

6/30/94

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MASTER AGREEMENT

BETWEEN

MICHIGAN EDUCATION ASSOCIATION

AND

McBAIN BOARD OF EDUCATION

July 1, 1992 - June 30, 1994

McBain Rural Agricultural School

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AGREEMENT

This Agreement is made and entered into this 12th day of April 1993, 1993, by and between the McBain Rural Agricultural School Board of Education, hereinafter called the "Board", and the Michigan Education Association, NEA, hereinafter called the "Association", on behalf of its local affiliate, the McBain Educational Support Personnel Association, MEA/NEA.

ARTICLE I - RECOGNITION

The Board recognizes the Association as the exclusive bargaining agent for the purposes of collective bargaining, and that said Association is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to wages, hours, terms and conditions of employment for all personnel who are within the appropriate bargaining unit, described and defined as:

"All full time and regular part time Bus Drivers and Custodial/Maintenance employees employed by the McBain Rural Agricultural School, excluding supervisors and all other employees."

ARTICLE II - BOARD RIGHTS

- A. The Board, on its own behalf and on behalf of the electors of the school district, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the school code, and the laws of the state, the Constitution of the State of Michigan and/or the United States. Such rights, duties, etc., shall include, by way of illustration and not by way of limitation, the right:
1. To exercise the executive management and administrative control and operation of the school system, its properties and facilities and of the employees of the McBain Rural Agricultural School.
 2. To continue its rights, policies and practice of assignment and direction of its personnel, determine the number of personnel and scheduling of all the foregoing, establish, modify or change hours of operation or change schedule of days but not in conflict with the specific provisions of this Agreement.
 3. To determine services (received and rendered), supplies, and equipment necessary to continue its operation. Also to determine all methods and means of distributing the above and establishing standards of operation. Determine the means, methods and processes of carrying on the functions of the school district.
 4. To hire all employees, and subject to the provisions of this Agreement and of the law, to determine their qualifications including physical and/or mental conditions for continued employment

- or their dismissal or demotion; and to promote and transfer all such employees; to determine the size of the departments; and to layoff employees.
5. To initiate and administer the methods and means of obtaining financial support for the school district.
 6. To initiate and administer an evaluation program for all employees.
 7. To contract for services from outside or within the school district when special skills and/or equipment are required, emergencies arise, or financial necessity.
 8. To establish and determine hours of work and shift schedules including the establishment of bus routes and schedules.
- B. The exercise of the foregoing rights, authority, and discretion shall be limited only by the terms of this Agreement, and then only to the extent that such terms are in conformance with the Constitution and laws of the United States and the State of Michigan.

ARTICLE III - EMPLOYEE RIGHTS AND PROTECTION

- A. Nothing contained in this Agreement shall be construed to deny or restrict to any employee rights he/she may have under the Michigan General School Laws or other applicable State or Federal laws or regulations. The rights granted to employees hereunder shall be deemed to be in addition to those provided elsewhere.
- B. The Board and the Association agree that neither will in any way discriminate against or between employees covered by this Agreement because of their race, creed, religion, color, national origin or ancestry, age, sex, marital status, physical characteristics or handicap, or place of residence.
- C. No employee shall be disciplined without just cause.
- D. Any employee may sign and deliver to the Board an assignment authorizing deduction of membership dues and assessments of the Association and such authorization shall continue in effect from year to year unless revoked in writing between June 1 and September 1 of a given year.
- E. United (MEA, NEA and local) Association professional dues shall be deducted by the Board in twenty (20) equal installments, beginning with the first regular pay period for each school year and continuing until the full amount of dues for the Association have been collected. These deductions, when collected shall be paid directly to the MEA.
- F. Other payroll deductions shall be limited to those already in existence. Additional payroll deduction plans will be considered and implemented by mutual agreement.

