a person accepts a vacancy, their position becomes available to the next person by seniority until all vacancies are filled. For all vacancies, except Head Custodian and maintenance positions, the senior Employee making application shall be transferred to fill the vacancy or new

position, provided the Employee has the necessary qualifications to perform the duties of the job involved. For Head Custodian and maintenance vacancies, selection shall be made based on the Employer's determination of superior experience, skill, ability, work attitude and/or other objective criteria. If Employees have equivalent experience, skill, ability, work attitude and/or other objective criteria, then the most senior qualified candidate will be selected for the position. The Employer will conduct periodic qualifications testing for head custodian and general maintenance classification positions in consultation with the union. Job descriptions will be revised and distributed within ninety (90) days of ratification.

Newly created positions or vacancies are to be posted in each building in the following manner:

1. Type of work
2. The classification
3. The place of work
4. The starting date
5. The rate of pay
6. The hours to be worked
7. The minimum qualifications for the position

Postings shall be distributed to each facility.

- B. A newly promoted Employee shall serve a probationary period of thirty (30) working days, with such working days to be when school is in session. The Employee, upon being promoted, shall be paid the base rate of pay for the position effective the first (1st) day the Employee assumes the position. During the thirty (30) working days probationary period, the Employee may request to be returned to their former position, and the Employer shall honor such request, or in the event that the Employee's work performance is not satisfactory, the Employer shall have the right to return the Employee to their former position.

An Employee who is awarded a Head Custodian position shall serve a sixty (60) working day probationary period during which the Employee may request to be returned to his/her former position and the Employer shall honor such request or in the event the Employee's work performance is not satisfactory, the Employer shall have the right to return the Employee to his/her former position. Any Employee who makes application for another position and who is selected for that position shall not be permitted to make application for another position in the same classification for sixty (60) calendar days.

- C. Any Employee temporarily transferred from their classification to another classification within the bargaining unit, shall be paid either the rate of the position from which the Employee is transferred, or the rate of pay for the position to which the Employee is transferred, whichever is higher.
- D. Except as noted in Section E. below, temporary transfers shall be for a period of no longer than thirty (30) calendar days, except in the event that both parties mutually agree to an extension of the thirty (30) calendar days time period. In the event that it is not mutually agreeable to extend the temporary transfer beyond the thirty (30) calendar days, the position shall then be considered to be vacant, and shall be posted for bidding from interested Employees.
- E. Where an Employee is on an approved leave of absence or worker's compensation leave with an expected return to work date of more than thirty (30) days, said position shall be posted for filling on an interim basis for up to six (6) months with the Employee retaining the right to return to their specific position for six (6) months. If the Employee is off work for more than six (6) months, said Employee shall only retain the right to return to a position at the same or lower classification with the Employer provided the Employee possesses sufficient seniority and can perform the available work.
- F. Any Employee who is bumped as a result of another Employee returning to his/her former position (now occupied by the Employee to be bumped) shall be returned to his/her former classification and rate of pay. To the extent reasonably possible, it is the preference of both parties that subs will be used to 'backfill' vacated positions to avoid bumping of bargaining unit members.

ARTICLE 11
NEW JOBS

- A. The Employer shall have the right to establish, evaluate, change and obsolete jobs, provided such action on the part of the Employer shall not be directed towards reducing the rate of a job in which no substantial change in the job itself has occurred. The Employer shall place into effect the new classification, and a rate of pay for the job in question, and shall designate the classification and pay rate as temporary. The Employer shall notify the Union in writing of any such job which has been placed into effect upon the institution of such new job.
- B. The new classification and rate of pay shall be considered as temporary for a period of thirty (30) calendar days following the date of written notification to the Union. During this thirty (30) calendar day period, but not thereafter during the life

of this Agreement, the Union may request in writing the Employer to negotiate the classification and pay rate. The negotiated rate, if higher than the temporary rate, shall be applied to the date the Employee first began working in the temporary classification, except as otherwise mutually agreed. In a case where the parties are unable to agree on the classification and/or rate of pay the issue may be submitted to the grievance procedure. When a new classification has been assigned a permanent rate of pay, either as a result of the Union not requesting negotiations for the temporary classification during the specified period of time, or as a result of final negotiations, or upon resolving the matter through the grievance procedure, the new classification shall be added to and become a part of Schedule A of this Agreement.

- C. The Employer will notify the Union in writing of such new or changed job, and will within thirty (30) calendar days after such new or changed job is established, meet with the Union to negotiate the rate and the classification.

ARTICLE 12

DISCIPLINE DISCHARGE

- A. Dismissal, suspension and/or any other disciplinary action shall be only for just and stated causes, with the Employee having the right to defend themselves against any and all charges. When the Employer feels disciplinary action is warranted, such action must be initiated within fifteen (15) working days of the occurrence of the condition giving rise to the action, or within fifteen (15) working days of the date that it is reasonable to assume that the Employer first became fully aware of the conditions giving rise to the discipline. Written notification of dismissal, suspension and/or other disciplinary action shall be sent to the Employee and the Union. Among the causes which shall be deemed sufficient for dismissal, suspension and/or other disciplinary action are the following:

1. The state of being under the influence of alcohol and/or possession of illegal narcotics;
2. Dishonesty;
3. Insubordination;
4. Theft or vandalism;
5. Violation of school work rules, School Board policy, or statutes or governmental regulations;
6. Excessive absenteeism
7. Willful violation of agreed upon Employer's Rules.

