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Barb Strait

Office of Organizing

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MASTER AGREEMENT

BETWEEN

BOARD OF EDUCATION

OF

LAINGSBURG COMMUNITY SCHOOLS

AND

LAINGSBURG SCHOOLS SERVICES STAFF

Laingsburg Community Schools

March 21, 1978

to

August 31, 1980

Michigan State University
LABOR AND INDUSTRIAL
RELATIONS LIBRARY

From
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PREAMBLE

This Agreement entered into this 21st day of March, 1978, by and between the Board of Education of the Laingsburg Community Schools, hereinafter called the "Employer" and the Laingsburg Schools Services Staff, hereinafter called the "Union."

ARTICLE I - RECOGNITION

A. The Employer hereby recognizes the Union as the exclusive bargaining representative for the employees described below:

1. All regular bus drivers including regular bus mechanics but excluding supervisors.
2. All regular cafeteria employees and regular cooks but excluding lunchroom aides, supervisors.
3. All regular instructional teacher aides but excluding supervisors.

Substitutes, on-call employees, students and all other employees are excluded from the above groups.

B. The term "employee" when used in this Agreement, except where indicated otherwise, shall refer to all employees represented by the Union in the bargaining unit as described above.

ARTICLE II - EMPLOYER RIGHTS

A. The Employer hereby retains and reserves unto itself all powers, rights and authority vested in it by any source whatsoever. All powers, rights

and authority vested in the Employer shall be exercised exclusively by the Employer without prior negotiations with the Union.

- B. In meeting such responsibilities of the Employer it is recognized that the Employer has, by way of illustration and not limitation, the right to:
1. Adopt rules, regulations, educational and financial policies.
 2. The management and control of the school system, its properties and facilities which includes determining the number, location or relocation of its facilities; establishing or relocating new schools, buildings, departments, divisions or subdivisions thereof; relocation or closing of offices, departments, divisions or subdivisions, building or other facilities; determine the services, supplies, and equipment necessary to continue its operations; determine the methods, schedules and standards of operation; establish the means, methods, and processes of carrying on the work including the institution of new and/or improved methods or changes therein; and to determine the size of the management organization and its functions, authority, amount of supervision and table of organization.
 3. The right to manage and direct the working forces including the right to determine the qualifications of employees, including physical conditions; determine the policies affecting the selection, testing or training of employees; the right to hire, promote, suspend, discharge, demote or otherwise discipline, transfer, assign work including extra-curricular activities, subcontract; and to determine the size of the work force and to lay off employees.
- C. It is understood that any matter not specifically set forth in this Agreement remains within the reserve right of the Employer.

ARTICLE III - UNION RIGHTS

- A. The Union and its members shall have the right to use a school building room for meetings at reasonable hours, provided the room has not been previously

scheduled for other events, and that if the use of the room results in any expense attributable to said use, the Union will reimburse the Employer at cost.

- B. Bulletin board space will be made available to the Union and its members. Anything posted on the board shall be signed by the person(s) from whom it originated or the Union President or his/her designee.
- C. Duly authorized representatives of the Union shall be permitted to transact official Union business on school property provided this shall not interfere with or interrupt normal school operations. No employee will engage in Union activities during his/her working hours.
- D. The Union shall have the right to use school equipment including typewriters, mimeograph machines and other types of duplicating equipment subject to the approval of the Employer or its designated representative. The Union shall pay the reasonable cost of all materials, supplies or other expenses attributable to such use.
- E. If telephones are available, Union members may use such phones providing said use does not interfere with school operations or work activities.
- F. The Employer will provide information for negotiation purposes per the Freedom of Information Act.

ARTICLE IV - EMPLOYEE RIGHTS

- A. Pursuant to the Michigan Public Employment Relations Act, the Employer hereby agrees that every member of the bargaining unit shall have the right to organize and engage in lawful activities for the purpose of collective negotiations.

- B. An employee may, upon request, review the contents of his/her personnel file. A representative of the Union may accompany the employee in this review. The employee may, within ten (10) days following the review, submit a written statement in regard to materials in the file for inclusion in the file.

- C. An employee who has been disciplined, and is in disagreement with the reason(s) therefore may file a complaint through the Grievance Procedure within ten (10) days of the notice of disciplinary action.

- D. Physical force, when used to prevent damage to school property or a pupil injuring another pupil, shall be used as in compliance with Board policy.

- E. Employees shall notify the employer, in writing, of any alleged job hazards.

