

**Addison Community Schools
Employment Agreement
Between
The Board of Education
and
The Association**

46020

06 30 2009

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This agreement entered into on August 14, 2006 by and between the Board of Education of The Addison Community Schools, Addison, Michigan, hereinafter called the "Board" and the Addison paraprofessionals, office clerks, playground, lunchroom, and crosswalk supervisors, and copy room clerk, hereinafter called the "Association".

WITNESSETH

WHEREAS the Board has a statutory obligation, pursuant to ACT 379 of the Michigan Public Acts of 1965, to bargain with the Association as the representative of its members with respect to hours, wages, and terms and conditions of employment. In consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE I

Recognition

As it is the sincere desire of the members, that every possible means be continued and improved toward maintaining cordial and satisfactory relations between the Administration and Association, we believe it to be in the best interest of all concerned to have certain guidelines, conditions, and benefits outlined.

- A.** The Board hereby recognizes the Association as the exclusive bargaining representative as defined in Section II, of Act 379, Public Acts of 1965, for all paraprofessionals, office clerks, playground, lunchroom, and crosswalk supervisors, and copy room clerk. All personnel represented by the Association in the above defined bargaining unit shall, unless otherwise indicated, hereinafter be referred to as members. The Association and the Board mutually agree that Nancy Burke, employed as a High School Office Clerk, is an independent employee not covered under this agreement.
- B.** The Board agrees not to negotiate with any association or organization other than the Association for the duration of the Agreement.

ARTICLE II

Employee's Rights

The Board and the Association agree to abide by ACT 379 of the Public Acts of 1965 and to all applicable laws and statutes pertaining to public employee rights and responsibilities.

Leaves of Absence

- A.** Full-time (6 or more hours per day) paraprofessionals and office clerks will be credited with 10 paid leave days per year, accumulating to 50. Five (5) of these days will be granted for illness of family. Any paraprofessional or office clerk with 10 years of service to the district and retiring from their current assigned position, can cash in 50 accumulated leave days for \$500 upon retirement.
- B.** Bereavement - Full time Paraprofessionals or Office Clerks - A maximum of five days of leave per death for immediate family members (parent, spouse, child, sibling, grandchild). A maximum of three days of leave per death for step-parent, step-child, parent-in-law, grandparent or sibling-in-law.

ARTICLE III

Insurance Benefits

- A.** The Board shall provide without cost to each full-time Paraprofessional and Office Clerk and his/her eligible dependents, Vision Insurance, and \$5,000 Life Insurance and AD&D for each full-time paraprofessional and office clerk.

Sick Leave Bonus: Full time paraprofessionals and office clerk who do not use any leave time may qualify for the following bonus: 0 days of leave time used = \$500, 1 day of leave time used=\$250. Act of God days will not count against attendance bonus.

Snow Day Compensation: Full time paraprofessionals and office clerks may use a leave day for any Act of God Days up to the point where the District has to make up time towards the State requirement for hours of instruction.

Pay Period Schedule: All paraprofessionals, office clerks, lunchroom and playground supervisors, and copy room clerk will be paid in 21 pay periods.

ARTICLE IV

Duration of Agreement

This agreement shall be effective as of this 14th day of August, 2006, and shall continue in effect for three years until the 30th of June, 2009.

ASSOCIATION REPRESENTATIVES:

Member: [Signature] Date: 9-8-06

Member: [Signature] Date: 9-8-06

BOARD OF EDUCATION:

Member: [Signature] Date: 9-11-06

Member: [Signature] Date: 9-11-06

Member: [Signature] Date: 9-11-06

Member: [Signature] Date: 9-11-06

Member: [Signature] Date: 9-11-06

Member: [Signature] Date: 9-11-06

Member: [Signature] Date: 9/11/06

APPENDIX A: WAGES

2006-2007

Paraprofessionals:

Library, Classroom

Non-Mandated Aides

Office Clerks

\$11.86 plus \$250 one time cash payment
on or before 12/15/06 for the 2006-2007 fiscal
year only

Supervisors:

Lunchroom, Playground

Crosswalk and Copy Room Clerk

\$10

2007-2008

Paraprofessionals:

Library, Classroom

Non-Mandated Aides and

Office Clerks

\$12.10 per hour

Supervisors

Lunchroom, Playground

Crosswalk and Copy Room Clerk

\$10

2008-2009

Paraprofessionals:

Library, Classroom

Non-Mandated Aides and

Office Clerks

\$12.10 per hour

2.5 paid holidays at
Thanksgiving for
2008-2009 fiscal year only.

Supervisors

Lunchroom, Playground

Crosswalk and Copy Room Clerk

\$10

All paraprofessionals/office clerks will have a probationary period of 120 days. The probationary rate of pay for these positions shall be 75% of the base rate.