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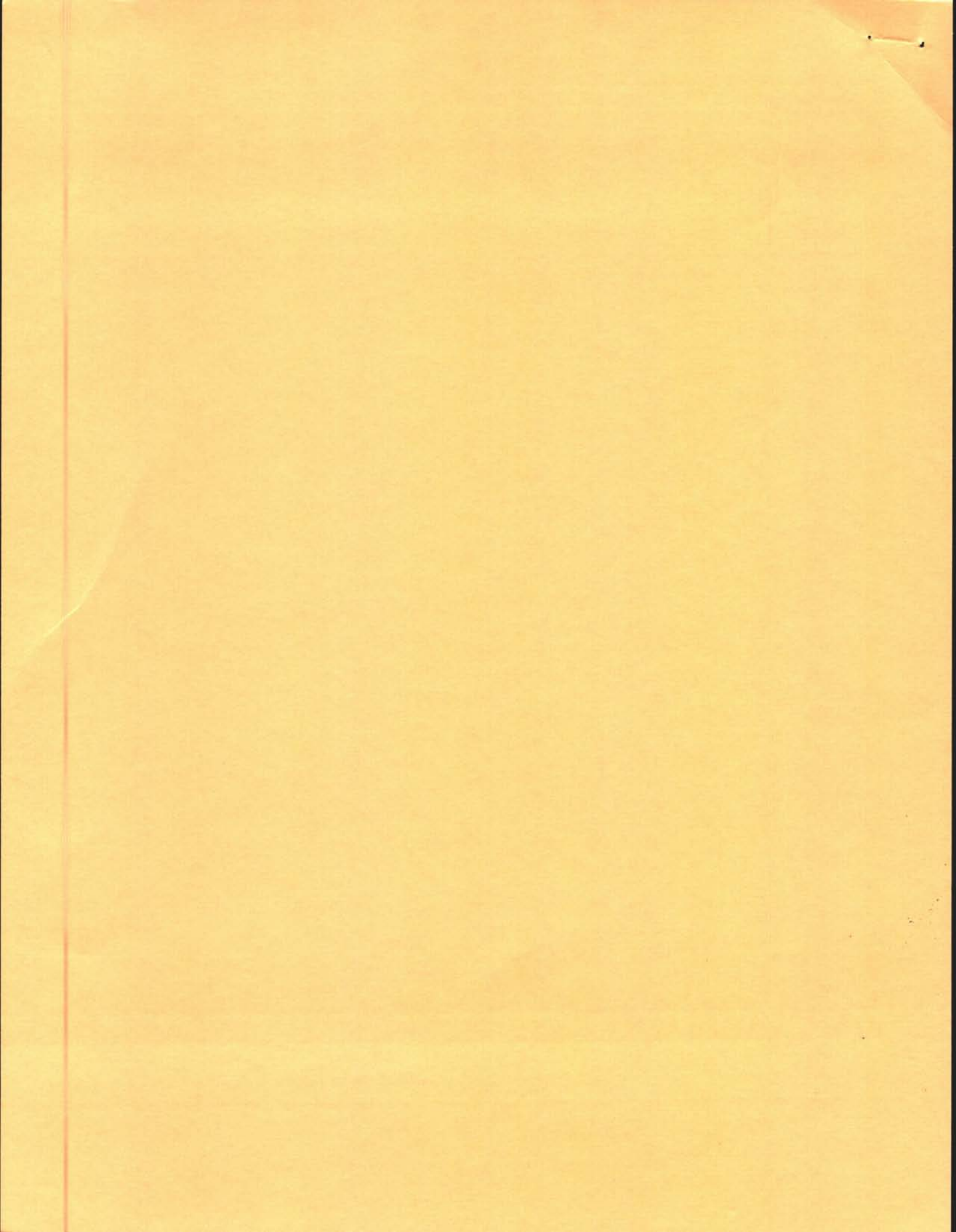
AGREEMENT
 BETWEEN THE
 SOUTH REDFORD SCHOOL DISTRICT
 AND
 THE SOUTH REDFORD
 CUSTODIAL-MAINTENANCE-TRANSPORTATION ASSOCIATION MEA/NEA

July 1, 1995
 through
 June 30, 1999

South Redford School District

SOUTH REDFORD SCHOOL DISTRICT
 26141 Schoolcraft
 Redford, Michigan 48239

An Equal Opportunity Employer



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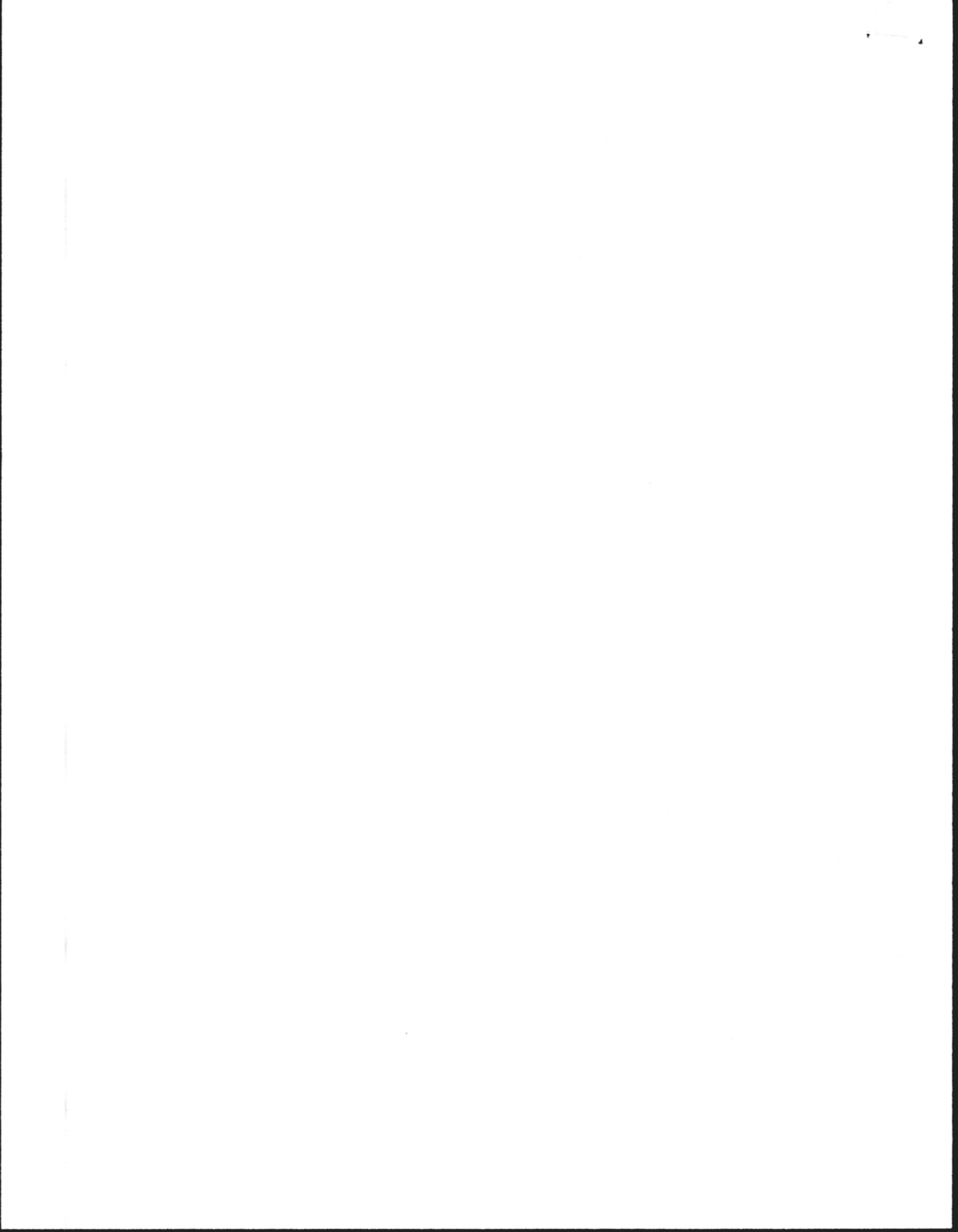
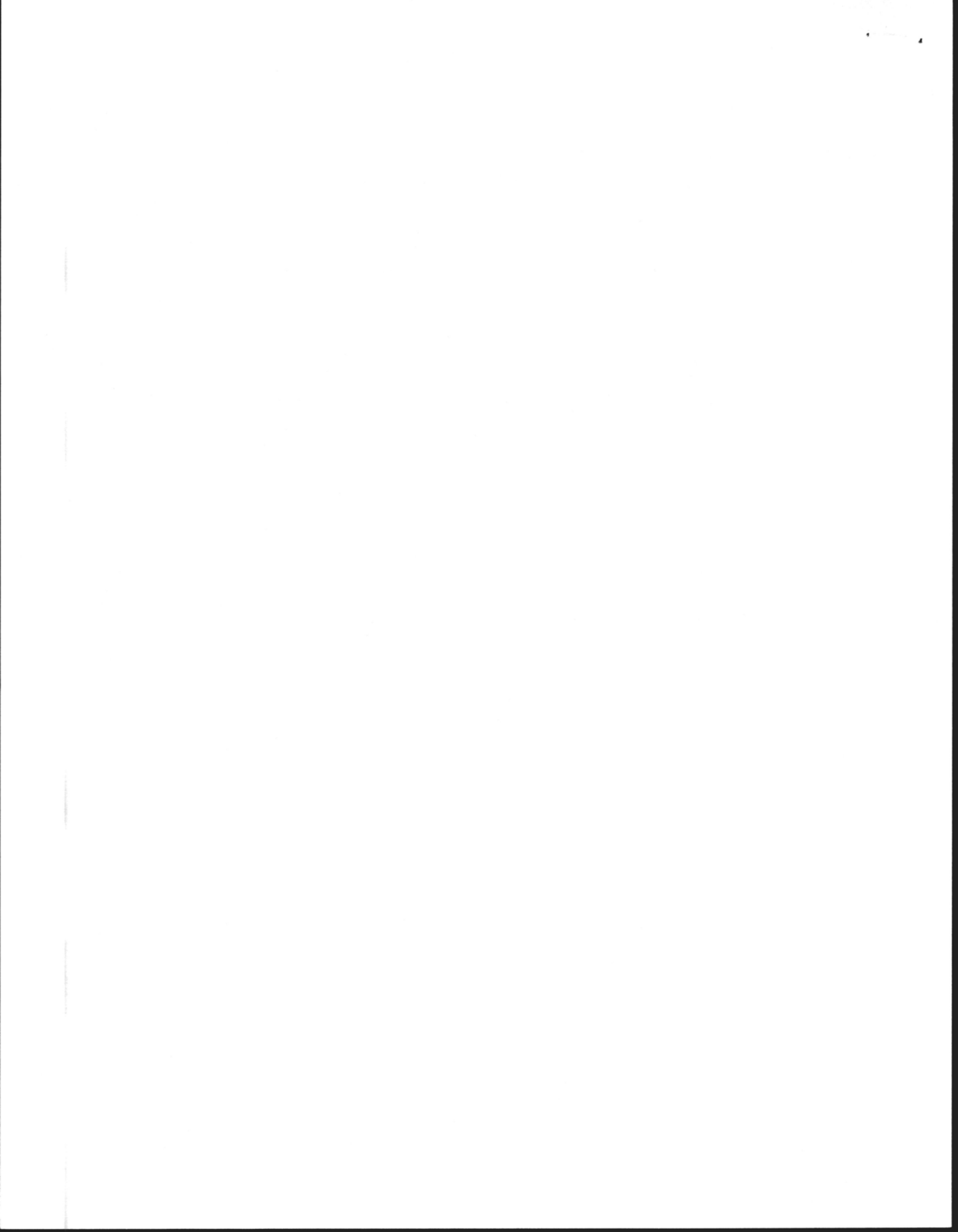


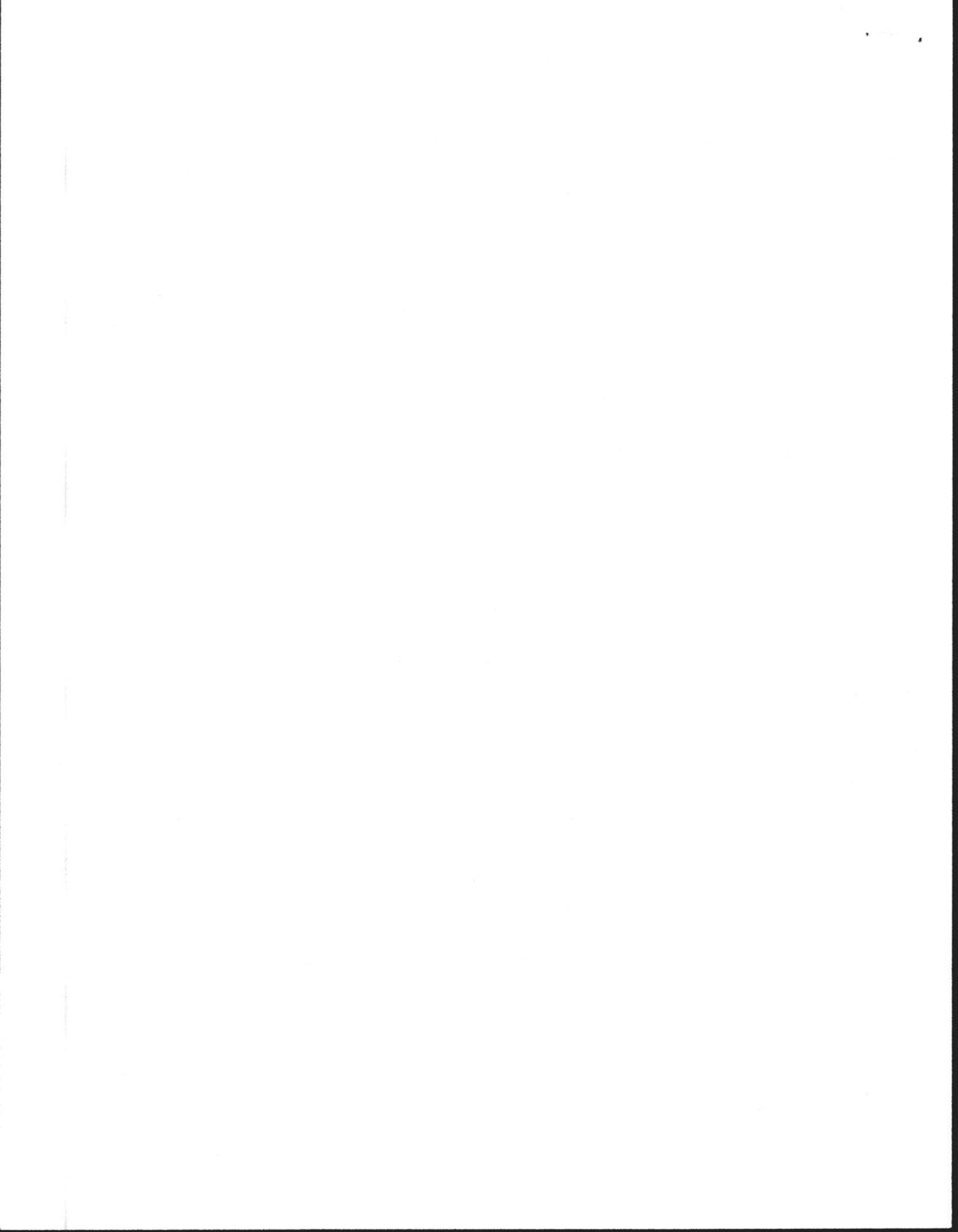
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THIS AGREEMENT, made and entered into this 3rd day of October, 1994, by and between the SOUTH REDFORD SCHOOL DISTRICT, a Michigan Municipal Corporation located at 26141 Schoolcraft, Redford, Michigan 48239, party of the first part, and hereinafter termed the Employer, and the South Redford Custodial, Maintenance, Transportation Association MEA/NEA , hereinafter called the Union.