- F. A secured area will be provided for such personal belongings as coats and hats.

- G. Any case of criminal assault, while on duty, upon an employee shall promptly be reported to the employer or its designee. The employer may provide

counsel if the employee was not negligent in the performance of his/her duties.

H. A Union representative, at the request of the employee, may be present when an employee is being disciplined.

I. The employer will not act in an arbitrary or capricious manner when disciplining an employee. When an employee is disciplined, and upon the employee's request, reasons for said discipline will be given.

ARTICLE V - PAYROLL DEDUCTIONS

A. Membership in the Union is entirely voluntary, however, any employee who is a member of the Union or who has applied for membership may sign or deliver to the Employer an assignment authorizing deduction of Union dues. Such authorization shall continue in effect from year to year, unless revoked in writing between July 1 and September 1. Pursuant to such authorization the Employer shall deduct said dues from the employee's paycheck.

B. The Employer shall also make payroll deductions from employees for any programs jointly approved by the Union and the Employer.

ARTICLE VI - SENIORITY, LAYOFF AND RECALL

- A. Seniority is defined as length of continuous employment with the Employer from the employee's last date of hire.
- B. For the purposes of this Agreement, seniority shall accrue and be applied within the following classifications:
- Bus Drivers
 - Bus Mechanics
 - Cafeteria Employees and Cooks
 - Instructional Teacher Aides
- C. New employees shall be considered as probationary for the first seventy-five (75) work days of employment. There shall be no seniority among probationary employees. When an employee's probationary period is over he/she shall have seniority calculated in accordance with Section A above.
- D. In the event of a layoff, the following procedure will be utilized:
1. Layoffs will be by classification.
 2. Probationary employees will be laid off first providing a non-probationary employee is in the opinion of the Employer qualified to perform the duties of the laid-off probationary employee.
 3. Where the Employer determines the qualifications of employees to be equal the least senior employee in the classification being reduced will be laid off.
 4. For the purpose of this Article qualified shall mean being able to perform the minimum tasks or duties of the position as determined by the employer.
- E. Recall:
1. Employees will be recalled to their former classifications as vacancies within them occur. Recall will be in order of

seniority provided the more senior employee is capable of performing the duties of the vacant position.

2. Notice of recall shall be sent by registered or certified mail to the last official address of the employee as reflected by the employer's records. It is the responsibility of the employee to inform the Employer of any changes in address. If an employee fails to notify the Employer of intent to return on the date specified in the notice within ten (10) calendar days of the mailing of said notice, he/she shall be considered a voluntary quit and shall forfeit any right to employment in the District.
3. In no event shall any right to recall extend beyond two (2) years following a layoff.

ARTICLE VII - VACANCIES, PROMOTIONS AND TRANSFERS

- A. A vacancy shall be defined as unfilled or newly created bargaining unit position.
- B. As vacancies occur, they shall be posted for at least ten (10) calendar days before the employer permanently fills the vacancy. Postings shall be made on bulletin board space, as designated by the Employer, in each building.
- C. Any employee may apply for a posted vacancy by written notification to the Superintendent and/or the Superintendent's designated agent. Bargaining unit members interested in applying for said posted vacancy shall apply in writing within the posting period. Bargaining unit members applying for said posted vacancy will be given first consideration according to the following factors: qualifications, (for purposes of this Article qualifications shall mean being able to perform the tasks or duties of the position as determined by the employer), seniority within

classification, personnel files and records, and/or any other relevant factors. It remains within the reserve right of the employer to fill a vacancy from within or outside the bargaining unit.

- D. If an employee fills a vacancy which is outside his/her job classification, he/she shall be considered a probationary employee as described in Article VI.
- E. It is recognized that involuntary transfers may be necessary. Involuntary transfers will only be made for good reason. When involuntary transfers are made the affected employee will be notified.