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- B. Written reprimands shall be removed from an Employee's personnel file after a period of at least three (3) years has elapsed without an occurrence of disciplinary action against him/her, subject to provisions of PA 189 of 1996.

Upon request, an Employee shall have access to review and copy any items in his/her personnel file.

ARTICLE 13 LEAVE OF ABSENCE

- A. An Employee who, because of illness or accident which is non-compensable under the Worker's Compensation Law, is physically unable to report for work, shall be given a leave of absence without pay, and without loss of seniority, for a period of time up to one (1) year, which may be extended by mutual agreement, provided the Employee promptly notifies the Employer of the necessity; therefore, and provided further that the Employee supplies the Employer with a certificate from a medical or osteopathic doctor of mutual choice, of the necessity for such absence and for the continuation of such absence, when the same is requested by the Employer.

Within ten (10) working days prior to the expiration of the leave, the Employee shall notify the Employer in writing of his/her intent to return to work, accompanied by a written statement from a physician certifying the fitness of the Employee to fulfill his/her duties.

- B. Leaves of absence without pay and without loss of seniority, may be granted for reasonable periods of time for physical or mental illness, prolonged serious illness in the immediate family, which includes husband, wife, children or parents living in the same house.
- C. Leaves of absence without pay, and without loss of seniority, may be granted for reasonable periods of time for training related to an Employee's regular duties in an approved educational institution. The Employee should give six (6) months advance written notice whenever possible.
- D. An Employee upon request may be granted an unpaid leave of absence not to exceed one (1) year for the purpose of parental care of the Employee's newborn child or newly adopted infant child. Seniority shall not accrue during the unpaid leave.

- E. The reinstatement rights of any Employee who enters the military service of the United States by reason of an act or law enacted by the Congress of the United States, or who may voluntarily enlist during the effective period of such law, shall be determined in accordance with the provisions of the law granting such rights.
- F. Leaves of absence without pay, and without loss of seniority, will be granted as required by law to Employees who are active in the National Guard or a branch of the Armed Forces Reserves for the purpose of fulfilling their required annual field training obligations, provided such Employees make written request for such leave of absence immediately upon receiving their orders to report for such duty.
- G. Any Employee in the bargaining unit who is either elected or appointed to a full-time position or office in the Union whose duties require their absence from work, shall be granted a leave of absence without pay for the term of such office or position, and the Employee shall accumulate seniority during their term of office or position, and at the end of such term shall be entitled to resume their regular seniority status and all job and recall rights.
- H. All reasons for leaves of absence shall be in writing stating the reason for the request and the approximate length of leave requested, and a copy shall be sent to the Union. Leaves may be granted at the discretion of the Employer for reasons other than those listed above when they are deemed beneficial to the Employer.
- I. Unpaid Personal Leave

An Employee may apply to the Manager of Buildings and Grounds for an unpaid personal leave of absence for up to two (2) weeks in duration. The granting of said requests shall be at the discretion of the Manager of Buildings and Grounds. A request that is denied shall have the reason(s) for the denial so stated on the request form. Seniority shall not accrue for leave time granted under this section.
- J. The Employer agrees to abide by all of the terms and provisions of the federal Family and Medical Leave Act (FMLA), as amended.
- K. For leaves granted under Sections B-G of six (6) months or greater, upon returning to work, the Employee shall be returned to his/her former classification provided the Employee possesses sufficient seniority and can perform the available work.

ARTICLE 14
GRIEVANCE PROCEDURE

Definitions

- A. A grievance shall be defined as an alleged violation, misinterpretation, or misapplication of the express terms of this Agreement.
- B. The time elements in the steps may be shortened, extended or waived upon written mutual agreement between the parties.
- C. For the purpose of processing grievances, working days shall be defined as those days Monday through Friday, excluding all paid holidays.
- D. Any grievance which is not appealed within the specified time limits set forth in that step level, shall be considered to be settled on the basis of the decision rendered at the previous step level. If the answer to a grievance is not given within the specified time limits of that step level, the appealing party may automatically appeal the grievance to the next step level of the grievance procedure.
- E. Any Employee or Union grievance not presented for disposition through the grievance procedure within five (5) working days of the occurrence of the condition giving rise to the grievance, or within five (5) working days of the date that it is reasonable to assume that the Employee first became fully aware of the conditions giving rise to the grievance, shall not hereafter be considered a grievance under this Agreement.
- F. Individual bargaining unit members shall not have the right to process a grievance to arbitration.

STEP ONE

- A. Any Employee having a complaint shall discuss the complaint informally with their immediate supervisor, and if the complaint is not settled orally, the Employee may request a meeting with the Chief Steward to discuss it as a grievance.
- B. A Steward or Employee then may submit the grievance in writing to their immediate supervisor stating the remedy or correction requested, plus the facts upon which the grievance is based, and the alleged contract violation. The Employee and/or a Steward shall sign the grievance. The immediate supervisor shall respond in writing within five (5) working days of receipt of the grievance.

STEP TWO

- A. An appeal of the decision of the immediate supervisor shall be presented to the Director of Personnel within five (5) working days of receipt of the answer by the immediate supervisor. The Chief Steward shall meet with the Director of Personnel or his/her designee to discuss the grievance within five (5) working days of receipt of the appeal.
- B. The Director of Personnel or his/her designee shall give his/her decision in writing relative to the grievance within ten (10) working days of his meeting with the Chief Steward.