ARTICLE IV - SENIORITY, LAYOFF AND RECALL

- A. All new employees working for the school system in positions covered by the Association shall serve a ninety (90) working day probationary period. During this period, he/she may be discharged without further recourse, provided, however, that the Board may not discharge or discipline for the purpose of evading this Agreement or discriminating against Association members. Upon successful completion of the probationary period, the employee shall be placed on the regular seniority list as of the first day worked. In case of discipline within the ninety (90) working day probationary period, the Board shall notify the Association in writing as soon as possible.
- B. An additional thirty (30) working day probationary period may be required by the Board, where a question remains whether the employee is to be granted permanent status, and then only after discussion with the Association.
- C. Seniority shall be defined as length of continuous service in a regular bargaining unit position and department. Seniority shall begin on the first full day of work and shall be credited as such upon successful completion of the probationary period. In the circumstances of date of hire of more than one individual beginning employment on the same date, a drawing will be conducted to determine position on the seniority list. Should there be any employees holding the same seniority date within the same classification upon ratification of this Agreement, a drawing will be conducted as outlined above within ten (10) days following ratification to determine seniority for those employees.
- D. The Board shall post a seniority list no later than October 1st of each year. This list shall be arranged in order of departmental seniority and shall show each employee's department seniority and District seniority. Said list shall be posted in a conspicuous location at each place of employment. The local Association President shall receive a copy of each seniority list published. The seniority list shall contain the name, last date hired in the District, last date hired in the department and seniority ranking within each department.
- E. An employee shall lose his/her seniority rights if he/she retires, resigns, is discharged for just cause, fails to report to work within five (5) working days following receipt of a written recall to employment while on layoff, or is laid off for a period of more than two (2) years. It is expressly understood that seniority is not lost during an unpaid leave of absence or a period of layoff, nor shall it accumulate during that time. Employees currently in the bargaining unit shall not have their seniority dates adjusted due to this above language for actions prior to the ratification of this Agreement.
 - 1. Any employee retiring under the guidelines of the Michigan Public School Employees Retirement System who returns to employment as soon as the minimum "off work" MPSERS guidelines are met shall not lose her/his seniority.

- F. In the event of a layoff, the Association shall be notified at least five (5) working days prior to any staff reduction, except in cases of emergency. Employees to be laid off shall be so notified, in writing, at least five (5) working days prior to their release, except in cases of emergency.
- G. Strict departmental seniority shall prevail in the lay-off and recalling of employees. In reducing the work force because of lack of work or other legitimate causes, the last employee hired shall be the first employee laid off, and the last employee laid off shall be the first employee recalled, provided that further, said employee meets all employment conditions originally required at the time of hire. In the laying off and recalling of laid-off personnel, the work performed by said employee and the ability of the employee shall be considered as a determining factor. If all employees within an affected department have satisfied their right to bump and there remains a vacancy, employees from other departments by seniority, shall have the right to bump into that vacancy, if qualified.
- H. Laid off employees shall be given five (5) working days to return to work following notice of recall. The recall notice shall be mailed to his/her last known address by certified mail. If the employee fails to return to work within the five (5) working day period, he/she shall be considered as voluntarily resigning from the school system and shall lose all rights and benefits. During the recall period specified above, the Board shall have the right to assign a temporary employee to fill the open position.
- I. If the Board determines to reduce the working hours of an employee, a five (5) working day notice shall be provided before the new schedule is effective. Said employee may bump into a like position within his/her department for which he/she is qualified, to retain his/her hours. (i.e. part time for part time, regular run for regular run, third run for third run, etc.)
- J. In any situation involving the bumping process, no employee shall have more than thirty (30) calendar days in which to exercise his/her bumping rights.

ARTICLE V - VACANCIES, TRANSFERS AND PROMOTIONS

- A. A vacancy shall be defined as a position previously held by an employee within the bargaining unit, or a newly created permanent position within the bargaining unit. No vacancy shall be filled on a permanent basis until it has been posted for at least five (5) working days. No vacancy shall be filled with a substitute for more than forty-five (45) working days prior to filling the position on a permanent basis.
- B. Said posting shall contain minimum qualifications and responsibilities, hours, immediate supervisor, work year, location, date of vacancy and wage rate. Postings shall be available in the Superintendent's office, posted in the bus garage and posted on a bulletin board in the custodian's room.