PREAMBLE

WHEREAS, The District and the Union recognize and declare that providing a quality education for the children of South Redford is their mutual aim; and

WHEREAS, Act 379 of the Michigan Public Acts of 1965 permits an employees' organization to become an exclusive bargaining agent for all employees named in a unit appropriate for such purposes; and

WHEREAS, A representative consent election for the Transportation and General Departments was held on March 26, 1982, under the direction of the State Labor Mediation Board to determine the exclusive bargaining agent; and

WHEREAS, The results of the representative consent election for the aforementioned categories did show in fact a decisive vote in favor of the Michigan Educational Support Personnel Association of South Redford #2 (Transportation and General Departments); and

WHEREAS, The naming of the bargaining agent was certified by the State Labor Mediation Board on April 5, 1982; and

WHEREAS, Both parties are desirous of maintaining a uniform wage scale, working conditions and hours of employees of the Employer; and of facilitating peaceful adjustment of all grievances which may arise from time to time between the Employer and his employees; and of promoting and improving peaceful relations between the parties; and

WHEREAS, The District and the Union following extended and deliberate collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment; and

WHEREAS, The District and the Union have reached a collective bargaining agreement which they desire to memorialize.

THEREFORE, The District and the Union agree as follows:

ARTICLE 1

RECOGNITION

The Employer recognizes and acknowledges that the Union is the exclusive representative in collective bargaining with the Employer of those classifications of employees covered by this Agreement.

ARTICLE 2

UNION SECURITY

Each employee, who, on the effective date of this Agreement, is a member of the Union and has authorized dues deductions shall do so with the understanding that the deductions shall continue for the length of this contract. Each employee hired on or after the execution of this Agreement shall be bound by the same dues deduction requirements. After thirty-one (31) days from the date of original employment, an employee shall be eligible to join the Union, and at that time will be subject either to union dues, or administrative fees. Any employee who is not a Union member and who does not make application for membership shall, as a condition of employment, pay to the Union each month a service charge as a contribution toward the administration of this Agreement in an amount equal to the regular monthly dues. Employees who fail to comply with this requirement shall be discharged by the Employer within thirty (30) days after receipt of written notice to the Employer from the Union.

Written notice, including date of hire, shall be furnished immediately to the Union and a copy to the Union President of all newly hired employees.

ARTICLE 3

DEDUCTION OF DUES

The Employer agrees to make twenty (20) deductions each year for union dues and/or initiation fees for M.E.S.P.A. #2 for each employee for whom the Union presents a payroll deduction authorization form, signed by such employees, provided however, that said payroll deduction authorization forms are presented ten (10) days prior to preparation of the first payroll from which deduction for union dues is to be made. The amount of the union dues and initiation fee shall be certified to the Employer by the Secretary-Treasurer of the Union.

Dues deducted for any calendar month by the Employer will be remitted to the designated finance officer of the Local Union as soon as possible after the payroll deductions have been made.

ARTICLE 4

MANAGEMENT RIGHTS

Subject to the provisions of this Agreement, and except as modified by the specific terms of this Agreement, the Employer retains all rights and powers to manage the South Redford Public Schools, and to direct its employees. The Union recognizes these management rights and responsibilities as conferred by the Laws and Constitution of the State of Michigan and as are inherent in the rights and responsibilities to manage the Public School System, including, but not limited to, the right:

- a. To the exclusive management and administrative control of the school system and its properties and facilities, and the activities of its employees during employee working hours;
- b. To hire all employees and, subject to the provisions of law, to determine their qualifications and conditions for their continued employment, or their dismissal or demotion; and to promote, and transfer all such employees;
- c. To determine the hours of work and the duties, responsibilities, and assignments of employees, and the terms and conditions of employment.

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

ARTICLE 5

OUTSIDE CONTRACTS - GENERAL DEPARTMENT

It is understood that the Employer will contract for services from business organizations outside the School District only in instances when:

- a. Special Skills and/or equipment are required; and
- b. Emergencies arise as determined by the Employer in order to get the job done, but such determination shall be subject to the grievance procedure.
- c. It is agreed that the Employer may in the future examine the feasibility of outside contracting from public or private sources for bus transportation with the understanding the local union and its representatives will be mutually involved in such planning as it might affect continued union representation. It is further agreed that in the event of annexation, consolidation or merger, the local union and its representatives will be mutually involved in such planning as it might affect continued union representation.

It is further agreed to that the standard work week performed by any employee covered by this Agreement shall not be reduced due to contracting as described in this Article.

The Employer agrees not to enter into any agreement with another labor organization during the life of this Agreement with respect to the employees covered by this Agreement; or any agreement or contract with the said employees, individually or collectively, which in any way conflicts with the terms or provisions of this Agreement, or which in any way affects wages, hours or working conditions of said employees, or any individual employee, or which in any way may be considered a proper subject for collective bargaining. Any such agreement shall be null and void.

ARTICLE 6

DEPARTMENTS DEFINED

There shall be two (2) departments under the terms of this Agreement. One shall be known as the General Department, which includes all employees in the Custodial and Maintenance Classifications. The second shall be known as the Transportation Department which shall include all mechanics and drivers except those who from time to time may be called upon from the General Department to drive regularly scheduled runs only.

ARTICLE 7

PROBATIONARY PERIOD

A new employee shall work under the provisions of this Agreement, but shall be employed only on a ninety (90) day trial basis, during which period he may be discharged without further recourse; provided, however, that the Employer may not discharge or discipline for the purpose of evading this Agreement or discriminating against union members. During the probationary period, the employee shall not receive pay for sick days, or personal leave. After ninety (90) days, the employee shall be placed on the regular seniority list as of the date of hire.

An exception is provided to the ninety (90) day term of this Article as follows:

- a. An additional thirty (30) day probationary period may be required by the Employer, when notice has been given the Union, for exceptional cases as determined by the Superintendent of Schools where a question remains whether the employee is to be granted permanent status.

ARTICLE 8

SENIORITY

Section I

- A. Providing minimum qualifications to perform the job are met, strict seniority will prevail within the two departments. Personnel within the department which they are assigned will be eligible to bid on job vacancies in their department.
- B. Seniority will be a prime factor in authorizing vacation periods.

Section II

The employer shall post a list of employees by October 1 of each year, arranged in order of their seniority in each Department. This list shall be posted in a conspicuous position at the place of employment. Seniority date shall be the date hired. Seniority lists shall be furnished to Union Officers.

Section III

Seniority shall be broken by discharge, voluntary quit, layoff for a period of more than two (2) years, or if the employee is absent for three (3) consecutive working days without notifying the Employer.

Section IV

- A. When in the opinion of the Board it becomes necessary to reduce the number of General Department and/or Transportation Department employees in the School District, the Board may lay off the requisite number of personnel in inverse order of their seniority.
- B. In the event of a reduction of staff, an employee shall be given at least thirty (30) calendar days advance notice.
- C. When employees are to be recalled following reduction of staff, said employees will be recalled in reverse order of reduction provided that said employees meet all medical conditions required at the time of hire if recall occurs later than a ninety (90) day period.
 - 1. In the event of a recall, the employee shall be given at least fifteen (15) calendar days' advance notice. Such notification shall be sent by certified mail, return receipt requested, to the employee's last known address.
 - 2. In the event the employee fails to make himself available for work at the end of said fifteen (15) calendar days, he shall lose all seniority rights under this Agreement and shall constitute resignation of said employee.
- D. Union Officers shall be the last employees laid off.

Section V

In case of job elimination, the employee using his total Board seniority shall have the right to bump in classification or downward by bumping the employee with the least amount of seniority.

Section VI

A. Employees currently assigned to non-bargaining unit positions and who shall later be returned to the bargaining unit shall be entitled to seniority credit for his/her entire length of service to the South Redford School District including non-bargaining unit service, and shall be placed on the pay schedule consistent with such accumulated seniority.

B. A bargaining unit employee who shall become assigned to a non-bargaining unit position and who shall later be returned to bargaining unit status shall be entitled to seniority credit acquired as a bargaining unit employee and shall be placed on the pay schedule consistent with such accumulated seniority.

ARTICLE 9

DISCHARGE OR SUSPENSION

The Employer shall not discharge or suspend any employee without just cause, but prior to discharge or suspension, the Employer shall give at least two (2) warning notices of complaints against such employee to the employee, in writing, and a copy of the same to the Union Officers affected, except that no warning notice need be given to an employee before he is discharged if the cause of such discharge is immorality, use of illegal drugs, gross insubordination, dishonesty, theft, drunkenness, recklessness, or the carrying of unauthorized passengers while on the job. The warning notices as herein provided shall not remain in effect for a period of more than twelve (12) months from the date of said warning notice, with the exception of warning notices of the same or of a similar nature which will remain in effect for a period of twenty-four (24) months. Discharge must be by proper written notice to the employee and the Union. Any employee may request an investigation as to his discharge or suspension. Should such investigation prove that an injustice has been done any employee, the employee shall be reinstated and compensated at his usual rate of pay for the period he was out of work. A request by an employee for the investigation as to his discharge or suspension must be made by written request to the Superintendent of Schools within five (5) days from the date of discharge or suspension. Appeal from discharge or suspension must be heard within ten (10) days and a decision reached within fifteen (15) days from the date of discharge or suspension. If no decision has been rendered within fifteen (15) days, the case shall then be taken up as provided for in the Grievance Procedure.

ARTICLE 10

GRIEVANCE PROCEDURE

A. Definitions

1. A "grievance" shall mean a complaint by an employee or a group of employees based on an alleged violation, misinterpretation, or misapplication of this Agreement, of one or more of the expressed provisions of this Agreement.

2. An "aggrieved person" shall mean the employee or employees making the complaint either individually or through the Union.

3. The term "days" when used in this Article shall, except where otherwise indicated, mean working days.

4. The term "supervisor" shall mean either/or the Custodial, Maintenance, and Transportation Supervisor, building principals and/or his/her designee.

5. "Union Officer" means the designated individual by the Union who carries out this role. It is understood that the Union may initiate grievances of a general nature when it is believed that a specific item of the contract has been violated.

B. General Principles

1. Every effort shall be made to adjust controversies and disagreements in an amicable manner between the Employer and the Union.

2. The primary purpose of this procedure is to secure at the earliest possible level, equitable solutions to the complaints or grievances of employees. Both parties agree that these proceedings shall be kept as informal and confidential as may be appropriate.

3. Time limits specified in the Grievance Procedure shall be strictly adhered to and may be relaxed or extended only by mutual consent of the parties in writing. In the event the Union fails to properly process a grievance or grievance answer within the particular time limit, the involved grievance shall be deemed to be abandoned and settled on the basis of the School District's last answer. In the event the District shall fail to supply the Union with its answer to a particular step within the specified time limits, the grievance shall be automatically advanced to the next step.

4. It shall be the practice of all parties in interest to process grievance procedures during such time as not to interfere with the execution of regular work assignments.

C. Procedure

1. **Step One** - An employee who may have a grievance shall within five (5) days of the alleged contract violation first contact his immediate supervisor and verbally notify him of his grievance. In the event the grievance is not satisfactorily resolved at this level, the aggrieved employee shall with or without the Union Officer accompanying him, give formal notice in writing to his or her immediate supervisor and to the Union. Such notice shall be filed not later than five (5) days after the informal discussion required under this step.

2. **Step Two** - Upon receipt of the written grievance, the immediate supervisor shall within five (5) days answer the aggrieved employee in writing.

3. **Step Three** - In the event the grievance is not satisfactorily resolved at Step Two, a conference between the Employer representatives and the Union representatives will be held within five (5) working days following receipt of request from the Union for such meeting. The Union request for said meeting must be made within seven (7) working days of receipt of written answer in Step Two. Within seven (7) days of said meeting, the employer shall prepare an answer to the grievance, copies of which shall be given to the aggrieved person and the Union.

4. **Step Four** - If either the Board or the Union is not satisfied with the disposition of the grievance at Step Three, then the grievance may be submitted to final and binding arbitration under the rules of the American Arbitration Association which shall act as administrator of the proceedings. Written demand must be made within ten (10) days after the receipt of the determination of the superintendent's committee at Step Three. If such demand is not made within said ten (10) day period, the grievance shall be deemed settled on the basis of the last answer of the Board. It is understood the Executive Board of the Union may veto a request by an employee to pursue arbitration. Neither the Board nor the Union will be permitted to assert any grounds or evidence not previously disclosed to the other party. The arbitrator shall have no power to alter, add to, or subtract from the terms of this Agreement, and shall be restricted in his judgment to the expressed provisions thereof. However, it is mutually agreed that the arbitrator is empowered to include in his award such financial reimbursements as he judges to be proper. Each party shall bear the full costs for its side of the arbitration and will pay one-half (1/2) of the costs for the arbitrator.

ARTICLE II

REPRESENTATION

The Employer recognizes the right of the Local Union to designate three representatives and three alternates from the Employer's seniority list. The authority of the representatives and alternates so designated by the Local Union shall be limited to, and shall not exceed, the following duties and activities:

1. The investigation and presentation of grievances with his/her employer or the designated employer's representative in accordance with the provisions of the collective bargaining agreement;

2. The collection of monies in pursuit of conduct of union business other than regular dues and/or initiation fees, when authorized by the Local;

3. The transmission of such messages and information, which shall originate with and are authorized by the Local Union or its officers, provided such messages and information:

a. have been reduced to writing; or

b. if not reduced to writing, are of a routine nature and do not involve work stoppages, slow-down, refusal to handle goods, or any other interference with the Employer's business.

Representative employees shall be permitted reasonable time to investigate, present and process grievances or handle any other Union business as described above without loss of time or pay during his regular working hours. The Union shall be provided twenty (20) days which are designated for Union business. In addition, eight (8) working hours (one day) shall also be made available each week, cumulative up to five (5) additional days. When the days are used, they shall be replenished at the above rate. At no time shall the total number of accumulated unused Union business days exceed twenty-five (25). Such time spent in handling grievances during the representative employee's regular working hours shall be considered working hours in computing daily and/or weekly overtime if within the regular schedule of the representative employee.

ARTICLE 12

LEAVES OF ABSENCE

Section 1 - Sick Bank Leave

A. A sick leave bank will be established for each employee covered by this Agreement.

1. Twelve (12) month employees shall be entitled to one day sick pay per month, a maximum of twelve (12) per year. Any employee working less than twelve (12) month period will be credited on a pro rata basis, taking into consideration also hours worked per day.

2. Statement of sick leave bank showing balance of days in bank as of each July 1, will be furnished each employee.

3. Number of days accumulated in sick bank shall not be limited.

4. Employees shall be paid for days off due to sickness following the 90-day probationary period. Earned sick leave days (one per month) will be credited to the individual's sick leave bank while on probation and may be subsequently used.

B. Master Sick Leave Bank

1. All members of the bargaining units who have completed their probationary period shall be members of the Master Sick Leave Bank (MSLB).

2. Current members of the MSLB shall contribute one sick leave day from his/her personal accumulation. The Board shall add a sufficient number of days to bring the MSLB to 150 days.

3. Each new member of the MSLB shall contribute one sick leave day from his/her personal accumulation at the conclusion of his/her probationary period.

4. At any time the MSLB has 30 days available each member shall contribute one sick leave day from his/her personal accumulation. The Board shall add a sufficient number of days to bring the MSLB to 150 days.

5. To be eligible for days from the MSLB, the member must be off work or anticipate being off work for fifteen (15) or more work days, with the same illness, and have used all of his/her personal accumulation.

6. An eligible member may request from the MSLB Committee a sufficient number of days to provide him/her with continuance of wages until the waiting period for L.T.D. is completed, the member returns to work, or thirty (30) work days, whichever is less. If thirty (30) work days does not provide the member with a sufficient number of days to provide him/her with continuance of wages until the waiting period for L.T.D. is completed or the member returns to work, he/she may request up to thirty (30) additional work days. This process may be repeated until the member has completed the waiting period for L.T.D. or has returned to work, whichever occurs first.

7. Each request referred to above shall be sent to the chairperson of the MSLB Committee, on a form to be developed by the Committee, along with a doctor's certificate certifying the member is not able to work because of illness.