STEP THREE

- A. Any appeal of a decision rendered by the Director of Personnel or his/her designee shall be presented to the Superintendent of Schools within five (5) working days, from the date of receipt of the answer given by the Director of Personnel, and the Superintendent of Schools or his/her designee shall meet with a Business Representative of the Union at a time mutually agreeable to them. The appeal shall be in writing, and shall state the reason or reasons why the decision of the Director of Personnel was not satisfactory.
- B. The Superintendent of Schools or his/her designee shall give his decision in writing relative to the grievance within five (5) working days of the date of the meeting with the Business Representative of the Union.

STEP FOUR

- A. Any appeal of a decision rendered by the Superintendent of Schools shall be presented to the Board of Education within five (5) working days of the date of receipt of the decision rendered by the Superintendent of Schools or his/her designee, and the Board of Education shall meet with a Business Representative of the Union at a time mutually agreeable to them. The appeal shall be in writing, and shall state the reason or reasons why the decision of the Superintendent of Schools or his/her designee was not satisfactory.
- B. The Board of Education shall give their decision in writing relative to the grievance within ten (10) working days of the date of the Business Representative's meeting with the Board of Education.

STEP FIVE

If the Union is not satisfied with the decision of the Board of Education, it may within five (5) working days from the date of the decision rendered by the Board of Education, request the normal service of State Mediation, as provided by Michigan State Law.

STEP SIX

- A. If the appealing party is not satisfied with the disposition of the grievance in State Mediation, then within fifteen (15) calendar days from the date of the final State Mediation meeting, the appealing party shall request the American Arbitration Association to submit a list of five (5) persons. The representatives of the Employer and the Union shall determine by lot the order of elimination, and thereafter each party shall in that order alternately eliminate one (1) name until only one (1) remains. The remaining person shall thereupon be accepted by both parties as the Arbitrator.
- B. The Arbitrator, the Union, or the Employer may call an Employee as a witness in any arbitration hearing.
- C. Each party shall be responsible for the expenses of the witnesses that they may call.
- D. The Arbitrator shall not have jurisdiction to, subtract from or modify any of the terms of this Agreement, or any written amendments hereof, or to specify the terms of a new Agreement, or to substitute his discretion for that of any of the parties hereto.
- E. The fees and expenses of the Arbitrator shall be apportioned as follows:
 - 1. If the grievance is granted, the Employer shall pay the fees and expenses of the arbitrator in full.
 - 2. If the grievance is denied, the fees and expenses of the arbitrator shall be paid in full by the Union.
 - 3. If the grievance is granted in part and denied in part, the arbitrator shall apportion the fees and expenses on a percentage basis according to the degree to which each party failed to prevail.
- F. The Arbitrator shall render his decision in writing not later than thirty (30) calendar days from the conclusion of the arbitration hearing.

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- G. The Arbitrator shall document all pertinent findings that influenced, and/or were directly used in formulating his opinion. The legal brief shall be suitable for submission in any court of competent jurisdiction.

ARTICLE 15

HOURS AND WORK WEEK

Section 1: Work Week

- A. The regularly scheduled work week shall consist of forty (40) hours beginning at 12:01 a.m. Monday and ending 168 hours thereafter. The Employer reserves the right to establish a weekly work schedule that includes a Saturday or Sunday at the new High School or Community Complex. If such a position is created, it is the Employer's intent that the position would be posted and filled on a voluntary basis.
- B. The normal work day shall be eight (8) consecutive hours, exclusive of the unpaid lunch period.

Section 2: Overtime Rates Will Be Paid As Follows

- A. Time and one-half (1½) will be paid for all time worked in excess of eight (8) hours in a twenty-four (24) hour period and all time worked in excess of forty (40) hours in one (1) work week, for which overtime has not already been earned. Inservice time will not be paid at the overtime rate unless it resulted in an Employee going beyond a forty-hour work week.
- B. Double time will be paid for all hours worked on Sunday, when such hours are overtime. Hours worked on Sunday shall be considered overtime when more than five (5) days (full or part-time) are worked in a work week.
- C. The Employer shall furnish the Employees covered by this Agreement a minimum of twelve (12) hours notification prior to the date that overtime work is to be scheduled, whenever possible, as to the need to schedule such overtime work except that weekend overtime offered with less than twenty-four (24) hours notice may be declined without charge against the Employee.

Section 3: Call Back

- A. Whenever an Employee is required to return to work after the completion of their regularly scheduled working hours, the Employee shall receive pay for the actual

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time worked at time and one-half (1½) their regular rate, or a minimum of four (4) hours pay if called back for a maintenance/repair problem or two (2) hours pay if called back for an alarm problem at the Employee's straight time hourly rate, whichever is the greater, unless the recall is due to the negligence of the Employee.

- B. The Employee may be required to work at assigned work two (2) hours when called back, at the discretion of the Employer.
- C. Paid holidays and vacation days shall be counted as hours worked in computing all overtime hours.