- C. Present departmental employees shall receive first consideration for a vacancy, based upon their seniority, qualifications and ability. It is understood that Bus Route vacancies will be filled on the basis of seniority.
- D. If a vacancy is not filled with a current employee, the Board shall, upon request, notify the most senior employee candidate in writing, giving the reasons as to why a current employee was not hired.

ARTICLE VI - HOURS OF WORK AND OVERTIME

- A. Full time shall be considered at least forty (40) hours per week or driving three (3) regular runs per day. The work week shall be five (5) days a week, from Monday through Friday.
- B. Time and one-half (1 1/2) will be paid for all hours worked in excess of forty (40) hours per week. Two (2) times the regular pay rate shall be paid for time worked on Sunday or a designated paid holiday, by Custodial/Maintenance employees.
- C. Custodial/maintenance employees shall receive a fifteen (15) minute paid break for each four (4) consecutive hours worked. A thirty (30) minute, duty-free unpaid lunch/dinner break shall be provided for those employees scheduled to work no less than a six (6) hour shift.
- D. Extra trips shall be posted and assigned on a rotating basis, beginning with the most senior driver who has signed up to take extra trips. In the event the Board does not receive volunteers for extra bus trips, it has the right to assign such trips to the least senior driver signed up for extra trips, or to a substitute driver. Transportation for all school related activities involving sixteen (16) or more students shall be conducted using a Transportation employee covered by this Agreement.

ARTICLE VII - COMPENSATION

- A. Each school year an employee shall receive her/his pay in twenty-one (21) installments and each year-round employee shall receive her/his pay in twenty-six (26) installments.
- B. Each employee shall receive on his/her paycheck stub an accounting of deductions, taxes and retirement credit earned for each pay period.
- C. The Board will pay the difference of the cost between a regular driver's license and the required license for all Bus Drivers.
- D. The Board will pay up to fifty dollars (\$50) toward the cost of an annual physical examination for Bus Drivers. The examination will measure items appropriate for the employee's position with the school district.

- E. The Board will pay up to \$40 every two (2) years for the purchase of a jacket approved by the Superintendent for regular drivers with two (2) or more daily runs. Said jacket must have the Transportation emblem visible. (Jackets will be purchased for the 1992-93 school year, thus will not be purchased again until the 1994-95 school year.) The Board will provide, at no cost to the employees, Custodial/Maintenance employees with an 11/5 uniform program.
- F. Meal allowances shall be paid to Bus Drivers on extra trips. However, drivers are expected to eat prior to leaving on trips when time permits (when there is 45 minutes or more between ending a regular run and beginning an extra trip). Evening trips leaving before 5:30 p.m. qualify for meal expense. Meal allowance shall be \$6.00 per meal.
- G. Should lodging be necessary during an extra trip, the actual single occupancy cost incurred by the employee shall be reimbursed by the Board.
- H. Bus Drivers will be paid for trips missed due to less than a full day of school unless notified of scheduled partial day the previous day. Written notice or phone call to the Bus Garage or to the Bus Driver constitutes notice.

ARTICLE VIII - LEAVES OF ABSENCE

A. Sick Leave

- 1. All employees shall be credited with twelve (12) days of sick leave per year. These days shall be used for illness or disability of the employee, spouse and/or child, and shall accumulate up to a maximum of sixty (60) days. Any employee who has more than sixty (60) days accumulated when this contract is ratified shall be allowed to continue over sixty (60) only until such time as his/her accumulation drops below sixty (60).

