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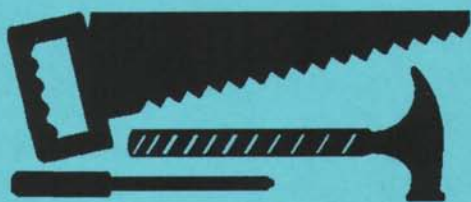
6/30/98



Saginaw Service Employees Agreement



Saginaw Full Service



1996-1998

Saginaw, Michigan



LABOR AND INDUSTRIAL
RELATIONS SECTION
Michigan State University



THE UNIVERSITY OF CHICAGO
LIBRARY

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AGREEMENT

THIS AGREEMENT, made and entered into as of August 8, 1996, and effective July 1, 1996, by and between the BOARD OF EDUCATION OF THE CITY OF SAGINAW, MICHIGAN, hereinafter referred to as the "Board" and SERVICE EMPLOYEES INTERNATIONAL UNION, AFL-CIO, and its Local 582, SEIU, hereinafter referred to as the "Union."

INSURANCE

It shall be the responsibility of the employee to inform the Board of his/her desire for coverage or of any change in his/her status that may affect his/her insurance coverage, and to properly enroll in any insurance program(s) as needed and as directed by the Board.

For an eligible full-time seniority employee to become insured, the employee must enroll in the plan(s) within 30 days of the employee's eligibility or during an annual open enrollment period and must pay 100% of the full cost of the premium for coverage for the plan selected for three months in a method as determined by the District.

Employees should refer to Article XV. for additional eligibility requirements.

ARTICLE I - RECOGNITION

- A. The Board hereby recognizes the Union, to the extent required by Act 176 of the Public Acts of 1939, as amended, and Act 336 of the Public Acts of 1974, as amended, as the exclusive bargaining representative for all full-time and regular part-time employees in the unit certified by the Michigan Employment Relations Commission in Case No. R84-A-33 and described below, employed by the Board.
- B. The collective bargaining unit shall consist of all full-time and regular part-time maintenance, custodial and cafeteria employees as set forth in the salary schedule in Appendices A-E and those full-time and regular part-time aides and paraprofessionals certified in Case No. R78 d-202 and R78 K522 as set forth in paragraph C below, and as mutually agreed to by the parties, but excluding executive and administrative personnel and supervisors, temporary, casual or substitute employees, student work-study employees, seasonal employees and all other employees of the Saginaw School District.
- C. A part-time employee is defined as an employee who has a basic hourly work schedule on a regularly scheduled yearly basis of less than forty (40) hours a week. Benefits available to the part-time employee shall be on a pro-rata basis, only as noted herein within the specific article(s) and sections (s) outlining said benefits.

D. Teacher Aides

Title I

Special Education Educable Mentally Impaired (E.M.I.)
Special Education Trainable Mentally Impaired (T.M.I.)
Special Education Severely Mentally Impaired (S.M.I.)
Special Education Emotionally Impaired (E.I.)
Special Education Learning Disabled (L.D.)
Special Education Hearing Impaired (H.I.)
Special Education Visually Impaired (V.I.)
Special Education Physically or Otherwise Health Impaired (POHI)
Special Education Language and Speech Impaired (L.S.I.)
Special Education Hospital and Homebound (H.&H.)
Bilingual
Migrant - Adult Basic Education
Library
Chapter III, Classroom
Classroom - General Fund

Social Worker
S.C.C. Vocational Education - Aides
Community Outreach Worker(s)
Media Technology Aide(s)

Paraprofessionals

Student Control
Library - Secondary

- E. The term "employee" and "employees" as used herein shall refer to and include only those employees who are employed in the bargaining unit described above and shall exclude all others not specifically included in said bargaining unit.
- F. The terms "Board" and "Union" shall include authorized officers, representatives, and agents. Despite reference herein to the "Board" and "Union" as such, each reserves the right to act hereunder by committee, or designated representative.

ARTICLE II - EMPLOYEES SECURITY AND DUES CHECKOFF

- A. Employees within the Unit recognized by this Agreement may sign and deliver to the Board an assignment authorizing deduction of membership dues of the Union upon such conditions as the Union shall establish. Such sums shall be deducted from the employee's pay and remitted to the Union monthly. The Union shall be fully responsible for the validity and correctness of the certified check-off list and authorization and the Union shall indemnify, defend, and save the Board harmless against any and all claims, demands, suits or other forms of liability that may arise out of or by reason of acts taken or not taken by the Board, pursuant to the language of this Article, provided that this shall not apply in the event of proven negligence on the part of the Board. The Board shall furnish the Union a list of all newly hired employees. Such list shall be mailed to the Union (one copy in inter-office and one by US Mail), except in unusual and/or extenuating circumstances, between the first and fifth working days of each month. Any failure on the part of the Board to furnish this shall exempt the Union from any and all claims on behalf of the Board.
- B. The written authorization from employees will be on the Authorization for Payroll Deductions as shown below:

FORM FOR DUES CHECK-OFF: LOCAL 582

"I hereby authorize and direct my employer to deduct from my wages, and pay over to the Union on notice from the Union, such amounts including membership dues and initiation fees as may be established by the Union and become due to it from me during the effective period of this authorization."

SIGNED _____

ADDRESS _____ ZIP CODE _____

TELEPHONE NO. _____ DATE _____

SUPERVISOR'S INITIALS _____)

- C. Financial Responsibility - It is recognized that, because of religious convictions or otherwise, some employees may object to joining any organization engaged in collective bargaining. At the same time, it is recognized that the proper negotiation and administration of collective bargaining agreements entail expense to the Union. To this end, in the event an employee shall not join the Union and execute an authorization for dues deduction in accordance with this Article, such employee shall, as a condition of continued employment by the Board, cause to be paid to the Union a sum equivalent to the dues of the Union, provided that said amount paid by the nonmembers shall only be that percentage of the normal regular dues which constitutes the costs of the negotiation

and administration of this Agreement, and further that no portion of said amount will be allocated for political purposes or to any other purpose other than activity related to negotiations and the administration of this Agreement. In the event that such sum shall remain unpaid for a period of sixty (60) days following the date the same is due and after sixty (60) days following the date the same is due and after sixty days written notice thereof has been given to the employee by the Union, the Board agrees that in order to effectuate the purposes of the Public Employment Relations Act and this Agreement, the services of such employee shall be discontinued. The refusal of the employee to contribute fairly to the costs of negotiation and administration of this and subsequent agreements as herein required is recognized by the parties as reasonable and just cause for termination of employment.

- D. In the event that this Article shall be challenged through the Michigan Employment Relations Commission, or the courts, the Union will pay the reasonable expenses of such proceedings, including the fees of legal counsel retained by the Board. If this Article shall be found to violate law, the Union shall be responsible for any loss or damage, including back pay, awarded by the courts.

ARTICLE III - UNION AND MANAGEMENT RIGHTS

- A. Except as expressly provided otherwise by the terms of this Agreement, the determination and administration of educational policy and the operation of the schools are vested exclusively in the Board or in the Superintendent when so delegated by the Board. The exercise of judgment and discretion by the Board and its administrators, if made in good faith and for valid reasons, not in conflict with the express terms of this Agreement, shall be upheld.
- B. Nothing contained herein shall be considered to deny or restrict the Board of its rights, responsibilities, and authority under the Michigan General School Laws or any other national, state, county, district or local laws or municipal regulations as they pertain to education.
- C. The Union, as the sole and exclusive bargain representative of the employees, shall have the rights granted to it by Act 379 of the Public Acts of 1965, as amended.
- D. The Union will have the right to use school buildings at reasonable times and hours for meetings with the bargaining unit when an operating staff is on duty, provided this shall not interfere with or interrupt normal school procedures. Such use will be scheduled through the building administrator, provided that said building administrator will be consulted in advance, within a reasonable time, regarding the time and place of all such meetings. All requests for building use will conform to established Board policies. It is understood that the only cost to the Union will be any additional service costs necessitated by such meetings.

The provisions of this section shall not apply in the event of a strike, work stoppage, or any such other event as noted in Article VI., section A.

- E. 1. The Union shall be permitted the use of the inter-building mail system and of Board bulletin-board facilities for the communication of the following types of notices:
- a) Notices of Union recreational and social affairs;
 - b) Notices of Union elections, appointments, and results of Union elections, pertaining to employees within the bargaining unit;
 - c) Notice of Union meetings and educational classes; and
 - d) Any other material approved by the Board

It is understood that bulletin-boards and the inter-office mail system shall not be used without the written authorization of the Supervisor of Custodial Services for the posting and/or distribution of printed matter of any kind if said printed matter involves the following sort of information;

- a) Matter of political nature, and
 - b) Advertising of any sort, except the offer of a bargaining unit employee to sell a personal possession such as a car, which shall be limited to posting in the building in which they work;
 - c) Any other sort of material other than that listed under a), b), and c) above.
2. No use of the inter-building mail system and of the District's bulletin-board facilities shall be allowed if such use is detrimental to the image of the District or any individual or if such use would do anything to hamper the good relations between the employees and employer.
- F. It is expressly understood that no member of the Administration will assume the responsibility for the posting or distribution of material for the Union or any other employee organization except that the Union may use the school delivery service from the Administration Building on the regular delivery schedule.

ARTICLE IV - GENERAL QUALIFICATIONS FOR EMPLOYMENT AND CONTINUED EMPLOYMENT

- A. Character - Character and moral habits must be above reproach at all times, both on and off the job.
- B. Physical Qualifications - Must be physically able to successfully fulfill the requirements of their assignment. Any employee during employment may be required to take a physical examination by a physician designated by the Board and at Board expense when so requested by the Board, provided the provisions of this sentence shall not be subject to abuse by the Board.
- C. Appearance - Neatness and cleanliness of person will be required on his or her particular assignment.
- D. Attitude - Should be cooperative, conscientious, faithful, and efficient in carrying out his or her assignment and duties. Every employee should be genuinely interested in the welfare of students, fellow employees, and the building in general, and should be desirous of, and willing to, improve and enlarge his/her knowledge and abilities in connection with his/her work.

ARTICLE V - GRIEVANCE PROCEDURE

- A. Definition
 1. A "grievance" shall be defined as an alleged violation of the expressed terms and conditions of this Agreement. The purpose of the grievance procedure is to secure, at the lowest possible administrative level, equitable solutions to grievances which may from time to time arise.
 2. For the handling of grievances on their behalf, the Union shall select five grievance representatives and five alternate grievance representatives. Each grievance representative and alternate shall have at least six (6) months of seniority and be on the active payroll when elected. The Union shall notify the District in writing of the name of each representative and alternate and the District shall not be obligated to recognize any grievance representative or alternate until

such notification. In the absence of any appointed grievance representative or alternate, the President or his/her designee may be substituted on an interim basis.

- B. A grievance, as defined in A. above, shall be processed according to the following procedures, time limits, and regulations.

1. LEVEL ONE

A grievance shall first be taken up with the principal or his/her designee or with the immediate supervisor, where there is no principal, within ten (10) working days of the time the employee knew of the act or condition on which the grievance is based. Disposition of the grievance shall be made within five (5) working days after the verbal discussion.

2. LEVEL TWO

If the grievance is not settled under Level One above, the grievance shall be reduced to writing on the proper grievance form, be signed by the grieving employee and shall be submitted to the principal or his/her designee or to the immediate supervisor within five (5) working days of the time of the disposition at Level One provided that in no event shall any grievance be filed more than twenty (20) days after the date of the occurrence. Said written grievance shall name the employee(s) involved, shall identify all of the provisions of the contract alleged to have been violated by appropriate reference, and shall identify the relief requested. Disposition of the grievance shall be made by the principal or his/her designee or by the immediate supervisor within five (5) working days. If the grievance is resolved at this stage, appropriate indication of the solution thereof shall be indicated by both parties on the written grievance.

3. LEVEL THREE

If satisfactory solution is not reached under Level Two, the area grievance representative, and the President or his/her designee, shall, within five (5) working days of the disposition in Level Two above, present the problem to the Superintendent of Schools or his/her appointed agent. An answer as to a disposition of the problem may be expected within a ten (10) working day period.

4. LEVEL FOUR

In the event the dispute shall not have been satisfactorily settled under Level Three, the Union shall within five (5) work days, appeal the grievance to a Committee appointed by the Board which shall include at least one (1) Board member. Within ten (10) working days after receiving the written grievance, the committee appointed by the Board will meet with the agrieved person and not more than two Union Representatives, for the purpose of resolving the grievance. The ultimate decision on the grievance at Level Four will, however, be rendered by the full Board, at the earliest possible opportunity.