ARTICLE VIII - LEAVE DAYS

- A. Each employee shall be credited with one (1) leave day per each full month of employment. Employees working ten (10) months may accumulate the unused portion of their leave days up to a maximum of forty-five (45) days. Employees working eleven (11) to twelve (12) months may accumulate the unused portion of their leave days up to a maximum of fifty-five (55) days. Bus drivers shall be credited with one (1) sick leave trip per each one (1) full month of employment. Bus drivers working ten (10) months may accumulate the unused portion of their leave trips up to a maximum of thirty (30) trips.
- B. The use of leave days shall be allowed for the following:

1. Available leave time may be used to recover from a personal illness and/or injury. A physician's certificate verifying an illness or injury may be required when an employee is absent for three (3) or more consecutive days or trips.
 2. A maximum of three (3) days at any one time may be used for a serious illness in the employee's immediate family. No more than ten (10) days may be used in any one (1) year for illness in the immediate family. The immediate family shall be defined as spouse, children, parents, and parents-in-law.
 3. An employee may use up to a maximum of five (5) days for a death in the immediate family. The immediate family shall be defined as spouse, children, parents, parents-in-law, brothers and sisters, and grandparents.
 4. Leave days for other emergencies may be granted by the Superintendent and/or his/her designated agent and at the Superintendent or the designated agent's discretion.
 5. Two (2) leave days may be granted to conduct business that cannot be conducted at any other time than the normal work day. It is also understood that such days shall not be granted immediately prior to or after holidays or scheduled vacations. Reason(s) for said leave day must be presented in writing and at least three (3) work days in advance prior to leave except in cases of emergency.
 6. Absences for all leave days in one (1) through five (5) shall be charged against leave days.
 7. Leave days for bus drivers in two (2) through six (6) shall be defined as the employee's regular runs.
- C. Employees using more than their accumulated leave days shall have deducted from their pay an amount equal to their normal day's pay.
- D. A record of leave days will be provided for each employee.

ARTICLE IX - LEAVES OF ABSENCE

- A. Employees may make application to the employer for an unpaid leave of absence. Applications for such leaves shall set forth the following

minimal information and other information as requested.

1. Name, date, applicant's signature.
2. Nature of request.
3. Reason for the request and any additional data or documentation the employee feels will bear on the merits of the requested leave of absence.
4. Dates applicant desires to commence and terminate the leave of absence.

B. Any employee desiring a leave of absence without pay may make written application for such leave to the Board. A Leave Without Pay is available, upon approval of the Board, for the following purposes:

1. Child care;
2. Illness in the immediate family;
3. Extended personal illness for which paid sick leave has been exhausted;
4. Service in an elected or appointed political office;
5. Other reasons not here-in-before specified.

C. Unpaid leaves of absence as provided for in paragraphs (A) and (B) above shall be without pay, fringe benefits, seniority, and without sick leave accumulation. Upon return from an authorized unpaid leave of absence the employee shall be restored to the same or similar position, if available, on the salary schedule as when he/she left and be entitled to other accrued benefits earned prior to said leave.

D. During the period of an unpaid leave of absence employees shall not be entitled to insurance benefits at the employer's expense. Upon the approval of, and subject to the limitations established by the respective insurance carrier, insurance benefits may be continued at the employee's expense by paying the appropriate premiums at the payroll office.

ARTICLE X - HOURS AND ASSIGNMENTS

- A. The normal work week shall be Monday through Friday.
- B. The normal work day shall be defined as follows:
 - 1. For bus mechanics, cafeteria employees and cooks the normal work day shall be up to eight (8) hours exclusive of any lunch break, if any.
 - 2. For instructional aides the normal work day shall be up to four and one-half (4½) hours per day.
 - 3. For bus drivers the normal work day shall consist of the bus driver's regular scheduled runs.
 - 4. More hours may be assigned if necessary.
- C. Employees shall receive one ten (10) minute rest period for each four (4) hours of consecutive work time.
- D. Where applicable, employees shall receive a thirty (30) minute lunch period.
- E. Employees shall be notified of their schedule by their immediate supervisor and/or the designated agent.
- F. The normal work year for employees covered by this Agreement shall consist of those days when students are in session.
- G. Advance notice of assigned overtime will be given whenever possible.
- H. Employees shall be paid time and one-half of their regular rate for all approved hours worked over forty (40) in the regular work week.

- I. If an employee is called back to his/her job after his/her normal work day or normal work week, he/she shall receive a minimum of one (1) hour's pay.
- J. When school is not in session due to an Act of God, employees covered by this Agreement shall not be required to report to work, except in case of emergency, to receive regular pay.
- K. At the beginning of the school year bus drivers will indicate via Employer direction, whether they will be taking extra trips. Thereafter, extra trips will be assigned, via Board directions, on a rotation basis. If all participating drivers refuse then the Employer may go to the outside.

ARTICLE XI - OTHER CONDITIONS OF EMPLOYMENT

- A. A job description shall be provided for each employee classification and shall be made available to each employee upon commencement of his/her employment.