B. Bereavement Leave

- 1. One (1) non-cumulative paid funeral leave day per year will be granted for attendance at the funeral of a member of the immediate family. Personal business days may also be used for attendance at funerals. A maximum of six (6) employees, four (4) of which may come from either Transportation or Custodial/Maintenance, may use a personal business day for a funeral on any given day. An extension of up to three (3) personal business days will be granted in case of death in the immediate family and such additional time will be deducted from the employee's unused sick leave allowance. The immediate family is defined as: spouse, parents, siblings, children, grandparents, grandchildren, and in-laws. (Applies to both employee and spouse).

C. Personal Business

1. Up to three (3) days of sick leave allowance per year may be used by the employee for personal business. Unused personal business days shall not accumulate from year to year. Personal business days shall be utilized for the purpose of transacting or attending to legal, religious or business matters or scheduled doctor or dentist appointments which require absence during school hours. Except in emergencies, the employee taking leave hereunder shall give his/her supervisor written notice of his/her intention to take this leave at least five (5) calendar days in advance of the day he/she proposes to be absent. The following are examples, but do not constitute limitations of purposes for which personal business or sick leave shall not be used: hunting, fishing, shopping and vacations.

D. Unpaid Leaves of Absence

1. Employees may make written request to the Board for unpaid leaves of absence of not more than one (1) school year in duration.

ARTICLE IX - HOLIDAYS

A. Bus Drivers

1. All regular drivers with two (2) or more scheduled trips per day will receive the following paid holidays. Holiday pay will be granted regardless of whether holiday falls on a weekday or weekend:

Opening day of deer season; Thanksgiving Day and Christmas Day.

B. Custodial/Maintenance

1. Full time Custodial/Maintenance employees shall receive the following paid holidays. If the holiday falls on a weekday, he/she shall receive pay for said day. If the holiday falls on a weekend, he/she shall receive a weekday off with pay:

New Year's Day; Good Friday (when school is not in session); Memorial Day; Independence Day; Labor Day; Opening Day of Deer Season; Thanksgiving Day; day after Thanksgiving; 1/2 day Christmas Eve Day; Christmas Day; 1/2 day New Year's Eve Day.

2. Part-time Custodial/Maintenance employees shall receive the following paid holidays. If the holiday falls on a weekday, he/she shall receive pay for said day. If the holiday falls on a weekend, he/she shall receive a weekday off with pay:

Thanksgiving Day, Christmas Day and New Year's Day.

ARTICLE X - VACATIONS

- A. Full-time Custodial/Maintenance employees shall receive paid vacation based on the following schedule:

1st day through 5th year: One week

6th year through 10th year: Two weeks

11th year and beyond: Two weeks plus one additional day per year to a total of four weeks. (i.e., Employee in 15th year would receive two weeks plus five days, for a total of three weeks.)

NOTE: Any current employee receiving more vacation time than provided above will remain at the higher rate until such time as the level provided in the schedule increases that amount.

- B. Vacation time cannot be accumulated for more than eighteen (18) months at any one time. If the time is not used in this eighteen (18) month time period, it will be lost to the employee, except in cases of emergencies approved by the Superintendent.

ARTICLE XI - FRINGE BENEFITS

- A. Health Insurance

1. Employees shall receive MESSA Super Care I Health Insurance. The Board shall pay the premiums as listed below:
 - a. Full time Custodial/Maintenance employees, the Board shall pay 95% of the full family premium for the appropriate coverage needed (i.e., single, two person or full family).
 - b. Part-time Custodial/Maintenance employees shall be eligible to receive up to 100% of the single person premium toward health insurance for the life of this Agreement.