5. LEVEL FIVE

In the event the dispute shall not have been satisfactorily settled in the preceding steps of the grievance procedure, and in the event the grievance involves an alleged violation of a specific Article and Section of this Agreement, the Board or Union may submit the dispute to binding arbitration. Such request must be made in writing, must specify the provisions of the Agreement allegedly violated, must state the issues involved, must state the relief requested, and must be filed within a period of fifteen (15) working days of the disposition under Level Four hereof, or otherwise the dispute shall be deemed resolved. The Arbitrator shall be selected pursuant to the rules of the American Arbitration Association. The expenses and salary incident to the service of the Arbitrator shall be paid jointly

by the Board and the Union. Both parties agree that the Arbitrator's decision shall be final and binding upon both parties. The Arbitrator shall have no power to alter, modify or add to or subtract from the provisions of this Agreement.

His/her authority shall be limited to deciding whether a specific Article and Section of the Agreement has been violated. The decision of the Arbitrator, if within the scope of this authority as set forth above shall be final and binding, provided that the Arbitrator shall not usurp the functions of the Board or the proper exercise of its judgment and discretion under law and this Agreement.

- C. Any grievance not filed within the prescribed time limit or not advanced to the next Step within the time limit in that Step, shall be deemed abandoned. Time limits may be extended by the Board and the Union in writing; then the new date shall prevail.
- D. The Board shall not be required to pay back wages or any other form of back remuneration for more than thirty (30) days prior to the date a written grievance is filed.
 - 1. All claims for back wages or any other form of back remuneration shall be limited to the amount that the employee would otherwise have earned less any unemployment or other wages or remuneration that he/she may have earned during their normal working day during this period of back pay.
 - 2. No decision in any one case shall require a retroactive wage adjustment in any other case.
- E. Any grievance which does not allege a violation of a specific Article and Section of this Agreement, when filed, may be processed through Level Four of the Grievance Procedure, but will not be arbitrable.
- F. The Arbitrator's decision, when made in accordance with his/her jurisdiction and authority established by this Agreement, shall be final and binding upon the Union, the employee or employees involved, and the Board.
- G. The sole remedy available to any employee for any alleged breach of this Agreement, or any alleged violations of his/her rights hereunder will be pursuant to the Grievance Procedure; provided that if an employee elects to pursue any legal or statutory remedy, such election will bar any further or subsequent proceedings for relief under the provisions of this Article.
- H. If a grievance affects a group or class of employees, it may be submitted, in writing, by the Union at Level Three, provided it must be signed by at least one member of the group and must name all the employees in the group or specific classification involved.
- I. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.
- J. Any grievance occurring during the period between the termination date of this Agreement and the effective date of a new Agreement shall not be processed under this Agreement, unless such Agreement is extended by the parties.
- K. It will be the general practice of all parties in interest to process grievances during times which do not interfere with assigned duties; however, in the event it is mutually agreed by the aggrieved person, the Union and the Board to hold proceedings during regular working hours, an employee, participating in any level of the Grievance Procedure, on his/her own behalf or on behalf of the Union, with any representative of the Board, will be released from assigned duties without loss of salary. In regard to any arbitration proceedings, the following shall be allowed to attend, with no loss of pay, in the event they are scheduled to work when the hearing is held: the grievant, any witnesses on behalf of the grievant, the grievant's designated representative, the President (if he/she is

not the designated representative), and any other employee which the parties have mutually agreed upon.

- L. In the course of the investigation of any grievance, representatives of the Union will report to the principal, or his/her designee, of the building being visited and state the purposes of the visit immediately upon arrival. The Union's right of access to District employees during the employee's working hours shall be limited to the employee's meal period and break time(s). Upon the approval of the Board or the principal of the building in which an employee works or the immediate supervisor, a Union representative may be permitted to meet with District employees during working hours, which approval will not be unreasonably withheld in the event of an emergency.

ARTICLE VI - NO-STRIKE CLAUSE

- A. The Union and the employer recognize that strikes and other forms of work stoppage by employees are contrary to law and public policy. The Union and the employer subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of the school system. The Union therefore agrees that its officers, representatives and members shall not authorize, instigate, cause, aid, encourage, ratify or condone, nor shall any member take part in any strike, slowdown, or stoppage of work, boycott, picketing, curtailment of work, concerted use of paid leave time, restriction of work, sympathy strike or other interference with the operations of the District, of any kind for any reason, including a labor dispute between the District and any other labor organization.
- B. Failure or refusal on the part of any employee to comply with this Article shall be cause for immediate dismissal. The Board of Arbitration is limited to determining only the issue of whether or not any employee or employees activity violated the provisions of the Article. The penalty assessed by the employer is not subject to the arbitrator's determination.

ARTICLE VII - DISCIPLINE AND DISCHARGE

- A. The Board shall retain the right to establish, adopt, change, amend, and enforce reasonable rules for employees to follow, the right to warn, reprimand, suspend, discharge, demote, or transfer any and all employees who violate these rules, subject to the terms of this Agreement.
- B. The Board shall not discharge nor suspend any seniority employee without just cause, but in respect to discharge or suspension shall give at least two warning notices of the complaint against such employee, in writing, and a copy of the same to the Union, except that no warning notice need be given to an employee before he/she is discharged or suspended if the cause of such discharge or suspension is such things as dishonesty, conduct detrimental to the school system, insubordination, immorality, reporting for duty while under the influence of intoxicating beverages or drugs, the use of intoxicating beverages or drugs while on duty or while on Board property or on property under the control of the Board, disorderly conduct, clear neglect of duty, conduct justifying discharge under Act 379, Public Acts of 1965, as amended, recklessness resulting in serious accident while on duty, the carrying of unauthorized passengers while on the job, the possession or bringing on to Board property or property under the control of the Board, of concealed, unauthorized weapons, and the abuse of sick leave or any other leave time. The warning notice may include appropriate but reasonable disciplinary action.
- C. Discharge or suspension must be by proper written notice to the employee and the Union. Such notice shall be delivered to the employee at his/her last-known address, as this is reflected in Board records. Any employee may request an investigation as to his/her discharge or suspension. A request by an employee for an investigation as to his/her discharge or suspension must be made by written request within five (5) days from the date of discharge or suspension. The written request must be signed by the involved

employee and must be submitted to the Director of Non-Certified Personnel. Appeal from discharge or suspension must be heard within ten (10) days and a decision reached within fifteen (15) days from the receipt of the written request for the investigation.

In the event that the decision arrived at as a result of the investigation is not mutually agreeable to the involved employee and to the Board, or in the event no decision is rendered within the time-lines noted above, the employee shall have five (5) days within which to submit a grievance at Level Two and the matter shall then be taken up as provided in the Level Two language. It is understood here that the Level Two Hearing officer shall be someone other than the building principal or the immediate supervisor.

- D. The discipline of the students is the responsibility of the principal and his or her educational staff.
- E. Each employee must punch his or her own time card. Punching or tampering with someone's time card other than your own is reason for immediate dismissal.
- F. Employees may request that a Union representative be present when he/she is being disciplined.
- G. It shall be the responsibility of each employee to keep the Board informed at all times of their current address and telephone number and of any change in said address and telephone number. The employee's address and telephone number as it appears on the Board's records shall be conclusive when used in connection with this Article and with layoffs, recall, and any other notices.
- H. An employee will be subject to immediate discharge if employment was obtained on the basis of false or misleading information.

ARTICLE VIII - SENIORITY

- A. Seniority shall be defined for the purposes of this Agreement as length of continuous service with the Board within the respective employee groups of 1) custodial/maintenance, 2) cafeteria, 3) aides, and 4) paraprofessionals. Employment with the Board in any other capacity other than in each respective group shall be used only in the determination of fringe benefits and pay rates, as mutually agreed to by the parties. It is understood that seniority credit shall not be transferable between employee groups for any purposes except fringe benefits and pay rates. It is further understood that the employee groups stated above shall be treated as distinct and separate employee groups for purposes of promotion, transfer, layoff, and recall and other circumstances where a choice must be made between employees.
- B.
 - 1. Employees shall acquire seniority upon completion of a probationary period of six (6) calendar months of work from date of hire. The Board shall maintain a separate seniority list for each group, which seniority list shall include both full and part-time employees in that group.

(Probationary employees - see also Section D. of this Article and Article XV., Section A.4.a. and b.)
 - 2. The Board shall inform the Union on a monthly basis, barring unforeseen and/or emergency circumstances, by written notification, of the effective date on which new hires achieve seniority status. (The implementation date of this requirement shall be subject to available and operative computer records and facilities.)
- C. The seniority of an employee shall continue to accumulate while absent because of injuries covered by the Workers' Disability Act during a prolonged and continuous absence for a period of up to two (2) years due to such injuries. After two (2) years, the employee will retain his/her seniority standing but will no longer accumulate additional seniority.

- D. Probationary employees do not receive paid holidays, sick leave, vacation, and other fringe benefits, and the Board shall have the sole right to discharge, discipline, transfer or layoff such employees for any reason and no grievance shall arise therefrom.
- E. An employee shall be terminated and lose his/her seniority rights if he/she:
- (1) leaves of his/her own volition (quits or retires);
 - (2) is discharged for just cause;
 - (3) is not rehired within a period of eighteen months (one and one-half years) following layoff;
 - (4) is absent on sick leave in excess of twenty-four months;
 - (5) is absent without a reasonable excuse for two (2) consecutive working days without notice to the Board of such excuse within the two (2) days;
 - (6) fails to return from a leave of absence.
- F. Employees entering into the armed forces shall retain all continuing seniority rights while serving in the armed forces if application for reinstatement is made within one-hundred twenty (120) days of honorable discharge or upon completion of training.
- G. All employees must adhere to state law regarding tuberculosis testing. Employees shall submit to a skin test, unless medical evidence is submitted indicating that a skin test is not medically feasible. The Board shall pay any expenses incurred by an employee for TB testing, except for the medical evidence referred to above. It is understood that employees will obtain TB testing at a local public clinic or such other facility as may be directed by the Board.
- H. It is the responsibility of the employee to give the employer at least two weeks written notice on forms provided by the employer prior to the effective date of his/her resignation, except in unusual circumstances or circumstances beyond the control of the employee. Exceptions to this may be made by the Director of Non-Certified Personnel. Failure to fill out the required termination forms will mean a forfeiture of any accrued benefits.

ARTICLE IX - VACANCIES, PROMOTIONS, TRANSFERS

- A. Paragraphs B through G shall only apply to the Custodial/Maintenance Group.
- B. In the event permanent job vacancies that indicate promotion and/or, if applicable, a transfer, (including shift change, both within and outside a particular building and/or program) in the Custodial/Maintenance Group are to be filled from among Custodial/Maintenance employees, the oldest employee in terms of length of service consistent with ability to do the work, will be given every consideration, providing:
1. He/she is physically able and otherwise qualified to fill the vacancy.
 2. He/she had demonstrated by his/her work a desire and a willingness to competently carry on in a new position.
 3. When there is such a job vacancy, the Board shall cause to be posted on its bulletin boards, for a period of not less than fifteen (15) days in advance of its filling the vacancy, a request for applications for said vacancy or vacancies in the classifications where they occur. Applications for such vacancy shall be in writing and turned into the Director of Non-Certified Personnel. Said applications must be signed by the actual applicant. As between the employees possessing the necessary ability and qualifications, as determined by the supervisor, the senior employee applying for the vacancy shall be appointed to fill the same, provided that the judgment of the decision-making supervisor shall not be made in an arbitrary or capricious manner. Such vacancy may be filled temporarily by the Supervisor until such successful applicant is appointed, but at no time shall it

exceed more than thirty (30) days. No more than four (4) changes shall be made when a job vacancy constitutes a promotion. No more than two (2) changes shall be made when a job vacancy constitutes a transfer (including shift change, both within and outside a particular building and/or program).

