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MASTER AGREEMENT

between

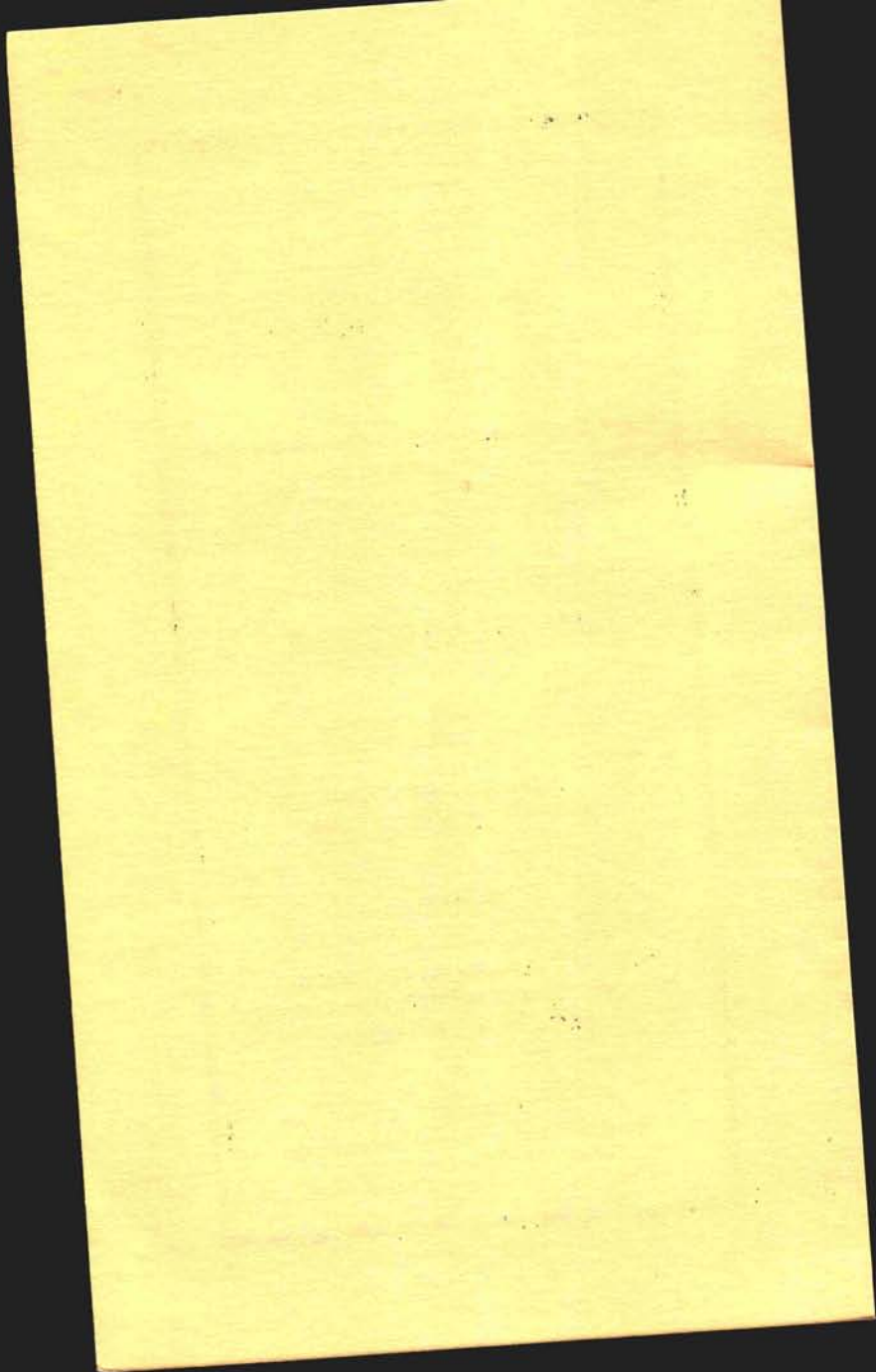
**ARENAC—EASTERN
BOARD OF EDUCATION**

and the

**ARENAC—EASTERN MICHIGAN
EDUCATIONAL SUPPORT PERSONNEL
ASSOCIATION/MESPA**

1983 - 85

Arenac - Eastern Schools



MASTER AGREEMENT

between

ARENAC-EASTERN BOARD OF EDUCATION

and

ARENAC-EASTERN MICHIGAN EDUCATIONAL
SUPPORT PERSONNEL ASSOCIATION/MESPA

1983-85



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ARTICLE I. RECOGNITION & AGREEMENT