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- c. Bus Drivers, for twelve months, shall receive:
- | | |
|--------------|---|
| 3 runs a day | 80% of full family premium
toward needed coverage
(s, 2p, ff) |
| 2 runs a day | 70% of full family premium
toward needed coverage
(s, 2p, ff) |
- B. Life Insurance
- Custodians working at least forty (40) hours per week shall receive forty thousand dollars (\$40,000) Term Life insurance coverage with the Board paying 100 percent (100%) of the premium and naming the carrier.
- C. Dental Insurance
- Employees working at least twenty (20) hours per week or driving two (2) runs per day shall receive dental insurance with 60/60/60 coverage, a \$1,000 Adult Ortho Rider and internal and external coordination of benefits with the Board paying 100 percent (100%) of the premium and naming the carrier.
- D. Vision Insurance
- Employees working at least forty (40) hours per week shall receive full family vision insurance with the Board paying 100 percent (100%) of the premium and naming the carrier.
- E. Long Term Disability Insurance
- Custodial/Maintenance employees, including the Part-time employee(s), shall receive Long Term Disability Insurance coverage provided the certified staff, with the Board paying 100% of the premium, for twelve month coverage, and naming the carrier.
- F. Options
1. Employees eligible for but not choosing to take health insurance shall be eligible for a Tax Sheltered Annuity paid by the Board in the monthly amount of \$126. Available carriers are those currently approved by the Board.
- G. The parties agree that double enrollment in health insurance will not be permitted, in that if an employee is covered under another health insurance policy, they will not be eligible for coverage under section "A" of this Article.

- H. Any amount of benefit premium not paid by the Board may be handled through payroll deduction arrangements with the Bookkeeper. The portion of benefit premium to be payroll deducted may be equally distributed over 21 or 26 pays, if the employee so chooses.

ARTICLE XII - INCLEMENT WEATHER DAYS

- A. In the event of severe inclement weather or when otherwise prevented by an Act of God and schools are closed to students, Bus Drivers shall not be required to report for duty. The Board shall have the right to reschedule, at a later date, any days of instruction required by law so as to qualify the school district for full state aid. Bus Drivers will be notified when the days will be rescheduled. The rescheduling of such days shall not entitle Bus Drivers to additional compensation.
- B. If the law changes during the life of this contract so Act of God days can be counted as days of instruction, Bus Drivers will not have to report for duty on those day, nor will these days be rescheduled, unless they exceed eight (8) days.
- C. In the event of severe inclement weather or Act of God closing schools, Custodial/Maintenance employees shall report to work as close to the start of their shift as possible, and will be given the opportunity to work and be paid for a full shift. Should severe inclement weather or Act of God cause Custodial/maintenance employees to be sent home prior to the scheduled ending time of their shift, they shall be paid for their full shift, with no deduction of accumulated leave time.

ARTICLE XIII - ASSOCIATION ACTIVITIES

- A. The Board recognizes the right of the local Association to elect representatives and local officers from within their membership. The Association shall furnish to the Board's administrative representatives the names of all authorized representatives of the local Association and the office they are holding.
- B. The Board shall furnish to the Association, upon written request, all information necessary for the Association to represent its members.
- C. Upon written request, the Association shall have the right to use school district buildings for official meetings, subject to the Board policy with respect to building use.
- D. Upon written request by the Association, members shall be permitted to use Board equipment (for Association use) including typewriters, mimeograph machines, copiers, off-set items, provided such equipment is not otherwise in use. The Association shall pay for the reasonable cost of all materials and supplies incident to such use.

- E. The Board shall grant two (92) days per year to the Association for use by any employee designated by the Association to attend a labor convention, training session, or serve in any capacity or other official Association business provided that:
1. Written request is given to the Superintendent at least five (5) days prior to the absence, and
 2. Approval of such request is given by the Superintendent.
 3. The Association shall pay the cost of the substitute.

ARTICLE XIV - GENERAL TERMS

- A. A daily announcement sheet, which lists student absences and in most cases indicates if a student is suspended, will be put in the Transportation supervisor's mailbox daily, to be taken to the Bus Garage.
- B. Volunteer Ambulance/Fire Department: Those employees who are active volunteer firefighters or ambulance attendants for McBain Volunteer Fire Department and/or Missaukee EMTs, will be released without pay for those emergencies which occur during their work time and for which they are needed and provided they have given notification and coverage is available. Should the absence of employees engage in these volunteer activities cause undue disruption to the Employer, the parties will meet to formulate a mutually agreeable resolution.
- C. Bus Drivers shall have the responsibility to spot check their buses daily and maintain the bus in a clean and safe manner. Drivers shall also be responsible for arranging for their buses to be fueled.
- D. If any provision of this Agreement shall be found to be contrary to law, then this provision shall be deemed invalid except to the extent permitted by law, but all other provisions hereof shall continue in full force and effect.
- E. Radio Decorum: Radios are for school business use only.

