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6/30/99

AGREEMENT

Between the

HARPER CREEK
BOARD OF EDUCATION

and the

HARPER CREEK
EDUCATIONAL SUPPORT PERSONNEL
ASSOCIATION
MEA-NEA

1996 - 1999

Harper Creek Community Schools

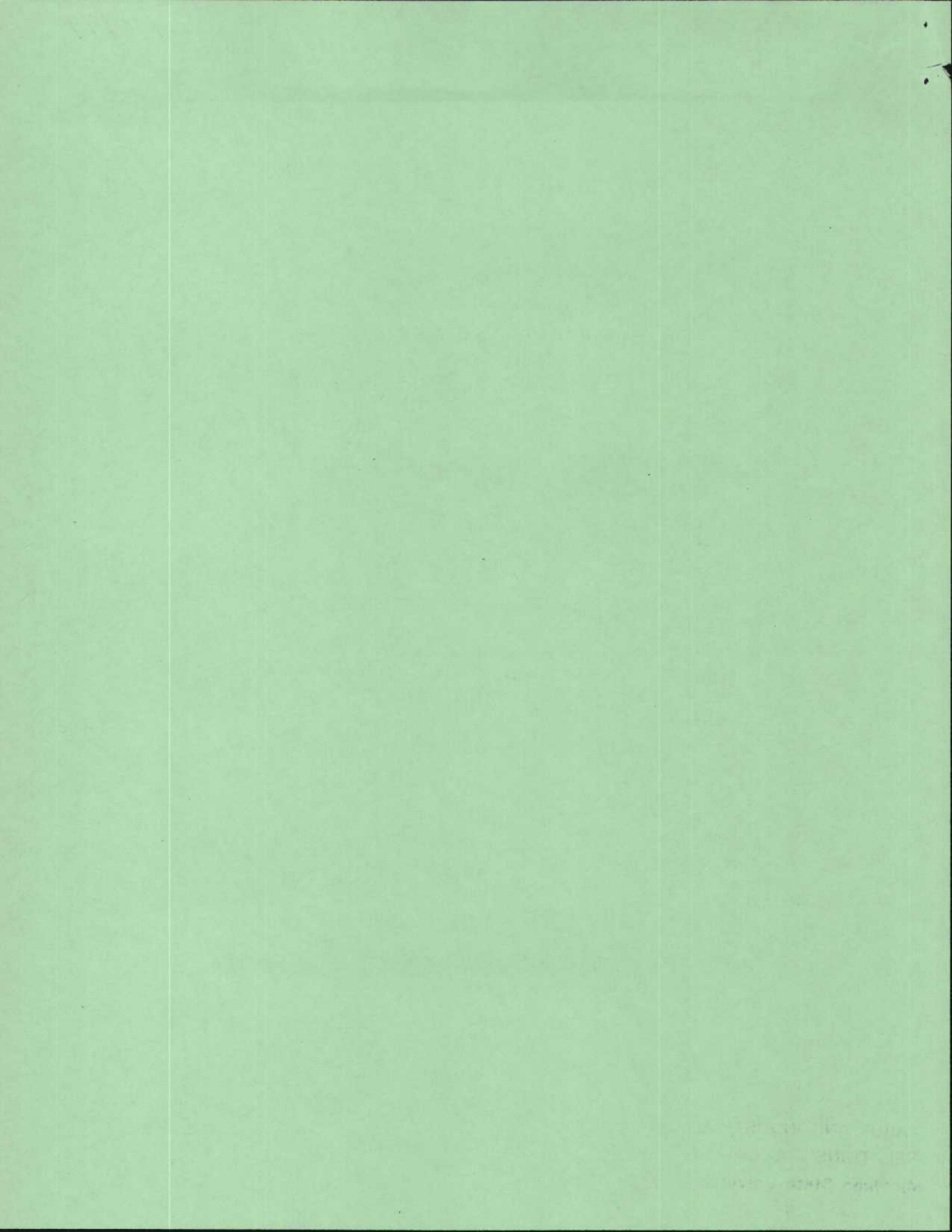


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Agreement

This Agreement is made as of the date hereinafter set forth by and between the Harper Creek Community School District, Calhoun County, Michigan, hereinafter called the "Employer," and the Harper Creek Educational Support Personnel Association—MEA/NEA, hereinafter called the "Association."

Article 1 Recognition

Section 1:

The Employer hereby recognizes the Association as the sole and exclusive collective bargaining representative for all secretarial, clerical, office personnel, educational assistants, paraprofessionals, and food service employees excluding: supervisors, Secretary to the Superintendent, substitute employees, temporary employees (as defined in Article 19) and all others.

Section 2:

Unless otherwise indicated, the term "Employee" when used hereinafter in this Agreement shall refer to all members of the above defined bargaining unit.

Article 2 Employee Rights

Section 1:

No seniority employee shall be disciplined, which shall include written reprimands, suspensions, demotions, and discharges, without just cause. The specific grounds forming the basis for disciplinary action will be made available to the employee involved.

Section 2:

- A. Pursuant to the Michigan Employment Relations Act, the Employer hereby agrees that every employee shall have the right freely to organize, join, and support the Association for the purpose of engaging in collective bargaining or negotiations. The Employer agrees that it will not directly, or indirectly, discourage or deprive or coerce any employee in the enjoyment of any rights conferred by the Act or other laws of Michigan, or the Constitutions of Michigan and the United States of America; that it will not discriminate against any employee with respect to hours, wages, or any terms or conditions of employment by reason of his/her membership in the Association; his/her participation in any activities of the Association or collective negotiations with the Employer; his/her institution of any grievance, complaint, or proceeding under this Agreement; or otherwise with respect to any terms or conditions of employment.
- B. Nothing contained within this Agreement shall be construed to deny or restrict to any employee rights and responsibilities he/she may have under the Michigan General School Laws or the applicable laws and regulations. The rights granted to employees hereunder shall be deemed to be in addition to those provided elsewhere.

Section 3:

Upon request, an employee shall be entitled to have present a representative of the Association when disciplinary action is taken which may adversely affect the employee's work record. Should disciplinary action likely occur at a given meeting, the employee shall be advised of said

possibility. Where a disciplinary penalty requires the employee to immediately leave school district property (i.e. suspension or discharge), the employee shall be allowed to discuss the disciplinary measure with an Association representative before leaving the premises. The employer shall make available an area where this may occur.

Section 4:

Written and signed complaints against an employee shall be given to the employee prior to the inclusion of such material in the employee's personnel file. The employee may submit a written notation regarding evaluative material, including complaints, and such response shall become a part of the employee's personnel file. Disciplinary material will be purged from the employee's personnel file if a three (3) year period elapses without another related disciplinary incident.

Section 5:

Any case of assault upon an employee shall be promptly reported to the employee's immediate supervisor. The Employer will provide reasonable assistance to the employee in connection with the handling of the incident by law enforcement and judicial authorities.

Section 6:

An employee will have the right to review the contents of all records, excluding initial references, of the District pertaining to said employee originating after initial employment and to have a representative of the Association accompany him/her in such review.

Article 3 Association Rights

Section 1: School Mail

The Association shall have the right of access to the school mails to distribute Association material to members of the bargaining unit. Should the Board determine that a deviation from established conditions is necessary, it shall notify the Association of any alterations prior to implementing them.

Section 2: Use of Facilities

The Association shall have the right to use school facilities for meetings and school equipment, including typewriters, copying machines, other duplicating equipment, calculating machines, and all types of audio-visual equipment when such equipment is not otherwise in use. The Association shall pay for the cost of all materials and supplies incident to such and shall be responsible for proper operation of all such equipment. The Association shall be liable for any damage to equipment or facilities occasioned by its use of same. Prior to use of school facilities, the Association shall complete and submit a Building Use Form.

Section 3: Association Representatives

Duly authorized representatives of the State and National levels of the Association shall be permitted to transact official Association business on school property provided that this shall not interfere with nor interrupt normal school operation. The local representative shall be the Association President or his/her designee.

The Association shall inform the Employer, in writing, the identity of Association Representatives having the authority to represent the Association and its members for purposes of grievance handling and disciplinary matters. Any grievance handling shall occur outside of normal working hours unless otherwise agreed to by the Employer.

Section 4:

- A. Each employee shall, on or before thirty (30) days from the date of commencement of duties or the effective date of this Agreement, which ever is later, join the Association, or pay a service fee determined by the Association. The employee may authorize payroll deduction for such fee. In the event that the employee shall not pay such service fee directly to the Association or authorize payment through payroll deduction, the Employer shall, pursuant to MCLA 408.477, MSA 17.277(7) and at the request of the Association, deduct the service fee from the employee's wages and remit same to the Association. The procedure for involuntary deduction shall be as follows:
1. The Association shall notify the employee of non-compliance by certified mail, return receipt requested. Said notice shall detail the non-compliance and shall provide ten (10) days for compliance and shall further advise the recipient that a request for wage deduction may be filed with the Board in the event compliance is not effected.
 2. If the employee fails to remit the service fee or authorize deduction for same, the Association may request the Board to make such deduction pursuant to Section 4, A, above.
 3. The Board, upon receipt of request for involuntary deduction, shall provide the employee with an opportunity for a due process hearing limited to the question of whether or not the employee has remitted the service fee to the Association or authorized payroll deduction for same.
- B. Pursuant to Chicago Teachers Union v Hudson, 106 S Ct 1066 (1986), the Association has established a "Policy Regarding Objections to Political-Ideological Expenditures." That Policy, and the administrative procedures (including the timetable for payment) pursuant thereto, applies only to non-association employees. The remedies set forth in that Policy shall be exclusive, and unless and until such procedures, including any administrative or judicial review thereof, shall have been availed of and exhausted, no dispute, claim or complaint by an objecting employee concerning the application and interpretation of this Article shall be subject to the grievance procedure set forth in this Agreement.
- C. Due to certain requirements established in recent court decisions, the Association represents that the amount of the fee charged to non-members along with other required information may not be available and transmitted to non-members until mid school year (December, January or February). Consequently, the parties agree that the procedures in this Article relating to the payment or non-payment of the representation fee by non-members shall be activated thirty (30) days following the Association's notification to non-members of the fee for that given school year.