8. If an employee is incapacitated for at least fifteen (15) working days (not necessarily consecutive working days) in any one year, and there is further recurrence of the same illness and same physician, if available, verifies such, then the sick bank committee may, at its discretion, waive fifteen (15) consecutive work days' eligibility requirement.

9. A member without a personal accumulated sick leave day when the MSLB is to be funded shall not contribute a sick day until he/she earns a day. When the day is earned, it shall be placed in the MSLB.

10. The MSLB Committee shall act on all requests in a timely manner. The MSLB Committee may request additional information as may be necessary to process the request.

11. The Committee will meet on all requests in a timely manner. All decisions of the committee shall be by majority of the Committee present at the time the decision is made. The chairperson of the MSLB Committee shall notify the member and the Administration in writing of the Committee's action on each request.

12. The Committee shall be made up of two (2) members selected by MESPA 2 and two (2) administrators selected by the Administration. The Committee shall serve for the duration of the Contract.

13. Any vote resulting in a tie shall be submitted to the Assistant Superintendent for a final decision.

14. Decisions by the MSLB Committee shall not be subject to the Grievance Procedure.

15. When an employee terminates employment, the day(s) he has contributed to the MSLB shall remain in the MSLB and shall not be counted for purposes of calculating unused sick days pursuant to Article 12, Section 2.

16. Worker Compensation-related injuries resulting in time off from work shall not be the basis for receipt of MSLB benefits.

17. Forms authorizing MSLB benefits, accompanied by supporting physicians' statements, shall be signed by MSLB members and submitted to the Personnel Office.

Section 2 - Unused Sick Days at Time of Termination

A. Terminal Pay

Terminal pay based upon unused sick days will be made according to the following schedule:

1. Employee must have completed at least ten (10) years of employment in the South Redford School District to be eligible for terminal pay.

2. After 10 years - Employees will receive full credit for unused sick days accumulated in bank at the rate of \$31.00 per day, effective July 1, 1993; \$33.00 per day, effective July 1, 1994.

After 15 years - Full credit for unused sick days accumulated in bank at the rate of \$33.00 per day, effective July 1, 1993; \$35.00 per day, effective July 1, 1994.

After 20 years - Full credit for unused sick days accumulated in bank at the rate of \$42.00 per day, effective July 1, 1993; \$44.00 per day, effective July 1, 1994. Employees who have completed more than 20 years of service and have accumulated 180 or more sick days shall receive an additional lump sum payment of \$500.

3. In the event of an employee's death while still employed with the District who had at least ten (10) years of employment, the designated beneficiary will receive the accumulated terminal pay benefits.

Section 3 - Sick Leave

A. Employees covered by this Agreement shall be paid when absent due to illness from their individual sick leave bank within the limitations set forth herein. Each such absence shall be examined by the immediate supervisor of the employee concerned. The supervisor may require proof of illness prior to approval of payment for such absence.

B. An employee on a medical leave may return to his/her former classification within two years of the onset of the illness. During this two year period of time the Board may post a temporary vacancy or may fill the position with a substitute. After two years an employee is entitled to return to the bargaining unit.

C. Provisions for Reporting Absence Due to Illness

1. The first day of absence shall be reported to the immediate supervisor at least forty-five (45) minutes before the employee's starting time, or if practicable, to the home of the immediate supervisor. Each such failure to notify the supervisor regarding an absence will be reviewed. In the event the supervisor determines that the failure to notify was not for an appropriate reason, the absence shall result in loss of pay. An employee who has called in to his/her supervisor in accordance with the provisions of this article will not be charged a sick day if school is closed as a result of an Act of God day.

2. If the absence continues, the employee shall notify the immediate supervisor to this effect before 2:00 P.M. of the first day and each succeeding day of absence. If notice is not received by the above-specified time, it will be assumed that the employee shall return to duty the following day.

3. A physician's statement concerning absences may be requested by the Employer. The Employer retains the right to refer an employee to a doctor retained by the School District.

D. In case of prolonged illness, the employee is not required to make daily contact with the immediate supervisor. However, the immediate supervisor may request, as deemed necessary, additional statements from the employee's physician.

E. On sick leave days immediately preceding or immediately following a legal holiday, the Employer may request proof of absence for each such illness. In the event the Employer requests proof of illness and the employee fails to present proof of illness, the absence shall result in loss of pay.

F. Illness/Disability in Immediate Family

When an employee is absent from duty because of a serious illness/disability in the immediate family, or when emergency illness/disability in the family requires an employee to make arrangements for necessary medical or nursing care, such absence shall be reviewed by the immediate supervisor as herein provided in Section 3C. Immediate family shall be interpreted as husband, wife, son, daughter, mother, father, brother, sister, grandparents, grandchildren and corresponding relatives of spouse.

G. Funeral Leave

Funeral leaves not to exceed five (5) days will be granted in case of death in the immediate family. Immediate family will include those members of the family as defined in Section 3F of this Article. Funeral leave days are not charged to sick bank.

Section 4 - Personal Leave

Personal leave days may be provided for legitimate business, professional, and family obligations which cannot be met outside the regular work day. They are not provided for casual or indiscriminate use. A statement of purpose to the employee's immediate supervisor is required prior to the leave. Personal leave must be arranged with the immediate supervisor at least twenty-four (24) hours in advance of the anticipated absence. If, in the opinion of the immediate supervisor, the conditions causing the personal leave justify compensation, a recommendation is made to the Superintendent that the employee's salary be continued during the period of personal leave. Approval of the Superintendent of each recommendation is required.

Section 5 - Military Leave

A leave of absence for military service, without salary, shall be granted upon written request to any employee who enters a branch of the armed services of the United States. Such employee shall retain and continue to accumulate seniority during his service period, provided that he applies for reinstatement with the School District within thirty (30) days after honorable discharge. Such employee shall be returned to his former position providing physical requirements are met.

Section 6 - Peace Corps Leave

A leave of absence, without salary, will be granted upon written request to employees who elect to join the Peace Corps as full-time participants in such program. Such leave may not extend for more than two (2) years and said employee shall retain and continue to accumulate seniority during his service period, provided that he applies for reinstatement with the School District within thirty (30) days after release from such program. Such employee shall be returned to his former position providing physical requirements are met.

Section 7 - Child Care Leave

A child care leave of absence, without salary, of up to one (1) year may be granted upon written request and upon certification of pregnancy by the employee's physician or spouse's physician. Such leave may also be granted for the purpose of adopting a child. Such written request will state the date at which the leave will commence and termination date.

Section 8 - Union Business

The Employer agrees to grant reasonable time without pay to any employee designated by the Union to attend a labor convention, or serve in any capacity on other official Union business provided that:

- a. Written request is given to his/her immediate supervisor five (5) days prior to absence, and
- b. Approval of such request is recommended by the immediate supervisor and approved by the Superintendent of Schools.

Section 9 - Court Leave-Special Cases

In the event an employee is subpoenaed to appear as a witness in court as a result of an accident while in the performance of his/her regular work assignment, leave of absence shall be granted without loss of pay.

Section 10 - Jury Duty

In the event an employee is required to serve on jury duty, a leave of absence shall be granted. The employee will be paid the difference between his/her regular pay and the compensation received for jury duty. A request for pay will be submitted by the employee together with evidence of the amount of compensation received for jury duty. The Employer reserves the right to ask the Court for a waiver of such jury duty if the employee's services are deemed essential to school operations.

Section 11 - Other Leaves

An employee who does not qualify for a leave authorized by this Agreement may, with the consent of the Board, be granted an extended leave of absence for special reasons acceptable to the Board. Such leave shall be without pay and may not exceed a period of one year. Seniority will not be accrued while on such leave.

ARTICLE 13

NO STRIKE CLAUSE

The Union agrees to observe the "no strike" provisions as set forth in the following sections of Act 379 of the Public Acts of Michigan of 1965:

17.455 (1) Strike Defined Section 1.

As used in this act, the word "strike" shall mean the concerted failure to report for duty, the willful absence from one's position, the stoppage of work, or the abstinence in whole or in part from the full, faithful, and proper performance of the duties of employment, for the purpose of inducing, influencing, or coercing a change in the conditions, or compensation, or the rights, privileges, or obligations of employment. Nothing contained in this act shall be construed to limit, impair, or affect the right of any public employee to the expression or communication of a view, grievance, complaint, or opinion on any matter related to the conditions or compensation of public employment or their betterment, so long as the same is not designed to and does not interfere with the full, faithful, and proper performance of the duties of employment.

17.455 (2) Strikes by Public Employees Prohibited Section 2.

No person holding a position by appointment or employment in the government of the State of Michigan, or in the government of any one or more of the political subdivisions thereof, or in the public school service, or in any public or special district, or in the service of any authority, commission, or Board, or in any other branch of the public service, hereinafter called a "public employee," shall strike.

ARTICLE 14

GENERAL TERMS

Section 1.

Authorized representative of the Union shall be permitted to visit the operation of the Employer during working hours to talk with officers of the Local Union, and/or representatives of the Employer concerning matters covered by this Agreement, without interfering with the progress of the work force.

Section 2.

The Union shall have the right to examine time sheets and other time records pertaining to the computation of compensation of any employee whose pay is in dispute or any other time records of the District pertaining to a specific grievance, at reasonable times, at the discretion of the Employer.

Section 3.

Should the Employer require any employee to give bond, any premium involved shall be paid by the Employer.

Section 4.

(a) The Employer agrees that if any employee is required to wear any kind of uniform as a condition of his continued employment, such uniform shall be furnished and maintained by the Employer, free of charge, at the standard required by the Employer.

(b) Raincoats and hats, and safety equipment will be made available by the Employer when needed or required by law. Coveralls will be available for Custodial Technicians handling boilers. Gloves will be furnished upon request. Respirators will be furnished by request. When other special clothing or equipment is required by the Employer, this shall be furnished by the Employer.

Section 5.

The Employer shall provide an adequate bulletin board in the facility where employees hereunder are employed for the posting of seniority and vacation lists and for the use of the Union. Only official Union notices are to be posted and must have the signature of the Union President and/or UniServ Director.

Section 6.

When an employee is required by the Employer to provide his own transportation, while on the job, he/she shall receive an allowance as established by the Board.

Section 7.

(a) Vacancies occurring in any position in the bargaining units shall be posted within ten (10) working days of such vacancy and remain posted for not less than three (3) days. The successful bidder will then be notified and the notice of selection posted within seven (7) days.

(b) Job vacancies occurring during vacation period (close of regular school year to September 1) will be filled by substitutes and posted in the regular manner when the vacation period ends.

Section 8.

The successful bidder shall be given a probationary period of sixty (60) days in the new position. The employee will receive the appropriate rate of pay of the classification. In the event the employee does not satisfactorily complete the probationary period, he shall be returned to his former position and his former rate of pay unless the former position is filled by a more senior bargaining unit member. In such case, the employee shall return to his former classification and former rate of pay.

Section 9.

An employee who is required to work in a classification higher than his classification shall be paid the higher rate for all hours worked in the higher classification when such an assignment exceeds two (2) hours.

Section 10.

Necessary training for use of new types of equipment shall be provided without loss of time or pay. Seniority shall govern the qualified list for training of employees on new types of equipment.

Section 11.

A Safety Committee comprised of two (2) representatives of the Employer and two (2) representatives of the Union membership will meet at least twice annually for the purpose of discussing safety and promulgating safety regulations with the understanding that the Employer shall make the final determination on all matters of Safety and Safety Rules. The Board will notify the Union of its representatives on this panel. Any grievance filed under this section will be initiated at Step 3 of the Grievance Procedure.

Section 12. Licenses - Fees - Physical Examinations

(a) Licenses required of employees to carry out assigned duties will be paid for by the School District.

(b) Physical exams required of bus drivers shall be paid for by the Employer, provided that the doctor assigned by the Employer is utilized. Employees may go to their own doctor, if approved by the Employer, but the Employer shall pay only up to fifteen (15) dollars for each physical. Exams must be performed by a licensed M.D. or D.O.

(c) District will pay course costs associated with preparation for boiler licenses after obtaining boiler operator's license. District will designate enrollee and school or classes that may be reimbursed.

Section 13.

Upon request, an employee shall be permitted to examine the contents of his personnel file, with exception of personal references usually sought at the time of employment.

Section 14.

Substitutes will be used only, (except in emergencies) in the absence of regular employees. It is not the intent of the Board to employ substitutes for the purpose of depriving bargaining unit members of overtime.

Section 15.

Any employee laid off due to staff reduction will have the option to first call for substitute or seasonal work.

Section 16.

Student work assignments shall be those officially recognized by the Administration to be class-related. It is not intended that such work projects be designed to deprive the regular work force of routine or overtime assignments.

Section 17.

When schools are closed as a result of an Act of God, employees shall receive their regular day's pay. Those employees who are authorized to work on Act of God days, as determined by the Superintendent, shall receive an extra hour's pay or compensatory time for each hour worked.

Section 18.

Drivers who report for stand-by duty shall receive a minimum of two (2) hours' pay.

Section 19.

No bargaining unit member will be required to administer any medicine prescribed for a student.

ARTICLE 15

OVERTIME AND HOURS OF WORK

Section 1.

The standard work week for all full-time General Department employees shall be forty (40) hours per week. The work week is established as five (5) days a week, Monday through Friday.

Section 2.

Overtime pay will be one and one-half (1 1/2) times the hourly rate for all hours worked in excess of forty (40) hours per weekly pay period.

Section 3.

Time and one-half (1 1/2) will be paid for all hours worked on Saturday. Sunday work will be paid at double the straight time rate.

Section 4.

Overtime work shall be rotated according to seniority by building, by department and by classification. Overtime work will be permitted only when authorized by the immediate supervisor.

Section 5.

All overtime shall be charged an employee on the rotating list for a job if refused or accepted. If work is assigned an employee on an overtime basis, when it has been deemed essential by the Administration, such assignment will be from the designated classification list and when this is exhausted, inverse seniority shall be implemented. If the employee then refuses the assignment, disciplinary action may be taken.

Section 6.

If an employee is transferred to another building or classification, he will take accumulated overtime hours to new position. The intent of overtime provisions is to spread as evenly as possible all overtime hours.

Section 7.

New employees will receive the average hours of overtime for everyone in their building on their first day of work and shall be eligible for any and all overtime for which they are qualified beginning their first day of work.

Section 8.

Overtime sheets shall start new on July 1 of each year and end on June 30.

Section 9.

Starting time for employees covered in this Agreement will be at 6 a.m. - 8 a.m. days; 3 p.m. - 5 p.m. afternoons; and 10 p.m. - 12 midnight. One middle school position starting time 9 a.m. - 11 a.m.

Section 10.

All employees shall receive two (2) fifteen (15) minute coffee breaks when on regular eight (8) hour daily schedule.

Section 11.

- (a) Bus Drivers shall not lose compensation because of conferences, inservice programs, final exams or any other day that students are dismissed prior to the regularly scheduled dismissal time.
- (b) Bus Drivers shall not receive compensation on days that parochial schools are not in session except for those reasons as described in Section 11 (a) of this Article.

ARTICLE 16

GROUP INSURANCE PROTECTION

The Board agrees to provide for all employees working at least an average of twenty (20) hours per week group insurance programs subject to the conditions as described below.

Transportation Employees:

- All current employees are grandparented.
- New employees: (hired after June 30, 1995)
 - 20-24 hour - Regularly scheduled drivers may receive Health Care, Long Term Disability and Life Insurance - Employee contribution is \$500 if they are to receive this benefit.
 - 25-29 hour - Regularly scheduled drivers will receive same benefits as 30 hour drivers with the exception of Dental and Vision.
 - 30 hour - Regularly scheduled driver - Full Benefits

A. Health/Hospitalization 1995-96; 1996-97; 1997-98; 1998-99; School Year

The Board shall make full premium contributions for each employee and his/her dependents upon written application for health benefits through the MESSA Super Care I program as defined in the certificate of coverage on July 1, 1995, for the 1995-96 school year and as defined in the certificate of coverage on July 1, 1996; for the 1996-97 school year, July 1, 1997, for the 1997-98 school year, July 1, 1998, for the 1998-99 school year. Dependents shall be as defined by the United States Internal Revenue Code. A committee shall be established to review coverage through other plans and carriers. The carrier may be changed if the committee agrees that substantially equivalent coverage can be obtained at a significant savings to the Board. In no event shall the aggregate benefit be less than those provided by Super Care I.