Section 4: Distribution of Overtime

- A. Overtime in the building shall be divided and rotated as equally as possible among those Employees who regularly perform such work starting each October 1 with the senior Employee.
- B. All overtime worked or refused will be posted on the bulletin board at the high school building monthly. A copy of this list will be made available to each Employee once a month and the list shall start over each October 1. New hires shall be placed at the highest number of hours on the rotation list at the effective date of hire.
- C. Overtime within the bargaining unit shall be offered on a volunteer basis first to the low hours Employee within the classification, then to the next low hours Employee, etc.
- D. Employees may elect not to be called for overtime on a quarterly basis and their time will be adjusted to the high hours at the end of the quarter.
- E. If given less than twenty-four (24) hours of notice of overtime and the Employee does not want to be called or can't be reached at home, this will be considered refusing overtime and will be recorded accordingly as a refusal.

Section 5: Shift Differential

Employees who are regularly scheduled for four (4) or more hours of work between the hours of 4:00 p.m. and 12:00 midnight, will receive a shift differential of twenty (20) cents per hour for all hours worked that day. Employees who are regularly scheduled

for four (4) or more hours of work between 12:00 midnight and 8:00 a.m. shall receive a shift differential of thirty (30) cents per hour for all hours worked that day.

Section 6: Rest Periods

All Employees covered by this Agreement shall receive one (1) fifteen (15) minute rest period during the first five (5) hours worked; and one (1) fifteen (15) minute rest period during the second half of the eight (8) hour work day. Employees may be required to remain on school district premises during rest periods.

Section 7: Emergency School Closing

- A. When schools in the district are closed due to severe weather conditions prior to the opening of school, all Employees will be expected to report to work at their normal starting time. An Employee unable to report due to the severe weather conditions shall notify the Maintenance Supervisor as soon as possible. An Employee who notifies the Maintenance Supervisor and is able to report at a later starting time agreeable with his/her supervisor shall be allowed to complete eight (8) hours of work for the day as assigned.
- B. An Employee who completes at least an eight (8) hour work day on a school day when all schools are closed due to severe weather conditions, shall accrue an additional 2.67 hours of overtime.
- C. If an Employee is unable to report to work due to severe weather conditions, he shall notify the supervisor. If the supervisor is properly notified, said absent Employee may receive his normal day's pay for such day even though no work is performed by the Employee by utilizing an accumulated sick/business leave day carried over from the previous school fiscal year. An Employee with no accumulated days outlined in Article 15, shall be allowed to use one of his two current years personal business days if available.

Section 8: Special Events Assignments

At times other than when custodians are regularly scheduled in the buildings, the Employer agrees to continue the practice of utilizing a custodian to cover special events and activities that generate the need for custodial services other than building security. It is up to the discretion of the Employer to determine whether an activity will generate the need for custodial services.

ARTICLE 16

SICK LEAVE, PERSONAL BUSINESS DAYS, AND FUNERAL LEAVE

Section 1: Sick Leave

- A. Each Employee covered by this Agreement will be entitled to sick leave accumulated in a single sick leave bank at the rate of one (1) day per month, with a limit of one hundred (100) days.
- B. Sick leave shall be granted to an Employee when they are incapacitated from the performance of their duties by sickness or injury or for medical, dental, optical examinations or treatment. Sick leave shall also be granted when a member of the family of the Employee requires the care and attendance of the Employee due to illness or injury, and upon the Employee furnishing medical verification of that fact to the Employer.

Employees shall report their absence from work as early as possible but not later than one-half (2) hour before their scheduled reporting time. A doctor's statement shall not be required for any absence of less than three (3) days except in cases of suspected abuse, chronic absenteeism and/or mass absences.

- C. An Employee who has accumulated ten (10) years of service upon retirement from the school system (as defined by the Michigan Public School Retirement Law) or the surviving spouse upon the Employee's death, shall be paid in full for all of their unused accumulated sick leave days.
- D. Each Employee covered by this Agreement, who has completed ten (10) years of service, shall be paid in full for all of their unused accumulated sick leave days upon separation from the Employer.
- E. Records of sick leave accumulated and taken shall be available to the Employee or the Union upon request.

Section 2: Funeral Leave

All Employees covered by this Agreement shall be granted up to five (5) working days off with pay for a death in the immediate family. The immediate family shall be construed to mean one (1) of the following: Husband, Wife, Children, Parents, Immediate Parents-in-Law, Brother, Sister, and Grandparents. Additional time off will be granted for necessary time to travel to distant states for funeral services by the fastest transportation available. A slower method of transportation shall require time off

without pay. This additional time is to be charged to the Employee's individual single sick leave bank.

Section 3: Personal Business Days

Each Employee covered by this Agreement shall be allowed two (2) business days per year with pay. No more than one (1) separate application per shift shall be allowed by the immediate supervisor for the same day or days. Any unused personal business days shall be accumulated into the Employee's individual single sick leave bank in addition to their normal accumulative sick leave. Employees shall request personal business days not less than three (3) days in advance.

**ARTICLE 17
HOLIDAYS**

- A. The Employer will pay the normal day's pay for the following holidays, even though no work is performed by the Employee:

New Year's Eve Day	Labor Day
New Year's Day	Thanksgiving Day
Good Friday	Friday Following Thanksgiving
Memorial Day	Christmas Eve Day
July Fourth	Christmas Day

- B. Employees required to work on any of the above named holidays shall receive double time for hours worked, in addition to the regular holiday pay.
- C. If an Employee is on vacation on any of the above named holidays, the Employee shall be entitled to an additional day off with pay for the holiday, or the Employee shall receive their normal day's pay for the holiday.
- D. Employees off sick on the holiday, or the day before or after the holiday shall be required to submit medical proof of illness to receive holiday pay.
- E. When the scheduled holiday falls on a Saturday or a Sunday, the Employee shall receive an additional day of vacation with pay.