Section 5: Dues Check-off

- A. The deduction of dues and service charges shall be made from a regular paycheck each month, September through June. The Employer agrees to remit to the Association all moneys so deducted, accompanied by a list of employees from whom deductions have been made, within the month following the month of deduction. In cases when a deduction is made that duplicates a payment that an employee has already made to the Association, or in any other situation where a refund is demanded, said refunds are not the responsibility of the Employer.

- B. The Employer further agrees to deduct from each employee's pay, upon proper written authorization, amounts for insurance, United Way, 403b deductions and credit unions.

Section 6: Request for Information

The parties agree to furnish one another with information required to be made available by law in order to facilitate contract administration and negotiations.

Section 7: Release Time

The Employer shall permit up to six (6) working days per school year of released time for the handling of the Association business, meetings and conferences. Two (2) additional days will be granted with the Association reimbursing the District for substitute costs. All days to be used must be submitted in writing to the Superintendent at least forty-eight (48) hours prior to the leave. These days shall not be utilized during examination periods, parent/teacher conferences or on a working day immediately preceding or immediately following a school holiday or school vacation.

Section 8:

In the event of any legal action against the Board, individually or jointly, brought in a court or administrative agency because of compliance with this Article, the Association agrees to defend such action at its own expense and through its own counsel, provided:

1. The Board gives timely notice of such action to the Association and permits the Association's intervention as a party if it so desires; and
2. The Board agrees to give reasonable assistance to the Association and its counsel in securing and giving evidence, obtaining witnesses, and making relevant information available at both trial and appellate levels.

The Association agrees that, in any action so defended, it will indemnify and hold harmless the Board from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the Board's compliance with Section 4 of this Article 3.

The Association shall have the right to negotiate a settlement with any employee whose wages have been subject to involuntary deduction under this Article.

Article 4 Management Rights

The District retains all rights, powers and authority vested in it by the laws and Constitution of Michigan and the United States. All policies of the Board of Education, or powers which have been properly exercised by it, shall remain unaffected by this Agreement and in full force and effect, unless and until changed by the Board. Not by way of limitation, the Board reserves unto itself all rights, powers and privileges inherent in it or conferred upon it from any source whatsoever. Rights reserved exclusively herein by the District which shall be exercised exclusively by the District without prior negotiations with the Association either as to the taking of action under such rights or with respect to the consequence of such action during the term of this Agreement shall include by way of illustration, not by way of limitation, the right to:

1. Manage and control the schools' business, the equipment, the operations and to direct the working forces and affairs of the School District;

2. Continue its rights and past practice of assignment and the direction of all of its personnel, determine the number of shifts and hours of work and starting times and scheduling of all of the foregoing, but not in conflict with the specific provisions of this Agreement, and the right to establish, modify or change any work or business hours or days;
3. Direct the working forces, including the right to hire, promote, suspend and discharge employees, transfer employees, assign work or extra duty to employees, determine the size of the work force and to lay off employees;
4. Determine the services, supplies and equipment necessary to continue its operations and to determine the methods, schedules and standards of operation, the means, methods, and processes of carrying on the work including automation thereof or changes therein, the institution of new and/or improved methods or changes therein;
5. Adopt reasonable rules and regulations;
6. Determine the qualifications of employees, including physical conditions;
7. Determine the location or relocation of its facilities, including the establishment or locations of new schools, buildings, departments, divisions or subdivisions thereof and the relocation or closing of offices, departments, divisions or subdivisions, buildings or other facilities;
8. Determine the placement of operations, productions, services, maintenance or distribution of work, and the source of materials and supplies;
9. Determine the financial policies, including all accounting procedures, and all matters pertaining to public relations;
10. Determine the size of the management organization, its functions, authority, amount of supervision and table of organization provided that the District shall not abridge any rights of employees as specifically provided in the Agreement; and
11. Determine the policy affecting the selection, testing or training of employees.

The Board recognizes that this Agreement sets forth limitations on the above named powers, rights, authorities, duties, and responsibilities, and hereby agrees to be bound by such limitations.

Article 5 Grievance Procedures

Section 1: Definition

A claim or complaint by an employee or group of employees or the Association that there has been a violation, misinterpretation, or misapplication of any expressed provision of this Agreement may be processed as a grievance as hereinafter provided.

Section 2: Hearing Levels

Informal Level:

When a cause for complaint occurs, the affected employee(s) shall request a meeting with his/her immediate supervisor within ten (10) days after the event prompting the complaint or within ten (10) days after the employee should reasonably have had knowledge of the

occurrence of the event upon which the grievance is based in an effort to resolve the complaint. The Association may be notified and a representative thereof present with the employee at such meeting. If the employee is not satisfied with the result(s) of the meeting, he/she may formalize the complaint in writing as provided hereunder.

Formal Level 1:

If a complaint is not resolved in a conference between the affected employee(s) and his/her immediate supervisor, the complaint may be formalized as a grievance. A formalized grievance shall be submitted, in writing, within five (5) days of the informal meeting between the supervisor and the affected employee(s). A formal grievance must contain:

1. A synopsis of the facts giving rise to the alleged contract violation;
2. A listing of the contract provisions allegedly violated;
3. The date of the alleged violation;
4. A specification of the relief requested; and
5. The signature of the grievant.

A copy of the grievance shall be sent to the Association and the immediate supervisor shall, within five (5) days of the receipt of the grievance, render a written decision. A copy of this decision shall be forwarded to the grievant(s) and the Association.

Formal Level 2:

If the Association is not satisfied with the disposition of the grievance at Level 1 or if no disposition has been made within five (5) days of receipt of the grievance, the grievance shall be transmitted to the Superintendent or designee. Within seven (7) days of receipt after the grievance has been submitted to the Superintendent, the Superintendent or designee shall meet with the Association on the grievance. The Superintendent or designee shall render a written decision thereon with copies to the Association and the grievant(s).

Formal Level 3:

If the Association is not satisfied with the disposition of the grievance at Level 2 by the Superintendent or designee, or if no disposition has been made within the period above provided, the Association may submit the grievance to arbitration before an impartial arbitrator. The arbitrator shall be selected by the American Arbitration Association in accord with its rules which shall likewise govern the arbitration proceeding. Neither the Employer nor the Association shall be permitted to assert in such arbitration proceeding any ground or to rely on any 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. Both parties agree to be bound by the award of the arbitrator, and that judgment thereon may be entered in any court of competent jurisdiction. The fees and expenses of the arbitrator shall be shared equally by the Association and Employer.

A. The arbitrator shall have no power to rule on any of the following:

1. The termination of services of or failure to re-employ any probationary employee;
2. Any claim or claimant for which there is another remedial procedure or forum established by law or by regulation having the force of law (to include MERC, MDCR, EEOC, OSHA and Workers' Compensation); and
3. Any matter involving employee evaluation content. However, matters involving alleged violations of evaluation procedure shall be subject to arbitration.

B. Claim for Back Pay

The District shall not be required to pay back wages more than six (6) months prior to the date a written grievance is filed.

All claims for back wages shall be limited to the amount of wages that the employee would otherwise have earned, less one-half (1/2) of any compensation that he/she may have received from any source during the period of the back pay.

Section 3: Miscellaneous Conditions

- A. The term "days" when used in this Article shall mean work days of the grievant. Time limits provided in this Article shall be strictly observed but may be extended by mutual written agreement.
- B. Grievances filed as "Association" grievances may, by mutual consent, be initiated at Formal Level 2 of the grievance procedure.
- C. Grievance processing will occur outside of normal working time except when the Employer consents otherwise.
- D. Notwithstanding the expiration of this Agreement, any claim or grievance arising thereunder may be processed through the grievance procedure until resolution.

Article 6 Vacancies, Transfers, and Promotions

Section 1:

A vacancy shall be defined as a newly created bargaining unit position or a present position in the bargaining unit that is not filled but that the Employer intends to fill.

Section 2:

All vacancies shall be posted at the designated place in each building of the District for a period of five (5) work days. The Association president shall receive two (2) copies. Said posting shall contain the following information:

1. Type of work
2. Location of work
3. Starting date
4. Rate of pay
5. Hours to be worked
6. Classification and Category
7. Position Qualifications

An interested employee may apply in writing to the Superintendent, or designee, within the five (5) day posting period. The Employer shall notify a school year employee of vacancies occurring during the summer months (June, July and August) by sending notice of same to each interested employee using an employee-furnished stamped envelope. The Employer agrees to notify the Association President in writing of any vacancies occurring during the summer months.

Section 3: Trial Period

1. An employee who is awarded a job under Section 4 or Section 6 below shall be offered a ten (10) working day trial period. During this trial period the employee shall

have the opportunity to revert back to his/her former assignment. The Employer shall be entitled during this interval to fill the transferring employee's former assignment with a temporary employee.

2. If the employee is determined to be unsatisfactory by the Employer during this trial period, notice shall be submitted to the employee. Any decision by the Employer to return an employee to his/her original assignment before or at the conclusion of the ten (10) working day trial period shall not be arbitrable.

Section 4:

A. Secretarial, Clerical, Office Personnel, Educational Assistants and Paraprofessional Classifications

The Employer agrees to fill vacancies with the most qualified applicants. If, in the Employer's judgment, applicants are equally qualified, seniority, first within the vacant job category and then second within the vacant job classification, shall be the determining factor. An employee who is awarded a job under the provisions of this Section shall be subject to a trial period according to Section 3 above. During the trial period, an employee shall receive the rate of pay for the job he/she is performing.

