

COLDWATER COMMUNITY SCHOOLS
SUPERVISORY AND SALARIED PERSONNEL

6/30/89
Michigan State University
LABOR AND INDUSTRIAL
RELATIONS LIBRARY

EFFECTIVE: July 1, 1987 to June 30, 1989

- A. Salaries shall be determined by the attached addendum to this agreement. Salaries will be in effect as long as the employee is employed with the district. The Board shall have the right to establish salary levels for all new employees hired into this group. The district shall pay the Michigan Public School Employees Retirement for each employee. Approved absence reports and conference reports must be submitted by the employee to be eligible for pay.
- B. 1. Full Blue Cross-Blue Shield hospitalization insurance, Group #66398-001, shall be paid by the district. Any increased cost of the current Blue Cross-Blue Shield policy occurring during the term of this agreement shall be covered by the Board. Coverage will be limited to coverages as negotiated for the teachers' group for the current Blue Cross-Blue Shield policy.
2. The Board will pay the full cost of Blue Cross-Blue Shield Comprehensive Preferred Plan Dental Insurance with Rider CR-25-50-50, Rider MBL-800, and Rider CR-OS-50-800 for each employee in this group. This plan will cover family members currently covered under the current Blue Cross-Blue Shield policy.
3. It is understood that the School shall have the right to select or change health insurance carriers, providing coverages are comparable to present programs. Prior to changes in health insurance carriers, the School and employees shall meet and discuss any changes in coverages. It is understood that both parties shall mutually agree to any changes in coverages.
- C. Each employee shall receive term life insurance in the amount of \$20,000 to be paid by the Board. This amount shall be effective as of August 1, 1985.
- D. The employee shall receive one day per month sick leave for personal and family illness with unlimited accumulation. In lieu of unlimited accumulation of sick leave days, an employee may opt to receive remuneration for unused sick days, accumulated after July 1, 1985, at the rate of \$10 per day up to a maximum of six (6) days per school year. Unused sick days, in excess of the six (6) unused sick days per school year, will be allowed to accumulate without limitation. If the employee chooses the "remuneration for unused sick days" option, hereinbefore described, the days for which payment is to be made shall not be allowed to accumulate and shall be forfeited annually. Payment for unused sick days, as previously described, shall be made annually at a time designated by the Superintendent of Schools. If this option is selected, written notification from the employee must be filed with the Assistant Superintendent by June 1, 1987 and June 1, 1988 for the second year of the contract.
- E. The employee shall receive the following paid holidays when they fall on a workday: July 4th, Labor Day, Christmas, New Year's Day, Good Friday, Memorial Day, Thanksgiving, day after Thanksgiving, if school is not in session. The employee must work the last scheduled workday preceding and the first scheduled workday following the holiday to be eligible for pay. If the holiday falls on Saturday or Sunday, the employee shall receive Friday or Monday as a paid holiday if school is not in session.
- F. The employee shall be entitled to two (2) weeks paid vacation following the first full year of employment, three (3) weeks after the fifth full year of employment. After ten (10) years of employment, the employee shall have one (1) additional

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day added to said vacation time for each additional year of service until the fifteenth year of employment. It is understood that vacation days shall not exceed twenty (20) days per year and that limit be reached only after fifteen (15) years of service.

Vacation plans shall be submitted to the Superintendent or Assistant Superintendent for approval. All vacation periods shall be taken before the next anniversary date and will not be credited to employees after this date without prior approval of the Superintendent or Assistant Superintendent.

- G. The employee shall be entitled to a maximum of three (3) days for personal business. Business must be judged as not being able to be conducted outside of working hours. Administrative approval is necessary.
- H. The employee shall be paid for days school is not in session when caused by conditions beyond the control of the School authorities. Employees are expected to be at their work stations if possible for work assigned by their supervisor.
- I. The employee shall be granted a maximum of five (5) days leave in the event of the death of a relative who lives in the same household or in the event the employee is responsible for the funeral arrangements of a child, parent, spouse, brother, sister, grandparent, grandchild, or in-law. Appropriate time to attend funerals of relatives may be granted by the administration providing the request is reasonable.
- J. New employees shall be on probation for sixty-five (65) days. All permanent vacancies shall be posted. Employees shall be given five (5) workdays in which to make application. The senior employee shall be given first consideration providing he/she meets the necessary qualifications.
- K. An employee who has been granted a leave of absence shall retain his/her seniority for one (1) year and return to the position at the end of the leave period.
- L.
 - 1. Employees who are granted non-paid medical leaves of absence by the Board of Education and are eligible for life and health insurance benefits as defined in this contract shall continue to have said benefits paid by the Board of Education for the duration of the leave (not to exceed one [1] year). It is understood that in order to be eligible for paid insurance, the employee must provide the School with a written statement from a qualified physician that the employee cannot perform his/her job function. In addition, said employee shall have been employed at least six (6) months with the district in order to be eligible.
 - 2. It is understood that employees who are granted unpaid long-term leaves (other than personal medical leaves) or are laid off from their jobs are not eligible for school-paid insurance programs. These employees may, however, continue to be covered under group plans up to a period of one (1) year providing they pay their own premiums to the School on the first day of the month in which premiums are due.
- M. The school district shall pay for physical examinations, x-rays, and approved conferences when required by the school district.
- N. Effective July 1, 1987, any employee covered by this agreement who retires under the Michigan Public School Employees Retirement System shall receive \$40 per full year of credit service in the Coldwater Community School District. Notice must be given by September 1st to the Assistant Superintendent in order to be eligible for this benefit.

COLDWATER COMMUNITY SCHOOLS
SUPERVISORY AND SALARIED PERSONNEL SALARY STATEMENT

	<u>1987-88</u>	<u>1988-89</u>
Payroll	\$17,800	\$ 18,651
Secretary to the Superintendent	18,540	19,376
Purchasing and Inventory	20,176	21,085
Accounts Payable /Secretary to the Ass't. Supt.	17,800	18,651
Transportation & Grounds Supervisor	26,717	27,920
Maintenance Supervisor	24,800	25,966
Bookkeeper & Federal Programs	27,048	28,265