The job description shall remain in effect unless altered after consultation with the affected employee(s).

- B. Parking provisions will be provided for each employee consistent with available facilities.
- C. Employer required Red Cross training or physical examinations will be paid at Employer expense providing that the physical and/or doctor is employer

selected and that said training is selected and/or designated by the Employer.

- D. Employees assigned to use his/her personal vehicle for job related duties shall be reimbursed at the rate of fifteen cents (15¢) per mile.

ARTICLE XII - EMPLOYEE EVALUATION

- A. Each employee will be evaluated at least once every three (3) years by the Superintendent's designee. Each probationary employee will be evaluated at least once during his/her probationary period.
- B. The employee will be provided an opportunity to discuss the evaluation with the preparer of the evaluation, upon the employee's request.
- C. Evaluations will be signed by the evaluator and the employee. Said signature indicates the employee has seen the material and failure to sign is cause for disciplinary action.

ARTICLE XIII - HOLIDAYS AND VACATIONS

Paid holidays and vacations shall be available to the following employee(s) and on the following basis:

- A. The Bus Mechanic shall receive the following paid holidays:

Labor Day	New Years Day
Thanksgiving Day	Memorial Day
Day after Thanksgiving	July 4
Christmas Day	

B. The Bus Mechanic shall receive the following paid vacations:

1-9 years experience - 10 days

10 years and over - 15 days

C. No other employees shall receive paid holidays or vacation days.

ARTICLE XIV - INSURANCE

A. The employer will provide, upon application, health insurance for those employees working eight (8) hours per day.

B. It remains within the reserve right of the employer to determine the insurance carrier and insurance coverage.

C. Those eight (8) hour employees not electing health insurance will be provided \$20.00 for health options on the Board's selected carrier.

D. When an employee leaves the employ of the employer, voluntary or involuntary, insurance coverage will terminate upon that leave.

ARTICLE XV - COMPENSATION

The wage scale for employees covered by this Agreement shall be set forth in Appendix A of this Agreement.

ARTICLE XVI - GRIEVANCE PROCEDURE

- A. A grievance is defined as an alleged violation of an expressed term or condition of this contract. The following matters shall not be the basis of any grievance filed under the procedure outlined in this Article:
1. The termination of services or failure to re-employ any probationary employee.
 2. Any matter not specifically referred to in this Agreement for which there is a forum, remedial process, or other recourse established under State or Federal statutes. (By way of illustration and not limitation: Civil Rights Commission, Worker's Compensation . . .).
 3. Any matter involving the content of an evaluation.
 4. Any matter involving Article IV, Section I.

B. The term "days" as used herein shall mean work days.

C. Written grievances as required herein shall contain the following information:

1. It shall contain a synopsis of the facts giving rise to the alleged violation.
2. It shall cite the section or subsection of this contract alleged to have been violated.
3. It shall contain the date of the alleged violation.
4. It shall specify the relief requested.
5. It shall be signed by the grievant.

Any grievance not in accordance with the above requirements may be rejected as improper.

D. Level One: A grievant and his Union representative alleging a violation of the express provisions of this contract shall within five (5) days of

... shall discuss the grievance with the grievant and/or his designee in an attempt to resolve same.

... shall reduce the grievance to writing and proceed within five (5) days of the discussion to Level Two.

Level Two: A copy of the written grievance shall be filed with the Superintendent or his designated agent as specified in Level One with the endorsement thereon of the approval or disapproval of the Union. The Superintendent or the designated agent shall sign and date the grievance within five (5) days of receipt of the grievance; the Superintendent or his designated agent shall arrange a meeting within five (5) days with the grievant and/or the designated Union representative, at the option of the grievant, to discuss the grievance. Within five (5) days of the discussion the Superintendent or his designated agent shall render his decision in writing, transmitting a copy of the same to the grievant, the Union, the employee's immediate supervisor, and place a copy of same in a permanent file in his office.

If no decision is rendered within five (5) days of the discussion, or the decision is unsatisfactory to the grievant and the Union, the grievant shall within ten (10) days of the discussion appeal same to Level Three.

Level Three: A copy of the written grievance shall be filed with the Employer or their designated agent as specified in Level Two with the endorsement thereon of the approval or disapproval of the Union. The Superintendent or the designated agent shall sign and date the grievance

within five (5) days of receipt of the grievance. The Employer or their designated agent shall arrange a meeting within twenty (20) days with the grievant and/or the designated Union representative, to discuss the grievance.