B. Food Service Classification

The senior employee in the category where the vacancy exists who meets the minimum qualifications for the posted position and who applies for the vacancy shall be given the position. If the position is not filled in this manner, it will be filled with the most qualified applicant. If, in the Employer's judgment, applicants within the bargaining unit are equally qualified, seniority, first within the classification of the vacancy and then second within the bargaining unit, shall be the determining factor. An employee who is awarded a job under the provisions of this Section shall be subject to a trial period according to Section 3 above. During the trial period, an employee shall receive the rate of pay for the job he/she is performing.

Section 5:

Within fifteen (15) work days after the expiration of the posting period, the Employer shall award the position to the applicant who has been selected to fill the posted position. Each applicant shall be so notified in writing with a copy provided to the Association.

Section 6:

An employee shall retain wage scale experience credit when transferred within the job classifications covered by this Agreement.

When an employee vacates a position and accepts a higher paying position in a different classification, he/she shall continue to receive the same hourly wage of the vacated position during the trial period of Section 3. above. Beginning with the eleventh (11th) working day in the new position the member shall be assigned to a step placement which shall not cause the member's hourly wage to be decreased.

When an employee maintains a position and accepts an additional position in a new classification, he/she shall be placed on step one (1) of that position's wage schedule.

Section 7:

If an employee is absent for a period exceeding 365 consecutive calendar days, his/her assignment shall be considered a vacancy which will be posted and awarded utilizing the procedures specified in this Article. An employee returning to work whose position has been declared vacant according to this paragraph shall be permitted to bump the employee having the least seniority in the category of the returning employee. An employee shall notify the Employer, pursuant to Article 12, Section 1. E., of the intent to return to work.

Section 8:

In the event it becomes necessary to make an involuntary transfer in any category, the employee with the least seniority in that category shall be transferred unless a more senior employee volunteers to be transferred.

Section 9:

If an employee is transferred to a non-bargaining unit position with the school district for a period of up to six (6) months, and is thereafter transferred again to a position within the bargaining unit, the employee shall have accumulated seniority while working in the non-unit position to which he/she was transferred. An employee transferred under the above circumstances shall retain seniority rights, as described above, for only the six (6) month period.

Section 10:

A temporary transfer for the purpose of filling an assignment of a food service employee who is absent more than four (4) consecutive work days (but less than 365 consecutive calendar days) due to illness, paid vacations and leaves of absence shall be governed by the following conditions:

- A. The senior applicant within the same building and job category who meets the requirements for the job shall be awarded the position on a temporary basis. The successful applicant shall perform the same duties of the temporarily absent employee.
- B. The Employer may consider temporary transfer requests from employees in a different category, but within the same classification, who meet the requirements for the open assignment. Should the employer determine to grant the request for a temporary transfer to a different category within the same classification, the employee transferred shall receive the pay rate of the category into which he/she is temporarily transferred. This shall not be interpreted to require payment at a different experience level to the temporarily assigned employee within that classification or category.
- C. Temporary transfers under this Section shall be made only among employees working in the same school building.
- D. The Employer shall not be required to make more than one (1) transfer as a result of filling any temporary opening as specified in this Section. For example, if employee A is absent in excess of four (4) consecutive work days and employee B is temporarily transferred to employee A's assignment, the Employer shall not be required to allow a temporary transfer of another employee into employee B's open position. Instead, the employer would fill employee B's temporarily open position with a temporary employee.

Article 7 Work Schedule, Duties, and Compensation

Section 1: Work Schedule

- A. The work schedule of each category covered by this Agreement shall be as set forth in Schedule A of this Agreement. Nothing therein shall be regarded as a guarantee of any number of hours of work per day or per week except with regard to the provisions of Schedule A pertaining to the secretarial/clerical/office personnel classification.
- B. Nothing shall prevent an employee and his/her immediate supervisor from mutually agreeing to alter the employee's normal work schedule through the use of compensatory time. If mutual agreement is reached to use compensatory time for this purpose, it shall not obligate the Administration to payment of overtime when the compensatory time is worked.

Section 2: Compensation

Compensation for categories covered by this Agreement shall be as set forth in Schedule B.

Section 3: Overtime Compensation

- A. Time and one-half shall be paid for all hours over forty (40) hours in one week, and all hours in excess of eight (8) hours in one day. This shall not be interpreted to require double payment of overtime.
- B. Time and one-half shall be paid for all hours worked on Saturdays. Double time shall be paid for all hours worked on Sundays and holidays. These sums shall be in addition to holiday pay if the employee is entitled to holiday pay for that day.
- C. Compensatory time may be given if mutually agreeable to the Employer and the employee. Such compensation shall be time and one-half for all hours over forty (40) per week and shall not accumulate beyond two hundred forty (240) hours.

Section 4:

An employee shall work overtime on the following basis:

- A. Overtime will be assigned in advance by the Employer.
- B. Overtime shall first be rotated among employees within the same category and the same school building.
- C. If the overtime assignment is not filled as specified in paragraph B. of this Section, the overtime will next be offered to interested and available employees within the same job category but having a different building of regular assignment. In order to be eligible for overtime opportunities under this provision, the employee shall give written notification to his/her supervisor not later than September 1 of any school year or on the completion date of his/her probationary period if hired after the beginning of the school year.
- D. If the overtime work is not assigned pursuant to operation of paragraphs B. and C. of this Section, the Employer shall have the option to require the employee(s) having the least seniority in the affected category to perform the required overtime work.

Section 5: Job Descriptions

Written job descriptions and job titles shall be provided by the Employer for each bargaining unit position. The Association shall be consulted relative to such job descriptions. Job descriptions shall minimally include qualification for appointment, types of services to be performed, and a listing of basic performance expectations.

Section 6:

An employee required to work in a higher paid job category shall be paid the rate of the job he/she is performing. If required to work in a lower paid job, the employee shall be paid at his/her regular rate of pay.

Article 8 Seniority

Section 1: Probationary Period

A new employee hired into the bargaining unit shall undergo a probationary period of sixty (60) days worked. Upon completion of this probationary period, the employee shall obtain seniority status and his/her name shall be entered upon the seniority list retroactive to the first date of probationary service.

- A. Probationary employees shall be represented by the Association for all purposes under this Agreement during the probationary period, except that the termination or evaluation of a probationary employee shall not be subject to the grievance procedure.
- B. Leave day credit and vacation time credit shall accrue during the probationary period. If a paid holiday falls within a probationary period, the employee shall be paid for such holiday as per the Master Agreement.
- C. There shall be no seniority among probationary employees.

Section 2: Seniority Defined

Seniority shall be defined as length of service within a category and classification included in this bargaining unit. Accumulation of seniority shall begin on the employee's first working day as described in Section 1 above. In the event two (2) or more employees begin work on the same day, the date of the job application from which they were hired shall determine position on the seniority list. In the case of job applications filed on the same date, position on the list shall be determined by lot.

Section 3: Seniority Lists

The Employer shall prepare and maintain seniority lists as defined in this Article. The seniority lists shall be provided annually to the Association by November 1. The Association shall notify the Employer of any errors within fifteen (15) days after receipt of the seniority lists. In the absence of a timely objection, the Employer's seniority lists will be considered conclusive. The seniority lists shall reflect the following classifications and categories:

- A. Secretarial/Clerical/Office Personnel
 - Category 0 — Bookkeeper
 - Category 1 — Executive Secretaries
 - Category 2 — Administrative Secretaries
 - Category 3 — Clerical Secretaries

B. Educational Assistants/Paraprofessionals

- Category 4 — In-House Suspension
- Category 5 — ABE Assistant
- Category 6 — (a) Special Education Assistant
— (b) Special Education Attendant
- Category 7 — Library Paraprofessional
- Category 8 — Classroom Assistant
- Category 9 — Copy Clerk
- Category 10 — Chapter Assistant, Computer Assistant
- Category 11 — Lunchroom Assistant, Recess Assistant, Bus Assistant
- Category 12 — Child Care Provider

C. Food Service

- Category 13 — Head Cook
- Category 14 — Assistant Cook
- Category 15 — Helper
- Category 16 — Courier

Section 4: Loss of Seniority

Seniority shall be lost if the employee:

1. Voluntarily quits;
2. Is discharged and the discharge is not reversed through the grievance procedures set forth in this Agreement;
3. Is absent for two (2) consecutive working days without notifying the Employer. In proper cases, exceptions may be made. After such absence, the Employer shall send the employee written notification, at the last known address, that the employee has lost seniority and has been terminated. A copy of such notice will be provided to the Association;
4. Does not return to work when recalled from layoff, as set forth in the recall procedure;
5. Does not return from sick leave or other leave of absence;
6. Retires;
7. Otherwise terminates his/her employment relationship with the Employer; or
8. Is laid off and is not recalled to work within four (4) years from the time of layoff.

Article 9 Reduction in Work Force

Section 1: Authority

In the event the Board of Education determines to reduce staff, the procedures outlined in this Article shall be followed.

Section 2: Notification of Layoff

No employee shall be laid off pursuant to a reduction in the work force unless the employee is notified of said layoff the number of days specified below prior to the effective date of the layoff:

1. Secretarial/Clerical/Office Personnel Classification: Thirty (30) calendar days.
2. Educational Assistants/Paraprofessionals Classification: Fourteen (14) calendar days (except notice for the Classroom Assistant category shall be seven [7] calendar days).
3. Food Service Classification: Seven (7) calendar days.

Section 3: Order of Reduction/Bumping

In the event of a necessary reduction in a job category, the Employer shall first lay off probationary employees within that category provided there are senior employees remaining within the category who are available and can perform the required work. Next, the least senior employee within the job category affected by the reduction shall be laid off. In no case shall a new employee be hired in a job category while there are laid off employees in that category who are qualified and available for the vacant or newly created position.