ARTICLE XV - GRIEVANCE PROCEDURE

A. Purpose: The purpose of this procedure is to secure at the lowest possible level equitable solution to grievances.

B. Definitions:

1. Grievance: A claim by an employee, a group of employees, or the Association that there has been a violation, misinterpretation, or misapplication of any provision of this Agreement.
2. Representative: The Association and the Board shall each designate representatives at each step of the procedure.
3. Days: Any reference to "days" in this Article shall mean calendar days.
4. Written grievance: Shall contain the following information:
 - a. Date of the alleged violation;
 - b. Summary of the facts giving rise to the alleged violation, including when available, dates, times, location, names of witnesses and names of participants;
 - c. Sections or sub-sections of the Agreement alleged to have been violated;
 - d. Specific outline of relief sought;
 - e. Signature of the grievant(s) or in the case of an Association grievance, the local Association President shall sign, including the date of said signature(s).

C. Procedure:

Level One: An employee or the Association, believing there has been a violation of this Agreement, shall within fifteen (15) days of the alleged violation orally discuss the grievance with his/her immediate supervisor or designee in an attempt to resolve the matter. If the grievance involves more than one department, it may be filed with the Superintendent or his/her designee. If no resolution is obtained, the grievance shall be reduced to writing within five (5) days of the Level One discussion and forwarded to Level Two.

Level Two: If the grievance is not resolved at Level One, a copy of the written grievance shall be filed with the immediate supervisor or designee, within five (5) days of the discussion at Level One. Copies of the written grievance shall be given to the Local Association Representative and the Superintendent or designee. Within five (5) days after receiving the written grievance, the immediate supervisor or his/her designee will meet with the grievant(s) and not more than two (2) Association representatives from the local Association in an effort to resolve it. Within five (5) days of the discussion, the immediate

supervisor or designee shall render a decision in writing, transmitting a copy of the decision to the grievant(s), the Local Association President, and the Superintendent. If no decision is rendered within five (5) days of the meeting or the decision is unsatisfactory to the grievant(s) or the Association, the grievance may be appealed to Level Three. Any Level Three appeal must be made by filing a copy of the written grievance, along with any previous responses, with the Superintendent. Any such appeal must be made within five (5) days of the Level Two meeting.

Level Three: A copy of the written grievance shall be filed with the Superintendent as specified in Level Two. Within ten (10) days after receipt of the written grievance, the Superintendent or designee shall meet with the grievant(s) and not more than two (2) Association Representatives in an effort to resolve it. Within ten (10) days of the meeting, the Superintendent or designee shall render a written decision and forward copies to the grievant(s), the Local Association President and the immediate supervisor. If no decision is rendered within ten (10) days or if the decision is unsatisfactory to the Association, the grievance may be appealed to the Board of Education by filing a copy of the written grievance, along with the decision of the Superintendent or designee, with the officer of the Board in charge of drawing up the agenda of the Board meetings, not less than ten (10) days prior to the next regularly scheduled Board meeting.

Level Four: The Association shall be given an opportunity to present a brief summary of the issue(s) involved in the grievance at the next regularly scheduled Board meeting. Such presentation shall not include testimony and/or evidence. The Board of Education shall direct a committee of the Board to schedule a meeting for the purpose of a complete hearing of the grievance within ten (10) days of the Board meeting at which the grievance is introduced. The Board committee shall hear the grievance, allowing the association and its representatives an opportunity to present the facts and arguments surrounding the alleged violation(s) of the Agreement. Within ten (10) days of the hearing, the Board committee shall render a written recommendation to the full Board for action at its next regularly scheduled meeting. The Board may hold future hearings thereon or otherwise investigate the grievance, provided however, that in no event except with the express written consent of the Association, shall final determination of the grievance be made by the Board of Education more than thirty (30) days after the initial hearing by the Board committee. A copy of the full Board of Education action shall be forwarded in writing to the Superintendent for permanent filing, the Immediate supervisor, the grievant(s) and the Local Association President.