Effective: July 1, 1995: \$100/\$200 deductible of which \$50/\$100 will be paid by the employee through payroll deduction.

1996-98 School Year: In the event the insurance carrier provides a co-pay up to and including \$3.00 or an HMO prescription plan, the parties will meet to determine the method of implementation.

1998-99 School Year: In the event the insurance carrier provides a co-pay up to and including \$5.00 or an HMO prescription plan, the parties will meet to determine the method of implementation.

B. Dental - 1995-96; 1996-97; 1997-98; 1998-99 School Year;

The Board shall make full premium contributions for each employee and his/her dependents upon written application for dental benefits. The carrier for dental coverage shall be MESSA/Delta Dental Plan Auto + (Class I 100%-90%; Class II 90%) with 007 Rider (Class III 80% - Lifetime max \$1,300). A committee shall be established to review coverage through other plans and carriers. The carrier may be changed if the committee agrees that substantially equivalent coverage can be obtained at a significant savings to the Board. In no event shall the aggregate benefit be less than those described above.

C. Long-Term Disability - 1995-96; 1996-97; 1997-98; 1998-99 School Year;

1. The Board shall provide without cost to the employee, long-term disability insurance assuring payment to the employee in the event of illness and/or disability at the following rate:

a. Monthly benefits will commence after 180 calendar days of illness and/or disability or the exhausting of 130 sick leave days, whichever occurs last, and be payable at 66 2/3% of the employee's annual salary to age 65 years according to the insurance policy in effect, to a maximum of \$3,100/month.

b. Benefits will be reduced by amounts received from other employer-sponsored sources including, but not limited to Workmen's Compensation, Social Security and Michigan Public School Employee's Retirement Fund. Provided, however, a rise in Social Security disability and/or Michigan Public School Employees' disability benefits, shall not be subtracted from disabled employees' benefit for which the carrier is initially liable.

2. Employees eligible for long-term disability benefits shall have been actively at work at least one day after the effective date of long-term disability coverage, and prior to any illness and/or disability for which benefits are claimed.

3. Long-term disability coverage shall terminate as specified in the insurance contract; provided that in the case of an employee granted an unpaid leave of absence or laid off from active service, such employee's coverage shall terminate at the end of the month following the month in which such event occurs. Coverage of employees who voluntarily leave their employment with the Board shall terminate on the date the employee ceases to be actively engaged in work with the Board.

D. Vision - Vision Service Plan (VSP) III

The carrier may be changed if the committee (referred to in Sections A and B) agrees that substantially equivalent coverage can be obtained at a significant savings to the Board. In no event shall the aggregate benefit be less than those provided by the VSP-III plan.

E. Term Life Insurance (Employee Only) \$29,000 A.D. & D.

Employees who have Board-provided term life insurance have a thirty (30) day conversion right upon termination of employment. Any employee electing his/her right of conversion in order to keep their life insurance in force must contact the insurance carrier within thirty (30) days of their last day of employment.

F. In the event of written authorization by employees for benefits in excess of the program authorized by the Board, or in the event of written authorization by employees for additional coverage, payroll deductions are authorized by the Board.

G. For newly employed and/or recalled employees, such coverage shall begin on the first day of the month following the first day of employment.

H. The Union agrees that the Board retains the right of final determination with respect to the selection of a group insurance carrier, except as otherwise provided in this Article.

I. If an employee who has elected two-person or family hospitalization insurance coverage dies, the Board will continue to pay the premiums for such hospitalization coverage for a period of six (6) months following the employee's death, provided that the surviving spouse is not eligible for coverage through a comparable plan.

J. Waiver of Hospital and Medical Insurance

1. Married employees, with or without dependents, who do not elect to enroll in the hospitalization plan described in Section A are eligible for a stipend in the amount of \$1,800 per year. (Said stipend shall be in the form of a monthly contribution to a Board-approved, tax-sheltered annuity program).

2. An employee may elect to change from the stipend arrangement to the hospital-medical insurance program by reason of a change in marital status, a change in the employment status of a spouse carrying health insurance, or by reason of the death of a spouse or dependent, or the addition of a dependent. Otherwise, an employee may change from the stipend program to the hospital-medical insurance program, or the reverse, for the forthcoming year only between August 1 and September 1.

3. The liability of the Board to make contributions to the stipend program for the benefit of any employees whose employment, for any reason, is terminated by the Board, shall terminate with the pay for the last pay period in which the employee was actively employed by the Board.

4. Application for a stipend in lieu of hospital-medical insurance must be made during the period of August 1 through September 1.

K. Unless otherwise provided for in this Agreement, the above insurance benefits shall not be extended to employees on leaves of absence.

L. Dental, Vision, Life and Hospital-Medical Insurance Extension of Coverage

1. Benefits shall be extended to employees for dental, vision, life and hospital-medical insurance coverage (as well as eligibility for a stipend contribution by the Board) but shall cease as herein described:

a. To any employee who resigns or retires from employment with the Board during the school year - at the end of the month in which his/her resignation or retirement is effective.

b. To any employee who resigns or retires from employment with the Board at the end of the school year - on the last day of August following resignation or retirement.

c. To any employee on layoff - two months following the month in which layoff occurs.

d. To any employee commencing an approved leave of absence without pay during the school year - at the end of the month in which the leave commences.

e. To any employee commencing an approved leave of absence without pay at the end of the school year - on the last day of August following such last duty day.

f. Any employee receiving Long Term Disability benefits for a period of two consecutive years - at the end of the month in which the person completes their 2nd year of Long Term Disability benefits. At the end of the two-year period, the employee must apply for and show proof of denial for disability retirement from MPSERS and the Social Security Administration. In the event the employee has been denied disability retirement, the District will continue to provide hospitalization for an additional year. The employee must reapply and show proof of denial on an annual basis to continue hospitalization benefits. In no event will the District provide hospitalization benefits for more than a four-year period.

g. To any employee placed upon or who is granted disability retirement status, and who is eligible for state retirement benefits - at the end of the month in which retirement takes place, except as provided in Section "f" of this Agreement.

h. The liability of the Board to make contributions to a stipend program for the benefit of any employee who, for any reason, terminates his/her employment with the Board during the school year, shall terminate with the pay for the last pay period in which actively employed by the Board.

i. The liability of the Board to make contributions to a stipend program for the benefit of any employee who, for any reason, terminates his/her employment with the Board at the end of the school year, or who is placed on layoff, shall terminate two months following the month in which the termination/layoff took place.

M. A committee comprised of Union representatives and representatives of the Board shall begin meeting in October of 1993 to examine alternatives to the current benefit program including but not limited to such alternatives as cafeteria plans, flexible benefit plans, third party administration of benefits, and co-pay modifications. Recommendations must be ratified by both parties if they are to become effective.

N. 1. Notwithstanding the provisions of this Article, the terms of any contract or policy issued by an insurance company shall be controlling as to all matters concerning the nature, extent and duration of benefits, eligibility and termination of coverage, and other matters related to insurance benefits.

2. The Board, by payment of the premiums required to provide the coverage set forth in the Article, shall be relieved from all liability with respect to the benefits provided by the insurance coverages as above described. The failure of an insurance company to provide any of the benefits for which it has contracted, for any reason, shall not result in liability for the Board or Association nor shall such failure be considered a breach of either of them of any obligation under this Article.

3. Differences between employees or beneficiaries of employees and any insurance company shall not be subject to the grievance procedure established under Article 10 of the Master Agreement.

O. In the event a National Health Care Plan is enacted during the life of this contract, a committee comprised of Union representatives and Board representatives will meet to examine their possible ramifications of such a plan.

ARTICLE 17

PAID FOR TIME

Any General Department employee or Mechanic who is called in shall be provided four (4) hours of pay provided that the employee works four (4) hours. An employee choosing to work less than four (4) hours shall receive pay for the hours actually worked or a guaranteed minimum of two (2) hours, whichever is the greater amount.

ARTICLE 18

PAY PERIOD

All employees covered by this Agreement shall be paid in full every two (2) weeks on Friday.

Each employee shall be provided with an itemized statement of his earnings and of all deductions made for any purpose, upon request of individual employees or Union representatives.

ARTICLE 19

LOSS OR DAMAGE

Employees shall not be charged for loss or damage of properties unless clear proof of negligence or willful misconduct is shown.

ARTICLE 20

PROTECTION OF EMPLOYEES

A. Any case of assault upon an employee included in this Agreement shall be promptly reported to the Board. The Board will provide legal counsel, if necessary, to advise the employee of his rights and obligations with respect to such assault. The Board shall promptly render all reasonable assistance to the employee in connection with the handling of the incident by law enforcement and judicial authorities, providing the employee signs a complaint against the person involved. In the case of a bus accident, it is understood that a complete police report of such an occurrence is the responsibility of the driver.

B. Any established acts of vandalism to motor vehicles of an employee while on duty at school, or an authorized school function, shall be investigated for possible reimbursement. Such possible reimbursement shall not exceed \$150.00 and a complete police report must accompany any such claim. This possible reimbursement shall extend only to that portion of any such loss not covered by insurance of said employee.

C. Workers' Compensation shall be provided as required by law. In addition, a qualifying employee may opt to utilize his/her sick leave bank at the rate of one (1) day for every four (4) days work lost.

ARTICLE 21

EMPLOYEE EVALUATION

A. The carrying out of the job responsibilities of all General Department and Transportation Department employees shall be evaluated by a building principal and/or his designee or department supervisor annually. Such written evaluation shall be reviewed with the employee before it is placed in the employee's personnel file and the employee shall have the opportunity to attach a written statement to said evaluation form.

B. All monitoring or observation of the work performance of the employee shall be done openly.

C. In the event an employee wishes to have his evaluation reviewed by the Superintendent and/or his designee, he may do so.

ARTICLE 22

RETIREMENT

A. Retirement Severance Pay

Effective September 23, 1987, bargaining unit employees who have worked a total of ten (10) years in the South Redford School District shall be eligible to receive a retirement severance allowance in the following amounts for each year of service to the District:

Effective July 1, 1993: \$250.00

Effective July 1, 1994: \$275.00

ARTICLE 23

REQUIRED HEALTH EXAMINATION

All newly hired employees shall be required to file with the Board evidence of satisfactory health signed by a competent physician of the employee's choice. This evidence of satisfactory health shall be filed prior to employment.

ARTICLE 24

INCLEMENT WEATHER

Every attempt will be made to make available to employees announcements of school closing due to inclement weather through the use of public media no later than 6:00 A.M.

ARTICLE 25

HOLIDAYS

Employees covered by this Agreement will receive the following paid holidays each year, provided such employees are on the active payroll at the time of the holiday:

New Year's Day
January 2 (General Department,
Mechanics and Transportation Clerk)
Good Friday
Memorial Day

Independence Day
Labor Day
Thanksgiving Day
Friday after Thanksgiving
Christmas Day
December 26

One full day when December 24 is a working day.

One full day when December 31 is a working day.

For an employee working less than a full shift (8 hours), holiday pay will be computed on a pro rata basis.

When the holiday falls on Saturday or Sunday, the Employer shall decide whether it will be observed on Friday or Monday.

When December 26 or January 2 falls on Saturday or Sunday, the Employer shall determine when such holiday will be observed.

Any employee working on a holiday shall receive time and one-half in addition to regular holiday pay.

No holiday pay shall be given an employee if the holiday falls during the employee's initial hire probationary period.

If the teacher calendar includes any contractual holiday as a work day, that holiday will be moved to another day, by mutual agreement.

ARTICLE 26

VACATIONS

Section 1.

Eligibility for vacation time requires one full year of employment and shall be based on the employee's anniversary date of hire.

Section 2.

- (a) Personnel who have worked for at least one (1) full year shall receive five (5) days with pay.
- (b) Employees who have completed two (2) years of service shall receive ten (10) days with pay.
- (c) Employees who have completed six (6) years of service shall receive eleven (11) days with pay.
- (d) Employees who have completed ten (10) years of service shall receive fifteen (15) days with pay.
- (e) After 12 years of service - Sixteen (16) days with pay.
After 13 years of service - Seventeen (17) days with pay.
After 14 years of service - Eighteen (18) days with pay.
After 15 years of service - Nineteen (19) days with pay.
After 16 years of service - Twenty (20) days with pay.

Section 3.

Vacations shall be granted during the period established by the Employer, considering both the wishes of the employees and efficient operation of the department concerned. Vacation times for custodians other than the summer months will be limited to one (1) week.

Section 4.

Vacations shall be taken in a period of consecutive days provided, however, that vacations may be split into one or more weeks, but only with one preference, and provided further, such scheduling does not drastically interfere with the operation.

Section 5.

A vacation shall not be postponed from one year to another. The vacation shall be taken during the year immediately following the year in which the vacation was earned. Vacations shall be forfeited unless completed during each year, unless the employee has been denied the opportunity to take his vacation.

Section 6.

A vacation shall not be waived by an employee and extra pay received for work during that period.

Section 7.

When a holiday, observed by the School District, falls on a day other than Saturday or Sunday during a scheduled vacation, the vacation will be extended one day continuous with the vacation.

Section 8.

Employees working at least twenty (20) hours per week shall be entitled to vacation benefits as provided in this Article on a pro rata basis.

Section 9.

An employee who is separated from employment is entitled to a lump sum payment on a pro rata basis for the unused vacation standing to his credit on the date of separation.

ARTICLE 27

PROVISIONS CONTRARY TO LAW

If any provision of this Agreement shall be found to be contrary to law, then this provision shall be deemed invalid except to the extent permitted by law, but all other provisions hereof shall continue in full force and effect.

In the event that any Article or Section is held invalid, enforcement of, or compliance with that Article or Section has been restrained as above set forth, the parties affected thereby shall on the request of either party meet for the purpose of arriving at a mutually satisfactory replacement for such Article or Section during the period of invalidity or restraint.

ARTICLE 28

PROFESSIONAL DEVELOPMENT

The Board encourages professional development for all employees. An employee assigned to work on a regular basis in excess of thirty (30) hours per week who successfully completes employment-related training beneficial to their job will be reimbursed for tuition costs. In addition, employees who successfully complete ten (10) semester hours of employment-related courses at an approved institution of higher learning will be eligible for an annual wage improvement in the amount of \$500.00. The employee must have the approval of the immediate supervisor and the Superintendent prior to enrollment. Payment will be authorized by the Superintendent after receipt of evidence of successful completion of coursework and recommendation of the employee's supervisor.

ARTICLE 29

DISTRICT POLICY MANUALS

Copies of the Board Policy Manual shall be distributed with copies of the Master Agreement to all employees upon initial employment. Copies of Board Policy Manual revisions shall be distributed to all employees as said are made.

ARTICLE 30

DURATION OF AGREEMENT

A. This Agreement, all of its provisions and Appendices, shall be effective as of July 1, 1995, except as otherwise agreed by the parties. Notwithstanding the foregoing, however, this Agreement shall not become effective unless and until it is:

- 1. Ratified by a majority of the members of the Union voting at a meeting duly called for such purpose; and
- 2. Approved by the Board of Education of the South Redford School District by resolution duly adopted.

B. This Agreement shall continue in full force and effect to and including June 30, 1995, and thereafter for successive one (1) year periods, unless notice of termination is given in writing by either party to the other, not less than ninety (90) days nor more than one hundred twenty (120) days prior to June 30, 1999, or successive anniversaries of such date, and upon the giving of such notice this Agreement shall terminate as of June 30, 1999, or successive anniversary of such date, as the case may be.

C. It is further agreed by the parties hereto that upon receiving proper cancellation notice to this Agreement, the parties agree to start negotiations at least sixty (60) days before the expiration date of this Agreement.