4. There shall be a maximum period of up to sixty (60) days in which he/she shall have a fair trial to prove competency to handle such a job. In the event he/she cannot handle the job, the employee shall be returned to his/her former position with no loss of service time, and the next senior applicant who is considered physically able and qualified may be given an opportunity to fill the vacancy provided he/she has followed the above-outlined procedure.
 5. In the event the employee cannot handle the job, such employee shall forfeit bidding rights for ninety (90) days from the date he/she leaves the said job.
 6. In the event no one makes application or an emergency arises, the Supervisor will fill the vacancy as he/she sees fit from personnel within or outside its employees.
 7. In the event said job placement is in an elementary building, then the days during the summer months when the principal is not scheduled to be at work, shall not be counted in the sixty (60) days referred to above in subsection (4) and the sixty (60) days shall be so extended.
 8. If a vacancy is of an emergency nature, the Board reserves the prerogative of designating a temporary substitute, under normal circumstances not to exceed thirty (30) days, until the vacancy is otherwise filled as herein provided.
- C. When personnel shortages occur in one department, and a personnel surplus exists in another, arrangements may be made to transfer for the temporary period of the shortage those from the department with the surplus, and the supervisor reserves the right to select personnel upon their ability and fitness to perform the work, consistent with length of service. A temporary transfer, wherever possible, shall be filled from the department where a surplus exists, by the employee with the lowest seniority, provided such employee has the ability to do the work. If an employee requests not to be so transferred because of proven hardship, the Board will endeavor to transfer some other employee. Employees temporarily assigned to a job classification paying a rate higher than their regular rate shall receive the higher classification, and provided such employee is responsible for placing on his/her time card with signature or initials of his/her immediate supervisor, a notation establishing the time worked.
- Employees temporarily assigned to a job classification paying a lower rate than their regular rate shall retain their regular rate.
- D. Transfers from one building to another -- The Board reserves the right to transfer from one building to the same classification in another building, subject to job posting and emergency provisions.
- E. 1. Involuntary transfers may be made by the Board for the good of the school system after discussion of the transfer with the Union, and the position(s) involved in such transfers, if mutually agreeable between the parties, shall not be subject to the job posting and bidding procedures spelled out in this Article.
 2. In the event the Board and the Union fail to reach agreement over the involved position(s) transfer(s), then such transfers may be made the subject of a grievance, but such transfer shall remain in effect during the pendency of the grievance.
- F. In the event vacancies exist at the Special Education Comprehensive Center during the life of this Agreement and if said vacancies are staffed by Saginaw Board of Education Custodial/Maintenance Group, such positions shall be staffed in accordance with the provisions of this Article except that it shall be understood that criteria for selection shall

include the attitude and personality of the employee as concerns working with Special Education Students. In the event that, following a review of applicants, a Millet Center applicant is rejected on the basis of the provisions of this Section, the Board agrees to discuss the matter with the Union.

- G. Paragraphs H through K shall only apply to the Cafeteria Group.
- H. In the event permanent job vacancies that indicate promotion in the Cafeteria Group are to be filled from among Cafeteria employees, the oldest employee in terms of length of service consistent with ability to do the work, will be given every consideration, providing:
1. He/she is physically able and otherwise qualified to fill the vacancy.
 2. He/she had demonstrated by his/her work a desire and a willingness to competently carry on in a new position.
 3. When there is such a job vacancy, the Board shall cause to be posted on its bulletin boards, for a period of not less than fifteen (15) days in advance of its filling the vacancy, a request for application for said vacancy or vacancies in the classifications where they occur. Applications for such vacancy shall be in writing and turned into the Director of Non-Certified Personnel. Said applications must be signed by the actual applicant. As between the employees possessing the necessary ability and qualifications, as determined by the supervisor, the senior employee applying for the vacancy shall be appointed to fill the same, provided that the judgment of the decision-making supervisor shall not be made in an arbitrary or capricious manner. Such vacancy may be filled temporarily by the Supervisor until such successful applicant is appointed, but at no time shall it exceed more than thirty (30) days. No more than three (3) changes will be made when a job vacancy occurs.
 4. There shall be a maximum period of up to sixty (60) days in which he/she shall have a fair trail to prove competency to handle such a job. In the event he/she cannot handle the job, the employee shall be returned to his/her former position with no loss of service time, and the next senior applicant who is considered physically able and qualified may be given an opportunity to fill the vacancy provided he/she has followed the above-outlined procedure.
 5. In the event the employee cannot handle the job, such employee shall forfeit bidding rights for ninety (90) days from the date he/she leaves the said job.
 6. In the event no one makes application or an emergency arises, the Supervisor will fill the vacancy as he sees fit from personnel within or outside its employees.
 7. In the event said job placement is in an elementary building, then the days during the summer months when the principal is not scheduled to be at work, shall not be counted in the sixty (60) days referred to above in subsection (4) and the sixty (60) days shall be so extended.
 8. If a vacancy is of an emergency nature, the Board reserves the prerogative of designating a temporary substitute, under normal circumstances not to exceed thirty (30) days, until the vacancy is otherwise filled as herein provided.
- I. When personnel shortages occur in one department, and a personnel surplus exists in another, arrangements may be made to transfer for the temporary period of the shortage those from the department with the surplus and the Supervisor reserves the right to select personnel upon their ability and fitness to perform the work, consistent with length of service. A temporary transfer, wherever possible, shall be filled from the department where a surplus exists, by the employee with the lowest seniority, provided such employee has the ability to do the work. If an employee requests not to be so transferred

because of proven hardship, the Board will endeavor to transfer some other employee. Employees temporarily assigned to a job classification paying a rate higher than their regular rate shall receive the higher rate if they work at the higher classification, and provided such employee is responsible for placing on his/her time card, with signature or initials of his/her immediate supervisor, a notation establishing the time worked.

Employees temporarily assigned to a job classification paying a lower rate than their regular rate shall retain their regular rate.

J. Transfers from one building to another -- The Board reserves the right to transfer from one building to the same classification in another building, subject to job posting and emergency provisions.

K. 1. Involuntary transfers may be made by the Board for the good of the school system after discussion of the transfer with the Union, and the position(s) involved in such transfers, if mutually agreeable between the parties, shall not be subject to the job posting and bidding procedures spelled out in this Article.

2. In the event the Board and the Union fail to reach agreement over the involved position(s) transfer(s), then such transfers may be made the subject of a grievance, but such transfer shall remain in effect during the pendency of the grievance.

L. Paragraphs M through U shall only apply to the Aide and Parapro Groups.

In the event permanent job vacancies are to be filled in the Aide/Parapro Groups, they will be handled according to the provisions of O. through U.

M. Transfers and changes of assignment shall be on a voluntary basis whenever possible. However, the Board and the Union realize that some transfers will be necessary for administrative purposes. Such transfers shall be made upon the recommendation of the Board or its designee after discussion of the transfer and the reasons for the transfer if the employee so requests, except that in those cases in which a transfer must be made in less than two (2) weeks, such notice will be given as time will allow. In making involuntary transfers the needs of the individual employee will be considered to the extent that these do not conflict with the instructional requirements and best interests of the school system and students. Employees have the right to file a grievance protesting an involuntary transfer. Such transfers shall remain in effect during the pendency of the grievance.

N. When new programs are established which require the services of unit employees, the position vacancy notice listing the job requirements will be publicized by posting on the bulletin boards by the Board. During the last month school is regularly in session, employees shall have the right to submit their names to bid for any vacancy which may occur in an existing program, specifying the position and building in which they have an interest. Additionally, during the last month school is regularly in session, employees shall have the right to submit their name to bid for any position vacancies which may have occurred during the second semester of any given school year, and which have been filled by new hires, specifying the position and building in which they have an interest. Vacancies filled by new hires during both the first and second semester of a given school year shall be considered as filled on a temporary basis. Said requests shall be made in accordance with the procedures outlined in section S. of this article. The employee's right to be considered for such a vacancy will terminate upon the opening of school in the succeeding school year.

The Administration agrees to inform, on an individual basis, aide and paraprofessional unit members, respectively, regarding position vacancies within their respective employee unit, i.e. either the teacher's aide or paraprofessional unit, which are considered as "vacancy openings" for employee transfer(s) in keeping with the provisions of Sections M. through U. of this Article.

- O. All vacancies subject to the terms of section N., except temporary vacancies, shall be posted on the employee bulletin board in each building at least five (5) working days before the vacancies are filled; provided that, any vacancy may be filled on a temporary basis for a period not to exceed twenty-three (23) working days; provided further that, posting may be waived by agreement between the Union and the Board.
- P. Applications to fill any vacancy or transfer shall be made in the following manner, and no application will be considered which does not meet the following requirements:
1. Each applicant shall fully complete a vacancy or transfer form provided by the Board.
 2. The employee shall submit the completed form to the appropriate supervisor prior to the deadline fixed for submitting applications.
- Q. Any seniority employee may apply for a vacancy. The Board agrees to consider the background, attainments, skills, length of service of the employee in the school system and other relevant factors. Vacancies shall be filled from the employees applying for such positions, provided the employee has the ability to perform all the duties and meet all the requirements of the position as set forth in the position vacancy notice. In the event two or more employees applying for a vacant position have relatively equal ability to perform the work required, the number of months of satisfactory service in the system shall be the determining factor. The decision of the Board as to the filling of such vacancies shall be final, provided the criteria set forth above shall not be applied arbitrarily or capriciously. "Service" in the system, for purposes of this Agreement, shall mean uninterrupted employment by the Board.
- R. Any employee approved for change of position shall be transferred within three (3) weeks after being appointed to the position. The Board or its designee may extend the above time limit to meet the needs of the school system. In the event the applicant is not placed in the new position within the above three (3) week period, the employee shall, upon the conclusion of said period, begin receiving a wage rate equivalent to the rate of pay of the position to which the employee is to be transferred.
- S. In filling of any position as outlined in this Article, there shall be a maximum period of up to sixty (60) working days in which an employee shall have a fair trial to prove themselves competent to handle such work.
- T. It is understood that the provisions of this Article, except as noted below, do not allow preferences for Paraprofessionals to apply for vacancies and transfers in the Aide Group, nor does it allow preferences for Aides to apply for vacancies and transfers in the Paraprofessional Group. Said employee will receive consideration over the hiring of new employees provided they have indicated an interest in writing, and on the proper form in the position for which they wish to be considered as candidates, provided they possess the necessary skills and abilities, i.e., they can perform all the duties and meet all the requirements of the position for which they are applying.
- U. An employee, who wishes to be considered for a position within another employee group within the bargaining unit (as noted in Article VIII. section A.), shall have the following regulations apply:
- a.) An applying employee may be granted an unpaid leave of absence under the provisions of Article XVI., section F. He/she shall be placed on a "preferential substitute list" for employment purposes as an on-call substitute during the regular, normal school year within the group which the employee wishes to transfer into. The Administration shall endeavor, if at all possible, to utilize the services of said employee in a substitute capacity, i.e. on a "Preferential Substitute List."

- b.) Work performed as a substitute while on such a leave of absence status shall be at the normal substitute rate of pay. It is understood that, while serving in a substitute capacity, there is no guarantee of hours worked per day or week while on such status.
- c.) Any such applications for a leave under this section for any given school year must be submitted in writing to the Personnel Director for Non-Certified Employees at least thirty (30) days prior to the date during the year that consideration is to be given.
- d.) When an employee is assigned to a "preferred substitute" status under the provisions of this section, he/she shall be given a reasonable trial period of time, but not more than a sixty (60) calendar day period, to demonstrate his/her ability to perform as a substitute in a satisfactory manner. Such sixty (60) calendar day trial period may be extended at the discretion of the Administration. If the employee is unable to demonstrate his/her ability to perform the job in a satisfactory manner, he/she may be returned, at any time during the leave, to his/her former job status with no loss of seniority. The Administration's determination as to the "demonstration of ability" and the "performance in a satisfactory manner" shall be final and the provisions of Article V. Grievance Procedure shall not apply to this determination.
- e.) At the conclusion of the leave status under this section, or upon an involuntary return to his/her former unit position, the employee shall be accorded his/her former seniority status and shall be returned to his/her former position. Any unused sick and/or personal leave time held at the start of the leave shall be reinstated.
- f.) Notwithstanding any other provisions of this Agreement, the position left vacant by an employee who is selected for a leave status as noted herein shall be filled in whatever manner the Board so chooses (i.e. the position fill shall be a non-unit fill.)
- g.) An employee who is placed on a leave of absence under the provisions of this section shall have his/her insurance benefits continue while on such a leave. However, the employee shall enjoy no other contract rights while on such leave.
- h.) It is understood that service as a substitute does not entitle an employee to a preferential hiring category. The applying employee shall be treated as a new job applicant for any specific group to which he/she makes application, except as noted in Appendix I.
- i.) It is understood that the Administration retains the exclusive right to grant or not to grant any leave(s) under this section, based upon the efficient operation of the School District. Furthermore, it is understood that leaves granted under this section shall not, under normal circumstances, be granted during the months of June, July, and August.
- j.) During the period from July 1, 1996, through June 30, 1998, there shall be a limit of three such leaves granted at any one time. Following this period the parties agree to discuss the number of additional leaves to be granted, if any.
- k.) The provisions of this section U. shall expire on June 30, 1998.

