

6/30/90

PLYMOUTH-CANTON COMMUNITY SCHOOLS  
PLYMOUTH, MICHIGAN

1988 - 1990

MISCELLANEOUS JOB CLASSIFICATIONS

<u>Crossing Guards</u>	<u>1988</u>	<u>1989</u>
1st year	\$ 5.67	\$ 6.07
2nd year	6.20	6.63
3rd year	6.89	7.37

- a. Pay for the following holidays falling within the school calendar year: Thanksgiving, Friday following Thanksgiving, Christmas Eve, Christmas Day, New Years Eve Day, New Years Day, Memorial Day and Labor Day.
- b. Probationary Period of sixty (60) working days for benefits.
- c. Pay for those days students are in attendance, full or part-time, to a maximum of one-hundred eighty (180) days per school year.
- d. Sick Days: Ten (10) days per year:  
(Five (5) days in bank at beginning of first semester;  
Five (5) days in bank at beginning of second semester).
- e. Life Insurance - \$12,000 life insurance coverage for regular employees.
- f. Gas Mileage for roving guard only.

Cooperative Occupational Training Students

First year	\$ 3.35 per hour
Second year	3.60

Co-op wage rates effective July 1, 1988.

<u>Substitute Employee Wage Rates:</u>	<u>Effective July 1, 1988</u>	<u>Effective July 1, 1989</u>
Substitute Cafeteria	\$ 4.54	\$ 4.86
Substitute Custodian	5.79	6.20
Substitute Mechanic	5.90	6.31
Substitute Educational Aides	4.43	4.74
Substitute Secretary	4.72	5.05
Substitute Crossing Guards	5.10	5.46
Substitute Security Guards	5.74	6.14

6/15/88

WJB/m

Personnel/Labor Relations

LABOR AND INDUSTRIAL  
RELATIONS COLLECTION  
Michigan State University

*Plymouth-Canton Community Schools*

PLYMOUTH-CANTON COMMUNITY SCHOOLS  
PLYMOUTH, MICHIGAN

1987 - 1988

MISCELLANEOUS JOB CLASSIFICATIONS

CROSSING GUARDS

1st year           \$ 5.30  
2nd year           5.79  
3rd year           6.44

- a. Pay for the following holidays falling within the school calendar year: Thanksgiving, Friday following Thanksgiving, Christmas Eve, Christmas Day, New Years Eve Day, New Years Day, Memorial Day and Labor Day.
- b. Probationary Period of sixty (60) working days for benefits.
- c. Pay for those days students are in attendance, full or part-time, to a maximum of one-hundred eighty (180) days per school year.
- d. Sick Days: Ten (10) days per year:  
(Five (5) days in bank at beginning of first semester;  
Five (5) days in bank at beginning of second semester).
- e. Life Insurance - \$ 12,000 life insurance coverage for regular employees.
- f. Gas mileage for roving guard only.

COOPERATIVE OCCUPATIONAL TRAINING STUDENTS

1987/1988

First year                                           \$ 3.35 per hour  
Second year                                        3.60  
Co-op wage rates effective July 1, 1987.

SUBSTITUTE EMPLOYEE WAGE RATES:       Effective July 1, 1987.

Substitute Cafeteria	\$ 4.24
Substitute Custodian	5.41
Substitute Mechanic	5.51
Substitute Educational Aides	4.14
Substitute Secretary	4.41
Substitute Crossing Guards	4.77
Substitute Security Guards	5.36

6/23/87

WJB/m  
Personnel

PLYMOUTH-CANTON COMMUNITY SCHOOLS  
PLYMOUTH, MICHIGAN

SECURITY GUARDS

<u>Step</u>	<u>1988-1989</u>	<u>1989-1990</u>
1.	\$ 8.18	\$ 8.75
2.	8.47	9.06
3.	8.77	9.38
4.	9.06	9.69
5.	9.35	10.00
6.	9.64	10.31

Vacation: For Regular Security Guards - Effective 1985/1986

Note: Vacation determined by fiscal year (July 1 - June 30)

1 week after 1 year of employment  
2 weeks after 3 years of employment  
17 days after 10 years of employment

Substitutes: \$ 5.74 \$ 6.14

a. Pay for the following holidays:

Thanksgiving, Friday after Thanksgiving, Labor Day, Memorial Day,  
Christmas Day, New Years Eve, New Years Day, Independence Day.  
Christmas Eve and Good Friday added effective 1985/1986.

b. Probationary Period of sixty (60) working days for benefits. In order to qualify for pay for a holiday, an employee (unless ill) must work the day preceding a holiday and the day after if these days are normal working days.

c. Sick Days

One (1) sick day per month to twelve (12) days;  
Sick bank accumulative to one-hundred (100) days.

d. \$20,000 life insurance for regular security guard employees.

e. Dental: 80/80/80 - Beginning 7/1/81 for regular security guard employees

f. Long Term Disability Insurance

g. Professional Improvement Provision

h. Blue Cross/Blue Shield Insurance

i. Personal Business Days: Two (2) per year (deducted from sick bank)

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6/16/88