D. For the duration of this Contract, it is agreed that neither party shall demand any modifications to this Agreement, nor shall either party be obligated to bargain collectively with the other with respect to any subject matter referred to or covered in this Agreement, or with respect to any subject or matter not specifically referred to or covered herein, even though the same may not have been within the knowledge or contemplation of either party at the time of negotiation of this Agreement.

E. Any notices required hereunder shall be sufficient if mailed by certified mail, return receipt requested:

To the Board: c/o Superintendent of Schools
South Redford School District
26141 Schoolcraft
Redford, Michigan 48239

To the Union: c/o The President of Michigan Education
Support Personnel Association #2
26141 Schoolcraft
Redford, Michigan 48239

IN WITNESS WHEREOF, the parties have executed this Agreement by their duly authorized representatives this 3rd day of October, 1994.

For the Board

Douglas Dunning
President

Gerald F. Skowronski
Secretary

Patricia J. Liliak

Robert J. Sengerich

Murray A. Tobin

Sam A. King

Thomas W. Miller

For the Union

Thomas D. Gorman
President

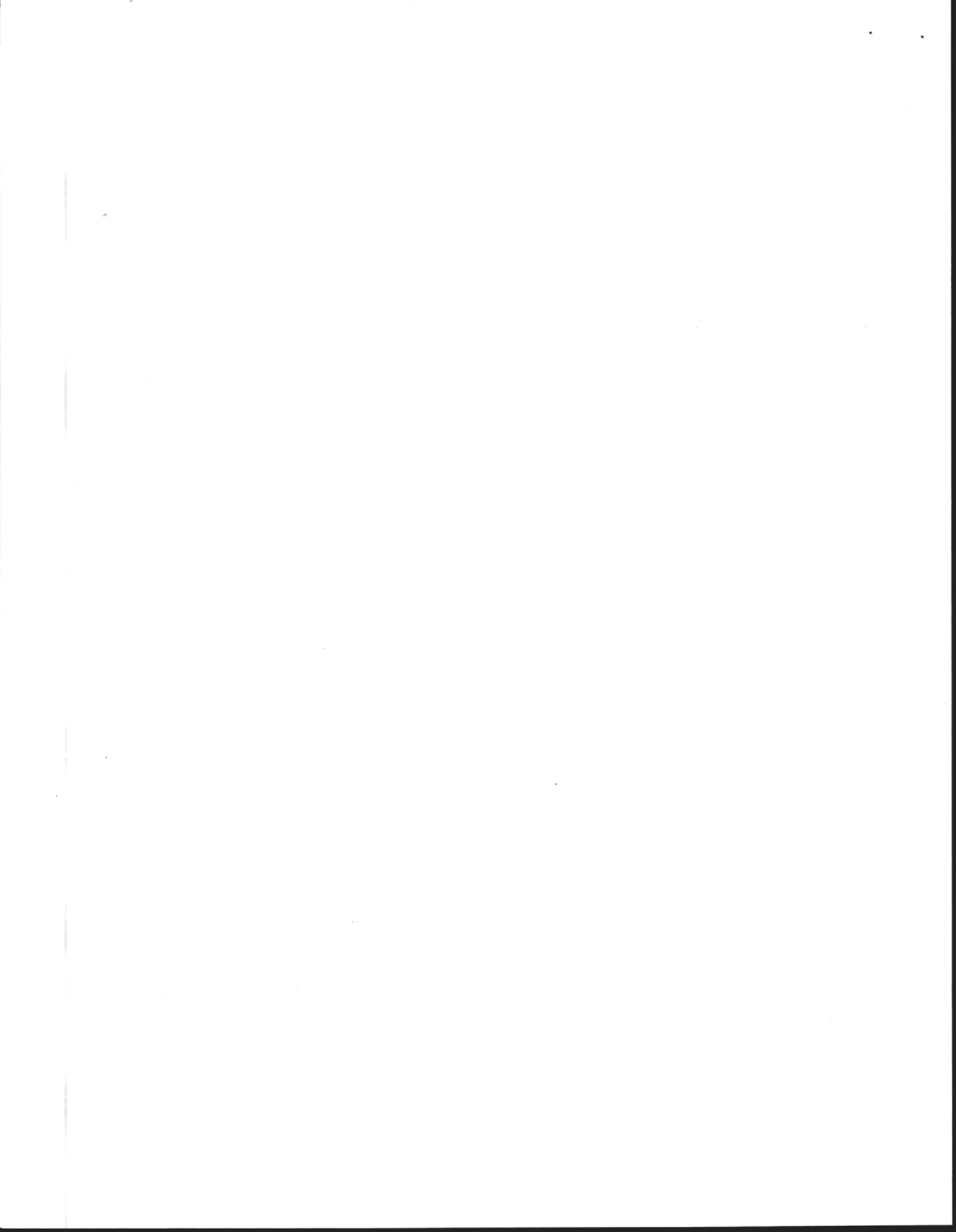
Cheryl S. Sosa
Chief Negotiator

Colores J. Spychalski

Eugene M. Surob

Karl W. Stram

10-3-94
Date



JOB CLASSIFICATIONS - GENERAL DEPARTMENT

CUSTODIAN TECHNICIAN

Scope of Work

This employee is responsible for seeing that the school building is kept clean and properly heated, which work involves the cleaning, minor repair, and maintenance of the building in order to keep the building in a safe and sanitary condition.

A. Maintains power plant.

1. Cleans flues, checks and cleans burners.
2. Checks and cleans electric fire eye and adjusts.
3. Maintains and repairs vacuum pumps.
4. Maintains and repairs feed water and circulating pumps.
5. Blows down water column, low water cut-off feed water control, gauge glass and main blow down.
6. Blows down bleeders and main heat line.
7. Grease, change oil, change belts, blows down, maintains and repairs compressor.
8. Maintains and repairs hot water heaters and hot water storage tanks.
9. Cleans, maintains and repairs incinerators and burners on incinerators.
10. Maintains, repairs, changes water gauge on condensate and expansion tanks.
11. Maintains, checks and repairs all boiler piping and all boiler valves.
12. Checks and adjusts steam gauges, pressure gauges and all automatic controls on boilers and compressors.
13. Checks and blows down safety valve on boiler and hot water storage tanks and compressors.
14. Resets circuit breakers or replaces fuses on all boilers and boiler accessories in the boiler room.
15. Checks and maintains high and low water alarm.
16. Checks and maintains vacuum breakers and boilers.

17. **Maintains, oils, and repairs oil pumps. Maintains and repairs steam pre-heaters and electric pre-heaters.**
 18. **Checks and cleans breather pipes on oil tanks.**
 19. **Checks and maintains oil level and chemical treatment in oil storage tanks.**
 20. **Tests boiler water for acid, alkalinity, chlorine, hardness and oxygen.**
 21. **Treats boiler water to maintain boiler water at specified readings.**
 22. **Maintains, oils and cleans unit heaters and filters throughout buildings.**
 23. **Checks, adjusts and replaces all controls on unit heaters and thermostats.**
 24. **Maintains, cleans, oils, or greases motor and controls in all fan rooms, and cleans or replaces filters and fan belts.**
 25. **Cleans, oils or greases all exhaust fans on roofs and replaces belts.**
- B. Makes minor repairs, including building and equipment, locks, doors, drinking fountains, clocks, toilets, furniture, telephone, P.A. system, hangs pictures, security lighting to be properly maintained and operated.**
- C. Sweeps, mops, scrubs, refinishes, maintains and polishes floors.**
- D. Maintains supplies and equipment (stocks shelves).**
- E. Maintains grounds, cuts grass, shovels snow, repairs playground equipment and maintains shrubs.**
- F. Sets up for noon lunch program.**
- G. Operates a school bus and supervises groups of students while enroute on scheduled trips.**
- H. Obtains boiler operator's license.**
- I. Drives bus when needed.**
- J. Obtains chauffeur's license.**
- K. Performs such other duties that are considered necessary by the school administration in order to maintain safe and sanitary conditions in school buildings and on school grounds.**

Supervision

Supervision is received from the school principal and District Custodial Supervisor.

Custodian I

Scope of Work

In order to keep the building in a safe and sanitary condition, this employee is responsible for seeing that the school building is kept clean.

DUTIES

1. Sweeps, mops, scrubs, refinishes, maintains and polishes floors.
2. Washes glass areas of the building.
3. Dusts and polishes furniture and equipment.
4. Dusts books and bookcases.
5. Cleans restrooms and replenishes supplies.
6. Maintains supplies and equipment.
7. Maintains grounds.
8. Makes minor repairs, including building and equipment.
9. Performs work as assigned.

Supervision

Supervision is received from the school principal and District Custodial Supervisor.

Custodian II

Scope of Work

This work includes the lighter janitorial tasks, rather than the heavy work which is performed by employees in the Custodian I classification.

DUTIES

1. Sweeps, mops floors (lightweight mop).
2. Cleans glass on windows, doors, etc.
3. Empty waste paper baskets.
4. Dusts, polishes furniture and equipment.
5. Cleans restrooms and replenishes supplies.

6. Cleans and polishes brass and other metal work.
7. Performs such other related work as is necessary to keep school buildings in a safe and sanitary condition for pupils and teachers.
8. Performs other work as assigned.

Supervision

Supervision is received from the school principal and District Custodial Supervisor.

SKILLED MAINTENANCE

Scope of Work

This is skilled maintenance work of a high level in the maintenance and repair of the physical structure of the school district buildings, equipment (both external and internal) and grounds. Also included is the use of mechanical equipment used in painting.

DUTIES

General Maintenance

1. Make periodic inspections, maintains and repairs the following:
 - a. Heating and ventilating equipment.
 - b. Plumbing systems.
 - c. Electrical systems.
 - d. Performs work as assigned.

Supervision

Supervision is received from the Maintenance Supervisor.

SEMI-SKILLED MAINTENANCE

Scope of Work

This is semi-skilled work in the maintenance and repair of the school district buildings, grounds, and equipment. Work involves general knowledge and skill in the areas of carpentry, welding, electricity, bricklaying, painting, sheet metal, plumbing, heating, roofing, grounds and other related skills.

DUTIES

Duties are assigned by the Maintenance Supervisor.

Supervision

Supervision is received from the Maintenance Supervisor.

MECHANIC

Scope of Work

This is skilled, mechanical work of a high level in the maintenance and repair of automotive equipment. This job involves responsibility for the performance of skilled tasks in automotive repair work of automobiles, trucks, buses, tractors, and other automotive equipment in the garage, or in the field.

DUTIES AND EXAMPLES OF WORK

(Note - These examples are not to be construed to be exact and limiting, but are intended merely as illustrations of the various types of work performed by individuals in this classification.)

- 1. General repair work on automobiles, buses, tractors, and other automotive equipment.**
- 2. Repairs shock absorbers, transmissions, adjusts brakes, changes and charges batteries.**
- 3. Replaces lights, adjusts and relines brakes, overhauls and tests generators, tunes motor using test equipment, repairs and renews minor chassis and body parts.**
- 4. Inspects and repairs tires and other automotive parts.**
- 5. Keeps records and makes reports.**
- 6. Drives bus.**
- 7. Performs related work as assigned.**

Supervision

Supervision is received from Transportation Supervisor.

BUS DRIVER

Scope of Work

This work involves the operation of school buses. Employees who perform this function are responsible for the safe and efficient operation of school buses.

DUTIES

1. Must have valid chauffeur's license.
2. Operates a school bus and supervises groups of students while enroute on scheduled trips.
3. Follows operating manual for operation and maintenance of bus.

Supervision

Supervision is received from the Transportation Supervisor.

Transportation Rules and Regulations

A committee of four persons consisting of two bus drivers and two representatives of the Board shall meet annually to review the rules and regulations of the Transportation Department.* Any changes must be agreed to by the committee. The Transportation Rules and Regulations are subject to the grievance procedure.

* Rules and Regulations in effect at the time of ratification by both parties.

APPENDIX A
SRCMT HOURLY RATE SCHEDULE
1995-96

CLASSIFICATION	START	6 MONTHS	1 YEAR	18 MONTHS	2 YEARS	CLASSIFICATION	START	6 MONTHS	1 YEAR	18 MONTHS	2 YEARS
WORKING COORDINATOR						TECHNICIAN II					
No In-Service					21.82	No In-Service	14.66	15.26	15.86	16.40	17.18
4 Clock Hours In-Service					21.95	4 Clock Hours In-Service	14.74	15.34	15.97	16.48	17.26
8 Clock Hours In-Service					22.07	8 Clock Hours In-Service	14.82	15.41	16.07	16.56	17.36
12 Clock Hours In-Service					22.17	12 Clock Hours In-Service	14.89	15.48	16.15	16.65	17.44
16 Clock Hours In-Service					22.29	16 Clock Hours In-Service	14.96	15.55	16.23	16.73	17.52
20 Clock Hours In-Service					22.40	20 Clock Hours In-Service	15.03	15.63	16.31	16.81	17.61
24 Clock Hours In-Service					22.51	24 Clock Hours In-Service	15.11	15.71	16.39	16.89	17.70
SKILLED MAINTENANCE MECHANIC						CUSTODIAN I					
No In-Service	16.73	17.31	17.94	18.53	19.26	No In-Service	14.39	15.06	15.63	16.25	16.81
4 Clock Hours In-Service	16.80	17.42	18.03	18.65	19.38	4 Clock Hours In-Service	14.48	15.15	15.70	16.31	16.91
8 Clock Hours In-Service	16.90	17.50	18.14	18.73	19.48	8 Clock Hours In-Service	14.54	15.22	15.77	16.39	16.98
12 Clock Hours In-Service	16.98	17.58	18.22	18.82	19.57	12 Clock Hours In-Service	14.62	15.31	15.84	16.49	17.06
16 Clock Hours In-Service	17.06	17.66	18.31	18.91	19.66	16 Clock Hours In-Service	14.69	15.38	15.93	16.57	17.14
20 Clock Hours In-Service	17.14	17.75	18.40	19.00	19.76	20 Clock Hours In-Service	14.76	15.46	16.01	16.66	17.22
24 Clock Hours In-Service	17.23	17.84	18.49	19.10	19.86	24 Clock Hours In-Service	14.83	15.54	16.09	16.74	17.31
SEMI-SKILLED MAINTENANCE						CUSTODIAN II					
No In-Service	15.06	15.63	16.26	16.81	17.51	No In-Service	12.77	13.23	13.96	14.47	15.20
4 Clock Hours In-Service	15.15	15.70	16.32	16.91	17.63	4 Clock Hours In-Service	12.81	13.30	14.02	14.56	15.27
8 Clock Hours In-Service	15.24	15.77	16.40	16.98	17.73	8 Clock Hours In-Service	12.88	13.37	14.09	14.63	15.35
12 Clock Hours In-Service	15.31	15.84	16.50	17.06	17.81	12 Clock Hours In-Service	12.94	13.44	14.16	14.70	15.42
16 Clock Hours In-Service	15.38	15.93	16.59	17.14	17.90	16 Clock Hours In-Service	13.00	13.50	14.23	14.78	15.49
20 Clock Hours In-Service	15.46	16.01	16.67	17.22	18.00	20 Clock Hours In-Service	13.06	13.57	14.30	14.85	15.57
24 Clock Hours In-Service	15.54	16.09	16.75	17.31	18.09	24 Clock Hours In-Service	13.13	13.64	14.37	14.92	15.65
TECHNICIAN I						DRIVERS					
No In-Service	15.06	15.63	16.26	16.81	17.46	No In-Service	14.01	14.28	14.65	14.87	15.22
4 Clock Hours In-Service	15.15	15.70	16.32	16.91	17.51	4 Clock Hours In-Service	14.08	14.32	14.73	14.96	15.29
8 Clock Hours In-Service	15.22	15.77	16.40	16.98	17.60	8 Clock Hours In-Service	14.14	14.39	14.81	15.03	15.37
12 Clock Hours In-Service	15.31	15.84	16.50	17.06	17.69	12 Clock Hours In-Service	14.21	14.46	14.88	15.10	15.44
16 Clock Hours In-Service	15.38	15.93	16.59	17.14	17.78	16 Clock Hours In-Service	14.28	14.53	14.95	15.17	15.51
20 Clock Hours In-Service	15.46	16.01	16.67	17.22	17.87	20 Clock Hours In-Service	14.35	14.61	15.02	15.25	15.59
24 Clock Hours In-Service	15.54	16.09	16.75	17.31	17.96	24 Clock Hours In-Service	14.42	14.68	15.10	15.32	15.67