An employee whose position has been eliminated due to reduction of work force or who has been affected by a layoff/elimination of position may bump the least senior employee in another category provided all of the following conditions are satisfied:

1. There is no "bump" possible within the current assignment job category of the employee affected by the reduction in force,
2. The "bumping" employee is qualified and able to perform all duties of the least senior employee in the different category whom the "bumping" employee is displacing, and
3. The "bumping" employee possesses sufficient seniority in the different job category into which placement is desired. The bump is exercised upon the least senior employee in the different job category.

When an employee affected by reduction in force is not able to exercise a bump within his/her current job category or into a different job category for which he/she possesses sufficient seniority (as described above), he/she shall be placed on layoff status with recall rights as described in this Article.

Section 4: Recall

A. Recall to Same Category.

1. Laid off employees possessing seniority within a category shall be recalled in order of seniority, with the most senior laid off employee being recalled first to an open position within that category. The Employer shall not be required to post such openings as vacancies under Article 6 of this Agreement.
2. Notices of recall shall be sent by certified or registered mail to the last known address shown on the Employer's records. The recall notice shall state the time and date on which the employee is to report back to work.

3. A recalled employee shall be given five (5) work days from receipt of notice to notify the Employer of the date that he/she will be returning to work. Said return date must be within fifteen (15) work days of the receipt of the notice. The Employer may fill the open position on a temporary basis until the recalled employee reports to work.
4. An employee recalled to a position of an equivalent number of hours, in a category where the employee is qualified and possesses sufficient seniority, is obligated to take said work. An employee who declines recall to work shall forfeit his/her seniority rights and shall be considered a quit.
5. An employee on layoff status shall accrue seniority during the period of layoff in the category from which the employee was laid off. Upon recall the employee shall continue to accrue seniority only in the category of his/her assignment.

B. Placement Outside Seniority Category or Classification.

A laid off employee shall be eligible for assignment to a different job category or classification within the bargaining unit where he/she does not possess seniority if all of the following conditions are met:

1. A "vacancy" as defined in this Agreement exists and there are no employees on layoff status within the category of that vacancy.
2. The employee from the different category or classification meets the posted position requirements necessary to qualify for the vacancy. In the event more than one employee from a different classification and/or category applies for a vacancy under this provision, the Employer shall determine which person is best qualified for the position and shall award the assignment on that basis. Such determination by the Employer shall not be subject to the grievance procedure.
3. Failure to apply for and/or qualify for a vacancy in another classification or category shall not relinquish a laid off employee's right to recall in his/her own previous seniority category.
4. The Employer shall have the right to award the job first to a qualified employee within the same job category (either currently employed or on layoff status) before determining to offer any employment opportunities to employees in a different job category and/or classification. However, laid off employees in different categories and/or classifications who meet the posted job requirements shall have priority over currently employed employees seeking transfer to a different classification and/or category, irrespective of seniority.
5. An employee who is awarded a job under the provisions of this Section shall be subject to a trial period pursuant to Article 6, Section 3. If the employee is determined to be unsatisfactory by the Employer during this trial period, the employee shall be returned to lay off status without prejudice to his/her right to recall to his/her original seniority category when a vacancy for recall purposes occurs.

Section 5: Recall Notices

It is the employee's responsibility to keep the business office informed of the employee's current telephone number and address or of any change in phone number and/or address within three (3) working days of such change. In the event an employee fails to comply with this procedure, the Employer shall not be obligated to recall the employee until such time as correct information

is submitted. Further, the employer shall be held harmless for any time, wages or recall opportunities lost as a result of such failure by the employee.

Section 6:

Any employee laid off pursuant to this Article may, upon application and at his/her option and expense, continue to receive insurance protection, as outlined in this Agreement, under the provisions of COBRA. Such continuation of insurance benefits shall be contingent on prior payment by the employee of the applicable policy premiums and is further subject to rules and conditions established by the carrier and/or the policyholder.

Section 7:

A laid off employee shall, upon application, and at his/her option be granted priority status on the substitute list for the category from which he/she was laid off. An employee serving as a substitute in this capacity shall be paid at the regular substitute rate.

Section 8:

- A. If an employee in Category 8 (Classroom Assistant) is laid off during the school year due to a loss in student enrollment and the same employee had obtained that Category 8 position by bidding into it from a Category 11 (Lunchroom Assistant, Recess Assistant, or Bus Assistant) position during the same school year, that employee shall be able to bump back directly to the Category 11 position he/she held immediately prior to successfully bidding on the Category 8 position.
- B. If the Category 11 position held by the displaced Category 8 employee is no longer in existence, the displaced Category 8 employee shall be entitled to exercise bumping rights as otherwise specified in Article 9, Section 3.
- C. The right of a Category 8 employee to revert to his/her former Category 11 position, according to the process described above, shall exist only for the balance of the initial school year in which the Category 11 employee successfully bids upon and assumes a Category 8 position. In subsequent school years a displaced Category 8 employee shall be subject to the provisions of layoff and recall as outlined in the other Sections of this Article and shall not be entitled to bump according to the procedures specified in this Section.
- D. If a Category 8 employee exercises bumping rights over a Category 11 employee, according to the process described in this Section, the timelines for notification of layoff specified in Section 2 above shall be considered waived with respect to the separation of the displaced Category 11 employee. However, the Category 11 employee so displaced shall possess bumping and recall rights as specified in this Article with the exception of the right to bump the Category 8 employee who has reverted to his/her former Category 11 assignment held previously in the same school year.

Article 10 Fringe Benefits

Section 1: Secretarial/Clerical/Office Personnel

Upon submission of written application, the Board shall provide to each full-time secretarial/clerkal/office personnel employee an insurance premium subsidy for purchase of the following MESSA PAK. The employee shall elect either Plan A or Plan B. If the split between employees choosing Plan A and Plan B exceeds sixty percent (60%) in Plan A, then a ten

percent (10%) cap will be placed on the previous year's premiums and be charged accordingly through payroll deduction.

For the 1997-98 contract year, if the insurance premium increase is five and one-half percent (5.5%) or less, the Board will pay the entire increase in premium. If the increase is between five and one-half percent (5.5%) and eleven percent (11%), the affected employees shall be responsible for the excess increase above the five and one-half percent (5.5%) amount. If the increase in premium exceeds eleven percent (11%), both parties agree to re-open negotiations on the payment of the increase.

For the 1998-99 contract year, the above procedure concerning the increase in premiums will be followed.

In each year the above premium limitations will be applied after determining the split between plans and applying the ten percent (10%) cap if necessary.

Plan A

1. Health—MESSA SuperCare I
2. Dental—Delta Plan E007 (80/80/80; \$1,300)
3. Vision—VSP2
4. Life—\$20,000 term with AD&D
5. Long-term Disability—66-2/3%—Plan I; 90 calendar day (straight wait); \$2,500 maximum; Social Security freeze; alcoholism/drug addiction, 2 years; mental/nervous, same as other illness.

Plan B

1. Dental—Delta Dental Plan E007 (80/80/80;\$1,300)
2. Vision—VSP2
3. Life—\$25,000 term with AD&D
4. Long-term Disability—Same as Plan A
5. MESSA-MEA Financial Services non-taxable options—\$169.15/month for 1996-97, \$174.22/month for 1997-98, and \$179.45/month for 1998-99.

Section 2: Secretarial/Clerical/Office Personnel—Part-time

A part-time secretarial/clerkal/office personnel employee (an employee who does not work an eight [8] hour day) shall not be eligible for fringe benefits unless he/she works fifteen (15) hours per week. An employee working fifteen (15) hours or more per week (but less than forty [40] hours) shall receive MESSA PAK Plan B as described above. If the employee elects Plan A, he/she shall be responsible for payment of the premium differential between Plan A and Plan B.

Section 3: Educational Assistant/Paraprofessional

An employee in the Educational Assistant/Paraprofessional classification shall be eligible for the following:

1. Delta Dental Plan C03 (50/50/50:\$1,000)
2. Board paid life insurance of \$12,000 term with AD&D.
The Board may bid the life insurance carrier.

Section 4: Food Service

- A. Upon submission of written application, the Board shall provide to each full-time employee in the head cook category (13) of the food service classification, working

seven (7) hours or more per day, an insurance premium subsidy for purchase of the following MESSA PAK. Each employee shall elect either Plan A or Plan B.

Plan A

1. Health—MESSA SuperCare I
2. Dental—Delta Plan E007 (80/80/80; \$1,300)
3. Vision—VSP2
4. Life—\$20,000 term with AD&D

Plan B

1. Dental—Delta Dental Plan E007 (80/80/80; \$1,300)
2. Vision—VSP2
3. Life—\$25,000 term with AD&D
4. MESSA-MEA Financial Services non-taxable options—\$169.15/month for 1996-97, \$174.22/month for 1997-98, and \$179.45/month for 1998-99.

Employee monthly premium contributions for the above coverages shall be based on the following schedule. Increases shall be determined based upon the previous plan year's premium costs.

<u>Premium Increase</u>	<u>Monthly Employee Contribution</u>
0-10%	\$15.00
11-20%	30.00
over 20%	35.00

Over 20%: Both parties agree to reopen negotiations over the identity of the insurance program or plan.

The above amounts shall be payroll deducted from the employee's wages.

- B. Each employee in the food service classification working less than seven (7) hours per day shall, upon proper application and acceptance by the carrier, be entitled to employer-paid premiums for participation in the following programs:

1. Group term life insurance in the amount of \$12,000 with AD&D.
2. Dental—Delta Dental Plan C03 (50/50/50/\$1,000)

- C. Upon submission of written application and acceptance by the carrier the Board shall provide to each employee in the courier category (16) of the food service classification working seven (7) hours or more per day an insurance premium subsidy for purchase of single subscriber MESSA SuperCare I.