**ARTICLE 18
VACATIONS**

- A. All Employees covered by this Agreement shall accrue paid vacation according to the following schedule:

One (1) year service	0.8333 days per month
Five (5) years service	1.2500 days per month
Ten (10) years service	1.3333 days per month
Eleven (11) years service	1.4166 days per month
Twelve (12) years service.....	1.5000 days per month
Thirteen (13) years service	1.5833 days per month
Fourteen (14) years service.....	1.6666 days per month

- B. To be eligible for a full vacation, an Employee must have worked eighty percent (80%) of their regularly scheduled working hours. In the event that the Employee works less than eighty percent (80%) of their regularly scheduled working hours, the Employee shall receive a prorata vacation allowance based on the Employee's actual percentage of hours worked.
- C. Employees terminating employment, or on a leave of absence shall receive payment for their accumulated vacation.
- D. An Employee who has less than five (5) years of service with the Employer shall forfeit their earned vacation pay in the event that the Employee is discharged for cause.
- E. Annual paid vacation days earned shall be scheduled with the approval of the Manager of Buildings and Grounds.
- F. In extreme emergency situations, an Employee may apply to the Manager of Buildings and Grounds requesting to utilize earned vacation days for an emergency purpose, i.e., hospitalized and has exhausted his/her sick leave. The granting of such vacation usage shall be at the discretion of the Director of Personnel based upon the recommendation of the Manager of Buildings and Grounds.

ARTICLE 19
INSURANCE PROTECTION

Section 1 - Insurance Coverage

Effective October 1, 1997 to September 30, 1998 the Employer premium subsidy for insurance coverage listed below in paragraphs A, B, C, D and E for each Employee and his/her eligible dependents shall not exceed two dollars twenty cents (\$2.20) per hour for all hours worked for each Employee. Effective October 1, 1998, this amount shall not exceed \$2.25 per hour; effective October 1, 1999, this amount shall not exceed \$2.35 per hour; and, effective October 1, 2000, this amount shall not exceed \$2.58 per hour.

Any premium amounts required above the Employer subsidy are to be paid by each Employee for his/her insurance coverage listed below in paragraphs A, B, C, D, and E. Employee costs shall be deducted from his/her pay monthly.

The Employer, in order to effect cost savings of premiums, retains the right to bid the insurance coverage for any or all of the insurance plans listed below in paragraphs A, B, C, D, and E provided comparable coverage is maintained.

A. Health Insurance

IUOE and participating Employers Health and Welfare Trust Blue Cross Blue Shield CMM Wrap (including Caremark prescription coverage, \$3.00 co-pay)

B. Dental Insurance

TYPE I - Preventive Services, 100%;
TYPE II - Restorative Services, 75%;
TYPE III - Replacement Services 75%, Maximum Annual Benefit/Member \$1,000;
TYPE IV - Orthodontic Services 50%, Lifetime Maximum Benefit/Member \$1,000.

C. Vision Insurance

Vision exam, lenses and frames - 80% usual, customary and reasonable fees.
Benefit Period - once every 24 months, from last date of service.

D. Life Insurance

\$15,000 term life

E. Long Term Disability (LTD) Insurance

60% of basic monthly earnings, not to exceed the monthly maximum benefit (\$2,500), less other income benefits. Minimum monthly benefit of \$100, 90 day elimination period.

Payment of premiums as outlined above in this section for the insurance coverage shall include the time an Employee is on a paid leave of absence or worker's compensation leave of six (6) months or less and in compliance with the Family and Medical Leave Act provisions.

Section 2: Insurance Opt-out Option

A Cafeteria Plan Opt-out Option will be made available through the I.U.O.E. Health and Welfare Fund for those Employees who have other health insurance coverage and choose to opt out of this plan.

Section 3: Coverage Limitation

- A. Payment of premiums for the above insurance coverage will be made as outlined above in Article 19, Section 1 for all regularly scheduled full-time Employees. Employees are responsible for making application for the above insurance coverage and shall hold harmless the school district for their failure to do so. Employee coverage is subject to the rules and regulations of the insurance carrier and all recourse is between the Employee and the insurance carrier. Employees are reminded that they are responsible for notifying the carrier within thirty (30) days from the event of all changes in family status (adding/deleting dependents, divorce, etc). Any additional premium costs accrued due to the negligence of the Employee to provide appropriate notification will be the responsibility of the Employee.

**ARTICLE 20
GENERAL**

Section I: Mileage

The Employer shall pay mileage to the Employee who uses their own personal vehicle for school business, with such mileage to be paid at the established IRS Rate and procedure as established by Board Policy.

Section 2: Uniforms

Employees may be required by the Employer to wear uniforms and designated footwear while at work. The style, design, materials and other specifications shall be established by the Employer. The Employer shall provide uniforms for all of the Employees covered by the Agreement. The Employer shall provide uniforms for all of the Employees covered by this Agreement who are required to wear a uniform. All Employees shall be provided with five (5) changes of uniforms. Employees shall be responsible for the purchase and maintenance of safety shoes. Maintenance I, Maintenance II and Lead Maintenance Employees (only) will receive a fifty dollar (\$50.00) per year allowance to help defray costs associated with the care and maintenance of uniforms. The Employees are required to wear furnished uniforms and use good judgement in the care of the uniforms. Upon termination of employment, the Employee will be required to return the uniforms.