ARTICLE X - LAYOFFS

- A. When layoffs are made from among the Custodial/Maintenance Group, those with the shortest length of service in that classification affected will be laid off first, starting with the probationary employees. Employees displaced with longer service records who are qualified shall be assigned in a lower-rated vacant classification in the Custodial/Maintenance Group at the current rate for the job.
1. When there is an increase in the work force after a layoff, the laid off employees will be recalled in inverse order of layoff, so long as they are qualified to perform the work.
 2. In the event the employee's previous position is unavailable at the time the employee is to be recalled, such employee shall be recalled to the work available at the prevailing wage rate for such work. It is understood that in the event an employee declines an offer of reemployment, then said refusal shall be considered to be a voluntary quit.
 3. Employees recalled to work in positions other than the one they held prior to layoff, shall have the right, for a period of up to two (2) years only, to be returned to their former position when it becomes available without bidding such position.
- B. When layoffs are made from among the Cafeteria Group, those with the shortest length of service in that classification affected will be laid off first, starting with the probationary employees. Employees displaced with longer service records who are qualified, shall be assigned in a lower- rated, vacant classification in the Cafeteria Group at the current rate for the job.
1. When there is an increase in the work force after a layoff, the laid off employees will be recalled in inverse order of layoff, so long as they are qualified to work.
 2. In the event the employee's position is unavailable at the time the employee is to be recalled, such employee shall be recalled to the work available at the prevailing wage rate for such work. It is understood that in the event an employee declines an offer of reemployment, then said refusal shall be considered to be a voluntary quit.
 3. Employees recalled to work in positions other than the one they held prior to layoff shall be returned to their former position when it becomes available without bidding such position.
- C. For purposes of this Article, the following units, operating programs and job categories are hereby recognized in the case of the Aide/Parapro Group:

Teacher's Aide Unit

- | | |
|----------------------|---|
| Operating Program 1. | Bilingual and Migrant job categories |
| Operating Program 2. | Community Development job category |
| Operating Program 3. | Special Education: EMI, TMI, SMI,
E.I., L.D., POHI and H & H job |
| Operating Program 4. | Special Education: HI, VI, and LSI,
job categories |
| Operating Program 5. | Title I: Chapter III, Library and Classroom,
Home Liaison Aide, Classroom-General
Fund, Social Worker and Adult Basic Education
job categories |
| Operating Program 6. | Media Technology Aide |

Paraprofessional Unit

Operating Program 1. Student Control and Library -
Secondary job categories

Voc. Ed./Interpreter Aide Unit/Community Outreach Worker Unit

Operating Program 1. Saginaw Career Center. job category

Operating Program 2. Interpreter Aide job category

Operating Program 3. Community Outreach Worker

1. When layoffs are made in the Aide/Parapro Group, those employees with the least seniority in the operating program affected will be laid off first, beginning with probationary employees. Laid-off, non-probationary employees may displace the least senior employees in other operating programs provided they possess the necessary qualifications and provided they are willing to do the work and have more seniority than the employee to be displaced. Employees shall not be permitted to displace other employees who work more hours per day than they do.
 2. When there is an increase in working forces after a layoff, those employees laid off will be recalled in reverse order of layoff in job categories for which they are qualified. Employees recalled to a job category in the operating program in which they were last employed, shall be deemed voluntary quits if they are not willing to accept such work.
 3. In the event an opening in the employee's previous operating program is unavailable at the time the employee is to be recalled, such employee shall be called to the work available in some other operating program for which they are qualified.
 4. Employees recalled to work in a job category other than the one they held prior to layoff, shall be offered work in their former job category when it becomes available, in accordance with their seniority and without bidding such position. Employees shall be offered their former job category under this section only one (1) time.
 5. When employees are placed in a different job category under the provisions of this Article, there shall be a maximum period of up to sixty (60) working days in which they shall have a fair trial to prove themselves competent to handle such work.
 6. Employees laid off from one unit shall not displace employees in the other unit but will be offered openings in the other units for which they are qualified in accordance with their seniority.
 7. No application of this procedure shall in any manner compel the school district to retain or recall any person in any job category for which he/she cannot perform all the duties and meet all the requirements of the job category.
- D. In the event of recall, notice of recall shall be by certified mail to the last recorded address of the employee as it appears on the records of the Board, and upon failure to report within five (5) days of mailing of such notice, such failure shall be considered to be a voluntary quit; provided, however, the employee's failure to report is not the result of inability to report by reason of illness. Employees are responsible for keeping the Board informed of their last known address.
- E. When there is a layoff, those employees in the bargaining unit who have been designated as the grievance representatives (but not including the alternates) in Article V, Section A.

2. shall be granted top job seniority for layoff and recall only, provided they are capable of performing the work, and provided, further, such super-seniority is limited to not more than one designated employee in each of the employee groups noted in Article VIII., Section A., except that there shall also be one such designated employee in the maintenance category.

- F. Seniority shall not accumulate during any period of layoff, but such employees rehired within the eighteen month period following layoff shall be deemed to have on the date rehired the seniority which had been accumulated up to the layoff date.

ARTICLE XI - HOURS OF WORK AND OVERTIME

- A. The Board retains the right to schedule the work hours and work days and work year of employees according to the needs of the school system. The normal or typical work day for most regular employees shall be as follows:

Group One - Custodial/Maintenance

Standard work hours are eight hours per day and forty (40) hours per week with a half-hour lunch period for regular, full-time employees, provided this shall not be construed to constitute a guarantee of hours worked per day or days worked per week. (Example - 7:00 a.m. to 3:30 p.m.) Work hours for each employee are set by the principal (when available) and supervisor and must not be changed without permission. Employees whose work hours start after 12:00 noon will be paid for their lunch period but will be expected to remain in their building during work hours which, as mentioned, includes lunch. (Example: 3:00 p.m. to 11:00 p.m.)

Group Two - Cafeteria

Standard work hours are eight hours per day and forty (40) hours per week, for regular, full-time employees, unless employed in a position requiring less than forty (40) hours as designated by the Director of Non-Certified Personnel, or his/her designee, provided this shall not be construed to constitute a guarantee of hours worked per day or days worked per week. Time schedules for each employee are set by the Director of Food Services, or his/her designee, and must not be changed without permission.

Groups Three and Four - Aides and Paraprofessionals

Standard work hours are six (6) hours per day and thirty (30) hours per week, exclusive of a lunch period, for regular, full-time employees, unless employed in a position requiring more or less than thirty (30) hours as designated by the Director of Non-Certified Personnel, provided this shall not be construed to constitute a guarantee of hours worked per day or days worked per week. Work hours for each employee are set by the building principal and the Director of Non-Certified Personnel or their respective designee(s) and must not be changed without permission.

- B. It is understood that the calendar for the school year shall be established (and may be revised) by the Board.
- C. Overtime
1. Time and one-half shall be paid for all overtime in excess of eight hours per day or forty (40) hours per week, whichever is greater, but not both. The provisions for time and one-half over eight hours in any week shall not be applicable in any week where the particular employee is absent by reason of an unexcused or unexplained absence.
 2. Double time shall be paid for all work performed on Sunday except that in the event of work performed on a Sunday involving snow removal, catastrophe, act of God, force majeure, or occurrence beyond control of the Board of Education, then

payment for Sunday work shall be at the rate of time and one-half the employee's regular straight time rate. This provision for provision for double time on Sunday shall not be applicable in any week where the particular employee is absent by reason of an unexcused or unexplained absence.

3. The allowance of overtime premium on any hour excludes that hour from consideration for overtime payment or any other hours, thus eliminating any double or pyramiding overtime pay.
4. Holidays - Special rules for holidays.

- a. In the event of work performed on a holiday involving snow removal, catastrophe, act of God, force majeure, or occurrence beyond control of the Board of Education, then payment for holiday work shall be at double time the employee's regular straight time rate, for the following holidays only:

Independence Day (July 4), Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, Easter, and Memorial Day.

Payment for such holiday work on other holidays as noted in Article XIII, Section A., shall be at time and one-half the employee's regular straight time rate.

- b. In the event an employee is scheduled to work on a holiday for any other purpose, all such other work performed on a holiday shall be at double time.
- c. Time worked on a shift starting on one day and carrying over into a holiday is not to be at a holiday overtime rate.
- d. It is understood that the provisions of section C. of Article XIII. shall prevail in regard to pay rates for work performed on any holiday noted herein, i.e. the employee working on such a day shall be paid at his/her normal straight time rate.

- D. Any employee who is scheduled to work and who reports for work who is sent home through no fault of his/her own shall be paid for one-half the hours which he/she is normally scheduled to work that day at his/her regular hourly rate of pay. There shall be no such guarantee where an employee is called in for evening work, but such employee will be guaranteed a minimum of two hours at his/her regular rate of pay where the evening work involves attendance at regularly scheduled meetings. It is understood that the District may reassign said affected employees to an alternate work site and/or position.
- E. All overtime must be approved prior to working by the principal or supervisor except in case of emergency.
- F. Any employee who reports tardy shall not be permitted to punch in and take over the duties of his/her assigned job except on the quarter hour. An employee who has been tardy fifteen or more minutes three times within a period of two months shall be considered habitually tardy. Habitual tardiness will result in disciplinary action, which could lead to dismissal.
- G. Overtime work within an employee group, within a building, shall be based upon building seniority (for purposes of this section only) and shall be assigned in a rotation basis starting with the employee with the most building seniority to the extent reasonably possible and consistent with ability to do the work within the classification. Yardmen are excluded from this provision with overtime among yardmen to continue to be handled as presently in force and effect. Refusal to perform overtime must be based on an

acceptable excuse. When an employee is requested to perform overtime and is excused, he/she shall be placed at the bottom of the list.

- H. All employees must report to their principal or supervisor, or to their respective designee(s) if they are unable to report to work. The report should be made at least one hour before the employee is scheduled to report for work or as early as possible prior to starting time to allow for a substitute to be obtained. Said report shall include the employee's name, work station and the reason for the absence from work. In any case, failure to report the absence prior to the employee's scheduled starting time, except in cases of extreme emergency, will default sick leave payment. The Board shall inform each employee of the principal or supervisor's name and telephone number, or of his respective designee(s)' name and telephone number, whom they are to report to when unable to work. Said information shall be relayed by whatever method the Board deems most feasible, depending on the circumstances.
- I. Custodial/Maintenance employees shall be required, except in cases where they are unavailable due to an emergency, to respond to a call which involves a security-maintenance check by promptly reporting to their respective buildings. This response shall involve the physical securing of the building following an initial police and/or security check, it being understood that the primary responsibility for a building security check does not rest with unit members. Custodial/Maintenance employees called in for such a security-maintenance check will be guaranteed a minimum of two hours at his/her regular rate of pay.
- J. Each employee will have his or her own time card. This card must be punched when the employee reports to work, leaves at the end of the work day, leaves for lunch and returns from lunch. Employees must get permission from the building principal or his/her designee before he or she punches out to leave the building for non-school business. Each employee is responsible for his or her own time card. Employees who do not punch in or out may be subject to losing all pay for that particular day.
- K.
 1. All full-time Aides, i.e. those working at least six hours per day on a regular basis, shall be entitled to an unpaid daily lunch period of at least thirty (30) minutes duration, except those employees under subsection 2. below. The time of such lunch shall be established by the Board, but shall be as near to the middle of the employee's work schedule as possible.
 2. Aides whose work assignment includes duty time during meal times shall be paid their normal hourly rate of pay for such time, it being understood that said affected employees shall not normally be entitled to any other lunch period.
- L. Teacher aides in the elementary libraries shall be scheduled to work on those three one-half days which are designated as "elementary parent-teacher conference days."

ARTICLE XII - VACATIONS

- A. Vacations shall only apply to Group One - Custodial/Maintenance employees and shall be as follows:

After One Year	Five (5) days
After Two Years	Ten (10) days
After Four Years	Eleven (11) days
After Five Years	Thirteen (13) days
After Seven Years	Fourteen (14) days

After Ten Years	Fifteen (15) days
After Twelve Years	Sixteen (16) days
After Fourteen Years	Seventeen (17) days
After Sixteen Years	Eighteen (18) days
After Eighteen Years	Twenty (20) days

(Also see Appendix F)

- B. Vacations are to be earned as per anniversary date as per the schedule above. In the event of absence, paid sick days shall be considered as days worked. Where an employee has not worked the full year, vacations shall be pro-rated on the basis of time worked. Employees are eligible to accrue vacation time credit only during the first three (3) months of absence due to injuries compensable under the Michigan Worker's Compensation Act.
- C. Vacation leave with pay may not be taken until earned; however, the Board may, in exceptional circumstances, grant an exception to this requirement.
- D. The vacation period shall be as selected by the employee with due regard to the desire, seniority, and preference of the employee and consistent with the efficient operation of the school system.
- E. Cumulative years of service, rather than consecutive, shall be counted toward vacation credit.
- F. Vacation leave with pay must be taken in the vacation year; however, employees may accumulate and carry over from year-to year five (5) days of vacation leave credit.