- A. This Agreement entered into this 6th day of March, 1984 by and between the Board of Education of the Arenac-Eastern Schools, hereinafter called the "District", and the Arenac-Eastern Michigan Educational Support Personnel Association/MESPA, hereinafter called the "Union".
- B. The District recognizes the Union as the sole bargaining representative for purposes of collective bargaining with respect to wages, hours, and terms and conditions of employment for the term of this Agreement for the following personnel:
- All full-time and part-time bus drivers and custodians, employed or to be employed, excluding supervisors, substitutes, and all other employees.
- C. The Board agrees not to negotiate with or recognize any organization other than the Union for the duration of this Agreement.
- D. The parties, having reached certain understandings, hereby agree as follows:

ARTICLE II. BOARD RIGHTS CLAUSE

- A. The Board, on its own behalf and on behalf of the electors of the District, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan and of the United States, including, but without limiting the generality of the foregoing, the right:
1. To the executive management and administrative control of the school system and its properties and facilities, and the professional and occupational activities of its employees;
 2. To hire all employees and subject to the provisions of law, to determine their qualifications and the conditions for their continued employment, or their dismissal or demotion; and to promote and transfer all such employees;
 3. To establish grades and courses of instruction, including special programs, and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board;

4. To determine workloads, hours of employment and the duties, responsibilities and assignment of employees covered by and subject to the terms of this Agreement.
-
- B. The exercise of the foregoing powers, rights, authority, duties, and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only to the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of Michigan and the Constitution and laws of the United States.

ARTICLE III. UNION ACTIVITIES

- A. The District agrees to provide access to all public information retained by the Administration in compliance with the provisions of the Michigan Freedom of Information Act of 1976.
- B. The Union shall have the right to use school buildings in compliance with established Board of Education policy regarding public use of such facilities, provided it does not interfere with the employee's normal work.

- C. The Union may hold meetings on school premises and Union representatives may be present at such meetings during school hours provided:
1. There is no interruption with the employee's normal work or with the school's daily operation.
 2. No Union organizing activities shall take place during the school day.
- D. A meeting place in the cafeteria shall be maintained for employee use in compliance with school policy. A bulletin board shall be made available to the Union.
- E. Emergency phone calls and messages shall be delivered to the employee as soon as possible. Facilities for use of the telephone by employees will be available for reasonable use. Use of school telephones shall not interfere with normal work schedules or school functions.

ARTICLE IV. PERSONNEL RECORDS

- A. No material originating after the initial employment shall be placed in an employee's personnel record unless he/she has had an opportunity to review the material. The employee may submit a written notation regarding any material and the same shall be

attached to the material in question. If the employee believes that material placed or to be placed in his/her file is inappropriate or in error, he/she may receive adjustment, provided cause is shown through the Grievance Procedure (Article X.). If an employee is requested to sign material to be placed in his/her file, signature thereon shall be understood to indicate his/her awareness of the material, but his/her signature shall not be interpreted to mean agreement with the material's contents.

- B. All employees shall have the right to review the contents of their personnel files, with the exception of any confidential information such as letters of recommendation obtained at the time of hiring. The employee may, at his/her request have a Union representative present at such review. Responsibility for arranging for Union representation rests solely with the employee.
- C. Not later than October 1st of each year, the Administration shall, if requested, provide each employee with an accounting of his/her accumulated sick leave, vacation time, and personal leave (for those eligible employees), effective the start of the fiscal year.

ARTICLE V. GENERAL PROVISIONS

- A. If any provision of this Agreement shall be found contrary to law, then such provisions shall be deemed null and void, but all other provisions shall continue in full force and effect; furthermore, the provision of such law shall supersede to the extent of the conflict, the provisions of this Agreement and govern the relation of the parties hereunder.

- B. In the event inclement weather or any Act of God forces closure of the schools or prevents part-time employees from reporting to their assigned work stations, the part-time employees shall not suffer any monetary loss. Full-time employees will work on inclement weather days and will be notified whenever possible by his/her immediate supervisor.