Employee monthly premium contributions for the above coverage shall be based on the following schedule. Increases shall be determined based upon the previous plan year's premium costs.

<u>Premium Increase</u>	<u>Monthly Employee Contribution</u>
0-10%	\$ 7.50
11-20%	15.00
over 20%	17.50

Over 20%: Both parties agree to reopen negotiations over the identity of the insurance program or plan.

The above amounts shall be payroll deducted from the employee's wages.

- D. On behalf of each employee in the food service classification, the Board shall make premium payments for short-term disability insurance coverage with the following provisions:

First day accident, 15th day illness; 66-2/3% of gross pay not to exceed \$1500 per month, and benefit coverage for one (1) year.

Section 5: Section 125 Plan

- A. The Board will administer a Cafeteria Plan under Section 125 of the Internal Revenue Code.
- B. It is the responsibility of each eligible employee to comply with all requirements for eligibility, enrollment and coverage specified in the Cafeteria Plan and/or by any insurance carrier, insurance policyholder or third party administrator pertaining to the underlying benefits set forth in the Cafeteria Plan. These responsibilities shall include, but shall not be limited to, initial enrollment, benefit election, and submission of all information necessary for claims processing and or claims administration.
- C. Any and all disputes regarding coverage and claims processing with respect to the foregoing insurance plans shall be solely between the eligible employee and insurance carrier, policyholder and/or third party administrator. Any disputes relative to the administration and/or operation of the Cafeteria Plan shall be resolved in conformance with the Claims Procedure section of that plan.
- D. It is agreed that the sole obligation of the Board shall be to make such premium payments required under this Article and other payments as may be authorized by the Cafeteria Plan during the periods of an employee's eligibility for participation in that Plan and for fringe benefit plan enrollment under this Agreement.
- E. In the event that an employee waives available coverage(s) under the Cafeteria Plan and thereby elects to receive additional compensation under PAK-B, pursuant to the terms of the Plan, any direction of that compensation to a tax-deferred annuity under Section 403 (b) of the Internal Revenue Code or within the meaning of Section 1224 of the Revised School Code shall be regarded as a voluntary and elective contribution made by the employee through salary reduction.

Section 6: General Conditions of Fringe Benefits

- A. An employee newly hired by the Board shall be eligible for Board-paid insurance premiums upon acceptance of written application by the insurance carrier(s) on the first day of the month following the month work commenced.
- B. The Board agrees to provide the above mentioned benefit programs within the underwriting rules and regulations as set forth by the carrier(s) in the Master Contract held by the policyholder.
- C. Changes in family status shall be reported by the employee to the personnel office within thirty (30) days of such change. The employee shall be responsible for any overpayment

of premiums made by the Board in his/her behalf for failure to comply with this paragraph.

- D. Any employee newly hired after August 1, 1992, working less than twenty-five (25) hours per week and/or thirty-six (36) weeks per year shall not be entitled to any fringe benefits under Article 10 during his/her first five (5) years of employment. He/she would become eligible on the first open enrollment period after his/her fifth (5th) anniversary date.

Article 11 Paid Leaves

Section 1: Sick Leave

- A. The Employer shall furnish each employee with a written statement at the beginning of each school year setting forth the total accumulated sick leave credit for said employee. The employee will have ten (10) days from receipt of the written statement in which to bring to the attention of the Employer any alleged error in the stated amount of sick leave credit. In the absence of timely notification by the Employee, the Employer's records shall be considered conclusive.

- B. Sick leave shall accrue as follows:

1. Secretarial/Clerical/Office Personnel: Secretarial/clerical/office personnel shall be credited with sick leave allowance as follows: Each ten (10) month (42-43 weeks) employee shall receive ten (10) days per year sick leave, each eleven (11) month (44-48 weeks) employee shall receive eleven (11) sick days per year, and each twelve (12) month (49-52 weeks) employee shall receive twelve (12) sick days per year. Said sick leave shall be cumulative to one hundred fifty (150) days. Each secretarial/clerical employee who has accumulated sick days in excess of one hundred fifty (150) (prior to July 1, 1986) shall have such days frozen. However, each such person shall continue to receive the yearly allotment of sick leave prior to the accumulation being reduced.
2. Educational Assistant/Paraprofessional: Each educational assistant/paraprofessional employee shall be credited with eight (8) days of sick leave per year, at the beginning of the school year, at a rate equal to the hours worked when earned.

Each employee in this classification will be paid for all unused sick and/or personal days at the end of each school year. The pay-out of such days will be on a seventy-five percent (75%) basis for all unused days.

3. Food Service: Each employee in the food service classification shall be credited with six (6) sick leave days per year, cumulative to fifteen (15) days. Such days shall be credited at the beginning of the school year.

An employee in the food service classification who has reached the maximum accumulation and who has not utilized his/her allotment of sick days in a given school year shall be paid seventy-five percent (75%) of his/her daily rate for every day in excess of the maximum accumulation of fifteen (15) days.

- C. An employee who works less than an eight (8) hour day or a forty (40) hour week shall be credited for sick leave based on the average of the actual hours worked for the "pay period" in which the leave has accrued. The parties agree that sick leave accumulated by an employee shall be converted to "hours" based upon the length of that employee's work day and week when the sick leave was initially accrued.

- D. Utilization of sick leave shall be subject to the following conditions:
1. The employee may use all or any portion of his/her sick leave to recover from his/her own illness or disability.
 2. The employee may use his/her sick leave for the purpose of attending to illness of an immediate family member as follows:
 - a. Secretarial/Clerical/Office Personnel/Educational Assistants/Paraprofessionals
may use up to three (3) days per year for a spouse, child, parent, mother-in-law, father-in-law, or any minor, legal dependent living in the same household.
 - b. Food Service
may use five (5) days per year for a spouse, minor child living in the same household, or parent.
 3. An employee absent for more than two (2) days or who demonstrates a consistent pattern of abuse may be required to submit a statement from his/her doctor.
- E. Absence due to injury or illness incurred in the course of the employee's employment shall be charged against the employee's sick leave days, provided that the Employer shall pay such employee the difference between his/her normal compensation and benefits received under the Michigan Worker's Compensation Act, deductible from the employee's accumulated sick leave.
- F. If the employee has initiated a claim for Worker's Compensation but the validity of the claim has not been determined or benefits have not commenced, the employee may use sick leave accumulated if the employee is medically unable to report for work. However, if and when Worker's Compensation benefits are received, the employee shall reimburse the school district for any sick leave payments received during the benefit period. Said reimbursement shall be made immediately upon receipt of any Worker's Compensation benefits by the employee. Upon such payment to the District, sick leave so utilized shall be reinstated to the employee's personal sick leave accumulation.
- G. Each employee in the secretarial/clerical/office personnel or educational assistant/paraprofessional classification who works six (6) or more hours per day will have one (1) hour per month which may be used for doctor or dental appointments which cannot otherwise be scheduled. This time is to be utilized for doctor and dental appointments concerning the employee only and will not be charged to sick leave or personal leave.

Section 2: Funeral/Bereavement Leave

- A. The employee shall be granted a maximum of five (5) paid leave days per death in the immediate family. "Immediate Family" shall be defined for purposes of this Section as spouse, child, parent, grandparent, grandchild, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother, sister, and any legal dependents.

Employees using more than three (3) working days of bereavement leave for a death in the immediate family shall, in advance of utilizing such additional days, notify the Employer of the circumstances necessitating the utilization of the maximum five (5) days leave limit for this purpose.

- B. The employee shall be granted one (1) day paid leave per death for other relatives. "Other Relatives" shall be defined for purposes of this Section as aunt, uncle, cousin, nephew, niece, brother-in-law, sister-in-law, or person to whom the employee was engaged to marry.

If the employee has no personal leave days left, he/she may use one (1) paid leave day per year for death of persons living in the same household.

- C. Additional leave may be granted in special cases, such as for travel time, without pay, subject to the approval of the Administration.
- D. Unused funeral/bereavement leave shall not be cumulative.
- E. For a funeral involving a present or former employee, or where the employee serves as a pall bearer, the employee will be allowed up to four (4) hours to attend. The employee in such circumstances will make up lost time with an equal amount of compensatory time. The Employer reserves the right to limit the number of employees absent under this provision on a given day.

Section 3: Personal Business Leave

- A. At the beginning of every school year, each employee shall be credited with personal business leave as follows:
1. Secretarial/Clerical/Office Personnel employee—2 days
 2. Educational Assistant/Paraprofessional employee—1 day
 3. Food Service employee—2 days
- B. Personal business leave shall be utilized in accordance with the following conditions:
1. Such days are to be used for conducting business that the employee cannot arrange to conduct other than during work hours.
 2. An employee planning to utilize a personal business day or days shall notify his/her supervisor at least two (2) days in advance, except in cases of emergency.
 3. Personal business leave shall not be granted on the opening or closing days of school nor on the day prior to or following a holiday or vacation unless an emergency exists and utilization is approved by the employee's immediate supervisor.
 4. Personal business leave shall be available for the practice of individual religious preferences.
 5. It is recommended that no more than one (1) personal business leave day be used during each six (6) month period, except in cases of emergency.
 6. At the end of each contract year all unused personal business leave days shall be credited to the employee's accumulated sick leave.
 7. The Employer reserves the right to limit the number of employees absent under this provision on a given day to no more than twenty percent (20%) in a category provided that the category has five (5) or more members.

8. All reasons for utilization of personal business leave must be stated in writing and are subject to further verification by the Employer. This requirement is not applicable to the secretarial/clerical or educational assistant/paraprofessional classifications.