Within five (5) days of the discussion the Employer or their designated agent shall render their decision in writing, transmitting a copy of the same to the grievant, the Union, the employee's immediate supervisor, the Superintendent, and place a copy of same in a permanent file in the Employer's office.

If the decision is unsatisfactory to the Union, the Union shall within eight (8) days of the discussion appeal same to Level Four.

Level Four: Individual grievants shall not have the right to process a grievance at Level Four;

1. If the Union is not satisfied with the disposition of the grievance at Level Three, it may within twenty (20) days after the decision of the Employer or their designated agent refer the matter for mediation to the Michigan Employment Relations Commission in writing and request the appointment of a mediator to hear the grievance.
2. Each party shall submit to the other party not less than three (3) days prior to the hearing, a prehearing statement alleging facts, grounds and defenses which will be proven at the hearing. Neither party may raise a new defense or ground at the mediation session not previously raised or disclosed to the other party.
3. Neither party shall be bound by the mediator's decision or recommendation, however, the purpose and intent of the parties is to encourage to the fullest degree friendly and cooperative relations among all employees.

Level Five: Individual grievants shall not have the right to process a grievance at Level Five.

1. If the Union is not satisfied with the disposition of the grievance at Level Four it may within ten (10) days after the decision of the mediator refer the matter for arbitration to the American Arbitration Association, in writing, and request the appointment of an arbitrator to hear the grievance. If the parties cannot agree upon an arbitrator, he shall be selected in accordance with the rules of the American Arbitration Association, except each party shall have the right to peremptorily strike not more than three (3) from the list of arbitrators.
2. Neither party may raise a new defense or ground at Level Five not previously raised or disclosed at other written levels. Each party shall submit to the other party not less than three (3) days prior to the hearing a prehearing statement alleging facts, grounds and defenses which will be proven at the hearing and hold a conference at that time, in an attempt to settle the grievance.
3. The decision of the arbitrator shall be final and conclusive and binding upon employees, the Employer and the Union. Subject to the right of the Employer or the Union to judicial review, any lawful decision of the arbitrator shall be forthwith placed into effect.
4. Powers of the arbitrator are subject to the following limitations:
 - a. He shall have no power to add to, subtract from, disregard, alter or modify any of the terms of this Agreement.
 - b. He shall have no power to establish salary scales or to change any salary.
 - c. He shall have no power to change any practice, policy, or rule of the employer nor substitute his judgment for that of the Employer as to the reasonableness of any such practice, policy, rule or any action taken by the Employer.
 - d. He shall have no power to decide any question which, under this Agreement, is within the responsibility of the management to decide. In rendering decision, an arbitrator shall give due regard to the responsibility of management and shall so construe the agreement that there will be no interference with such responsibilities, except as they may be specifically conditioned by this Agreement.
 - e. He shall have no power to interpret state or federal law.
 - f. He shall not hear any grievance previously barred from the scope of the Grievance Procedure.
 - g. If either party disputes the arbitrability of any grievance under the terms of this Agreement, the arbitrator shall have no jurisdiction to act until the matter has been determined by a court of competent jurisdiction. In the event that a case is appealed to the arbitrator on which he has no power to rule, it shall be referred back to the parties without decision or recommendation on its merits.

- h. More than one grievance may not be considered by the arbitrator at the same time except upon expressed written mutual consent and then only if they are of similar nature.
 - i. Where no wage loss has been caused by the action of the employer complained of, the Employer shall be under no obligation to make monetary adjustments and the arbitrator shall have no power to order one.
 - j. Arbitration awards or grievance settlements will not be made retroactive beyond the date of the occurrence or non-occurrence of the event upon which the grievance is based. In no event, however, shall the settlement be earlier than thirty (30) days prior to the date on which the grievance is filed.
- E. The fees and expenses of the arbitrator shall be shared at the rate of 75% for the Union and 25% for the Employer.
- F. Should an employee fail to institute a grievance with the time limits specified, the grievance will not be processed. Should an employee fail to appeal a decision within the limits specified, or leave the employ of the Employer (except a claim involving a remedy directly benefiting the grievant regardless of his employment), all further proceedings on a previously instituted grievance shall be barred.
- G. The Union shall have no right to initiate a grievance involving the right of an employee or group of employees without his or their express approval in writing thereon.
- H. All preparation, filing, presentation or consideration of grievances shall be held at times other than when an employee or a participating Union representative are to be at their assigned duty stations.