- C. Complaints against an employee will be promptly brought to the employee's attention. However, the Employer is not obligated to inform the employee about frivolous complaints. Disciplinary action will not be taken on any complaint unless the employee has been given an opportunity for Union representation, provided no discipline is delayed more than forty-eight (48) hours, except in cases where the seriousness of this offense merits immediate discipline. Each employee shall be entitled to due process.

- D. In the event the Board decides to subcontract any portion of the busing operation, it shall notify the Union prior to such decision and afford the Union an opportunity to discuss the ramification of such contracting on the bargaining unit. Subcontracting shall not be used to undermine the Union.
- E. Any case of assault on an employee shall be promptly reported to the Administration who shall make arrangements for notifying local police authorities if the employee wishes to press charges.
- F. The District agrees to provide the Union with one (1) copy of the Agreement for each current employee, plus six (6) additional copies for the Union. The District will provide one (1) copy of the Agreement to each newly-hired employee.
- G. If any action is brought against an employee by reason of proper performance of job responsibilities, the District will provide assistance, which may include legal assistance to the employee in his/her defense.

ARTICLE VI. JOINT ADMINISTRATION & UNION MEETINGS

- A. Both parties recognize the value of sharing, discussing and providing opportunities for resolving problems. Representatives of the

Administration and the Union shall meet informally for the purpose of discussing problems in regard to this Agreement.

- B. The Union President shall assume responsibility for scheduling meetings with appropriate Administrative officials.
- C. The Union representatives shall normally not exceed four (4) members, consisting of the President, Grievance Chairman, and any individuals who may have matters to be discussed.
- D. There shall be no loss of wages for personnel attending such meetings, however, attempts shall be made to schedule meetings when employees do not have job responsibilities.
- E. Nothing in this Article shall be construed to prevent any employee from discussing any problem with his/her immediate supervisor or Union representative.

ARTICLE VII. DUES DEDUCTION

- A. Nothing in this Article prevents any bus driver or custodian of the Arenac-Eastern School District from authorizing the District to deduct from his/her pay the required amount for the payment of Union dues or service fees. But no bus driver or custodian who is presently employed with the Arenac-

Eastern Board of Education shall be required to pay union dues as a condition of employment for the 1978-79 school year.

- B. However, pursuant to Public Act 390, newly-employed bus drivers and custodians as of the effective date of this Contract and all bus drivers as of September 1, 1979, shall have dues/fees deducted.
- C. Dues or fees shall be forwarded to the Union no later than twenty (20) days after the deductions are made. Deductions may be changed at the start of each school year. The Union agrees to reimburse any bus driver and custodian for the amount of any dues deducted by the Board and paid to the Association when such deduction is in excess of the proper amount.
- D. The Board shall pay out no monies in defense of any actions taken by the Board in compliance with this Article and the Union will save the Board harmless from any and all costs, including witness and attorney fees or other incidental costs of prosecution or defense or any liability resulting from the prosecution or defense of any action claimed or otherwise to which the Board of Education may be liable by virtue of the provisions of this Article.

ARTICLE VIII. SENIORITY

- A. Seniority shall be defined as the length of unbroken, continuous service with the District within each job classification. It shall be calculated from the date of hire, but under no circumstances shall seniority accrue until an employee has served his probationary period. If the probationary period is satisfactory, seniority shall be retroactive to the date of hire.
- B. An employee shall lose all seniority should he/she retire, resign or be discharged for just cause.
- C. A new employee shall be considered to be probationary until he/she completes thirty (30) days of service in the District. Probationary employees shall be evaluated twice by their immediate supervisor during their probation. Areas identified by the supervisor as being less than satisfactory must be accompanied by recommendations and suggestions for the employee to improve job performance.
- D. It is understood that Marion Ward's present seniority date of February 9, 1979 shall be grandfathered while serving as a kindergarten bus driver. It is further understood that should Marion Ward decline the kindergarten run in succeeding years, beginning the 1982-83 school year, along with a regular morning

and afternoon bus run, such seniority accumulation as a kindergarten driver shall end and Marion Ward's grandfathered kindergarten bus run shall also end. Seniority for one (1) run per day shall accrue on the basis of one-half (1/2) seniority for each full school year if such single runs are still available:

Regular Run: 2 per day (a.m. & p.m.)
= 1 Year seniority

Regular Run & Kindergarten:
= 1 Year seniority

Regular Run & Skill Center Run:
= 1 Year seniority

Kindergarten Run Only:
= 1/2 Year seniority

ARTICLE IX. HOURS OF WORK & WORK DUTIES

- A. The Board reserves the right to set the hours of work for all employees covered by this Agreement. When changes in the starting time are made, the Board shall try to give notice to the employee five (5) days in advance, except in case of emergency.
- B. The Board agrees to pay overtime at time and one-half (1-1/2X) for any hours worked in excess of forty (40) hours in the calendar week.

- C. Advance notice of overtime shall be given to the affected employee(s).
- D. Assignment of additional hours of work will be made according to seniority and rotated. Employees eligible for additional hours who refuse the assignment shall rotate to the bottom of the list kept for this purpose. In the event no employee accepts additional work assignment(s), the Employer may require the employee with the least seniority to work. In the case of emergency or short notice which preempts the list, the driver with the most seniority who is available and willing to take the run shall be assigned to the run.
- E. Employees will be required to notify their immediate supervisor when they are going to be absent. The immediate supervisor must be notified the night before, or in case of emergency, two (2) hours before their regular starting time.
- F. The driver's first responsibility is his/her regularly assigned run.
- G. Bus drivers will be notified of any student passenger who suffers such serious illnesses as epilepsy, heart condition, or diabetes. Attempts will be made by the Administration to arrange for alternate transportation to homes of students who shall become ill during the school day.

- H. The Board shall support and assist employees with respect to the maintenance of control and discipline of students in the employee's assigned work area. A bus driver is responsible for supervising students on the bus. Drivers may suspend bus riding privileges subject to the approval of the Administration.
- I. Bus drivers are responsible for the daily cleaning of the interior of their buses. Cleaning of the buses shall be considered to be a part of the driver's responsibilities. Bus drivers may request cleaning time for cleaning the bus exterior.
- J. A driver who is assigned to a field trip of lengthy duration shall be provided with cash monies which shall be subject to itemization by the employee, in order that the driver shall have such money as is needed to purchase gasoline for the trip.
- K. Bus drivers will not smoke on the bus while transporting students, or one-half (1/2) hour on the bus prior to loading students.
- L. On spectator buses, chaperones are desirable so the driver may concentrate on the safety of his driving and the vehicle.

- M. It is recognized by both parties that assignment to the same bus can be a cost savings. Drivers shall take better care and maintenance of a bus knowing it is their assigned bus for a lengthy period of time.

ARTICLE X. GRIEVANCE PROCEDURE

- A. A grievance shall be an alleged violation, misinterpretation or misapplication of the terms and conditions of this Agreement.
- B. Representatives for grievance processing shall be selected as follows:
 - 1. The Union shall designate representatives to handle grievances.
 - 2. The Board designates the Superintendent or his designated representative to act at Level One as hereinafter described.
- C. The term "days" shall mean the day of the week, Monday through Friday, excluding Saturday, Sunday, or legal holidays which were scheduled prior to the occurrence of the alleged violation.
- D. Written grievances must conform to the following specifications:
 - 1. Must be signed by the Union or grievant.

2. Must be specific concerning:
 - (a) The action or subsection of the Contract alleged to have been violated.
 - (b) The date of the alleged violation.
 - (c) The facts giving rise to the alleged violation.
 - (d) The relief requested.

E. Level One

1. An employee or the Union alleging a violation of the express provisions of this Contract, shall orally discuss the grievance within ten (10) days of its occurrence with the Superintendent (a Union representative at the employee's request) in an attempt to resolve the grievance.
2. If no resolution is obtained within ten (10) days of the oral discussion, the grievant shall reduce the grievance to writing and proceed within ten (10) days of the oral discussion prescribed in Paragraph F to Level Two.

F. Level Two:

If the grievant is not satisfied with the response at Level One, he/she or the Union representative shall within five (5) days of receipt of the Level One response, file a copy of the written grievance which contains the Level One decision(s) with the Secretary of the Board of Education.