Section 3: Deductions

The Employer agrees to make available to all of the Employees covered by this Agreement any payroll deduction services which are available through the school district, such as direct deposit, etc.

Section 4: Pension

The Employer agrees to continue the required Employer contribution to the non-contributory plan of the Michigan Public School Employees Retirement System (MPERS) on the gross wages for each Employee covered by this Agreement. The Employer agrees to contribute for each Employee ten cents (\$.10) for each hour worked, after completion of the probationary period, to the IUOE Central Pension fund, to the extent allowed by law. If this is found impermissible by MPERS or any other authority, the Union agrees to indemnify and hold the Employer harmless and/or refund said contributions as such authority deems necessary.

Section 5: Health Physical Examinations

In order to provide continuing health protection for the Employees, it shall be the policy of the Employer that:

- A. Upon initial employment, each Employee at the Employer's expense will be required to have a physical examination certifying that the individual is capable of carrying out his/her particular assignment.

- B. Employer will pay for the inoculation for Hepatitis B.
- C. Employees may be required to submit to a physical or mental examination from a physician designated by the Employer at the Employer's expense, when a concern arises regarding the physical or mental ability of the Employee to perform the duties of employment.

Section 6: Drug and Alcohol Testing

The Employer may require testing of an Employee for whom there is a reasonable suspicion that the Employee has used drugs or alcohol or is under the influence of drugs or alcohol while at work, or on the Employer's property.

The Employer may require testing of any Employee involved in a fight while at work, or on the Employers' property.

Definitions:

Under the Influence: Any mental, emotional, sensory or physical impairment due to the use of drugs or alcohol.

Illegal Drug: Any drug that is not legally obtainable; that is legally obtainable but has not been legally obtained; or, that is being used in a manner or for a purpose other than prescribed.

Reasonable Suspicion: A belief that an Employee may be under the influence of drugs or alcohol. Such belief must be based on some objective indicia, which may include, but is not limited to, the following matters:

Erratic or unusual behavior by an Employee; disorientation, which would lead a person of ordinary sensibilities to conclude that the Employee is under the influence of drugs and/or alcohol; observation of possible ingestion of alcohol or use of drugs; and, involvement in an accident, fight or other circumstances which could lead a reasonable person to believe that the use of drugs or alcohol may have been involved.

The following are definitive standards which constitute maximum threshold levels permitted by the Employer, which are intended to reflect the standards adopted by the U.S. Department of Transportation for commercial driver's licenses, as may be from time to time amended:

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Alcohol0.40 GM/DL
Amphetamines500 MG/ML
Barbiturates300 MG/ML
Benzodiazepines300 MG/ML
Cocaine Metabolite150 MG/ML
Opiates300 MG/ML
Phencyclidine25 MG/ML
Marijuana metabolite (Carboxy-THC)	15/MG/ML

Violation of any of these standards, including failing to consent to a test for drugs and/or alcohol as set forth herein, is grounds for immediate termination of employment for cause.

The parties agree to meet to negotiate a reasonable program that "saves the patient" as well as "last change-type agreements" which establish a probationary opportunity for non-flagrant violations.

ARTICLE 21

JURY DUTY

Employees requested to appear for jury qualifications or service shall receive their pay from the Employer for such time lost as a result of such appearance or service, less any compensation received for such jury service up to a period of eighty (80) days.

ARTICLE 22

BENEFITS

It is hereby agreed between the parties hereto, that any Employee who works less than the established hours in their classification shall be entitled to a prorata portion of all of the benefits as provided under this Agreement, based on the hours the Employee works for the Employer. This clause would only apply to Employees who have completed their probationary period, and further provided that the Employee works more than 720 hours per year.

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ARTICLE 23
TUITION ASSISTANCE

Bargaining unit Employees shall be eligible to participate in the Employer-sponsored tuition assistance plan for classes, workshops, etc. approved by the Manager.

ARTICLE 24
CLASSIFICATION AND COMPENSATION

The parties hereto agree that the Employees covered by this Agreement shall be considered engaged in the type of work and classification as set forth on Schedule A, attached hereto and made a part hereof by reference.

ARTICLE 25
BINDING EFFECTIVE AGREEMENT

This Agreement shall be binding upon the parties hereto, their successors and assigns.

ARTICLE 26
SCOPE, WAIVER AND ALTERATION OF AGREEMENT

Section 1:

No Agreement, alteration, understanding, variation, waiver or modification of any of the terms, conditions or covenants contained herein shall be made by any Employee or group of Employees with the Employer, unless executed in writing between the parties hereto, and the same has been ratified by the Union.

Section 2:

The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of the terms and conditions herein.

Section 3:

If any Article or Section of this Agreement, or any supplement thereto should be held invalid by operation of Law, or by any tribunal or competent jurisdiction, or if compliance with or enforcement of any Article or Section should be restrained by such tribunal, the

remainder of this Agreement and any Supplements shall not be effected thereby, and the parties shall meet at a mutually agreeable time in collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement for such Article or Section.