- I. The time limits provided in this Article shall be strictly observed but may be extended by written agreement of the parties. In the event a grievance is filed after May 15 of any year, the Employer shall use its best efforts to process such grievance prior to the end of the school term or as soon thereafter as possible.

ARTICLE XVII - MISCELLANEOUS PROVISIONS

- A. Upon ratification of this Agreement by both parties, the Employer will provide each employee with a copy of said Agreement. Newly hired employees will also be provided a copy of this Agreement.
- B. If any provision of the Agreement shall be found in a court of final jurisdiction to be contrary to law then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions and applications shall continue in full force and effect.
- C. The parties acknowledge that during the negotiations which resulted in this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not covered by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or

matter referred to, or covered in this Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

- D. The Union and Employer recognize that strikes and other forms of work stoppages by employees covered by this Agreement are contrary to law and public policy. The Union and the Employer subscribe to the principal that differences shall be resolved by peaceful and appropriate means without interruption of the school program. The Union, therefore, agrees that its officers, representatives and members shall not authorize, instigate, cause, aid, encourage, ratify or condone, nor shall any employee take part in any strike, slowdown or stoppage of work, boycott, picketing or other interruption of activities in the school system. Failure or refusal on the part of any employee to comply with the provisions of this Article shall be cause for whatever disciplinary action is deemed necessary by the Employer.
- E. This Agreement supersedes and cancels all previous agreements, verbal or written or based upon alleged past practices, between the Employer and the Union and constitutes the entire Agreement between the parties. Any amendment or agreement supplemental hereto shall not be binding upon either party unless executed in writing by both parties. The waiver of any breach, term or condition of the Agreement shall not constitute a precedent in the future enforcement of all its terms and conditions.

ARTICLE XVIII - DURATION

All articles of this Agreement shall be effective upon ratification through August 31, 1980. Either party may terminate this Agreement as of August 31, 1980, by giving written notice to the other party on or before March 1, 1980. If either party shall not give notice to terminate this Agreement as provided above, the Agreement shall continue in effect for successive periods of one year, unless and until written notice of termination is given or before March 1 of any subsequent contract anniversary date.

In Witness Whereof, the parties have executed this Agreement by their duly authorized representative the day and year first written above.

Laingsburg Community Schools

By _____
President

By _____
Secretary

Laingsburg School Services Staff

By _____
President

By _____
Secretary

APPENDIX A

WAGE SCALE

<u>Classification</u>	<u>Step</u>	<u>1977-78*</u>	<u>1978-79**</u>	<u>1979-80**</u>
Bus Drivers	1. (1st year)	\$5.55	\$5.75	\$5.95
	2. (2nd, 3rd, 4th years)	6.25	6.45	6.65
	3. (5th and years beyond)	7.65	7.85	8.05
(Bus Driver's wages are per regular scheduled run)				
	Extra Trips	3.05	3.10	3.15
	Meals	2.15	2.25	2.30
Bus Mechanic	1	\$10,500/year*	\$11,024/year**	\$11,648/year**
Head Cook	1	\$4.30/hour*	\$4.50/hour**	\$4.70/hour**
Cook	1	3.80/hour	4.00/hour	4.20/hour
Assistant Cook	1	3.75/hour	3.95/hour	4.15/hour
Instructional Aides	0 (1st year)	\$2.65/hour*	\$2.90/hour**	\$3.15/hour**
	1 (2nd year)	2.75/hour	3.00/hour	3.25/hour
	2 (3rd year)	2.85/hour	3.10/hour	3.35/hour
	3 (4th year)	2.95/hour	3.20/hour	3.45/hour
	4 (5th year)	3.05/hour	3.30/hour	3.55/hour
	5 (6th year)	3.15/hour	3.40/hour	3.65/hour
	6 (7th year)	3.25/hour	3.50/hour	3.75/hour
	7 (8th year)	3.35/hour	3.60/hour	3.85/hour
	8 (9th year)	3.45/hour	3.70/hour	3.95/hour
	9 (10th year)	3.55/hour	3.80/hour	4.05/hour

* For 1977-78 wages only shall be retroactive to the beginning of the 1977-78 school year. (Extra trips, meals, fringes are not retroactive.)

** For 1978-79 and 1979-80 the wage scale shall be effective at the beginning of each school year.