BEGINNING 11th YEAR - LONGEVITY PAYMENT OF \$500

**APPENDIX A
SRCMT HOURLY RATE SCHEDULE
1996-97**

CLASSIFICATION	START	6 MONTHS	1 YEAR	18 MONTHS	2 YEARS	CLASSIFICATION	START	6 MONTHS	1 YEAR	18 MONTHS	2 YEARS
WORKING COORDINATOR						TECHNICIAN II					
No In-Service					22.15	No In-Service	14.88	15.48	16.12	16.65	17.44
4 Clock Hours In-Service					22.28	4 Clock Hours In-Service	14.96	15.57	16.21	16.73	17.51
8 Clock Hours In-Service					22.40	8 Clock Hours In-Service	15.04	15.64	16.31	16.81	17.62
12 Clock Hours In-Service					22.50	12 Clock Hours In-Service	15.11	15.71	16.39	16.90	17.70
16 Clock Hours In-Service					22.62	16 Clock Hours In-Service	15.19	15.78	16.47	16.98	17.78
20 Clock Hours In-Service					22.74	20 Clock Hours In-Service	15.26	15.87	16.56	17.06	17.87
24 Clock Hours In-Service					22.85	24 Clock Hours In-Service	15.33	15.94	16.64	17.15	17.96
28 Clock Hours In-Service					22.97	28 Clock Hours In-Service	15.41	16.02	16.72	17.23	18.05
SKILLED MAINTENANCE MECHANIC						CUSTODIAN I					
No In-Service	16.98	17.57	18.20	18.81	19.55	No In-Service	14.61	15.29	15.87	16.49	17.06
4 Clock Hours In-Service	17.05	17.68	18.30	18.93	19.67	4 Clock Hours In-Service	14.70	15.38	15.94	16.56	17.16
8 Clock Hours In-Service	17.15	17.76	18.41	19.01	19.77	8 Clock Hours In-Service	14.78	15.45	16.01	16.64	17.24
12 Clock Hours In-Service	17.24	17.84	18.49	19.10	19.86	12 Clock Hours In-Service	14.84	15.54	16.08	16.74	17.32
16 Clock Hours In-Service	17.32	17.93	18.59	19.19	19.96	16 Clock Hours In-Service	14.91	15.61	16.16	16.82	17.40
20 Clock Hours In-Service	17.40	18.02	18.68	19.29	20.06	20 Clock Hours In-Service	14.98	15.69	16.25	16.91	17.48
24 Clock Hours In-Service	17.49	18.11	18.77	19.38	20.16	24 Clock Hours In-Service	15.05	15.77	16.33	16.99	17.57
28 Clock Hours In-Service	17.57	18.20	18.87	19.48	20.26	28 Clock Hours In-Service	15.13	15.85	16.41	17.08	17.66
SEMI-SKILLED MAINTENANCE						CUSTODIAN II					
No In-Service	15.29	15.87	16.50	17.06	17.77	No In-Service	12.96	13.42	14.17	14.69	15.43
4 Clock Hours In-Service	15.38	15.94	16.57	17.16	17.90	4 Clock Hours In-Service	13.00	13.50	14.23	14.77	15.49
8 Clock Hours In-Service	15.46	16.01	16.65	17.24	18.00	8 Clock Hours In-Service	13.07	13.57	14.30	14.85	15.58
12 Clock Hours In-Service	15.54	16.08	16.75	17.32	18.08	12 Clock Hours In-Service	13.14	13.64	14.37	14.92	15.65
16 Clock Hours In-Service	15.61	16.16	16.83	17.40	18.17	16 Clock Hours In-Service	13.20	13.70	14.44	15.00	15.72
20 Clock Hours In-Service	15.69	16.25	16.92	17.48	18.27	20 Clock Hours In-Service	13.26	13.77	14.52	15.07	15.80
24 Clock Hours In-Service	15.77	16.33	17.00	17.57	18.36	24 Clock Hours In-Service	13.33	13.84	14.59	15.15	15.88
28 Clock Hours In-Service	15.85	16.41	17.09	17.66	18.45	28 Clock Hours In-Service	13.39	13.91	14.66	15.22	15.96
TECHNICIAN I						DRIVERS					
No In-Service	15.29	15.87	16.50	17.06	17.72	No In-Service	14.22	14.47	14.87	15.09	15.45
4 Clock Hours In-Service	15.38	15.94	16.57	17.16	17.77	4 Clock Hours In-Service	14.29	14.54	14.95	15.19	15.52
8 Clock Hours In-Service	15.45	16.01	16.65	17.24	17.86	8 Clock Hours In-Service	14.35	14.61	15.03	15.26	15.60
12 Clock Hours In-Service	15.54	16.08	16.75	17.32	17.96	12 Clock Hours In-Service	14.42	14.68	15.10	15.33	15.67
16 Clock Hours In-Service	15.61	16.16	16.83	17.40	18.05	16 Clock Hours In-Service	14.50	14.75	15.18	15.40	15.74
20 Clock Hours In-Service	15.69	16.25	16.92	17.48	18.14	20 Clock Hours In-Service	14.57	14.82	15.25	15.47	15.82
24 Clock Hours In-Service	15.77	16.33	17.00	17.57	18.23	24 Clock Hours In-Service	14.64	14.90	15.32	15.55	15.90
28 Clock Hours In-Service	15.85	16.41	17.09	17.66	18.32	28 Clock Hours In-Service	14.71	14.97	15.40	15.63	15.98

BEGINNING 11th YEAR - LONGEVITY PAYMENT OF \$600

**APPENDIX A
SRCMT HOURLY RATE SCHEDULE**

1997-98

CLASSIFICATION	START	6 MONTHS	1 YEAR	18 MONTHS	2 YEARS	CLASSIFICATION	START	6 MONTHS	1 YEAR	18 MONTHS	2 YEARS
WORKING COORDINATOR						TECHNICIAN II					
No In-Service					22.48	No In-Service	15.10	15.72	16.36	16.90	17.70
4 Clock Hours In-Service					22.62	4 Clock Hours In-Service	15.18	15.80	16.45	16.98	17.78
8 Clock Hours In-Service					22.73	8 Clock Hours In-Service	15.27	15.87	16.55	17.07	17.88
12 Clock Hours In-Service					22.84	12 Clock Hours In-Service	15.34	15.95	16.64	17.15	17.96
16 Clock Hours In-Service					22.96	16 Clock Hours In-Service	15.41	16.02	16.72	17.23	18.05
20 Clock Hours In-Service					23.08	20 Clock Hours In-Service	15.49	16.10	16.80	17.32	18.14
24 Clock Hours In-Service					23.19	24 Clock Hours In-Service	15.58	16.18	16.89	17.40	18.23
28 Clock Hours In-Service					23.31	28 Clock Hours In-Service	15.64	16.26	16.97	17.49	18.32
32 Clock Hours In-Service					23.43	32 Clock Hours In-Service	15.72	16.35	17.06	17.58	18.42
SKILLED MAINTENANCE MECHANIC						CUSTODIAN I					
No In-Service	17.23	17.83	18.48	19.09	19.85	No In-Service	14.83	15.52	16.10	16.74	17.32
4 Clock Hours In-Service	17.31	17.94	18.57	19.21	19.96	4 Clock Hours In-Service	14.92	15.61	16.18	16.80	17.42
8 Clock Hours In-Service	17.41	18.03	18.69	19.29	20.07	8 Clock Hours In-Service	14.98	15.69	16.25	16.89	17.49
12 Clock Hours In-Service	17.49	18.11	18.77	19.39	20.16	12 Clock Hours In-Service	15.06	15.77	16.32	16.99	17.58
16 Clock Hours In-Service	17.58	18.19	18.86	19.48	20.25	16 Clock Hours In-Service	15.13	15.84	16.41	17.08	17.66
20 Clock Hours In-Service	17.66	18.29	18.96	19.58	20.36	20 Clock Hours In-Service	15.20	15.93	16.49	17.16	17.75
24 Clock Hours In-Service	17.75	18.38	19.05	19.67	20.46	24 Clock Hours In-Service	15.28	16.01	16.57	17.25	17.83
28 Clock Hours In-Service	17.84	18.47	19.15	19.77	20.56	28 Clock Hours In-Service	15.36	16.09	16.66	17.33	17.92
32 Clock Hours In-Service	17.93	18.56	19.24	19.87	20.67	32 Clock Hours In-Service	15.43	16.17	16.74	17.42	18.01
SEMI-SKILLED MAINTENANCE						CUSTODIAN II					
No In-Service	15.52	16.10	16.75	17.32	18.04	No In-Service	13.15	13.63	14.38	14.91	15.66
4 Clock Hours In-Service	15.61	16.18	16.81	17.42	18.16	4 Clock Hours In-Service	13.20	13.70	14.44	15.00	15.73
8 Clock Hours In-Service	15.70	16.25	16.90	17.49	18.27	8 Clock Hours In-Service	13.27	13.77	14.51	15.07	15.81
12 Clock Hours In-Service	15.77	16.32	17.00	17.58	18.35	12 Clock Hours In-Service	13.33	13.84	14.59	15.14	15.88
16 Clock Hours In-Service	15.84	16.41	17.09	17.66	18.45	16 Clock Hours In-Service	13.40	13.91	14.66	15.23	15.96
20 Clock Hours In-Service	15.93	16.49	17.17	17.75	18.54	20 Clock Hours In-Service	13.46	13.98	14.73	15.30	16.04
24 Clock Hours In-Service	16.01	16.57	17.26	17.83	18.63	24 Clock Hours In-Service	13.53	14.05	14.81	15.37	16.12
28 Clock Hours In-Service	16.09	16.66	17.34	17.92	18.73	28 Clock Hours In-Service	13.59	14.12	14.88	15.45	16.20
32 Clock Hours In-Service	16.17	16.74	17.43	18.01	18.82	32 Clock Hours In-Service	13.66	14.19	14.96	15.53	16.28
TECHNICIAN I						DRIVERS					
No In-Service	15.52	16.10	16.75	17.32	17.99	No In-Service	14.43	14.69	15.09	15.32	15.69
4 Clock Hours In-Service	15.61	16.18	16.81	17.42	18.04	4 Clock Hours In-Service	14.50	14.75	15.17	15.41	15.75
8 Clock Hours In-Service	15.69	16.25	16.90	17.49	18.13	8 Clock Hours In-Service	14.57	14.83	15.26	15.49	15.83
12 Clock Hours In-Service	15.77	16.32	17.00	17.58	18.23	12 Clock Hours In-Service	14.64	14.90	15.33	15.56	15.90
16 Clock Hours In-Service	15.84	16.41	17.09	17.66	18.32	16 Clock Hours In-Service	14.71	14.97	15.40	15.63	15.98
20 Clock Hours In-Service	15.93	16.49	17.17	17.75	18.41	20 Clock Hours In-Service	14.79	15.05	15.48	15.71	16.06
24 Clock Hours In-Service	16.01	16.57	17.26	17.83	18.51	24 Clock Hours In-Service	14.86	15.12	15.55	15.78	16.14
28 Clock Hours In-Service	16.09	16.66	17.34	17.92	18.60	28 Clock Hours In-Service	14.93	15.20	15.63	15.86	16.22
32 Clock Hours In-Service	16.17	16.74	17.43	18.01	18.69	32 Clock Hours In-Service	15.01	15.27	15.71	15.94	16.30

BEGINNING 11th YEAR - LONGEVITY PAYMENT OF \$600

ADDITIONAL 1% IF BASIC FOUNDATION ALLOWANCE INCREASE IS 3% OVER PRIOR YEAR.

Basic foundation allowance as defined in the 1994-95 School State Aid Act. In the event the definition of basic foundation allowance changes in the School State Aid Act in future years, the parties will meet to determine the effects of such changes on the Master Agreement and the possible adjustments of the wage scales in the 1997-98 and 1998-99 school years.

**APPENDIX A
SRCMT HOURLY RATE SCHEDULE
1998-99**

CLASSIFICATION	START	6 MONTHS	1 YEAR	18 MONTHS	2 YEARS	CLASSIFICATION	START	6 MONTHS	1 YEAR	18 MONTHS	2 YEARS
WORKING COORDINATOR						TECHNICIAN II					
No In-Service					22.82	No In-Service	15.33	15.95	16.61	17.15	17.97
4 Clock Hours In-Service					22.96	4 Clock Hours In-Service	15.41	16.04	16.70	17.24	18.04
8 Clock Hours In-Service					23.07	8 Clock Hours In-Service	15.50	16.11	16.80	17.32	18.15
12 Clock Hours In-Service					23.18	12 Clock Hours In-Service	15.57	16.19	16.89	17.41	18.23
16 Clock Hours In-Service					23.31	16 Clock Hours In-Service	15.64	16.26	16.97	17.49	18.32
20 Clock Hours In-Service					23.42	20 Clock Hours In-Service	15.72	16.34	17.06	17.58	18.41
24 Clock Hours In-Service					23.54	24 Clock Hours In-Service	15.80	16.43	17.14	17.66	18.51
28 Clock Hours In-Service					23.66	28 Clock Hours In-Service	15.88	16.51	17.23	17.75	18.60
32 Clock Hours In-Service					23.78	32 Clock Hours In-Service	15.96	16.59	17.31	17.84	18.69
36 Clock Hours In-Service					23.90	36 Clock Hours In-Service	16.04	16.67	17.40	17.93	18.79
SKILLED MAINTENANCE MECHANIC						CUSTODIAN I					
No In-Service	17.49	18.10	18.75	19.38	20.14	No In-Service	15.05	15.75	16.34	16.99	17.58
4 Clock Hours In-Service	17.57	18.21	18.85	19.50	20.26	4 Clock Hours In-Service	15.15	15.85	16.42	17.06	17.68
8 Clock Hours In-Service	17.67	18.30	18.97	19.58	20.37	8 Clock Hours In-Service	15.21	15.92	16.49	17.14	17.76
12 Clock Hours In-Service	17.76	18.38	19.05	19.68	20.46	12 Clock Hours In-Service	15.28	16.01	16.57	17.25	17.84
16 Clock Hours In-Service	17.84	18.47	19.15	19.77	20.56	16 Clock Hours In-Service	15.36	16.08	16.65	17.33	17.93
20 Clock Hours In-Service	17.93	18.56	19.24	19.87	20.66	20 Clock Hours In-Service	15.43	16.16	16.74	17.42	18.01
24 Clock Hours In-Service	18.02	18.66	19.34	19.97	20.77	24 Clock Hours In-Service	15.51	16.25	16.82	17.50	18.10
28 Clock Hours In-Service	18.11	18.75	19.44	20.07	20.87	28 Clock Hours In-Service	15.59	16.33	16.91	17.59	18.19
32 Clock Hours In-Service	18.20	18.84	19.53	20.17	20.98	32 Clock Hours In-Service	15.66	16.41	16.99	17.68	18.28
36 Clock Hours In-Service	18.29	18.94	19.63	20.27	21.08	36 Clock Hours In-Service	15.74	16.49	17.07	17.77	18.37
SEMI-SKILLED MAINTENANCE						CUSTODIAN II					
No In-Service	15.75	16.34	17.00	17.58	18.31	No In-Service	13.35	13.83	14.59	15.14	15.90
4 Clock Hours In-Service	15.85	16.42	17.07	17.68	18.44	4 Clock Hours In-Service	13.39	13.90	14.66	15.22	15.96
8 Clock Hours In-Service	15.93	16.49	17.15	17.76	18.54	8 Clock Hours In-Service	13.47	13.98	14.73	15.29	16.05
12 Clock Hours In-Service	16.01	16.57	17.26	17.84	18.63	12 Clock Hours In-Service	13.53	14.05	14.81	15.37	16.12
16 Clock Hours In-Service	16.08	16.65	17.34	17.93	18.72	16 Clock Hours In-Service	13.60	14.12	14.88	15.45	16.20
20 Clock Hours In-Service	16.16	16.74	17.43	18.01	18.82	20 Clock Hours In-Service	13.66	14.19	14.95	15.53	16.28
24 Clock Hours In-Service	16.25	16.82	17.51	18.10	18.91	24 Clock Hours In-Service	13.73	14.26	15.03	15.61	16.36
28 Clock Hours In-Service	16.33	16.91	17.60	18.19	19.01	28 Clock Hours In-Service	13.80	14.33	15.10	15.68	16.44
32 Clock Hours In-Service	16.41	16.99	17.69	18.28	19.10	32 Clock Hours In-Service	13.87	14.40	15.18	15.76	16.53
36 Clock Hours In-Service	16.49	17.07	17.78	18.37	19.20	36 Clock Hours In-Service	13.93	14.48	15.26	15.84	16.61
TECHNICIAN I						DRIVERS					
No In-Service	15.75	16.34	17.00	17.58	18.26	No In-Service	14.65	14.91	15.32	15.55	15.92
4 Clock Hours In-Service	15.85	16.42	17.07	17.68	18.31	4 Clock Hours In-Service	14.72	14.98	15.40	15.64	15.98
8 Clock Hours In-Service	15.92	16.49	17.15	17.76	18.40	8 Clock Hours In-Service	14.78	15.05	15.49	15.72	16.07
12 Clock Hours In-Service	16.01	16.57	17.26	17.84	18.50	12 Clock Hours In-Service	14.86	15.12	15.56	15.79	16.14
16 Clock Hours In-Service	16.08	16.65	17.34	17.93	18.60	16 Clock Hours In-Service	14.93	15.20	15.63	15.87	16.22
20 Clock Hours In-Service	16.16	16.74	17.43	18.01	18.69	20 Clock Hours In-Service	15.01	15.27	15.71	15.94	16.30
24 Clock Hours In-Service	16.25	16.82	17.51	18.10	18.78	24 Clock Hours In-Service	15.08	15.35	15.79	16.02	16.38
28 Clock Hours In-Service	16.33	16.91	17.60	18.19	18.88	28 Clock Hours In-Service	15.16	15.43	15.87	16.10	16.47
32 Clock Hours In-Service	16.41	16.99	17.69	18.28	18.97	32 Clock Hours In-Service	15.23	15.50	15.94	16.18	16.55
36 Clock Hours In-Service	16.49	17.07	17.78	18.37	19.07	36 Clock Hours In-Service	15.31	15.58	16.02	16.26	16.63