Section 4: Jury Duty and Subpoenas

Any employee called for jury duty or subpoenaed to testify during work hours in any judicial or administrative matter shall be paid his/her full compensation for such time provided the employee shall remit all witness and juror fees (excluding expenses) to the Employer upon return to work. Subpoenas issued in conjunction with litigation between the Association and the Employer will be exempted from this Section.

Section 5: Vacations

- A. Each employee in the secretarial/clerical/office personnel and educational assistant/paraprofessional classifications (49-52 weeks) shall earn annual vacation time, with pay, according to the following schedule:

1-4 years of service	— 10 days
5-15 years of service	— 15 days
16 years of service	— 16 days
17 years of service	— 17 days
18 years of service	— 18 days
19 years of service	— 19 days
20 years of service	— 20 days

An employee in the secretarial/clerical/office personnel classification who has attained twenty (20) years of service shall be entitled to accumulate one (1) additional vacation day per year of service, to a maximum of twenty-five (25) days.

Each employee in the secretarial/clerical/office personnel and educational assistants/paraprofessionals classifications shall be credited with the above mentioned vacation on his/her employment anniversary date each year.

- B. If an employee resigns and gives two (2) weeks written notice, the employee shall be given his/her unused vacation credit, not to exceed one (1) year's allowance.
- C. Employees shall be paid their current salary while on vacation and will receive credit for any benefits provided during such time.
- D. Secretarial/clerical/office personnel employees not qualifying under A. above shall earn incentive pay as follows:

For 4 through 9 years of service	3 days
For 10 through 15 years of service	4 days
For 16 years of service and up	5 days

Said pay shall be paid at the end of the school year.

- E. All vacations shall be subject to scheduling by the Employer consistent first with the operations of the school district and next with consideration for the seniority and desires of the employee(s) concerned.

Requests from employees shall be granted on a first-come first-served basis. In cases where requests are submitted on the same day, seniority shall be used as the deciding factor.

Section 6: Holidays

A. Employees will receive their regular daily pay, exclusive of any overtime, additional time, sub pay or other income generated from special circumstances, for days indicated as "paid holidays" in B. through E. below.

B. The following holidays shall be considered as "Paid Holidays" for secretarial/clerical/office personnel employees working 49-52 weeks:

Fourth of July	1 day
Labor Day	1 day
Thanksgiving	2 days (day after)
Christmas	2 days (day before)
New Years	2 days (day before)
Good Friday	1 day
Memorial Day	1 day

C. The following holidays shall be considered as "Paid Holidays" for secretarial/clerical/office personnel employees working 48 weeks or less:

Labor Day	1 day
Thanksgiving	2 days (day after)
Christmas	2 days (day before)
New Years	1 day
Good Friday	1 day
Memorial Day	1 day

D. The following holidays shall be considered as "Paid Holidays" for food service employees:

Labor Day	1 day
Thanksgiving	2 days (day after)
Christmas	1 day
New Years	2 days (day before)
Good Friday	1 day
Memorial Day	1 day

E. The following holidays shall be considered as "Paid Holidays" for educational assistants/paraprofessional employees:

Effective July 1, 1996:

Thanksgiving	1 day
Christmas	1 day
New Year's Day	1 day

Effective July 1, 1997:

Thanksgiving	1 day
Christmas	2 days (day before)
New Year's Day	1 day

Effective July 1, 1998:

Thanksgiving	1 day
Christmas	2 days (day before)
New Year's Day	2 days (day before)

- F. When a holiday is observed by the Employer during an employee's scheduled vacation, the holiday will not be considered as a vacation day.
- G. Good Friday will only be considered a holiday for any employee if school is not in session for students. If school is in session, an alternate holiday will be credited to eligible employees (as defined above).
- H. If a holiday falls on a Saturday or a Sunday, the Friday before or the Monday after shall be observed as the holiday, as determined by the Employer, unless otherwise required by law.
- I. In order to receive holiday pay, an employee must work his/her entire shift on both the last regularly scheduled work day before the holiday and the first regularly scheduled work day after the holiday. The only exception will be illness verified by a doctor's statement.

Section 7:

Any employee who retires and has served in the Harper Creek Community Schools for not less than twenty (20) years shall be eligible for payment of one-half (½) of his/her then current daily rate of pay for each day of accrued, but unused, sick leave to a maximum of ninety-five (95) days.

Article 12 Unpaid Leaves

Section 1: General Conditions

- A. A leave of absence without pay or benefits up to one (1) year in duration may be granted upon written request from an employee. An employee may apply for a one (1) year extension of this leave. During said leave, seniority shall continue to accumulate but salary schedule experience credit shall remain frozen.
- B. The employee shall notify the Superintendent in writing of his/her desire to take leave under this Article. The letter requesting leave shall include the proposed commencement date of the leave and the date of return. Except in the case of an emergency, the employee shall give such notice at least thirty (30) days prior to the date on which the leave is to begin.
- C. Upon expiration of a leave of absence, an employee shall be reinstated to the position from which the leave was taken if it is in existence; or, if not, to a position within his/her classification for which he/she possesses sufficient seniority. Return to an assignment shall be subject to the operation of the reduction in personnel procedures specified in this Agreement.
- D. At least fifteen (15) working days prior to the date a leave is scheduled to expire, the employee shall notify the Employer, in writing, of his/her intent to return to work.

Section 2: Child Rearing/Family Medical Leave

- A. An unpaid leave of absence shall be granted to an employee for the purpose of child rearing. Such leave shall be taken within the twelve (12) month period immediately following the birth or adoption of the employee's child. The length of leave under this paragraph shall not exceed twelve (12) months, renewable at the discretion of the Board for an additional one (1) year period.
- B. Where an employee's spouse, child or parent has a serious health condition, an unpaid leave of absence shall be granted for a period of up to twelve (12) weeks, renewable at the discretion of the Board. An employee who is unable to work because of personal illness or disability and who has exhausted all sick leave available shall, upon application, be granted a leave of absence of up to six (6) months without pay. An employee who is still unable to work may be granted an extension of up to one (1) year by the Board of Education.
- C. An employee adopting a child (children) or having a child (children) placed with him/her for foster care purposes shall begin his/her leave at any time between entry of a court order awarding custody and twelve (12) months after the child arrives in the home.
- D. In the case of an adoption or foster care placement, a copy of the order awarding custody to the employee shall be provided to the Administration, if requested, in connection with the employee's application for those purposes. When leave is taken under this Article to care for an employee's seriously ill spouse, child, or parent, or due to the employee's own serious health condition, the employee will, upon administrative request, provide medical certification from a health care provider supporting the necessity for the leave.

An employee taking leave under this Article for medical and/or psychological reasons shall provide, at the Board's request, appropriate verification of the necessity for leave and the employee's fitness to return to duty at the conclusion of the leave. The Board has the right to require that a second opinion (at the Board's expense) be obtained. If that opinion differs from that of the employee's health care provider, the health care provider, the employee, and Administration (in consultation with the Association, if requested by the employee) shall mutually designate a third health care provider whose opinion relative to leave eligibility or initial fitness to return to work shall be considered final and binding on the Board, employee, and Association. The cost of this examination shall be paid by the Board.

- E. An employee who is disabled may continue in active employment provided he/she continues to perform his/her regular duties satisfactorily.
- F. Upon expiration of a leave of absence under this Section, an employee shall be reinstated to the position from which the leave was taken if it is in existence; or, if not, to a position within his/her classification for which he/she possesses sufficient seniority. Return to an assignment shall be subject to the operation of the reduction in personnel procedures specified in this Agreement.
- G. The Board and the employee agree to cooperate in scheduling commencement and return from leave at a time which minimizes disruption to the continuity of the operations of the District.
- H. The Board of Education will continue premium payments for health care benefits up to twelve (12) weeks for an employee who has been granted an unpaid leave under this Section. If the employee fails to return from a leave at its expiration (except in the event of the continuance, onset or recurrence of a serious health condition of the employee or

other circumstances beyond the employee's control), the Board shall have the right to recover all premium payments made during the unpaid leave interval. These amounts may permissibly be deducted from any wage or other payments due the employee with any deficiency to be remitted by the employee to the Board in accordance with the applicable state law.

An employee eligible for twelve (12) weeks of leave under the Family Medical Leave Act may choose to use or be required, by the District, to use accrued paid time, such as sick leave, vacation days or personal days, for part of the twelve (12) week leave.

Article 13 Continuing Education

Section 1:

An employee who is required to take specific high school or post-secondary courses by the Administration shall be fully reimbursed for cost of tuition, books and mileage costs incurred.

Section 2:

An employee participating in an Adult Education Program or earning high school level or college level credits shall be eligible to receive reimbursement from the Employer for full tuition, cost of books and other required materials if given prior approval by the Central Administration Office and upon submission of written notice of course completion with a passing grade of "C" or above. It is understood that reimbursement will only be made for courses which:

1. Maintain or improve skills required in the employee's current employment, or
2. Meet the requirements imposed by statute, administrative regulation and/or this Agreement for the employee's retention of a position in his/her seniority classification.

Section 3:

An employee shall be eligible for registration costs, travel expenses and full pay to attend seminars which are related to employment within the School District, if given prior approval by the Central Administration Office. An employee shall be eligible for mileage reimbursement when travel is requested by the Administration.

Article 14 School Closing

Section 1:

When the Employer determines to close school(s), reasonable effort shall be made to make such public announcements prior to 6:30 A.M.

Section 2:

When students are sent home early because of inclement weather or other emergency, the secretarial/clerical/office personnel shall work their normal work hours. Any changes to the normal work hours of secretarial/clerical/office personnel under this condition shall be made by the Superintendent or his/her designee. Paraprofessionals and educational assistants normal work day shall end one-half (1/2) hour after all students leave the building. Paraprofessionals and educational assistants shall receive their regular rate of pay for the day. This Section does not apply to food service employees.