ARTICLE 28
TERMINATION AND MODIFICATION

- A. This Agreement shall continue in full force and effect until September 30, 2001.
- B. If either party desires to terminate this Agreement, it shall, ninety (90) calendar days prior to the termination date, give written notice of termination. If neither party shall give notice of termination, or withdraws the same prior to the termination date of this Agreement, it shall continue in full force and effect from year to year thereafter subject to notice of termination by either party on ninety (90) calendar days written notice prior to the current year of termination.
- C. If either party desires to modify or change this Agreement, it shall ninety (90) calendar days prior to the termination date, or any subsequent termination date, give written notice of amendment, in which the notice of amendment shall set forth the nature of the amendments desired. If notice of amendment of this Agreement has been given in accordance with the provisions of this Paragraph, this Agreement may be terminated by either party on ten (10) calendar days written notice of termination. Any amendments that may be agreed upon shall become and be a part of this Agreement without modifying or changing any of the other terms of this Agreement.
- D. Notice of termination or modification shall be in writing, and shall be sufficient if sent by Certified Mail to the Union, the International Union of Operating Engineers, Local #547, AFL-CIO, 24270 W. Seven Mile Road, Detroit, Michigan 48219 and if to the Employer, addressed to the Pinckney Community Schools, 2130 East M-36, P.O. Box 9, Pinckney, Michigan 48169 or to any other address the parties may make available to each other.
- E. The effective date of this Agreement is October 1, 1997.

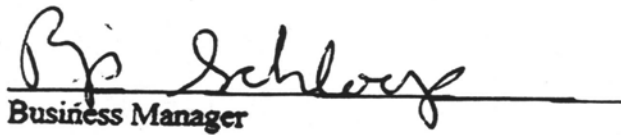
AGREEMENT: The International Union of Operating Engineers
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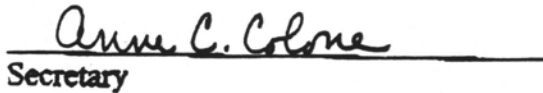
IN WITNESS WHEREOF: The parties hereto have caused this instrument to be
executed:

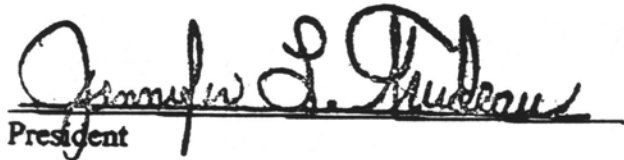
PINCKNEY COMMUNITY SCHOOLS

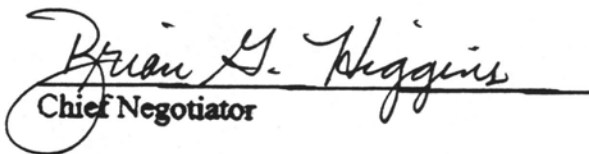
INTERNATIONAL UNION OF
OPERATING ENGINEERS, LOCAL #547,
547A, 547B, 547C, AFL-CIO


President


Business Manager


Secretary


President


Chief Negotiator


Recording Corresponding Secretary

AGREEMENT: The International Union of Operating Engineers
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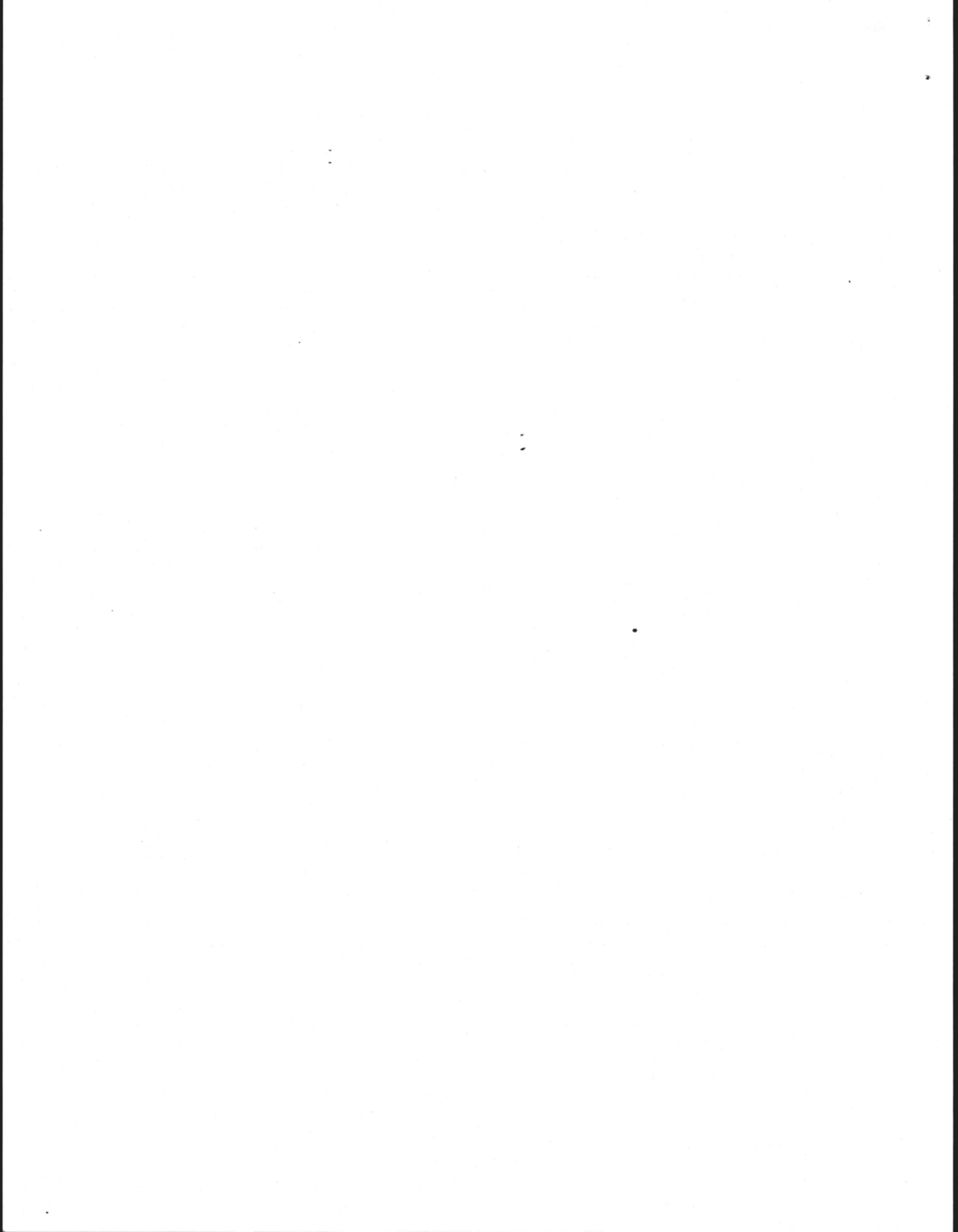
CUSTODIAL/MAINTENANCE SALARY SCHEDULE