ARTICLE XIII - HOLIDAYS

- A. Each seniority employee shall be entitled to receive holiday pay calculated at the employee's straight time rate times the number of hours normally scheduled to work in the day in question (not to exceed eight (8) hours) for the following days as specified below:

Group One - Custodial/Maintenance

1. _____ 1996-97 _____

Thursday, July 4, Independence Day
Monday, September 2, Labor Day
Thursday, November 28, and
Friday, November 29, Thanksgiving
Tuesday, December 24, and
Wednesday, December 25, Christmas
Tuesday, December 31, and
Wednesday, January 1, New Year's Day
Friday, March 28, and
Monday, March 31, Easter
Monday, May 26, Memorial Day

Total 11

2. _____ 1997-98 _____

Friday, July 4, Independence Day

Monday, September 1, Labor Day
Thursday, November 27, and
Friday, November 28, Thanksgiving
Thursday, December 25, Christmas and
Friday, December 26,
Thursday, January 1, New Year's Day, and
Friday, January 2
Friday, April 10, and
Monday, April 13, Easter
Monday, May 25, Memorial Day

Total 11

Group Two - Cafeteria Employees

1. 1996-97

Monday, September 2, Labor Day
Thursday, November 28 and
Friday, November 29, Thanksgiving
Tuesday, December 24, and
Wednesday, December 25, Christmas
Tuesday, December 31 and
Wednesday, January 1, New Year's Day
Friday, March 28, and
Monday, March 31, Easter
Monday, May 26, Memorial Day

Total 10

2. 1997-98

Monday, September 1, Labor Day
Thursday, November 27, and
Friday, November 28, Thanksgiving
Thursday, December 24, and
Friday, December 25, Christmas
Thursday, January 1, New Year's Day
Friday, January 2,
Friday, April 10, and
Monday, April 13 Easter
Monday, May 25, Memorial Day

Total 10

Group Three - Aides and Paraprofessionals

1. 1996-97

Monday, September 2, Labor Day
Thursday, November 28, and
Friday, November 29, Thanksgiving
Tuesday, December 24, and
Tuesday, December 31, New Year's Day
Friday, March 28, and
Monday, March 31 Easter
Monday, May 26, Memorial Day

Total 8

Monday, September 1, Labor Day
 Thursday, November 27, and
 Friday, November 28, Thanksgiving
 Thursday, December 25, Christmas
 Thursday, January 1, New Year's Day
 Friday, April 10, and
 Monday, April 13, Easter
 Monday, May 25, Memorial Day

Total 8

B. Eligibility Requirements

The employee shall be eligible for the holiday pay, under the following conditions:

1. To be eligible to receive the straight-time holiday pay hereunder, an employee must have worked his/her regularly scheduled work day preceding the holiday and his/her regularly scheduled work day following the holiday except in cases of proven illness or unless the absence is mutually agreed to.
2. The employee would otherwise have been scheduled to work such day if it had not been observed as a holiday.
3. Employees on leave of absence, except as noted below, and employees on layoff are not eligible for holiday pay.
4. Employees who are serving their probationary period or not entitled to holiday pay for holidays falling within the probationary period.
5. Otherwise eligible employees are entitled to holiday pay if the holiday falls within the first thirty (30) days of absence due to illness or non-occupational injury, and within the first three (3) months of absence due to injury compensable under the provisions of the Michigan Workers' Disability Compensation Act.

- C. Notwithstanding any other provisions of this contract, and in the event of unforeseen circumstances, should the Board find it necessary to schedule regular student attendance days on any of the scheduled holidays, the holiday normally granted at the time shall either be taken at another time or be added to the employee's accumulated vacation time and the employee shall be expected to work his/her regular hours on said day(s) at his/her regular straight time pay.

ARTICLE XIV - SICK AND FUNERAL LEAVE

- A. Seniority employees shall earn and be credited with one (1) day of sick leave per month of work, up to a maximum of twelve (12) work days per year in Group One - Custodial/Maintenance, and up to a maximum of ten (10) work days per year in Group Two - Cafeteria Employees, and up to ten (10) work days per year in Group Three - Teacher Aides and Paraprofessional Groups. Unused sick days can be accumulated from year to year. Sick leave shall be available for use by seniority employees for personal illness or disability or other purposes authorized herein, provided, however, the employee must have complied with the call-in provisions set forth in Article XI, Section H, provided, however, exceptions to the one (1) hour call-in requirement will be considered by the Board in cases of extreme, proven emergency.

1. If an employee has completed ten (10) or more years of service in the Saginaw School System, he/she will be paid for one-half of all accumulated, unused sick days up to a maximum of one hundred (100) days in 1995-96, and up to a maximum of one hundred five (105) days in 1996-97, and up to a maximum of

one hundred ten (110) days in 1997-98, at the rate of one-half of his/her current pay scale, (regular classification rate), but not less than fifteen dollars (\$15.00) per day, if he/she terminates his/her employment under any of the following:

- a) Voluntary retirement under the provisions of the State Retirement Act;
- b) Forced retirement, prior to regular retirement age, for health purposes;
- c) Death while in the employ of the Board.

It is understood that for purposes of payment of the accumulated unused sick days, the Board agrees to be bound by the retirement eligibility provisions of the Public School Employees Retirement Fund.

2. If, after receiving a payment under this provision, a former employee resumes employment with the Board, and again becomes eligible for payment hereunder, payments previously made will be deducted from any subsequent payments to which he/she is entitled.

3. In addition to personal illness or injury, sick leave may be utilized for the following purposes:

- a) EMERGENCY MEDICAL CARE ARRANGEMENTS

One day when emergency, illness or injury in the family requires an employee to make arrangements for necessary medical and nursing care;

- b) CRITICAL ILLNESS - IMMEDIATE FAMILY

A maximum of five days per year for a critical illness in the immediate family;

- c) MILITARY - ACTIVE DUTY

A maximum of ten days per year for persons called into temporary active duty of any unit of the U.S. Reserves or the Michigan National Guard;

- d) EMERGENCY - CATASTROPHE

A maximum of three days per year may be used for emergency or catastrophe, provided that the employee shall be required to furnish proof of such emergency or catastrophe, if requested. Permission for such leave must be obtained from the Superintendent's office through the principal or supervisor involved. Examples of such are:

- 1) Emergencies, catastrophe, fire, accident, pallbearer
- 2) Marriage or graduation of a member of the immediate family and the employee him/herself;
- 3) Required court appearance involving no moral turpitude on the part of the employee;
- 4) Child born to wife;
- 5) Immediate member of family leaving for service (induction only);
- 6) Religious holidays when schools are in session.

Immediate family shall be considered to include: father, mother, son, daughter, brother, sister, husband, wife, grandparents, grandchildren, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, aunt, uncle and relatives living in the same household. This listing of "immediate family" members shall apply only to the provisions of Article XIV., Section A., Subsection 3 (d) numbers (2) and (5).

e) FUNERAL LEAVE - FAMILY MEMBERS

One day for funeral leave may be used for attendance at funerals of the following members of the employee's family: grandparents, grandchildren, aunt, uncle, mother-in-law, father-in-law, brother-in-law, sister-in-law, provided that the employee must present proof of death, if the Board so requests, in order to receive the pay herein referred to. The Board may, in extenuating and unusual circumstances, grant permission for the use of additional sick leave days to be used for attendance at a funeral of grandparents, grandchildren, aunt, uncle, mother-in-law, father-in-law, sister-in-law, brother-in-law.

B. FUNERAL LEAVE - IMMEDIATE FAMILY

Up to three (3) consecutive work days, one to include the date of funeral, for death of any one of the following: mother, father, son, daughter, brother, sister, husband, wife. All funeral leaves must be used for funeral purposes and for no other purposes, provided that the employee must present proof of death, if the Board so requests, in order to receive the pay herein referred to. Saturday and/or Sunday shall not be counted as a day of funeral leave. If an actual need for more than three days of funeral leave is substantiated, additional days may be granted by mutual consent of Union and supervisor, but such additional days shall be charged against sick leave

- C. 1. In the event a regular, full-time seniority employee is injured on the job and the injury is compensable under Workers' Disability, such employee shall be ineligible to draw full sick leave pay upon the initiation of Workers' Disability payments. Such employee may, at that time, if he/she chooses, be paid the difference between his/her normal, straight-time rate of pay and the amount received as Workers' Disability. If the employee chooses to be paid this difference, said pay difference shall be accounted for by a pro-rata deduction from the employee's accumulated contractually-available sick leave for each day the employee chooses to be paid at his/her normal scheduled daily wage. It is understood here that the employee shall in no case ever receive more in total compensation per day than the equivalent of his/her normal daily straight time. The pro-rata deduction shall be such that the Worker's Disability amount and the sick leave deduction, when taken together, equal 100% of the employee's normal scheduled gross daily wage.

2. All on-the-job accidents or injuries must be immediately reported to the employee's immediate supervisor.

- D. When an employee has been absent from work due to his/her illness or injury, the Board may, for sufficient cause, require that the employee present a statement from a physician attesting to the fact that the employee is physically able to return to work, without limitation or restriction.

- E. Any employee who willfully violates or misuses the sick leave and death leave policy or who misrepresents any statement or condition under this Article may be subject to discipline, up to and including discharge.

- F. After an employee has used up three (3) or more sick days a year, the Board reserves the right to require a doctor's statement for each subsequent absence in a given year (July 1 to June 30) before additional sick leave days are granted. Exceptions for the purpose of computing the three (3)-day-use rule are injuries compensable under the Michigan Workers' Disability Act and the time lost due to an illness or injury requiring hospitalization. Furthermore, this provision shall not apply until the individual employee has been put on notice that he/she must comply with this provision for subsequent use of personal sick leave. Said doctor's statement shall be at the employee's expense.
- G. An employee shall not be eligible to use paid sick days unless the employee otherwise would have worked on such day but for his/her use of sick leave, unless otherwise mutually agreed.

ARTICLE XV - INSURANCE

- A. 1. Upon submission of a written application, the Board will pay, for the period of time noted, premium amounts up to the level specified in Schedules A. and B., of paragraph 2. below, so as to provide a level of health insurance coverage for full-time eligible seniority employees, not otherwise covered by the Board or not otherwise eligible to be covered by another comparable employer paid group health plan who enroll in one of the below-noted Plans, during the appropriate enrollment period, subject to the terms and conditions specified in the Board's group insurance contracts.

Unit members may choose from one of the three following health care plans:

Plan I (Traditional Blue Cross)

Blue Cross Comprehensive Semi-Private and Blue Shield MVF-I with riders CC-CLC, FAE-RC, VST, PPNV-I, ML, SATII, SOT-PE, Prescription Drugs \$3 deductible with MAC and Master Medical Option I, and including an FC (Family Continuation Rider) and a PRE-100 (Predetermination).

Plan II (Blue Cross-Preferred Care)

Blue Cross Comprehensive Semi-Private and Blue Shield MVF-1 with riders CC-CLC, FAE-RC, VST, PPNV-I, ML, SATII, SOT-PE, Prescription Drug \$5 deductible with MAC and APDBP, TRUST 15, PLUS 15, and Master Medical Option I with MMC-POV, and including an FC (Family Continuation Rider) and a PRE-100 (Predetermination Rider).

Plan III (HMO)

Blue Care Net work Plan (BCN5 - replaces HMO 2)

(The inclusion of the PRE-100 (Predetermination Rider) and the associated administrative costs, in Plan I and Plan II above shall be effective as of December 1, 1988, and remain in effect for the duration of the contract.)

2. The monthly maximum health premium rate to be paid by the Board shall be as follows:

Schedule A 7-1-96/6-30-97

One Person	\$227.45
Two Persons	\$480.85
Full Family	\$517.44

Schedule B 7-1-97/6-30-98

One Person	\$238.82
Two Persons	\$504.89
Full Family	\$543.31

It is understood that any cost of insurance over and above the amount listed in Schedules A. and B. above shall be borne by the employee and the employee shall authorize a payroll deduction for such to be taken from his/her pay.

3. Notwithstanding the above, any employee working less than fifty-two (52) weeks must pay the full monthly cost of health insurance premiums for the months of July and August, or health insurance coverage shall terminate on July 1. The amount of such insurance premiums will be deducted from the affected employee's pay in equal installments during the preceding school year. If the employee terminates his/her employment with the Board, ceases to be eligible for Board-paid insurance coverage or elects to terminate his/her coverage, all amounts deducted from the employee's pay will be refunded.

Any employee who elects to terminate his/her health insurance coverage shall not be eligible to enroll in the Board plan(s) until the next open enrollment period.