G. Level Three:

1. Upon proper application as specified in Level Two, the Board shall render its decision in writing within ten (10) days after its next regularly scheduled Board Meeting. The Board may hold further hearings therein or further investigate the grievance, but in no case shall decision(s) be rendered later than ten (10) days following the next regularly scheduled Board Meeting.
2. One (1) copy of the decision of the Board shall be filed with each of the following:
 - (a) Grievant
 - (b) Grievant's Representative
 - (c) Superintendent
 - (d) Board Secretary
 - (e) Union

ARTICLE XI. PAID LEAVES

- A. For purposes of this Agreement, "Immediate Family" shall include the employee's natural parents, step-parents, siblings, spouse, children, grandparents, and spouse's parents.
- B. All regular employees shall be allowed two (2) personal days with pay. Twenty-four (24) hour notice shall be given to the immediate supervisor unless an emergency situation arises.
- C. Bus drivers shall be granted nine (9) days sick leave per year; the unused portion of which may accumulate to forty-five (45) days. Custodians shall be granted ten (10) days sick leave per year; the unused portion of which may be accumulated to fifty (50) days.
- D. At its discretion, the District may request verification of any use of sick days.
- E. Any employee subpoenaed as a witness in a court of law shall be reimbursed that day's wages minus the court-paid witness fee. The employee must submit the court payment voucher to receive payment under this Provision.
- F. Employees ordered to jury duty, excluding employees who volunteer for jury duty, shall be paid the difference between that day's wages and the juror fee paid by the court for

jury duty. The employee must submit the court payment voucher to receive payment under this Provision.

- G. Five (5) days with pay will be granted for each occasion of the death of sons, daughters, spouse, parents, or in-law parents. Two (2) days with pay will be granted for in-law children and the employee's siblings. One (1) day with pay will be granted for the death of the employee's grandparents, grandchildren, brothers-in-law and sisters-in-law. The days will not extend past the date of the funeral. The administration has the right to extend this leave.

- H. In the event that an employee suffers an injury or illness that is compensable under the Michigan Worker's Compensation Law, the employee will be entitled to use his/her sick leave in the same manner as if the injury or illness was not compensable under the Worker's Compensation Law, provided that said employee reimburses the District the amount of wage continuation benefits he/she receives under Worker's Compensation for any day which he/she receives sick pay from the District and reimburses the District for the Worker's Compensation received. The employee's sick leave shall be reduced only by the portion of a day equal to the portion of the employee's gross pay actually paid by the District.

- I. Time lost by an employee as a result of an assault on the employee on school premises during working hours shall not be charged against the employee's sick leave allowance subject to the provisions of the Worker's Compensation provision, unless the employee suffers loss of more than three (3) days.

ARTICLE XII. LEAVES OF ABSENCE

- A. An employee who has exhausted his sick and personal leave and who, because of illness or injury 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 the duration of such disability not to exceed one (1) year, provided he/she promptly notifies the District of the necessity therefore and provided further that he/she supplies the District with a certificate from a medical or osteopathic doctor of the necessity for absence and for the continuation of such absence when the same is requested by the Employer.
- B. Leaves of absence without pay and without loss of seniority may be granted for periods of time not to exceed one (1) year for prolonged serious or critical illnesses in the immediate family. (As defined in Article XI [A]).

- C. Leaves of absence without pay and without loss of seniority shall be granted for a reasonable period of time for training related to an employee's regular duties in an approved educational institution.
- D. Whenever an employee shall become pregnant, she shall furnish the Employer with a statement from her physician upon the fourth (4th) month of pregnancy indicating the approximate date of delivery and any restrictions on the nature of work that she may be able to do and the length of time she may continue to work. When her physician would so indicate that she no longer can perform her normal duties, she shall immediately take and be granted a leave of absence. An employee shall return to work at her former position or a similar position when her physician would so indicate in writing that she is physically able to resume her normal job duties. An employee will not be granted a pregnancy leave of absence to exceed one (1) year.
- E. The reinstatement rights of any employee who enters the military service shall be determined in accordance with the provisions of the Federal Law granting such rights.
- F. Leaves of absence without pay and without loss of seniority will be granted to employees who are active in the National Guard or a branch of the Armed Forces Reserves for the purpose of fulfilling their normal field

training obligations, providing such employees make written request for such leave of absence immediately upon receiving their orders to report for such duty.