CLASSIFICATION	1997/98	1998/99 2% Increase	1999/2000 2% Increase	2000/01 2% Increase
<i>CUSTODIAN</i>				
Probationary Rate	\$9.70	\$9.89	\$10.09	\$10.29
Step 1	\$10.00	\$10.20	\$10.40	\$10.61
Step 2	\$10.76	\$10.98	\$11.19	\$11.42
Step 3	\$11.59	\$11.82	\$12.06	\$12.30
Step 4	\$12.14	\$12.38	\$12.63	\$12.88
<i>HEAD CUSTODIAN ELEMENTARY</i>				
Step 1	\$12.14	\$12.38	\$12.63	\$12.88
Step 2	\$12.39	\$12.64	\$12.89	\$13.15
Step 3	\$12.64	\$12.89	\$13.15	\$13.41
Step 4	\$12.89	\$13.15	\$13.41	\$13.68
<i>HEAD CUSTODIAN HIGH SCHOOL/COMPLEX/MIDDLE SCHOOL</i>				
Step 1	\$12.56	\$12.81	\$13.07	\$13.33
Step 2	\$12.81	\$13.07	\$13.33	\$13.59
Step 3	\$13.06	\$13.32	\$13.59	\$13.86
Step 4	\$13.31	\$13.58	\$13.85	\$14.12
<i>LEAD GROUNDS KEEPER/MAINTENANCE</i>				
Step 1	\$13.21	\$13.47	\$13.74	\$14.02
Step 2	\$13.46	\$13.73	\$14.00	\$14.28
Step 3	\$13.71	\$13.98	\$14.26	\$14.55
Step 4	\$13.96	\$14.24	\$14.52	\$14.81

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CUSTODIAL/MAINTENANCE SALARY SCHEDULE

GROUNDS KEEPER/DELIVERY				
Step 1	\$10.00	\$10.20	\$10.40	\$10.61
Step 2	\$10.25	\$10.46	\$10.66	\$10.88
Step 3	\$10.50	\$10.71	\$10.92	\$11.14
Step 4	\$10.75	\$10.97	\$11.18	\$11.41
GROUNDS KEEPER				
Step 1	\$12.21	\$12.45	\$12.70	\$12.95
Step 2	\$12.46	\$12.71	\$12.96	\$13.22
Step 3	\$12.71	\$12.96	\$13.22	\$13.48
Step 4	\$12.96	\$13.22	\$13.48	\$13.75
GENERAL MAINTENANCE				
Step 1	\$11.53	\$11.76	\$12.00	\$12.24
Step 2	\$11.78	\$12.02	\$12.26	\$12.51
Step 3	\$12.03	\$12.27	\$12.52	\$12.77
Step 4	\$12.28	\$12.53	\$12.78	\$13.03
MAINTENANCE II				
Step 1	\$13.75	\$14.03	\$14.31	\$14.59
Step 2	\$14.00	\$14.28	\$14.57	\$14.86
Step 3	\$14.25	\$14.54	\$14.83	\$15.12
Step 4	\$14.50	\$14.79	\$15.09	\$15.39
MAINTENANCE I				
Step 1	\$17.25	\$17.60	\$17.95	\$18.31
Step 2	\$17.50	\$17.85	\$18.21	\$18.57
Step 3	\$17.75	\$18.11	\$18.47	\$18.84
Step 4	\$18.00	\$18.36	\$18.73	\$19.10



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CUSTODIAL/MAINTENANCE SALARY SCHEDULE

LEAD MAINTENANCE				
Step 1	\$17.90	\$18.26	\$18.62	\$19.00
Step 2	\$18.15	\$18.51	\$18.88	\$19.26
Step 3	\$18.40	\$18.77	\$19.14	\$19.53
Step 4	\$18.65	\$19.02	\$19.40	\$19.79

Employees will advance to the next step on the Salary Schedule on October 1 of each year, if they have been employed for at least six (6) months in the current step of their classification. Employees advancing to a higher classification will be paid at the step that is closest, but not lower, than their current rate of pay.

The employer reserves the right to place a new Employee on any step in the classification.

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