Section 3:

- A. Scheduled days of student instruction which are not held because of conditions not within the control of school authorities, such as inclement weather, fires, epidemics, mechanical breakdowns, or health conditions (as defined by city, county, or state health authorities) will be rescheduled to ensure that there are a minimum number of days of student instruction as prescribed by Michigan law.
- B. "School year" employees who are not required to work on such days shall be excused from reporting and shall be paid at their regular daily rate of pay. However, "school year" employees shall work on any rescheduled days of student instruction with no additional compensation.
- C. "Full year" employees are required to report to work as regularly scheduled on such days unless otherwise excused by the immediate supervisor.
- D. The parties agree that this contract provision has been negotiated to comply with the provisions of the State Aid Act and to ensure that the District will incur no loss of State Aid. Further, the parties recognize the school district's obligation to comply with any requirement set forth by the State Board of Education respecting the number of "student instruction" days, as defined by that agency. In addition to any requirement of the State Aid Act to receive full State Aid, the parties agree to reschedule lost days of student instruction (attributable to the above conditions) to ensure the minimum number of instructional days mandated by the Michigan Department of Education or otherwise by law.

Section 4:

Employees within the food service classification shall cooperate in establishing a fan-out system as follows:

- A. The Superintendent shall telephone a person in the food service classification (designated by the Association) by 6:00 a.m. to advise him/her of the delay.
- B. That designated person shall then initiate a telephone fan-out system which shall notify all employees in the food service classification of the cancellation.
- C. If notice is not given as specified in paragraph A above, the affected employees in the food service classification who report shall be assigned to work an amount of time equal to one-half (½) of their regularly scheduled shift for that day.

Article 15 Resignation

Section 1:

An employee desiring to resign shall submit a resignation, in writing, to the Administration Office at least fifteen (15) working days prior to the effective date of the resignation unless new employment requirements prohibit. In such case, the employee shall submit the resignation at least ten (10) working days prior to the effective date of the resignation.

Section 2:

Any employee who discontinues his/her services, in accordance with Section 1 above, does not forfeit his/her right to all severance payments required by this Agreement.

Article 16 General Provisions

If any provision of this Agreement or any application of the Agreement shall be found 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 or applications shall continue in full force and effect.

Article 17 Communications

Section 1:

Representatives of the Employer and the Association, by mutual agreement, may meet on one (1) work day each month for the purpose of reviewing the Administration of the contract and to resolve problems which may arise. These meetings are not intended to bypass the grievance procedure or to be negotiations. Each party will submit to the other, on or before the Friday prior to the meeting, an agenda covering what they wish to discuss.

Section 2:

There shall be two (2) signed copies of any final agreement. One (1) copy shall be retained by the Employer and one (1) by the Association.

Article 18 Work Rules

Section 1:

The Employer retains the right to promulgate and uniformly enforce work rules that do not conflict with the express terms of this Agreement.

Section 2:

New work rules shall be given to the Association's president at least thirty (30) calendar days prior to the effective date of the work rule being established. Within said thirty (30) calendar days, the Association may request a meeting with the Employer for the purpose of discussing the work rule(s). Copies of work rules in effect shall be given to all new employees upon employment.

Section 3:

All work rules shall be posted. Upon the execution of this Agreement, all employees shall be given a copy of existing work rules.

Article 19 Bargaining Unit Work

Section 1: Student Part-Time Work

The Employer shall have the right to use students for performance of minor tasks and for assisting employees when special needs arise, such as student disciplinary action. The Association will be notified of such student work, and the work shall not deprive employees of extra work. Nothing in this provision shall limit the Employer's ability to continue the use of

students or other school-age persons in connection with summer programs (e.g. STPA/Youth Corps) consistent with the past utilization of such individuals.

Section 2:

Supervisory employees shall not be permitted to perform work within the bargaining unit except in case of an emergency arising out of an unforeseen circumstance which calls for immediate attention, or for instruction or training of employees, including demonstrating the proper method of accomplishing the task assigned.

Section 3:

The Employer shall be allowed to secure the services, as needed, of a temporary employee for the purpose of replacing an employee on sick leave, leave of absence, or vacation. A temporary employee shall be paid at a rate to be determined by the Administration, but the rate shall not exceed that of the employee being replaced. A temporary employee shall accrue no rights under this Agreement.

Section 4:

The Employer shall have the right to create part-time bargaining unit positions in all classifications and categories under the following conditions:

1. A part-time employee hired after August 1, 1992, working less than twenty-five (25) hours per week and/or thirty-six (36) weeks per year shall not be entitled to any fringe benefits under Article 10 during his/her first five (5) years of employment. He/she would become eligible on the first open enrollment period after his/her fifth (5th) anniversary date.
2. A part-time employee is not eligible for overtime work unless it has been refused by all full-time employees in the same category.
3. When the District hires a part-time employee, he/she must be hired for at least eight (8) weeks during a fiscal year.
4. The District shall not decrease the number of current full-time employees due to hiring of part-time employees.

Article 20. Duration of Agreement

This Agreement shall be effective upon ratification and shall continue in effect, expiring at the end of the 30th day of June, 1999. It shall not be extended orally and it is expressly understood that it will expire on the date indicated.

Harper Creek Educational Support
Personnel Association—MEA/NEA



President, Karen Schindler

12.9.96
Date



Chief Negotiator, Karilyn Frederick

Dec. 9, 1996
Date

Harper Creek Community Schools
Board of Education



Secretary, Cynthia Bair

Dec. 9, 1996
Date



Superintendent, David Buresh

12/9/96
Date

Schedule A Work Schedules

Section 1: Secretarial/Clerical/Office Personnel

A. Work Hours

1. All employees shall have their hours of work set by the Administration, after consultation with the involved employee(s).
2. All employees shall be entitled to a duty-free lunch period of at least one-half (½) hour per day, as well as a fifteen (15) minute relief time in mid-morning and mid-afternoon.
3. All employees shall be given written notice of date of return to work each year no later than June 1 of the prior year.

B. Work Schedule

<u>Secretarial Positions</u>	<u>Weeks Worked</u>	<u>Hours</u>
To Elementary Principal	42	1,680
To Assistant Sr. High Principal	42	1,680
For Guidance Dept. - Senior High	42	1,680
For Guidance Dept. - Junior High	36	540
To Special Education Director	43	1,720
To Junior High Principal	44	1,760
To Athletic/Community School Dir.	52	2,080
To Senior High Principal	52	2,080
To Assistant Supt/Instruction	52	2,080
Bookkeeper	52	2,080
Assistant Bookkeeper	52	2,080
Attendance Clerk	36	720
Community School Enrichment	12	480
Music Department	36	180
Alternative Education	42	1680

Section 2: Educational Assistants/Paraprofessionals

- A. All employees shall have their hours of work set by the Administration, after consultation with the involved employee(s).
- B. All employees shall be entitled to a duty-free lunch period of at least one-half (½) hour per day, as well as a fifteen (15) minute relief time in mid-morning and mid-afternoon.
- C. All employees shall be given written notice of date of return to work each year no later than June 1 of the prior year.
- D.
 1. The number of employees assigned to Category 12 (Child Care Provider) and the hours of those employees assigned to that Category shall be determined each semester by the Administration based on the enrollment of clients in the adult education program needing child care and the attendance of those children. Once determined, the hours are subject to reduction with seven (7) calendar days notice through written notification to the employee.
 2. Any Category 12 employee who is scheduled for work and who presents himself/herself for work as scheduled shall be assigned to at least seventy-five

percent (75%) of the scheduled work hours on the job for which he/she was scheduled to report. This practice shall prevail until the employee receives written notification (seven [7] calendar days advance notice) of a reduction of hours.

Section 3: Food Service Employees

A. <u>Regular Hours</u>	<u>Hours/Day</u>
Head Cook	7
Assistant Cook	6
Helpers	3¼

Specific hours in excess of the above, if any, shall be shown on any job posting.

- B. Banquets:** For high school sports' banquets or any banquets that require food preparation, the number of cooks working will be as follows:

1-45	plates served – not less than one (1) cook
46-90	plates served – not less than two (2) cooks
91-150	plates served – not less than three (3) cooks

When said banquets include the serving of guests at their tables, the number of cooks needed to work will be as follows:

1-45	guests - not less than two (2) cooks
46-90	guests - not less than three (3) cooks
91-120	guests - not less than four (4) cooks
121-up	guests - not less than five (5) cooks

Exceptions to the above, based upon usual circumstances, shall be discussed and mutually agreed upon.

- C. Call Time/Overtime:** An employee called to work outside of his/her regularly scheduled shift shall be paid for a minimum of two (2) hours at the overtime rate. If the call time work assignment and the employee's shift overlap, the employee shall be paid the call time rate until the completion of the two (2) hours of work. The employee shall then be paid for the balance of the regular work shift at the appropriate rate.

Overtime for over two (2) hours shall have a paid fifteen (15) minute break period.

Employees working overtime may take an unpaid meal period of up to thirty (30) minutes during four (4) hours or more of overtime work.

- D. Meal Periods:** All kitchen employees shall be granted a paid rest period which they may also use for the purpose of eating their lunch, as established by the schedule set forth below:

7 hours-8 hours	30 minutes
5 hours-6 hours	20 minutes
less than 5 hours	10 minutes

Schedule B Compensation

Section 1: Secretarial/Clerical/Office Personnel

Category 0: Bookkeeper — Responsible directly to the Business Manager, assumes responsibility for district-wide operations and works twelve (12) months per year.

Category 1: Executive Secretary — Responsible directly to a district-level administrator and assumes responsibilities for district-wide operations or works twelve (12) months per year.