BEGINNING 11th YEAR - LONGEVITY PAYMENT OF \$800

ADDITIONAL 1% IF BASIC FOUNDATION ALLOWANCE INCREASE IS 3% OVER PRIOR YEAR

IF BASIC FOUNDATION ALLOWANCE INCREASE IS 4% OR ABOVE THE PARTIES AGREE TO RENEGOTIATE HOURLY RATES

Basic foundation allowance as defined in the 1994-95 School State Aid Act. In the event the definition of basic foundation allowance changes in the School State Aid Act in future years, the parties will meet to determine the effects of such changes on the Master Agreement and the possible adjustments of the wage scales in the 1997-98 and 1998-99 school years.

**APPENDIX A
SRCMT HOURLY RATE SCHEDULE
1995-96**

SCHEDULE FOR NEW HIRES EFFECTIVE 7-1-95

CLASSIFICATION	START	1 YEAR	2 YEARS	3 YEARS	4 YEARS	5 YEARS
WORKING COORDINATOR						
No In-Service			19.79	20.81	21.32	21.82
4 Clock Hours In-Service			19.89	20.91	21.42	21.95
8 Clock Hours In-Service			19.99	21.02	21.53	22.06
12 Clock Hours In-Service			20.09	21.12	21.64	22.17
16 Clock Hours In-Service			20.19	21.23	21.74	22.29
20 Clock Hours In-Service			20.29	21.33	21.85	22.40
24 Clock Hours In-Service			20.39	21.44	21.96	22.51
SKILLED MAINTENANCE MECHANIC						
No In-Service	14.70	15.71	16.60	17.48	18.36	19.26
4 Clock Hours In-Service	14.77	15.79	16.68	17.57	18.45	19.38
8 Clock Hours In-Service	14.84	15.87	16.76	17.65	18.55	19.47
12 Clock Hours In-Service	14.92	15.95	16.85	17.74	18.64	19.57
16 Clock Hours In-Service	14.99	16.03	16.93	17.83	18.73	19.66
20 Clock Hours In-Service	15.07	16.11	17.01	17.92	18.82	19.76
24 Clock Hours In-Service	15.14	16.19	17.10	18.01	18.92	19.86
SEMI-SKILLED MAINTENANCE						
No In-Service	13.03	14.05	14.91	15.77	16.63	17.51
4 Clock Hours In-Service	13.10	14.12	14.98	15.85	16.71	17.63
8 Clock Hours In-Service	13.16	14.19	15.06	15.93	16.79	17.73
12 Clock Hours In-Service	13.23	14.26	15.14	16.01	16.88	17.81
16 Clock Hours In-Service	13.30	14.33	15.21	16.09	16.96	17.90
20 Clock Hours In-Service	13.36	14.40	15.29	16.17	17.05	17.99
24 Clock Hours In-Service	13.43	14.47	15.36	16.25	17.13	18.08
TECHNICIAN I						
No In-Service	13.03	14.05	14.90	15.75	16.61	17.46
4 Clock Hours In-Service	13.10	14.12	14.97	15.83	16.69	17.51
8 Clock Hours In-Service	13.16	14.19	15.05	15.91	16.77	17.60
12 Clock Hours In-Service	13.23	14.26	15.12	15.99	16.86	17.69
16 Clock Hours In-Service	13.30	14.33	15.20	16.07	16.94	17.78
20 Clock Hours In-Service	13.36	14.40	15.28	16.15	17.02	17.87
24 Clock Hours In-Service	13.43	14.47	15.35	16.23	17.11	17.96

**APPENDIX A
SRCMT HOURLY RATE SCHEDULE
1995-96**

SCHEDULE FOR NEW HIRES EFFECTIVE 7-1-95

CLASSIFICATION	START	1 YEAR	2 YEARS	3 YEARS	4 YEARS	5 YEARS
TECHNICIAN II						
No In-Service	12.63	13.64	14.52	15.41	16.29	17.18
4 Clock Hours In-Service	12.69	13.71	14.60	15.48	16.37	17.26
8 Clock Hours In-Service	12.75	13.78	14.67	15.56	16.45	17.36
12 Clock Hours In-Service	12.82	13.85	14.74	15.64	16.54	17.44
16 Clock Hours In-Service	12.88	13.92	14.82	15.72	16.62	17.52
20 Clock Hours In-Service	12.95	13.99	14.89	15.80	16.70	17.61
24 Clock Hours In-Service	13.01	14.06	14.97	15.88	16.79	17.69
CUSTODIAN I						
No In-Service	12.36	13.38	14.19	15.00	15.81	16.81
4 Clock Hours In-Service	12.42	13.44	14.26	15.08	15.89	16.91
8 Clock Hours In-Service	12.49	13.51	14.33	15.15	15.97	16.98
12 Clock Hours In-Service	12.55	13.58	14.40	15.23	16.05	17.07
16 Clock Hours In-Service	12.61	13.65	14.48	15.30	16.13	17.14
20 Clock Hours In-Service	12.67	13.72	14.55	15.38	16.21	17.23
24 Clock Hours In-Service	12.74	13.78	14.62	15.46	16.29	17.32
CUSTODIAN II						
No In-Service	10.74	11.75	12.62	13.48	14.34	15.20
4 Clock Hours In-Service	10.79	11.81	12.68	13.55	14.41	15.27
8 Clock Hours In-Service	10.85	11.87	12.74	13.61	14.49	15.34
12 Clock Hours In-Service	10.90	11.93	12.81	13.68	14.56	15.42
16 Clock Hours In-Service	10.96	11.99	12.87	13.75	14.63	15.49
20 Clock Hours In-Service	11.01	12.05	12.94	13.82	14.70	15.57
24 Clock Hours In-Service	11.06	12.11	13.00	13.89	14.78	15.64
DRIVERS						
No In-Service	11.98	12.99	13.55	14.11	14.67	15.22
4 Clock Hours In-Service	12.04	13.06	13.62	14.18	14.74	15.29
8 Clock Hours In-Service	12.10	13.12	13.69	14.25	14.81	15.36
12 Clock Hours In-Service	12.16	13.19	13.75	14.32	14.89	15.44
16 Clock Hours In-Service	12.22	13.25	13.82	14.39	14.96	15.51
20 Clock Hours In-Service	12.28	13.32	13.89	14.46	15.04	15.59
24 Clock Hours In-Service	12.34	13.39	13.96	14.54	15.11	15.66

BEGINNING 11th YEAR - LONGEVITY PAYMENT OF \$500

APPENDIX A
SRCMT HOURLY RATE SCHEDULE
1996-97

SCHEDULE FOR NEW HIRES EFFECTIVE 7-1-95

CLASSIFICATION	START	1 YEAR	2 YEARS	3 YEARS	4 YEARS	5 YEARS
WORKING COORDINATOR						
No In-Service			20.09	21.12	21.63	22.15
4 Clock Hours In-Service			20.19	21.23	21.74	22.28
8 Clock Hours In-Service			20.29	21.33	21.85	22.40
12 Clock Hours In-Service			20.39	21.44	21.96	22.50
16 Clock Hours In-Service			20.49	21.55	22.07	22.62
20 Clock Hours In-Service			20.60	21.65	22.18	22.74
24 Clock Hours In-Service			20.70	21.76	22.29	22.85
28 Clock Hours In-Service			20.80	21.87	22.40	22.96
SKILLED MAINTENANCE MECHANIC						
No In-Service	14.92	15.95	16.84	17.74	18.64	19.55
4 Clock Hours In-Service	14.99	16.03	16.93	17.83	18.73	19.67
8 Clock Hours In-Service	15.07	16.11	17.01	17.92	18.82	19.77
12 Clock Hours In-Service	15.14	16.19	17.10	18.01	18.92	19.86
16 Clock Hours In-Service	15.22	16.27	17.18	18.10	19.01	19.96
20 Clock Hours In-Service	15.29	16.35	17.27	18.19	19.11	20.06
24 Clock Hours In-Service	15.37	16.43	17.36	18.28	19.20	20.16
28 Clock Hours In-Service	15.45	16.51	17.44	18.37	19.30	20.26
SEMI-SKILLED MAINTENANCE						
No In-Service	13.23	14.26	15.13	16.01	16.88	17.77
4 Clock Hours In-Service	13.29	14.33	15.21	16.09	16.96	17.90
8 Clock Hours In-Service	13.36	14.40	15.29	16.17	17.04	18.00
12 Clock Hours In-Service	13.43	14.47	15.36	16.25	17.13	18.08
16 Clock Hours In-Service	13.49	14.55	15.44	16.33	17.22	18.17
20 Clock Hours In-Service	13.56	14.62	15.52	16.41	17.30	18.26
24 Clock Hours In-Service	13.63	14.69	15.59	16.50	17.39	18.35
28 Clock Hours In-Service	13.70	14.76	15.67	16.58	17.47	18.44
TECHNICIAN I						
No In-Service	13.23	14.26	15.12	15.99	16.85	17.72
4 Clock Hours In-Service	13.29	14.33	15.20	16.07	16.94	17.77
8 Clock Hours In-Service	13.36	14.40	15.28	16.15	17.02	17.86
12 Clock Hours In-Service	13.43	14.47	15.35	16.23	17.11	17.96
16 Clock Hours In-Service	13.49	14.55	15.43	16.31	17.19	18.05
20 Clock Hours In-Service	13.56	14.62	15.51	16.39	17.28	18.14
24 Clock Hours In-Service	13.63	14.69	15.58	16.47	17.37	18.23
28 Clock Hours In-Service	13.70	14.76	15.66	16.56	17.45	18.32

**APPENDIX A
SRCMT HOURLY RATE SCHEDULE
1996-97**

SCHEDULE FOR NEW HIRES EFFECTIVE 7-1-95

CLASSIFICATION	START	1 YEAR	2 YEARS	3 YEARS	4 YEARS	5 YEARS
TECHNICIAN II						
No In-Service	12.82	13.85	14.74	15.64	16.54	17.44
4 Clock Hours In-Service	12.88	13.92	14.82	15.72	16.62	17.51
8 Clock Hours In-Service	12.94	13.99	14.89	15.80	16.70	17.62
12 Clock Hours In-Service	13.01	14.05	14.96	15.87	16.78	17.70
16 Clock Hours In-Service	13.07	14.13	15.04	15.95	16.87	17.78
20 Clock Hours In-Service	13.14	14.20	15.11	16.03	16.95	17.87
24 Clock Hours In-Service	13.21	14.27	15.19	16.11	17.04	17.96
28 Clock Hours In-Service	13.27	14.34	15.27	16.19	17.12	18.05
CUSTODIAN I						
No In-Service	12.55	13.58	14.40	15.23	16.05	17.06
4 Clock Hours In-Service	12.61	13.65	14.47	15.30	16.13	17.16
8 Clock Hours In-Service	12.67	13.71	14.55	15.38	16.21	17.24
12 Clock Hours In-Service	12.74	13.78	14.62	15.46	16.29	17.32
16 Clock Hours In-Service	12.80	13.85	14.69	15.53	16.37	17.40
20 Clock Hours In-Service	12.86	13.92	14.77	15.61	16.46	17.49
24 Clock Hours In-Service	12.93	13.99	14.84	15.69	16.54	17.57
28 Clock Hours In-Service	12.99	14.06	14.91	15.77	16.62	17.66
CUSTODIAN II						
No In-Service	10.90	11.93	12.81	13.68	14.56	15.43
4 Clock Hours In-Service	10.95	11.99	12.87	13.75	14.63	15.49
8 Clock Hours In-Service	11.01	12.05	12.93	13.82	14.70	15.57
12 Clock Hours In-Service	11.06	12.11	13.00	13.89	14.78	15.65
16 Clock Hours In-Service	11.12	12.17	13.06	13.96	14.85	15.72
20 Clock Hours In-Service	11.18	12.23	13.13	14.03	14.92	15.80
24 Clock Hours In-Service	11.23	12.29	13.19	14.10	15.00	15.88
28 Clock Hours In-Service	11.29	12.35	13.26	14.17	15.07	15.96
DRIVERS						
No In-Service	12.16	13.19	13.75	14.32	14.89	15.45
4 Clock Hours In-Service	12.22	13.25	13.82	14.39	14.96	15.52
8 Clock Hours In-Service	12.28	13.32	13.89	14.46	15.04	15.59
12 Clock Hours In-Service	12.34	13.39	13.96	14.54	15.11	15.67
16 Clock Hours In-Service	12.40	13.45	14.03	14.61	15.19	15.74
20 Clock Hours In-Service	12.46	13.52	14.10	14.68	15.26	15.82
24 Clock Hours In-Service	12.53	13.59	14.17	14.76	15.34	15.90
28 Clock Hours In-Service	12.59	13.66	14.24	14.83	15.42	15.98