4. a.) For an eligible full-time seniority employee to become insured and for certain otherwise eligible full-time probationary employees(s) to become insured (see below), the employee must enroll in the plan(s) within 30 days of the employee's eligibility or during an annual open enrollment period and must pay 100% of the full cost of the premium for coverage for the plan selected for three months in a method as determined by the District.
b.) Eligible full-time probationary employees shall be considered to be eligible under these provisions, following the completion of a probationary period of sixty-five (65) days of work from date of hire, for medical and life insurance benefits only.
 5. The Board reserves the right to select the provider of insurance benefits, to change providers, to become self-insured and/or to determine the method of providing the negotiated benefits, (including bidding such benefits), the negotiated benefits to be comparable to the basic Blue Cross/Blue Shield MVF-1 plan.
 6. For purposes of this Section, comparable coverage shall be measured by a comparison with the typical benefits available in a standard Blue Cross/Blue Shield MVF-1 plan without any riders. There will be no cash credit or credits to any employee in the unit.
- B. An employee must be regularly scheduled to work at least thirty (30) hours per week to be eligible for the health insurance benefits set forth in Section A.
- C. Probationary employees who have no health insurance coverage may sign up for the Board-provided hospitalization plan, but will have the amount of the premium deducted from their checks until they complete their probationary period and become eligible under Section E.
- D. 1. The Board will, for the duration of this Agreement, pay the premiums to provide term life insurance for certain eligible seniority employees, as listed below, subject to the terms and conditions in the policy in effect between the Board and the carrier. The Board shall have the right to select the carrier or change carriers.
- a.) Employees regularly scheduled to work thirty (30) hours or more per week, \$20,000.

- b.) Employees regularly scheduled to work twenty (20) hours per week but not more than twenty-nine (29) hours per week, \$15,000.
 - c.) Employees regularly scheduled to work ten (10) hours per week but not more than nineteen (19) hours per week, \$10,000.
2. The Board will, effective on July 1, 1995, and extending for the duration of this Agreement, pay the premiums to provide term life insurance for certain eligible seniority employees, as listed below, subject to the terms and conditions in the policy in effect between the Board and the carrier. The Board shall have the right to select the carrier or change carriers.
- a.) Employees regularly scheduled to work thirty (30) hours or more per week, \$30,000.
 - b.) Employees regularly scheduled to work twenty (20) hours per week but not more than twenty-nine (29) hours per week, \$22,500.
 - c.) Employees regularly scheduled to work ten (10) hours per week but not more than nineteen (19) hours per week, \$15,000.
- E. An eligible employee shall become insured on the first of the month of the month following the completion of the eligibility time-lines as listed herein.
- F. The insurance coverage listed herein shall be discontinued on the day the employee's services are terminated or the day he/she goes on any leave of absence without pay or is laid off provided that those employees who go on any leave of absence without pay may keep their group health coverage in effect for such periods of time as may be permissible under the contracts between the Board and the carrier by depositing with the Business Office the full amount of the premiums on or before their last day of work prior to the leave of absence. The employees who are laid off shall be eligible for a continuation of group health insurance coverage according to whatever conversion terms and conditions the carrier so designates, by making the appropriate cash payment(s) in whatever manner the carrier so directs, directly to the carrier. It is understood that the Board assumes no liability in this regard.
- G. Eligibility coverage and benefits under the insurance plans listed herein are subject to the terms and conditions including any waiting periods or other time limits contained in the contracts between the Board and the carrier. Any rebates or refunds on premiums paid by the Board shall accrue to the Board.
- H. 1. For the duration of this Agreement, the Board will provide a dental care program for all regular, full-time (thirty hours or more per week), seniority employees in the custodial-maintenance and cafeteria groups, subject to the terms and conditions in effect between the Board and the carrier.
2. For the duration of this Agreement, the Board will provide a dental care program for all regular, full-time (thirty hours or more per week), seniority employees in the teacher aide group, subject to the terms and conditions in effect between the Board and the carrier. Aide employees must pay the full monthly cost of said dental insurance premiums for the months of July and August, or dental insurance coverage shall terminate on July 1. The amount of such insurance premiums will be deducted from the employee's pay in a manner to be determined by the Board during the preceding school year.
3. a. Effective on July 1, 1996
- Said dental care program will provide a benefit level of seventy percent (70%) of class I benefits (Basic Dental Services), a benefit level of sixty

percent (60%) of class II benefits (Prosthodontic Dental Services), and a benefit level of fifty percent (50%) of class III benefits (Orthodontic Dental Services to dependent children to age 19 only).

b. Effective on September 1, 1997

Said dental care program will provide a benefit level of eighty percent (80%) of class I benefits (Basic Dental Services), a benefit level of sixty percent (60%) of class II benefits (Prosthodontic Dental Services), and a benefit level of fifty percent (50%) of class III benefits (Orthodontic Dental Services to dependent children to age 19 only).

4. Any employee who elects to terminate his/her dental insurance coverage shall not be eligible to enroll in the Board plan(s) until the next open enrollment period.
 5. It is understood that the Board reserves the right to select the provider of insurance benefits, to change providers, to become self-insured and/or to determine the method of providing negotiated benefits, (including bidding such benefits), the negotiated benefits to be comparable to the basic benefits noted herein.
- I. It shall be the responsibility of the employee to inform the Board of his/her desire for coverage or of any change in his/her status that may affect his/her insurance coverage, and to properly enroll in any insurance program(s) as needed and as directed by the Board.
 - J. There shall be no duplication of health or dental insurance coverage. Employees entitled to paid health and/or dental insurance from another employer or from their spouse's employer which is comparable to or which provides better benefits than the health and dental insurance paid herein shall not be entitled to the insurance as provided herein. The employee must notify the payroll office of any personal coverage or coverage from the spouse's insurance plan. Proof of eligibility per these provisions shall be on forms as provided by the Board.
 - K. It is understood that the Board, by payment of the premium payments required to provide the coverage set forth herein, shall be relieved from all liability with respect to the benefits provided by the aforementioned insurance coverage.
 - L. The Board shall pay the premiums for those employees who have exhausted their accrued sick leave in accordance with the following provisions:
 1. Said employee shall have applied in writing and on the proper form for an unpaid health leave of absence.
 2. Only those employees who have an accrued amount of earned sick leave as of a given year, and who find it necessary to apply for an unpaid health leave of absence during the ensuing year, shall be eligible for Board-paid health premiums. Accrued sick leave amounts and eligible months for paid health insurance are as follow:

<u>Earned Sick Leave Days</u>	<u>Eligible Months Board Paid Health</u>
A. Ten Days	One
B. Twenty Days	Two
C. Thirty Days	Three

ARTICLE XVI - TEMPORARY AND LONG-TERM LEAVES OF ABSENCE

- A. Leaves of absence with pay not chargeable against the employee's sick leave will be granted as follows:

1. Two days each year for urgent, necessary, legal, business, household or family matters which require the absence during work hours. Application for personal leave will be made at least forty-eight (48) hours before taking such leave (except in the case of emergencies) and the applicant of such leave will be required to state in specific terms the reasons for taking such leave. This provision for paid personal leave days is not to be used for hunting, fishing, recreation, vacationing, hobbies, shopping and social matters. It is understood that the number of paid personal leave days granted on any one day or days shall not be such as to interfere with the efficient operation of the School District.

An employee hired prior to January 1 of a given year is eligible for this personal leave, said leave to be taken prior to July 1st of the same calendar year. An employee hired after January 1 of a given year is eligible for personal leave after July 1st of the same year, said leave to be taken before July 1st of the following year.

Any unused personal leave days shall be added to an employee's accumulated sick leave.

2. Time necessary for appearance in any legal proceeding connected with the employee's employment or with the school system, if the employee is required by law to attend and if the employee is a non-party witness, or a party in interest with the Board.
- B. Leaves granted shall not interfere with the efficient operation of the school system.
- C. Employees will notify their principal immediately upon discovery that leave is required. Leaves of absence will be applied for in writing, except in cases of emergency.
- D. Jury Duty

A special leave of absence shall be granted to an employee for jury duty purposes, according to the following provisions:

1. An employee who is summoned and reports for jury duty, as prescribed by applicable law for each day on which he/she performs jury duty and on which he/she otherwise would have been scheduled to work for the Board, shall be paid the difference between what he/she receives from the Court as daily jury duty fees and what he/she would have earned from his/her employment with the Board on that day on the basis of the number of hours the employee was scheduled to work at his/her regular rate of pay.
2. The employee must present to the appropriate administrator a written proper notice of said jury duty involvement as far in advance as possible.
3. It is understood and agreed that employees shall be required to report for work on any and all days and at all hours when they are not sitting as a juror.
4. To be eligible for jury duty pay differential, an employee must furnish the Board with a written statement from the appropriate public official listing the amount and the dates on which they received pay for jury duty.
5. Should the employer so request, it is agreed that employees will cooperate in seeking to be excused from jury duty.

6. The Board's obligation to pay an employee for jury duty as provided herein is limited to a maximum of thirty (30) days in any calendar year.

E. Military Leave

1. Employees who have completed one year or more of continuous service and who are members of the National Guard, Naval Reserve, Army Reserve, Marine Reserve, or Air Force Reserve and are required to report for active duty during their regularly assigned work year, shall be paid the difference between their straight time rate and the allowance of the State of Michigan or other governmental authority having charge of such services for a period not to exceed two (2) standard work weeks. Before such payment shall be made, the employee must file in the Office of Non-Certified Personnel, a letter from his/her Commanding Officer stating the period of active duty and the allowance paid to the employee by the period of active duty and the allowance paid to the employee by the State of Michigan or other governmental authority, for such service.
2. Employees who are called for a physical for the armed forces are to be granted pay for the day of the physical, provided proper notice of such induction is presented to the Board, in writing, in advance of said reporting.

F. Unpaid Leaves of Absence

1. Seniority employees shall be eligible to apply for an unpaid leave of absence for justifiable reasons. It is understood that the granting or not granting of any and all such leaves is at the sole discretion of the Board.
2. No benefits of any kind, i.e., pay and fringe benefits, will accrue to any employee during any leave of absence granted under this Section, i.e., Section F., nor shall they accumulate any length of service credit, i.e., seniority, while on any leave of absence, except as might otherwise be stated herein, it being understood that an employee's seniority status is retained while said employee is on an approved leave of absence. Upon return from a leave of absence, an employee's accumulated unused sick leave benefits accumulated at the time leave commenced will be restored to them, and they will be placed on the same position of the salary schedule that was held at the start of the leave.

An exception to this section shall be made for those employees who are on a workers' disability status. For those individuals, it is agreed that the Board shall pay the premiums, per the conditions outlined in the Insurance Article, to provide medical hospitalization insurance for said employee, if he/she is otherwise eligible, for a total period of up to six (6) months from the expiration of an employee's normal eligibility for sick leave. Individuals on worker's disability shall continue to accumulate seniority during a prolonged and continuous absence due to industrial disability for a period up to two years, following which they shall retain but not add to their seniority standing.

3. When an employee is granted a leave of absence for a specific period of thirty (30) working days or less, the District may fill the employee's position on a temporary basis, and if the employee returns to work on the date originally specified, or other mutually approved date within said period, he/she shall be returned to his/her same position provided however, the thirty (30) days may, at the sole discretion of the Board, be extended to sixty (60) days if the involved employee is on a leave of absence due to an extended illness. Otherwise, any leave granted under this Section will be with the understanding that it is a leave of absence from the Saginaw Public Schools and not from a particular position. Upon return from leave, reasonable effort will be made to assign the employee to the same or comparable position, if available, i.e., vacant; however, employees are not guaranteed their former assignment but will be placed in a position for which they are qualified. If there are no such positions available, i.e., no vacant

positions for which the employee is qualified, then the Board will attempt to place said employee in a position for which he/she is qualified as early as is feasible. Said requirement for placing an employee returning from a leave of absence shall remain in force for a period of time equal to the length of the employee's seniority at the time the leave commenced, subject to the restrictions in Paragraph 5 below.

4. Leaves - Union

Leaves of absence without pay may be granted to any employee elected or selected by the Union, provided two weeks notice is given to the Board. The number shall not exceed three employees at any one time, and the number of working days will not exceed ten per employee in any one calendar year. Employees on leave under this article shall retain their fringe benefits. Such leaves shall only be granted when the services of the employee(s) are not immediately required and when there are employees available who are capable of doing his/her work.

5. Leaves - Disability

A seniority employee who is unable to perform his/her assigned duties because of personal illness or disability and who has exhausted all paid sick days or has chosen not to exhaust his/her paid sick days shall at the written recommendation of a physician, be granted an unpaid health leave of absence for up to six (6) months from and after the last day of paid sick leave renewable at up to six month intervals for a period not to exceed twenty-four (24) months in total. The employee shall, upon demand, present proof of such medical disability periodically thereafter, and such proof shall be at the employee's expense. If the Board requires a physical examination by a physician designated by the Board, the Board shall bear all expense thereof.

A written request for a health leave, including the physician's written recommendation, must be submitted to the Director of Non-Certified Personnel prior to exhaustion of such paid days, or if the employee does not choose to exhaust paid sick days, within five (5) work days following the disability or illness.