- G. All reasons for leaves of absence shall be in writing stating the reason(s) for the request and the approximate length of leave requested. Leaves may be granted at the discretion of the Board for reasons other than those listed above when the Board deems such leave beneficial to the District. Extensions on any leave of absence may be granted at the discretion of the Board.
- H. In non-emergency situations, seven (7) days prior notice shall be given the District in writing.
- I. Any employee who does not report back to work by the expiration date as set forth in his/her leave of absence notice, or who does not receive an approved extension, will be considered to have terminated his/her employment.
- J. The above leaves may be extended upon written application of the employee with advance approval by the Board of the expiration date.

ARTICLE XIII. VACANCIES

- A. Vacancies and/or newly-created positions shall be posted for seven (7) calendar days before being filled on a permanent basis. Interested employees must make written application for the posted position.
- B. Bargaining unit vacancies shall be filled on the basis of seniority (i.e., the highest seniority driver who bids for the position shall be granted the position).

ARTICLE XIV. LAYOFF & RECALL

In the event of a layoff, the following procedure will be utilized:

- A. Within each job classification, probationary personnel shall be first laid off; those with the least seniority shall next be laid off until the reductions have been completed.
- B. When the workforce is increased after a lay-off, the most senior employees within the classification being increased will be recalled first to positions within the classification, except where the senior employee lacks the necessary certification to perform the duties of the open position.
- C. Bargaining unit members shall be given at least seven (7) days notice of layoff, except

in cases of emergency or in layoffs of short duration which shall not exceed one (1) week.

- D. In the event of recall within one (1) year, bargaining unit members who have been previously laid off will be recalled, the most senior first, by certified or registered letter. The letter shall inform the employee of an opening and shall specify the date the bargaining unit member is required to report to work.
- E. If the bargaining unit member fails to notify the Board of his/her intent to return to work within ten (10) days of mailing, or five (5) days after receipt of the letter, or if he/she fails to report to work as required, he/she shall be considered a quit.
- F. The employee is obligated to notify the Board of his/her current address.
- G. To be eligible for recall it is expressly understood that all drivers shall be fully certified.
- H. Employees on layoff shall accrue no seniority, but shall have their seniority frozen. Fringe benefits shall not be provided to laid off employees.

- I. A seniority list by job classification shall be transmitted to the Union by October 30 of every year. This shall be verified by the Union and returned within ten (10) days.
- J. Seniority shall be frozen should any employee take a leave of absence in accordance with Article XII - Leaves of Absence.
- K. For the purpose of this Article, positions vacated due to layoff shall not be construed as vacancies as provided in Article XIII.

ARTICLE XV. EQUIPMENT & SAFETY

- A. First aid kits, fire extinguishers, windshield scrapers, broom, dustpan and other cleaning materials and required safety equipment shall be provided each bus or to each driver.
- B. An employee shall inform the District of any job hazards as soon as the employee first becomes aware of such unsafe conditions. The District shall investigate complaints and shall make adjustments provided the complaints are legitimate as necessary.
- C. Employees and the Board are expected to support District Bus Policies.

ARTICLE XVI. INSURANCE

The Board shall provide insurance to regular and full-time employees as follows, subject to employee authorization and the rules and regulations of the underwriter:

- A. \$2,000 Life AD&D for Bus Drivers only.
- B. \$25,000 Accident Insurance for Bus Drivers only.
- C. \$668 Blue Cross-Blue Shield for Bus Drivers only; or \$300 in lieu of insurance coverage.
- D. \$1,686 Blue Cross-Blue Shield for full-time custodians, or \$350 in lieu of insurance coverage.
- E. In the event that an insurance carrier change is mutually agreed upon by the Board and the Union before the expiration of this Agreement, the Board and Union will collectively investigate and discuss alternate health care coverage. This clause is only in effect for the 1984-85 school year.

ARTICLE XVII. COMPENSATION

- A. Each employee shall sign an authorization card for all authorized deductions other than those required by law. These deductions may include:

1. Union Dues
2. Credit Union
3. Life Insurance
4. Blue Cross-Blue Shield
5. Annuities (maximum of two [2] companies)

B. Full-time employees shall be paid for the following holidays:

New Year's Eve (1/2 day)
New Year's Day
Memorial Day
July 4th
Labor Day
Thanksgiving Day and the day after
Christmas Eve (1/2 day)
Christmas Day

C. Full-time employees shall be granted vacations on the following schedule:

- 1 Week - 0-2 years experience
- 2 weeks - 3 or more years experience

D. Physical Examination

Each driver is expected to furnish evidence of physical fitness as determined by State regulation. Each driver shall submit to a physical exam by a physician of the Board's choosing. The cost of such physical shall be

borne by the Board. At his/her own expense, a driver may seek another physician's opinion.

