

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

This agreement entered into on May 19, 2014 by and between the Board of Education of The Addison Community Schools, Addison, Michigan, hereinafter called the "Board" and the Addison paraprofessionals, playground, lunchroom, and office clerks, 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, playground, lunchroom, and office clerks. All personnel represented by the Association in the above defined bargaining unit shall, unless otherwise indicated, hereinafter be referred to as members.
- 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 8 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.

**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. All pays will be direct deposited into the bank of employee's choice.

# ARTICLE IV

## Duration of Agreement

This agreement shall be effective as of this 1st day of July, 2014, and shall continue in effect for three years until the 30th of June, 2017.

### ASSOCIATION REPRESENTATIVES:

Member: Shara Hall Date: 5-22-14  
Member: Jan Morning Date: 5-22-14

### BOARD OF EDUCATION:

Member: BSD Date: 5/12/14  
Member: W. L. J. H. Date: 5/19/14  
Member: Kamryn Jarraw Date: 5-19-14  
Member: Ken Kitey Date: 5/19/14  
Member: Bob S. H. Date: 6/18/14  
Member: Michelle R. P. Date: 6/18/14  
Member: Michael D. H. Date: 6/30/14

## APPENDIX A: WAGES

### 2014-2015

#### Paraprofessionals:

Library, Classroom \$12.40 per hour  
Non-Mandated Aides  
Office Clerks

#### Supervisors:

Lunchroom, Playground \$10

### 2015-2016

#### Paraprofessionals:

Library, Classroom \$12.45 per hour  
Non-Mandated Aides  
Office Clerks

#### Supervisors:

Lunchroom, Playground \$10

### 2016-2017

#### Paraprofessionals:

Library, Classroom \$12.50 per hour  
Non-Mandated Aides  
Office Clerks

#### Supervisors:

Lunchroom, Playground \$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.