Employees who apply for maternity-disability leave will file, before the sixth month of pregnancy, a physician's statement with the Director of Non-Certified Personnel. The statement will certify as to the pregnancy and the expected date of birth. From the sixth month of pregnancy until the beginning of the leave, the employee will file a monthly physician's statement certifying her fitness to perform all of her normal and regular duties.

An employee may not return to work unless the employee submits a physician's report confirming fitness to return to work.

- G. Any employee who obtains any employment while on any leave of absence shall be automatically terminated by the Board effective the date the leave of absence started, unless the employee was specifically granted the leave for the purpose and unless said employment has been agreed to by the Board.
- H. 1. All leaves of absence must be applied for in writing and on the appropriate form as provided by the Personnel Department. The request shall state the reason the leave of absence is being requested and the length of time off which the employee desires. All leave requests and requests for extensions of leaves, must be submitted at least two (2) weeks prior to commencement, except in cases of emergency.
2. An employee desiring to return from a leave of absence must notify the Personnel Office, in writing, no later than thirty (30) days of the expiration date of the leave,

provided that those on a leave under Section F, subsection 5, herein shall so alert the Director of Non-Certified Personnel, in writing, at the earliest possible time.

- I. It shall be the duty of the employee to keep the Board notified of his/her proper address and telephone number at all times.

ARTICLE XVII - NEW JOB

- A. When a new job is placed in existence which cannot be properly placed in the existing classification and rate structure, or an existing job is changed or combined with another job to the extent that materially different skills and responsibilities are required, the Union will be notified in writing. The Board will, after written notice to the Union, assign a rate to the new or changed job, which shall be considered temporary for a period of thirty (30) days following the date of notification to the Union. During the period, the Union may request in writing a meeting with the Board to review the classification. When the classification is agreed upon, it shall be applied retroactive to the first day the employee began work on the job unless otherwise agreed to. If no written request is filed within the thirty (30) day period, the rate shall become permanent at the end of such period. If a written request is filed and no agreement is reached on the rate within the thirty (30) day period, the rate shall become permanent at the end of such period. If a written request is filed and no agreement is reached on the rate within thirty (30) days from the date of the request, the Union may file a written grievance at Step Three of the Grievance Procedure within ten (10) days following expiration of said thirty (30) day period.
- B. The new job as noted above in Section A. shall be subject to the provisions of Article IX of this Agreement.
- C. It is understood and agreed between the parties that certain contractual allowances may be made in order to accommodate state and/or federal legislation such as, but not limited to, the Americans with Disabilities Act and Workers' Disability (Compensation). In the event that the School District wishes to create a new job or to change an existing job so as to place or accommodate a person(s) who might require special consideration because of a physical, mental, and/or emotional disability and/or need, or a return from a worker's disability status, said job shall be exempt from the provisions of Article IX of the Agreement, provided however, the Administration agrees to meet with Local 582 prior to placing an individual in such a position.

ARTICLE XVIII - WAIVER CLAUSE

The parties acknowledge that during the negotiations which resulted in this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining and that the understandings and agreements arrived at by the parties after the exercise of such right and opportunity are set forth in this Agreement. Therefore, the Board and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered by this Agreement, even though such subject or matter may not have been within the knowledge and contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

ARTICLE XIX - SEPARABILITY AND SAVING CLAUSE

If any Article or Section of this Agreement, or any Appendix thereto, shall be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any Article or Section shall be restrained by such tribunal pending a final determination as to its validity, the remainder of this Agreement, and any Appendix thereto, or the application of such Article or Section to persons or circumstances other than those as to which it has been held invalid or as to which compliance with or enforcement of has been restrained shall not be affected thereby.

Furthermore, the parties agree that either party, upon notice to the other, may reopen for negotiation the invalidated portion of the Agreement.

ARTICLE XX - ENTIRE AGREEMENT CLAUSE

This Agreement supersedes and cancels all previous Agreements, verbal or written or based on alleged practices, between the parties. Any amendment or agreement supplemental hereto shall not be binding upon either party unless executed in writing by the parties hereto.

ARTICLE XXI - GENERAL

- A. Full-time employees shall be granted one fifteen (15) minute break period daily per four (4) hours of scheduled work time. Six (6) hour employees shall be granted a pro-rata amount of break time. Under normal circumstances, one such break time shall be scheduled during the first half of the working days and the second during the second half of the working day. The time of said break(s) shall be as determined by supervision, provided there shall be reasonable exercise of such determination. Employees shall not be granted compensation time or overtime pay for break periods if not taken. Furthermore, said break period, if not used, may not be used for any other purpose.
- B. Travel Costs - All unit employees whose duties have been determined by the Board to require the use of their privately-owned vehicle(s) shall be reimbursed at the current district-wide rate (i.e. current cents per mile) for all authorized travel, i.e., Board business, during the period commencing on July 1, 1996, to June 30, 1998, providing the following conditions are adhered to:
- a) Supervisors will establish schedules for involved unit members and using the mileage chart developed by the Board establish the traveling schedule.
 - b) Traveling unit members whose schedule(s) vary will report mileage on the form(s) provided.
 - c) Mileage reports must be turned in to the respective supervisors on a monthly basis by the 5th of each month for the previous month or no reimbursement will be made for that month.
 - d) Mileage will be paid semi-annually, except that mileage will be paid monthly to employees whose daily reimbursement equals \$2.80 or more per day.
 - e) The Board shall not be obligated to pay any costs incurred by employees in regard to in-service or similar type meetings called by the Administration.
 - f) The Board reserves the right to arrange and/or schedule, per the provisions of article XI., Section A., so as to eliminate, restrict or redistribute travel by unit employees.
- C. 1. Employees scheduled to work less than 52 weeks and who are not required to work on scheduled days of student instruction which are not held because of conditions not within the control of school authorities (such as inclement weather, fires, epidemics, mechanical break downs or health conditions as defined by the city, county or state health authorities) will not be paid for such days. Such employees shall work on any rescheduled days of student instruction which are established by the Board and will be paid at their regular daily rate of pay.
2. In the event an employee receives unemployment compensation benefits (which as used herein also includes underemployment benefits during the school year

associated with his/her regular work assignment) due to days of instruction not being held when scheduled because of conditions not within the control of school authorities as stated above, and those days of instruction are rescheduled so that the employee works those instructional days at a later time, the employee will have his/her pay adjusted, such that his/her unemployment compensation plus the wages paid to the employee for the year will be equal to the regular annual wages he/she would have earned for the school year had there not been scheduled days of instruction cancelled for such reasons.

- D. The Union's right of access to District employees during the employee's working hours shall be limited to the employee's meal period and coffee breaks. Upon the approval of the Board or the principal of the building in which an employee works, a Union representative may be permitted to meet with District employees during working hours.

ARTICLE XXII - TERMINATION

- A. This Agreement shall be in full force and effect from July 1, 1996, and shall continue in full force and effect without reopening until June 30, 1998, unless either party shall give a written notice to the other at least sixty (60) days prior to June 30, 1998, of its desire to modify, amend or terminate this Agreement. In the absence of the aforesaid sixty (60) day notice, the Agreement shall automatically be renewed under the same terms and conditions for a period of one year and so on from year to year. A notice of desire to modify, amend, or terminate shall have the affect of terminating the entire agreement, but only as of the expiration date of the Agreement, subject to mutual consent to the contrary.
- B. Notice in accordance with the above section shall be given by certified mail.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed as of the 8th day of August, 1996.

BOARD OF EDUCATION OF THE
CITY OF SAGINAW, MICHIGAN

By: 

President

By: 

Secretary

SERVICE EMPLOYEES
INTERNATIONAL UNION
AFL-CIO, LOCAL 582

By: 

President

By: 

Secretary

APPENDIX A

Custodial/Maintenance Salary Schedule

1. 1996-97
(07-01-96/06-30-97)
2. 1997-98
(07-01-97/06-30-98)

	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 1</u>	<u>STEP 2</u>
<u>Class 1AA</u> Licensed Master Electrician	\$17.31	\$18.96	\$17.66	\$19.34
<u>Class 1A</u> Group Leader Carpenter Licensed Mechanic	\$16.81	\$17.41	\$17.15	\$17.76
<u>Class 1</u> Licensed Mechanic Licensed Electrician	\$14.78	\$15.38	\$15.08	\$15.69
<u>Class 2</u> Group Leader Grounds	\$13.01	\$14.94	\$13.27	\$15.24
<u>Class 3</u> Group Leader Plumber	\$13.96	\$14.49	\$14.24	\$14.78
<u>Class 4</u> Skilled Maintenance Supply Clerk Book Clerk Head Custodian- (Secondary or 5 or more)	\$13.73	\$14.31	\$14.00	\$14.60
<u>Class 5</u> General Maintenance Custodian Leader-Elementary Light Equipment Operator Painter	\$12.96	\$13.54	\$13.22	\$13.81
<u>Class 6</u> General Utility Night Leader-Secondary	\$12.01	\$12.68	\$12.31	\$13.00
<u>Class 7</u> Custodian	\$11.94	\$12.55	\$12.24	\$12.86
<u>Class 8</u> Laundry Worker	\$11.67	\$12.21	\$11.97	\$12.51

APPENDIX A 2.

1. **1996-97**
(07-01-96/06-30-97)
2. **1997-98**
(07-01-97/06-30-98)

Class 9 Custodian	\$8.63	\$8.85
Class 10 Laundry Worker	\$8.02	\$8.22

APPENDIX A 3.

Class 7 - Custodian and Class 8 - Laundry Worker classifications shall include those employees in these two respective classifications who were in the employ of the Saginaw Board of Education and on the payroll as a regularly-assigned probationary or seniority. Class 7 and Class 8 employee as of June 30, 1991. These employees shall continue to be paid at the hourly rates as noted in the contract as Class 7 and Class 8.

Class 9 - Custodian and Class 10 - Laundry Worker classifications shall constitute the hourly rate for all employees hired into these classifications on or after July 1, 1991.

APPENDIX B

Cafeteria Salary Schedules

1. 1996-1997 (7-1-96/6-30-97)

	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>
I. Class Working Managers	\$9.47	\$9.90	\$10.60
II. Class Cooks	\$8.77	\$9.04	\$9.59
III. Class Assistant Cooks	\$8.61	\$8.68	\$8.80
IV. Class Hostesses	\$8.79	\$8.94	\$9.12
V. Class Hostess Assistant	August 26, 1996, through September 30, 1996 - \$5.15		
	October 1, 1996, through June 5, 1997 - \$5.50		

2. 1997-1998 (7-1-97/6-30-98)

	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>
I. Class Working Managers	\$9.71	\$10.15	\$10.86
II. Class Cooks	\$8.99	\$9.27	\$9.83
III. Class Assistant Cooks	\$8.83	\$8.90	\$9.02
IV. Class Hostesses	\$9.01	\$9.16	\$9.35
V. Class Hostess Assistant	August 25, 1997, through August 29, 1997 - \$5.50		
	September 1, 1997, through June 5, 1998 - \$5.90		

APPENDIX C

Teacher Aide Salary Schedule

1. 1996-1997 (7-1-96/6-30-97)

<u>STEP H</u>	<u>SCHOOL</u>	<u>STEP +30</u>	<u>STEP +60</u>	<u>STEP +90</u>
1	\$8.00	\$8.07	\$8.34	\$ 8.51
2	\$8.07	\$8.24	\$8.58	\$ 9.05
3	\$8.24	\$8.43	\$8.84	\$ 9.30
4	\$8.43	\$8.71	\$9.12	\$ 9.42
5	\$8.71	\$8.97	\$9.39	\$ 9.64
6	\$8.97	\$9.30	\$9.64	\$ 9.91
7	\$9.25	\$9.53	\$9.95	\$10.38

2. 1997-1998 (7-1-97/6-30-98)

<u>STEP H</u>	<u>SCHOOL</u>	<u>STEP +30</u>	<u>STEP +60</u>	<u>STEP +90</u>
1	\$8.16	\$8.23	\$ 8.51	\$ 8.68
2	\$8.23	\$8.41	\$ 8.75	\$ 9.23
3	\$8.41	\$8.59	\$ 9.02	\$ 9.49
4	\$8.59	\$8.89	\$ 9.30	\$ 9.61
5	\$8.89	\$9.15	\$ 9.58	\$ 9.83
6	\$9.15	\$9.49	\$ 9.83	\$10.11
7	\$9.48	\$9.77	\$10.20	\$10.64

APPENDIX D

SCC Aides - Salary Schedule

Interpreter Aides - Salary Schedule

Community Outreach Worker - Salary Schedule

1. 1996-97 (7-1-96/6-30-97)

2. 1997-98 (7-1-97/6-30-98)

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>
\$10.82	\$11.48	\$12.69	\$11.04	\$11.70	\$12.94

Paraprofessional-Salary Schedule

1. 1996-97 (7-1-96/6-30-97)

2. 1997-98 (7-1-97/6-30-98)

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>
\$8.79	\$9.29	\$9.87	\$9.01	\$9.52	\$10.12

Appendix E

APPENDIX F

CUSTODIAL & MAINTENANCE
VACATION SCHEDULE

	5	10	11	12	13	14	15	16	17	18	20
After 1 year	X										
After 2 years		X									
After 3 years		X									
After 4 years			X								
After 5 years					X						
After 6 years					X						
After 7 years						X					
After 8 years						X					
After 9 years						X					
After 10 years							X				
After 11 years							X				
After 12 years								X			
After 13 years								X			
After 14 years									X		
After 15 years									X		
After 16 years										X	
After 17 years										X	
After 18 years											X

APPENDIX G

MEMO OF UNDERSTANDING

Health Insurance Eligibility

The three (3) month premium payment requirement set forth in Article XV, Section A.4. shall not apply in the case of a seniority employee i.e. an employee who had achieved seniority status as of September 15, 1981, who would be eligible for Board-paid health insurance coverage but for the provisions of Article XV, Section K, and A.I, i.e., the employee is ineligible because coverage is available from another source. Subject to the provisions of Article XV, Section E, such an employee shall be eligible for Board health insurance coverage if, due to unforeseen circumstances, he/she is no longer eligible for outside coverage. The employee must present acceptable proof that outside coverage is no longer available, if the Board so requests.