BEGINNING 11th YEAR - LONGEVITY PAYMENT OF \$600

**APPENDIX A
SRCMT HOURLY RATE SCHEDULE
1997-98**

SCHEDULE FOR NEW HIRES EFFECTIVE 7-1-95

CLASSIFICATION	START	1 YEAR	2 YEARS	3 YEARS	4 YEARS	5 YEARS
WORKING COORDINATOR						
No In-Service			20.39	21.44	21.96	22.48
4 Clock Hours In-Service			20.49	21.54	22.07	22.62
8 Clock Hours In-Service			20.60	21.65	22.18	22.73
12 Clock Hours In-Service			20.70	21.76	22.29	22.84
16 Clock Hours In-Service			20.80	21.87	22.40	22.96
20 Clock Hours In-Service			20.91	21.98	22.51	23.08
24 Clock Hours In-Service			21.01	22.09	22.63	23.19
28 Clock Hours In-Service			21.12	22.20	22.74	23.31
32 Clock Hours In-Service			21.22	22.31	22.85	23.43
SKILLED MAINTENANCE MECHANIC						
No In-Service	15.14	16.19	17.10	18.01	18.92	19.85
4 Clock Hours In-Service	15.22	16.27	17.18	18.10	19.01	19.96
8 Clock Hours In-Service	15.29	16.35	17.27	18.19	19.11	20.06
12 Clock Hours In-Service	15.37	16.43	17.35	18.28	19.20	20.16
16 Clock Hours In-Service	15.45	16.51	17.44	18.37	19.30	20.25
20 Clock Hours In-Service	15.52	16.60	17.53	18.46	19.39	20.36
24 Clock Hours In-Service	15.60	16.68	17.62	18.55	19.49	20.46
28 Clock Hours In-Service	15.68	16.76	17.70	18.65	19.59	20.56
32 Clock Hours In-Service	15.76	16.85	17.79	18.74	19.69	20.66
SEMI-SKILLED MAINTENANCE						
No In-Service	13.43	14.47	15.36	16.25	17.13	18.04
4 Clock Hours In-Service	13.49	14.54	15.44	16.33	17.21	18.16
8 Clock Hours In-Service	13.56	14.62	15.52	16.41	17.30	18.27
12 Clock Hours In-Service	13.63	14.69	15.59	16.49	17.39	18.35
16 Clock Hours In-Service	13.70	14.76	15.67	16.58	17.47	18.44
20 Clock Hours In-Service	13.77	14.84	15.75	16.66	17.56	18.54
24 Clock Hours In-Service	13.83	14.91	15.83	16.74	17.65	18.63
28 Clock Hours In-Service	13.90	14.99	15.91	16.83	17.74	18.72
32 Clock Hours In-Service	13.97	15.06	15.99	16.91	17.83	18.82
TECHNICIAN I						
No In-Service	13.43	14.47	15.35	16.23	17.11	17.99
4 Clock Hours In-Service	13.49	14.54	15.43	16.31	17.19	18.04
8 Clock Hours In-Service	13.56	14.62	15.50	16.39	17.28	18.13
12 Clock Hours In-Service	13.63	14.69	15.58	16.47	17.37	18.23
16 Clock Hours In-Service	13.70	14.76	15.66	16.56	17.45	18.32
20 Clock Hours In-Service	13.77	14.84	15.74	16.64	17.54	18.41
24 Clock Hours In-Service	13.83	14.91	15.82	16.72	17.63	18.51
28 Clock Hours In-Service	13.90	14.99	15.90	16.81	17.72	18.60
32 Clock Hours In-Service	13.97	15.06	15.98	16.89	17.80	18.69

BEGINNING 11th YEAR - LONGEVITY PAYMENT OF \$800

ADDITIONAL 1% IF BASIC FOUNDATION ALLOWANCE INCREASE IS 3% OVER PRIOR YEAR

Basic foundation allowance as defined in the 1994-95 School State Aid Act. In the event the definition of basic foundation allowance changes in the School State Aid Act in future years, the parties will meet to determine the effects of such changes on the Master Agreement and the possible adjustments of the wage scales in the 1997-98 and 1998-99 school years.

**APPENDIX A
SRCMT HOURLY RATE SCHEDULE
1997-98**

SCHEDULE FOR NEW HIRES EFFECTIVE 7-1-95

CLASSIFICATION	START	1 YEAR	2 YEARS	3 YEARS	4 YEARS	5 YEARS
TECHNICIAN II						
No In-Service	13.01	14.05	14.96	15.87	16.78	17.70
4 Clock Hours In-Service	13.07	14.12	15.04	15.95	16.87	17.78
8 Clock Hours In-Service	13.14	14.19	15.11	16.03	16.95	17.88
12 Clock Hours In-Service	13.20	14.27	15.19	16.11	17.04	17.96
16 Clock Hours In-Service	13.27	14.34	15.27	16.19	17.12	18.05
20 Clock Hours In-Service	13.34	14.41	15.34	16.27	17.21	18.14
24 Clock Hours In-Service	13.40	14.48	15.42	16.36	17.29	18.23
28 Clock Hours In-Service	13.47	14.55	15.50	16.44	17.38	18.32
32 Clock Hours In-Service	13.54	14.63	15.57	16.52	17.47	18.41
CUSTODIAN I						
No In-Service	12.74	13.78	14.62	15.46	16.29	17.32
4 Clock Hours In-Service	12.80	13.85	14.69	15.53	16.37	17.42
8 Clock Hours In-Service	12.86	13.92	14.77	15.61	16.45	17.49
12 Clock Hours In-Service	12.93	13.99	14.84	15.69	16.54	17.58
16 Clock Hours In-Service	12.99	14.06	14.91	15.77	16.62	17.66
20 Clock Hours In-Service	13.06	14.13	14.99	15.85	16.70	17.75
24 Clock Hours In-Service	13.12	14.20	15.06	15.92	16.79	17.84
28 Clock Hours In-Service	13.19	14.27	15.14	16.00	16.87	17.93
32 Clock Hours In-Service	13.25	14.34	15.21	16.08	16.95	18.02
CUSTODIAN II						
No In-Service	11.06	12.11	13.00	13.89	14.78	15.66
4 Clock Hours In-Service	11.12	12.17	13.06	13.96	14.85	15.73
8 Clock Hours In-Service	11.17	12.23	13.13	14.03	14.92	15.81
12 Clock Hours In-Service	11.23	12.29	13.19	14.10	15.00	15.88
16 Clock Hours In-Service	11.29	12.35	13.26	14.17	15.07	15.96
20 Clock Hours In-Service	11.34	12.41	13.33	14.24	15.15	16.04
24 Clock Hours In-Service	11.40	12.48	13.39	14.31	15.22	16.12
28 Clock Hours In-Service	11.46	12.54	13.46	14.38	15.30	16.20
32 Clock Hours In-Service	11.51	12.60	13.53	14.45	15.38	16.28
DRIVERS						
No In-Service	12.34	13.38	13.96	14.53	15.11	15.69
4 Clock Hours In-Service	12.40	13.45	14.03	14.61	15.19	15.75
8 Clock Hours In-Service	12.46	13.52	14.10	14.68	15.26	15.83
12 Clock Hours In-Service	12.53	13.59	14.17	14.75	15.34	15.91
16 Clock Hours In-Service	12.59	13.65	14.24	14.83	15.41	15.98
20 Clock Hours In-Service	12.65	13.72	14.31	14.90	15.49	16.06
24 Clock Hours In-Service	12.71	13.79	14.38	14.98	15.57	16.14
28 Clock Hours In-Service	12.78	13.86	14.46	15.05	15.65	16.22
32 Clock Hours In-Service	12.84	13.93	14.53	15.13	15.73	16.30

BEGINNING 11th YEAR - LONGEVITY PAYMENT OF \$600

ADDITIONAL 1% IF BASIC FOUNDATION ALLOWANCE INCREASE IS 3% OVER PRIOR YEAR

Basic foundation allowance as defined in the 1994-95 School State Aid Act. In the event the definition of basic foundation allowance changes in the School State Aid Act in future years, the parties will meet to determine the effects of such changes on the Master Agreement and the possible adjustments of the wage scales in the 1997-98 and 1998-99 school years.

**APPENDIX A
SRCMT HOURLY RATE SCHEDULE
1998-99**

SCHEDULE FOR NEW HIRES EFFECTIVE 7-1-85

CLASSIFICATION	START	1 YEAR	2 YEARS	3 YEARS	4 YEARS	5 YEARS
WORKING COORDINATOR						
No In-Service			20.70	21.76	22.29	22.62
4 Clock Hours In-Service			20.80	21.87	22.40	22.96
8 Clock Hours In-Service			20.90	21.98	22.51	23.07
12 Clock Hours In-Service			21.01	22.09	22.62	23.18
16 Clock Hours In-Service			21.11	22.20	22.74	23.31
20 Clock Hours In-Service			21.22	22.31	22.85	23.42
24 Clock Hours In-Service			21.33	22.42	22.97	23.54
28 Clock Hours In-Service			21.43	22.53	23.08	23.66
32 Clock Hours In-Service			21.54	22.64	23.20	23.78
36 Clock Hours In-Service			21.65	22.76	23.31	23.90
SKILLED MAINTENANCE MECHANIC						
No In-Service	15.37	16.43	17.35	18.28	19.20	20.14
4 Clock Hours In-Service	15.45	16.51	17.44	18.37	19.30	20.26
8 Clock Hours In-Service	15.52	16.59	17.53	18.46	19.39	20.36
12 Clock Hours In-Service	15.60	16.68	17.61	18.55	19.49	20.46
16 Clock Hours In-Service	15.68	16.76	17.70	18.64	19.59	20.56
20 Clock Hours In-Service	15.76	16.84	17.79	18.74	19.68	20.66
24 Clock Hours In-Service	15.84	16.93	17.88	18.83	19.78	20.76
28 Clock Hours In-Service	15.91	17.01	17.97	18.93	19.88	20.87
32 Clock Hours In-Service	15.99	17.10	18.06	19.02	19.98	20.97
36 Clock Hours In-Service	16.07	17.18	18.15	19.12	20.08	21.08
SEMI-SKILLED MAINTENANCE						
No In-Service	13.63	14.69	15.59	16.49	17.39	18.31
4 Clock Hours In-Service	13.70	14.76	15.67	16.58	17.47	18.44
8 Clock Hours In-Service	13.76	14.84	15.75	16.66	17.56	18.54
12 Clock Hours In-Service	13.83	14.91	15.83	16.74	17.65	18.63
16 Clock Hours In-Service	13.90	14.99	15.91	16.83	17.74	18.72
20 Clock Hours In-Service	13.97	15.06	15.99	16.91	17.82	18.81
24 Clock Hours In-Service	14.04	15.14	16.07	16.99	17.91	18.91
28 Clock Hours In-Service	14.11	15.21	16.15	17.08	18.00	19.00
32 Clock Hours In-Service	14.18	15.29	16.23	17.16	18.09	19.10
36 Clock Hours In-Service	14.25	15.36	16.31	17.25	18.18	19.19
TECHNICIAN I						
No In-Service	13.63	14.69	15.58	16.47	17.36	18.26
4 Clock Hours In-Service	13.70	14.78	15.68	16.55	17.45	18.31
8 Clock Hours In-Service	13.76	14.84	15.74	16.64	17.54	18.40
12 Clock Hours In-Service	13.83	14.91	15.82	16.72	17.63	18.50
16 Clock Hours In-Service	13.90	14.99	15.89	16.80	17.71	18.59
20 Clock Hours In-Service	13.97	15.06	15.97	16.89	17.80	18.69
24 Clock Hours In-Service	14.04	15.14	16.05	16.97	17.89	18.78
28 Clock Hours In-Service	14.11	15.21	16.13	17.06	17.98	18.88
32 Clock Hours In-Service	14.18	15.29	16.22	17.14	18.07	18.97
36 Clock Hours In-Service	14.25	15.36	16.30	17.23	18.16	19.07

BEGINNING 11th YEAR - LONGEVITY PAYMENT OF \$600

ADDITIONAL 1% IF BASIC FOUNDATION ALLOWANCE INCREASE IS 3% OVER PRIOR YEAR

IF BASIC FOUNDATION ALLOWANCE INCREASE IS 4% OR MORE THE PARTIES AGREE TO RENEGOTIATE HOURLY RATES

Basic foundation allowance as defined in the 1994-95 School State Aid Act. In the event the definition of basic foundation allowance changes in the School State Aid Act in future years, the parties will meet to determine the effects of such changes on the Master Agreement and the possible adjustments of the wage scales in the 1997-98 and 1998-99 school years.

**APPENDIX A
SRCMT HOURLY RATE SCHEDULE
1998-99**

SCHEDULE FOR NEW HIRES EFFECTIVE 7-1-85

CLASSIFICATION	START	1 YEAR	2 YEARS	3 YEARS	4 YEARS	5 YEARS
TECHNICIAN II						
No In-Service	13.20	14.26	15.19	16.11	17.03	17.97
4 Clock Hours In-Service	13.27	14.34	15.26	16.19	17.12	18.04
8 Clock Hours In-Service	13.34	14.41	15.34	16.27	17.21	18.15
12 Clock Hours In-Service	13.40	14.48	15.42	16.35	17.29	18.23
16 Clock Hours In-Service	13.47	14.55	15.49	16.44	17.38	18.32
20 Clock Hours In-Service	13.54	14.62	15.57	16.52	17.47	18.41
24 Clock Hours In-Service	13.60	14.70	15.65	16.60	17.55	18.50
28 Clock Hours In-Service	13.67	14.77	15.73	16.68	17.64	18.60
32 Clock Hours In-Service	13.74	14.85	15.81	16.77	17.73	18.69
36 Clock Hours In-Service	13.81	14.92	15.89	16.85	17.82	18.78
CUSTODIAN I						
No In-Service	12.93	13.99	14.84	15.69	16.54	17.58
4 Clock Hours In-Service	12.99	14.06	14.91	15.77	16.62	17.68
8 Clock Hours In-Service	13.06	14.13	14.99	15.84	16.70	17.76
12 Clock Hours In-Service	13.12	14.20	15.06	15.92	16.79	17.85
16 Clock Hours In-Service	13.19	14.27	15.14	16.00	16.87	17.93
20 Clock Hours In-Service	13.25	14.34	15.21	16.08	16.95	18.02
24 Clock Hours In-Service	13.32	14.41	15.29	16.16	17.04	18.11
28 Clock Hours In-Service	13.39	14.49	15.37	16.24	17.12	18.20
32 Clock Hours In-Service	13.45	14.56	15.44	16.33	17.21	18.29
36 Clock Hours In-Service	13.52	14.63	15.52	16.41	17.30	18.38
CUSTODIAN II						
No In-Service	11.23	12.29	13.19	14.09	15.00	15.90
4 Clock Hours In-Service	11.29	12.35	13.26	14.17	15.07	15.96
8 Clock Hours In-Service	11.34	12.41	13.33	14.24	15.15	16.04
12 Clock Hours In-Service	11.40	12.48	13.39	14.31	15.22	16.12
16 Clock Hours In-Service	11.46	12.54	13.46	14.38	15.30	16.20
20 Clock Hours In-Service	11.51	12.60	13.53	14.45	15.38	16.28
24 Clock Hours In-Service	11.57	12.66	13.59	14.52	15.45	16.36
28 Clock Hours In-Service	11.63	12.73	13.66	14.60	15.53	16.44
32 Clock Hours In-Service	11.69	12.79	13.73	14.67	15.61	16.52
36 Clock Hours In-Service	11.74	12.85	13.80	14.74	15.69	16.61
DRIVERS						
No In-Service	12.52	13.59	14.17	14.75	15.34	15.92
4 Clock Hours In-Service	12.59	13.65	14.24	14.83	15.41	15.98
8 Clock Hours In-Service	12.65	13.72	14.31	14.90	15.49	16.06
12 Clock Hours In-Service	12.71	13.79	14.38	14.98	15.57	16.14
16 Clock Hours In-Service	12.78	13.86	14.45	15.05	15.65	16.22
20 Clock Hours In-Service	12.84	13.93	14.53	15.13	15.72	16.30
24 Clock Hours In-Service	12.90	14.00	14.60	15.20	15.80	16.38
28 Clock Hours In-Service	12.97	14.07	14.67	15.28	15.88	16.46
32 Clock Hours In-Service	13.03	14.14	14.75	15.35	15.96	16.54
36 Clock Hours In-Service	13.10	14.21	14.82	15.43	16.04	16.63

BEGINNING 11th YEAR - LONGEVITY PAYMENT OF \$600

ADDITIONAL 1% IF BASIC FOUNDATION ALLOWANCE INCREASE IS 3% OVER PRIOR YEAR

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