Secretary to Assistant Superintendent/Instruction
 Secretary to High School Principal
 Secretary to Athletic/Community School Director
 Secretary to Special Education Director
 Assistant Bookkeeper

Category 2: Administrative Secretary — Responsible directly to building level administrator and assumes responsibility for building operations.

Secretary to Elementary Principal
 Secretary to Junior High Principal
 Secretary to Assistant Principal
 Secretary to Guidance Department

Category 3: Clerical Secretary — Performs duties of a clerical and/or technical nature as assigned below the building level.

Attendance Clerk
 Community School Enrichment

1996-97 Wage Schedule

	<u>Categories</u>			
<u>Step</u>	<u>0</u>	<u>1</u>	<u>2</u>	<u>3</u>
1	\$ 9.55	\$ 8.74	\$ 7.97	\$ 7.14
2	10.05	9.24	8.42	7.62
3	10.54	9.73	8.92	8.09
4	11.03	10.23	9.40	8.60
5	11.52	10.69	9.90	9.07
6	12.00	11.18	10.38	9.55
7	12.48	11.66	10.84	10.03
8	12.97	12.14	11.31	
9	13.45	12.63	11.82	
Longevity:	10-15 years	\$ 3.05 per week		
	16-20 years	\$ 6.11 per week		
	21 years, plus	\$11.19 per week		

1997-98 Wage Schedule

<u>Categories</u>				
<u>Step</u>	<u>0</u>	<u>1</u>	<u>2</u>	<u>3</u>
1	\$ 9.75	\$ 8.92	\$ 8.13	\$ 7.29
2	10.25	9.42	8.59	7.77
3	10.75	9.92	9.10	8.25
4	11.25	10.43	9.59	8.77
5	11.75	10.91	10.10	9.25
6	12.24	11.41	10.59	9.75
7	12.73	11.89	11.05	10.23
8	13.23	12.38	11.54	
9	13.72	12.88	12.06	
Longevity:	10-15 years	\$ 3.11 per week		
	16-20 years	\$ 6.23 per week		
	21 years, plus	\$11.42 per week		

1998-99 Wage Schedule

<u>Categories</u>				
<u>Step</u>	<u>0</u>	<u>1</u>	<u>2</u>	<u>3</u>
1	\$ 9.94	\$ 9.09	\$ 8.29	\$ 7.43
2	10.46	9.61	8.77	7.93
3	10.97	10.12	9.28	8.42
4	11.48	10.64	9.78	8.95
5	11.98	11.13	10.30	9.43
6	12.48	11.63	10.80	9.94
7	12.99	12.13	11.27	10.44
8	13.50	12.63	11.77	
9	13.99	13.14	12.30	
Longevity:	10-15 years	\$ 3.18 per week		
	16-20 years	\$ 6.35 per week		
	21 years, plus	\$11.64 per week		

Section 2: Educational Assistants/Paraprofessionals

- Category 4: In-House Suspension
- Category 5: ABE Assistant
- Category 6: (a) Special Education Assistant
(b) Special Education Attendant
- Category 7: Library Paraprofessional
- Category 8: Classroom Assistant
- Category 9: Copy Clerk

Category 10: Chapter Assistant
Computer Assistant

Category 11: Lunchroom Assistant
Recess Assistant
Bus Assistant

Category 12: Child Care Provider

1996-97 Wage Schedule

Categories

<u>Step</u>	<u>4</u>	<u>5.6(a).7</u>	<u>6(b)</u>	<u>8.9.10</u>	<u>11</u>	<u>12</u>
1	\$14.03	\$ 7.09	\$ 7.35	\$ 7.02	\$ 6.95	\$ 5.09
2	14.27	7.44	7.70	7.35	7.28	5.29
3	14.54	7.78	8.05	7.71	7.62	5.51
4.		8.04	8.30	7.98	7.87	5.72
		8.28	8.55	8.21	8.12	5.96
Longevity:		10-15 years	\$ 3.06 per week			
		16-20 years	\$ 6.12 per week			
		21 years, plus	\$ 11.22 per week			

1997-98 Wage Schedule

Categories

<u>Step</u>	<u>4</u>	<u>5.6(a).7</u>	<u>6(b)</u>	<u>8.9.10</u>	<u>11</u>	<u>12</u>
1	\$14.31	\$ 7.23	\$ 7.50	\$ 7.16	\$ 7.09	\$ 5.19
2	14.56	7.58	7.86	7.50	7.43	5.40
3	14.83	7.94	8.21	7.87	7.77	5.62
4		8.20	8.47	8.14	8.03	5.84
5		8.45	8.72	8.38	8.28	6.08
Longevity:		10-15 years	\$ 3.12 per week			
		16-20 years	\$ 6.24 per week			
		21 years, plus	\$ 11.44 per week			

1998-99 Wage Schedule

Categories

<u>Step</u>	<u>4</u>	<u>5.6(a).7</u>	<u>6(b)</u>	<u>8.9.10</u>	<u>11</u>	<u>12</u>
1	\$14.59	\$ 7.38	\$ 7.65	\$ 7.30	\$ 7.23	\$ 5.30
2	14.85	7.74	8.01	7.65	7.58	5.51
3	15.12	8.10	8.37	8.02	7.93	5.73
4		8.36	8.64	8.30	8.19	5.95
5		8.62	8.89	8.54	8.45	6.20
Longevity:		10-15 years	\$ 3.18 per week			
		16-20 years	\$ 6.37 per week			
		21 years, plus	\$ 11.67 per week			

Section 3: Food Service

Category 13: Head Cook

Category 14: Assistant Cook
In the event the Assistant Cook assumes the responsibilities of the Head Cook, he/she shall be paid at the Head Cook wage rate for the affected time.

Category 15: Cook Helper

Category 16: Courier

1996-97 Wage Schedule

Categories

<u>Step</u>	<u>13</u>	<u>14, 15</u>	<u>16</u>
Probation	\$ 8.28	\$ 6.95	\$ 7.98
1	8.94	7.40	8.23
2	9.00	8.18	8.40
3	9.25	8.72	8.61
4	9.60	8.80	8.80

Individuals completing a two-week time period without any absences due to illness shall receive an additional twenty-one cents (\$.21) per hour over the rate specified above.

1997-98 Wage Schedule

Categories

<u>Step</u>	<u>13</u>	<u>14, 15</u>	<u>16</u>
Probation	\$ 8.45	\$ 7.09	\$ 8.14
1	9.11	7.54	8.40
2	9.18	8.34	8.57
3	9.44	8.90	8.78
4	9.79	8.98	8.98

Individuals completing a two-week time period without any absences due to illness shall receive an additional twenty-two cents (\$.22) per hour over the rate specified above.

1998-99 Wage Schedule

Categories

<u>Step</u>	<u>13</u>	<u>14, 15</u>	<u>16</u>
Probation	\$ 8.62	\$ 7.23	\$ 8.30
1	9.30	7.69	8.56
2	9.36	8.51	8.74
3	9.63	9.07	8.96
4	9.99	9.16	9.16

Individuals completing a two-week time period without any absences due to illness shall receive an additional twenty-two cents (\$.22) per hour over the rate specified above.

Section 4: Miscellaneous—All Employees

A. Increments

1. Any employee first hired before December 31 of any year shall receive an increment raise the following July 1. Any employee first hired on or after December 31 but before July 1 shall not receive an increment raise (except as provided below) on the following July 1 but shall instead receive an increment raise on the July 1 immediately following the employee's completion of twelve (12) months of service.
2. After completion of the probationary period (as identified in Article 8 of this Agreement) an employee shall be placed on Step 1 of the salary schedule for his/her respective category. However, the employee's original date of hire shall cover eligibility for subsequent increment advancement as outlined in 1. above.

- B. When any position not listed in the above wage schedules is established by the Employer, the Employer may designate and implement a job classification/category and a rate structure for the position. If the Association disagrees with the rate structure, the rate shall be subject to negotiation.

Letter of Understanding

Between

Harper Creek Community Schools

and

Harper Creek Educational Support Personnel Association

In an attempt to comply with current applicable laws, both parties agree to the following modification to the current Master Agreement and said modification shall be incorporated into the current Master Agreement.

- A. The Board will administer a Cafeteria Plan under Section 125 of the Internal Revenue Code.
- B. It is the responsibility of each eligible employee to comply with all requirements for eligibility, enrollment and coverage specified in the Cafeteria Plan and/or by any insurance carrier, insurance policyholder or third party administrator pertaining to the underlying benefits set forth in the Cafeteria Plan. These responsibilities shall include, but shall not be limited to, initial enrollment, benefit election, and submission of all information necessary for claims processing and or claims administration.
- C. Any and all disputes regarding coverage and claims processing with respect to the foregoing insurance plans shall be solely between the eligible employee and insurance carrier, policyholder and/or third party administrator. Any disputes relative to the administration and/or operation of the Cafeteria Plan shall be resolved in conformance with the Claims Procedure section of that plan.
- D. It is agreed that the sole obligation of the Board shall be to make such premium payments required under this Article and other payments as may be authorized by the Cafeteria Plan during the periods of an employee's eligibility for participation in that Plan and for fringe benefit plan enrollment under this Agreement.
- E. In the event that an employee waives available coverage(s) under the Cafeteria Plan and thereby elects to receive additional compensation under PAK-B, pursuant to the terms of the Plan, any direction of that compensation to a tax-deferred annuity under Section 403 (b) of the Internal Revenue Code or within the meaning of Section 1224 of the Revised School Code shall be regarded as a voluntary and elective contribution made by the employee through salary reduction.

For the Harper Creek Education Support
Personnel Association-MEA/NEA



Kay Keniston, HCESPA President

12/6/96
Date

For the Harper Creek Community Schools
Board of Education



Carroll Hughes, Assistant Superintendent

12/6/96
Date