APPENDIX H

MEMO OF UNDERSTANDING

Substance Abuse Committee

The Board and the Union recognize that alcohol and drug abuse are disruptive influences in the workplace and interfere with the efficient operation of the School District.

Recognizing that the causes of alcoholism and drug dependency are not well understood and cures are difficult, the Board and the Union agree to form a Study Committee to review possible employer/employee options when mutually faced with a drug/alcohol problem with a particular worker. This Study Committee shall be comprised of the Director of Non-Certified and Adult Education Personnel and one other administrator appointed by the Superintendent along with the President of S.E.I.U. Local 582 and one other Union Representative appointed by the Union. The committee is to study various constructive measures which may be possible to deal with the problem of alcohol and drug abuse and make its findings and recommendations known to the Superintendent of Schools or the Superintendent's designee. The committee shall have an "ad-

hoc" status under this agreement. Disputes or disagreements arising from the committee's deliberations and/or recommendations(s) are not subject to the Grievance Procedure.

APPENDIX I

MEMO OF UNDERSTANDING

Change In Employee Group Fringe Benefits, Pay Rates, Seniority Status

If and when an employee switches from an employment position in one employee group into a position in another group, the below-listed conditions shall be in effect. The following groups are included:

Group One - Custodial/Maintenance

Group Two - Cafeteria

Group Three - Teachers Aides

Group Four - Paraprofessionals

1. The involved employee shall be awarded any accumulated seniority credit for placement on the new salary schedule.
2. For purposes of layoff, recall, transfer, and promotion and any other terms and conditions of employment, the employee's seniority date will be the date of movement to the new group.
3. The involved employee, in the event he/she shall already have served an initial probationary period, shall not be required to serve an additional such period but shall be regarded as a seniority employee, except for those provisions in the contract which are listed above in 2. It is understood that the Board retains the sole discretion as to a determination of the employee's ability to handle the job duties of the new position, subject to the sixty (60) day trial period set forth in Article IX., Section B. 4, Section I. 4., and Section V.
4. Hospitalization insurance for eligible employees will be carried on without loss of coverage if the involved employee has coverage at the time of movement and if he/she remains eligible per the provisions of the contract.
5. Life insurance will be continued at the time of movement and will be adjusted to the employee's new work schedule.
6. Accumulated sick leave will be retained but will be pro-rated accordingly, either higher or lower.

APPENDIX J

MISCELLANEOUS - MEMOS

1. UNIFORMS

It is understood that the Board may implement a program for a requirement of uniforms, either for a part or for the entire work force, at anytime during the life of this agreement, consistent with the below-noted agreements:

- a. The providing of the uniforms shall be at Board expense, unless otherwise mutually agreed to by both parties.

- b. In the implementation of any such uniform policy, the Union shall be offered an opportunity to review said policy, prior to its implementation.

2. Student-Workers Program

- a. Student-Workers may be placed, should the Board so elect, in the maintenance areas of mechanics, carpentry, electrical and plumbing.
- b. Student-Workers are not included in the recognition clauses of the collective bargaining agreement between Local 582-SEIU and the Saginaw Board of Education.
- c. The involved employees in the four maintenance departments shall be directly involved in the interview process of the Student-Workers Program.
- d. The Student-Workers Program shall be evaluated, at a minimum, once every three months. The involved employees within the four maintenance departments shall be directly involved in the evaluation process.
- f. It is agreed that the provisions of this "Student-Workers Program" agreement may be extended by mutual agreement.

3. RETURN TO UNIT

In the event a unit member is transferred or elects to transfer to a non-unit executive or supervisory position within the Saginaw School District and then is subsequently returned or elects to return to a bargaining unit position he/she will, upon return, have the status of a seniority employee. The provisions of this section shall apply retroactively to presently-employed non-bargaining unit Saginaw School District supervisors and/or executives providing they were once members of the Local 582 bargaining unit and provided further that such a return shall not apply to a position within the maintenance department. They shall be credited with one calendar year of seniority upon such a return to the unit.

4. DRUG AND ALCOHOL TESTING

It is understood and agreed between the parties that certain contractual allowances may be made in order to accommodate federal and state legislation and implementation regulations regarding rules for drug and alcohol testing of employees. Said drug and alcohol testing of employees is in implementation of regulations issued by the United States Department of Transportation and the Federal Highway Administration (FHWA) and is a requirement of certain provisions contained in the Omnibus Transportation Employee Testing Act of 1991, as part of the 1992 Department of Transportation and Related Agencies Appropriation Act.

5. FAMILY AND MEDICAL LEAVE ACT

1. It is understood and agreed between the parties that certain contractual allowances may be made in order to accommodate state and/or federal legislation and implementation provisions of the Family and Medical Leave Act (PL-103-3).
2. In the event that it is required that provisions of the Family and Medical Leave Act are to be implemented, and provided further that said Family and Medical Leave Act provisions are in conflict with provisions of the collective bargaining agreement between SEIU, Local 582 and the Saginaw Board of Education, the Administration agrees to meet with representatives of Local 582 prior to said implementation.
3. It is agreed that the following are examples of implementation procedures which will govern the Administration in this regard:

- a. Leaves granted under Article XVI will be counted against an employee's annual Family and Medical Leave entitlement;
- b. Section F.1., of Article XVI shall not be applicable, regarding the discretionary rights of the Board (Administration) if such a discretionary decision is in conflict with the provisions of the Family Medical Leave Act;
- c. Section F.2., of Article XVI and Section F. of Article XV shall not be applicable, regarding the non-provision of fringe benefits to eligible employees on any leave of absence, if said employee is on an approved Family Medical Leave qualifying leave of absence. It is understood that all such premiums paid by the Board may be recovered while an employee was on an unpaid Family Medical Leave of absence, per the applicable provisions of the Family Medical Leave Act.

6. HEALTH BENEFITS

If subsequent to ratification of this agreement, a law is enacted which required the Board to pay for a fund or a state or national health insurance system to provide, in whole or in part, the same or similar health benefits to those already provided under this agreement, then the health benefits provided under this agreement shall be considered as a substitution for any provisions for similar benefits provided under such law. If any benefits of a similar nature to those provided under this agreement are not required by law and the benefits provided under this agreement are not considered in substitute therefore, the Board, at its option, have the right to either reduce the benefits under this agreement by the amount of such benefit provided under such law (provided the overall benefit level provided employees will not be reduced) or the Board shall have the right to reopen this agreement solely on the issue of reducing health benefits so that the Board is not required to pay for the same or similar benefits.

7. CLASSIFICATION COMMITTEE

An advisory committee composed of Administration and Union representatives may be established at the request of either party, to discuss the compensation level and duty assignments and task designations of positions listed in Appendix A as Custodial/Maintenance, Class 1AA through Class 6. It is specifically understood that the job classifications and positions noted in these classes (i.e. Class 1AA through Class 6) will remain in effect for the life of this agreement unless a change is mutually agreed to or unless it is changed by the Board under the provisions of Article XVII - New Job. Any and all recommendations of the advisory committee will not be binding upon either party and will not be the basis of a grievance nor subject to the grievance procedure.

8. COPE FUND DEDUCTIONS

Upon a signed authorization of the employee, the Board agrees to deduct a contribution to COPE from its employees who are members of AFL-CIO Local 582, SEIU. Said deduction shall be on a two times per fiscal year basis only, and shall be as scheduled by the Board, provided that the Union shall be consulted as to the timing of said deduction. The deduction amounts shall be as selected by the employees and shall be selected from a range of the following amounts: \$1.00, \$3.00, \$5.00, \$10.00, and \$20.00.

It is further agreed that authorization cards for COPE may only be submitted within the first week of June of any given calendar year, for a contribution to be effective during the following fiscal year, i.e., July 1, through June 30. Said authorization must be submitted annually and may be revoked in writing by said employee at any time.

Employees who wish to have such a deduction must sign an annual authorization form which reads:

"I hereby authorize the City of Saginaw School District to deduct from my pay the sum of _____ from my regular pay on a two-times per year basis only and to forward that amount to the SEIU Local 582 COPE FUND. This authorization is voluntarily made on the specific understanding that the signing of this authorization and making the payment to the SEIU Local 582 COPE FUND are not conditions of membership in the Union or employment with the School District and that the SEIU Local 582 COPE FUND may use the money it receives to make political contributions and expenditures in connection with federal, state and local elections."

PRINTED NAME

SOCIAL SECURITY NUMBER

SIGNATURE

DATE

**9. GROW YOUR OWN TEACHER PROGRAM (G.Y.O.T. PROGRAM)
(KINDERGARTEN AND RECREATION TEACHER AIDES)**

1. The Board agrees to publicize vacancies per the normal procedures as outlined in Article IX, Sections M-U.
2. The Board agrees to consider qualified seniority candidates, if any, for position openings in the program. Said consideration is subject to the language in Article IX.Q, i.e., candidates must meet all requirements of the position.
3. The following "Job Description Standards," and qualifications are adopted and shall apply to applicants considered for the program and for continuous employment in the Program:
 - a. Evidence of current enrollment in an accredited college or university degree granting program. Specific enrollment in a teacher education program is highly preferred.
 - b. For continuous employment in the G.Y.O.T. Program the employees must meet the following criteria:
 - Maintain a minimum G.P.A. of 2.5 on a 4.0 scale.
 - Must complete a minimum of six semester hours of credit each school year until a Bachelor's Degree is earned.
 - Demonstrate an ability to work and communicate with all co-workers, students and the school community.
 - Ability to work effectively in a team with multi-cultural students and adults.
4. Program participants who fail to meet the continuous employment criteria, as noted in 3.b. above, shall be subject to employment dismissal as of the conclusion of a given school year, provided that prior to a final decision regarding dismissal, the decision shall be reviewed with Local 582.
5. The Board agrees to consider G.Y.O.T. Program participants who fail to meet the continuous program participation criteria, and who are scheduled for dismissal, for available vacant positions. G.Y.O.T. Program participants are not guaranteed a placement, per this language, but shall be given consideration.

APPENDIX K

MISCELLANEOUS

1. Committee - to discuss short term disability program, Board to allow Payroll deduction. Any STD program is to be paid by the individual employee(s).
2. Per the language of Article VII., Section A, and in the event the Administration elects to implement an Absenteeism-Tardiness Policy, a revision to the Custodial Training Manual, and/or to publish Task Procedures for specific positions, the Union shall be consulted and shall be allowed an opportunity to discuss these prior to implementation by the Administration.

3. Article IX.N. - Salary Schedule Credit

The parties agree that beginning with the 1994-95 school year, new hires who were assigned to temporary positions under the auspices of Article IX.N. during the first semester of the school year, and hired in a regular position the following school year shall receive credit on the salary schedule for that year using the date of hire in the temporary position as the anniversary date.

4. Cafeteria Employees - Class V (Hostess Assistants)

Pay for one holiday in 1996-97 and in 1997-98, (Christmas Day).

the 1990s, the number of people in the world who are under 15 years of age is expected to increase from 1.1 billion to 1.5 billion.

It is not surprising that the world's population is growing so rapidly. The world's population is growing so rapidly because the number of people who are under 15 years of age is increasing so rapidly.

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