E. Bus Driver Education

Each driver will be reimbursed the minimum hourly wage for each hour of class instruction for attending bus driver education classes. Drivers will be reimbursed for mileage at the rate of Seventeen Cents (.17) per mile; however, drivers are encouraged to pool rides whenever possible. Drivers will be reimbursed at the hourly minimum wage for attendance at staff meetings required by the Board.

F. 1983-84 and 1984-85 Compensation:

Full-time employees:

Maintenance, Experienced

<u>1983-84</u>	<u>1984-85</u>
\$12,136.09	\$12,742.89

Maintenance, 1-3 Years

	<u>1983-84</u>	<u>1984-85</u>
	\$11,285.80	\$11,650.09

Bus Drivers:

	<u>1983-84</u>	<u>1984-85</u>
61-70 Miles	\$ 3,435.83	\$ 3,607.62
51-60 Miles	3,263.35	3,426.51
41-50 Miles	3,126.74	3,283.08
0-40 Miles	2,902.83	3,047.97

Kindergarten [1 run per day]:

	<u>1983-84</u>	<u>1984-85</u>
61-70 Miles	\$ 1,889.24	\$ 1,983.71
51-60 Miles	1,817.48	1,908.35
41-50 Miles	1,734.13	1,820.83
0-40 Miles	1,653.09	1,735.74

Skill Center Run Per Day \$ 30.00

Skill Center Sub Per Day 30.00

G. Field Trips

1. Drivers will be paid at the rate of Five Dollars and Fifteen Cents (\$5.15) per

hour. Time allowed will be the difference between departure from school and return to the school.

2. The minimum pay for field trips will be \$11.00.
3. Bus drivers who experience mechanical breakdown during their runs will be paid the minimum hourly wage for all documented time during the breakdown.

H. Chauffeur License

Drivers purchasing a chauffeur's license to qualify as a bus driver will be reimbursed the difference between a regular license and the chauffeur's license.

I. Longevity

1. Full-time employees who have worked continuously for the Arenac-Eastern School System will be entitled to additional compensation as follows:

10 years - 5% of base pay for 1st year
Custodian

2. Bus Drivers who have driven continuously for the Arenac-Eastern Schools will be entitled to additional compensation for Regular Runs only as follows:

5 Years = 5% of base salary
10 Years = 10% of base salary
20 Years = 20% of base salary

- J. Regular drivers who pick up and return twice daily shall receive an additional \$2.50 for each day worked to prepare, warm-up, fuel, clean-up, inspect, equip their buses and similar duties required for all regular runs except kindergarten and skill center. For kindergarten and skill center runs, drivers shall receive \$1.25 for each day worked for completing duties as above. (Formula: \$1.25 for each 15-minute pre-run check as assigned.)

1. A five percent (5%) one-time increase in warm-up time only if and when drivers are required to pump their own gasoline.

K. Method of Payment

1. Wages shall be paid on Friday of every other week. Employees may elect to collect their wages in 21 or 26 equal installments. Election of this option shall be made within the first three (3) weeks of each school year.

2. Payment for bus driver education, required staff meetings, and mechanical failures shall be paid only if time required is in excess of the driver's normally scheduled run.

ARTICLE XVIII. DURATION OF AGREEMENT

THIS AGREEMENT is effective upon ratification by both parties and shall remain in force and effect until July 1, 1985.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed this 6th day of March, 1984.

ARENAC-EASTERN
BOARD OF EDUCATION

By Lawrence F. Daly
Lawrence F. Daly, Secretary

By Alfred J. Garrow
Alfred J. Garrow, Treasurer

By Ronald Stodolak
Ronald Stodolak, Trustee

ARENAC-EASTERN MESPA

By Barbara J. Papiernik
Barbara J. Papiernik, President

By Bruce W. Shaffer
Bruce W. Shaffer