Level Five: If the Association so desires, it may, within ten (10) days after receipt of the Board's written decision, refer the matter to mediation through the Michigan Employment Relations Commission.

D. Miscellaneous:

1. Notwithstanding the expiration of this Agreement, any claim or grievance arising may be processed through the grievance procedure until resolution.

2. Unless mutually agreed, the parties will schedule meetings involving the grievance procedure so as not to interfere with employees' work schedule.

ARTICLE XVI - DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 1992 and shall continue in full force and effect through June 30, 1994 and shall be fully retroactive. Negotiations between the parties shall begin at least sixty (60) days prior to the contract expiration date.

If, pursuant to such negotiations, an Agreement on the renewal or modification is not reached prior to the expiration, this Agreement shall expire at such expiration date unless it is extended by written mutual agreement by the parties.

SIGNATURES

BOARD OF EDUCATION McBAIN RURAL
AGRICULTURAL SCHOOL DISTRICT

MICHIGAN EDUCATION ASSOCIATION
on behalf of its McBAIN
EDUCATIONAL SUPPORT PERSONNEL

Chief Negotiator

Kenneth J. Stahl

President

Carol J. Brunink

Secretary

Howard J. App

Team Member

Chief Negotiator

Thomas H. Scarborough

President

Donna M. Bode

Secretary

Betty Keen

Team Member

APPENDIX A - SALARY SCHEDULE

CUSTODIAL/MAINTENANCE

	1992-93	1993-94
Full Time		
Probationary Period	\$7.50	\$7.65
91st Day through 5th year	8.35	8.52
6th year through 10th year	8.65	8.82
11th year and beyond	9.05	9.23
Part Time	7.25	7.40

$$1.5 \overline{) 20.50} \begin{array}{r} 14 \\ 13 \\ 50 \end{array}$$

$$\frac{45 \text{ mi}}{201}$$

TRANSPORTATION

Regular Run	1992-93	\$12.00 + .18 per mile
	1993-94	12.24 + .184 per mile
Kindergarten Run	1992-93	\$12.00 + .18 per mile
	1993-94	12.24 + .184 per mile
Vocational Run	1992-93	\$28.00
	1993-94	28.56
Lucas Shuttle	1992-93	\$ 4.30 + .18 per mile
	1993-94	4.39 + .184 per mile
NMC Shuttle (round trip)	1992-93	\$ 3.20
	1993-94	3.26
Extra Trips	1992-93	(8.60/hour + 17.20 minimum 6.00 for each regular run missed while on an extra trip.
	1993-94	(8.77/hr + 17.54 minimum 6.12 for each regular run missed while on an extra trip.
Driver School	1992-93	\$ 5.75
	1993-94	5.87
Falmouth Shuttle	1994-	4.39 + .184 per mile \$8.07

1992-93: In addition to the 1992-93 Salary Schedule, each employee, employed at the time of ratification, shall receive a lump sum payment as follows: Full-time Custodians \$300, Three run drivers \$250, Part-time Custodians and Two run drivers \$200. Payment shall be made within thirty (30) days of ratification by both parties.

APPENDIX B - LONGEVITY

A. Beginning with the sixteenth (16th) year of full time equated employment with the school district, an employee shall receive \$150 each year for longevity, in addition to his/her regular compensation. An additional \$50 per year will be paid each year to a maximum of twenty-five (25) years. (i.e., Employee in 20th year of full time employment with the district will receive \$350 longevity payment).

B. Longevity shall be payable on the first regular pay period in December in a lump sum. Eligibility shall be determined using a 2,080 hour work year.