

6/30/97

MASTER AGREEMENT
BETWEEN THE
BOARD OF EDUCATION OF THE
CARNEY-NADEAU PUBLIC SCHOOL
AND THE
CARNEY-NADEAU EDUCATIONAL SUPPORT
PERSONNEL ASSOCIATION/MEA/NEA
FOR THE SCHOOL YEARS OF
1994-95
1995-96
1996-97

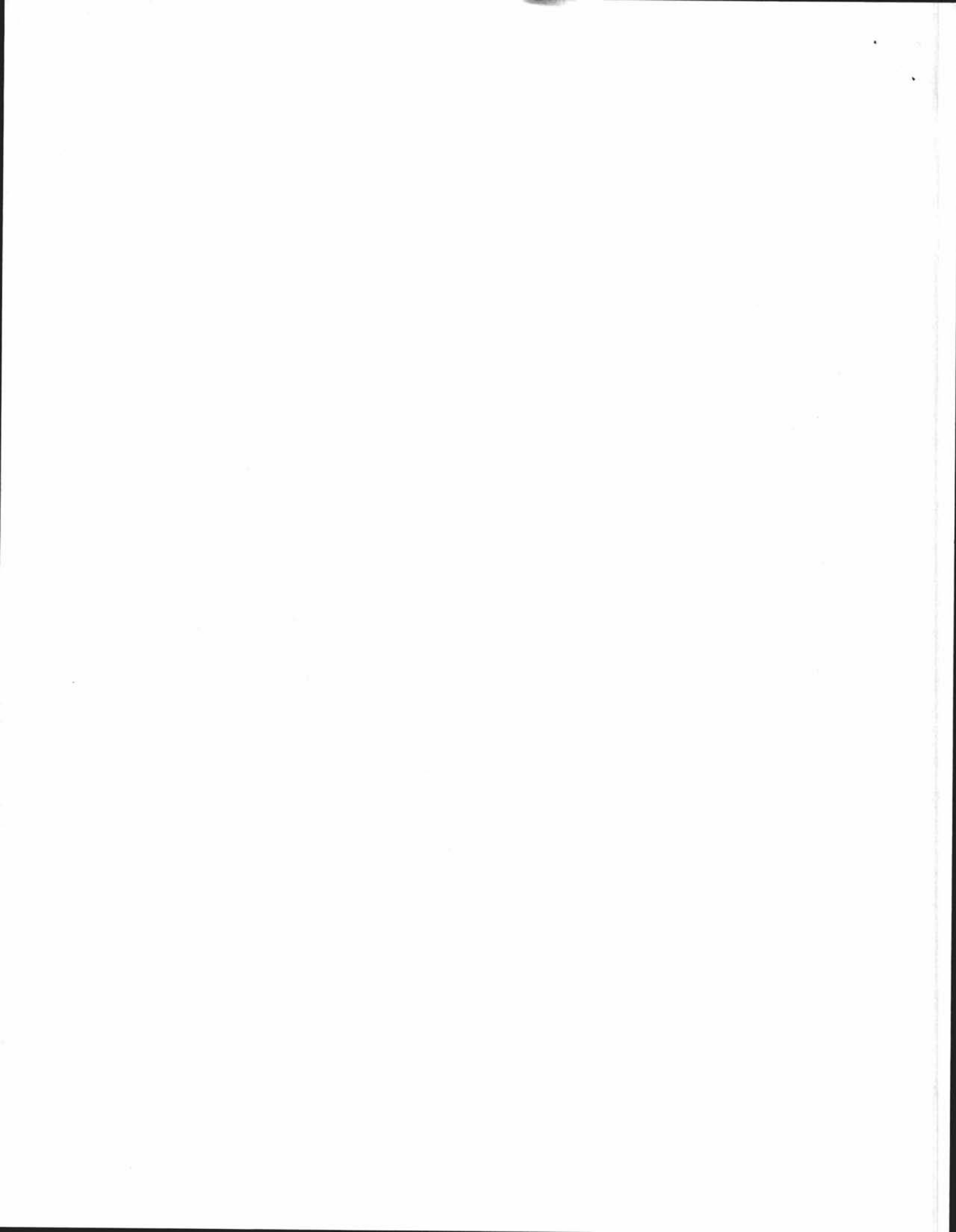
Carney-Nadeau Public Schools



THE UNIVERSITY OF CHICAGO
LIBRARY AND ARCHIVES
540 EAST 57TH STREET
CHICAGO, IL 60637

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AGREEMENT

The general purpose of this agreement is to set forth terms and conditions of employment, and to promote orderly and peaceful labor relations with the mutual interest of the Employer and the Employees.

The parties recognize that the interest of the community and the job security of the employees depend upon the Employer's success in establishing a proper service to the community.

To these ends, the Employer and the Employees encourage to the fullest degree, friendly and cooperative relations between the respective representatives at all levels and among all employees.

ARTICLE I - RECOGNITION

- A. Pursuant to and in accordance with all applicable provisions of the Act 379 of the Public Acts of 1965, as amended, the Board does hereby recognize the Carney-Nadeau Educational Support Personnel Association/MEA/NEA, hereafter referred to as the "Union" as sole and exclusive representative for the purpose of collective bargaining with respect to hours, wages, and other conditions of employment for all full-time and regular part-time secretarial, clerical, transportation, food service, teacher aides and custodial/maintenance employees, including regular part-time bus drivers, employed or to be employed by the Board, but excluding supervisors, substitute bus drivers, substitute cooks, one (1) secretary to the superintendent, and all others.
- B. This includes all those whether under contract, on leave, or on a per diem, hourly, or class basis employed or to be employed by the Board.
- C. For the purpose of this Agreement, the term "employee" shall, when used hereinafter, refer to all members of the previous-defined bargaining unit.

ARTICLE II - UNION AND EMPLOYEE RIGHTS AND UNION SECURITY

- A. Pursuant to the Michigan Public Employment Relations Act, the Board hereby recognizes that every employee has the right freely to organize, join and support the Union for the purpose of engaging in collective bargaining or negotiation or other concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under the statutes of the State of Michigan, as amended, the Board undertakes and agrees: that it will not directly nor indirectly discourage or deprive or coerce any employee in the enjoyment of any rights conferred by the act or other laws of Michigan or the Constitution of Michigan and the United States; that it will not discriminate against any employee with respect to hours, wages, nor any terms or conditions of employment by reason of his/her membership in the Union, his/her participation in any activities of the Union or collective bargaining

with the Board, or his/her institution of any grievance, complaint or preceding under this Agreement or otherwise with respect to any terms or conditions of employment.

- B. Nothing contained herein shall be construed to deny or restrict any employee rights which he/she may have under any other applicable law or regulation. The rights granted hereunder to employees shall be deemed to be in addition to those provided elsewhere.
- C. The Union shall have the right to post notices of its activities and matters of Union concern on designated bulletin boards within school facilities.
- D. The Union may use the District internal mail service and mail boxes for communications to its members.
- E. Membership in the Union shall not be denied to any eligible employee on the basis of race, creed, religion, color, national origin, age, sex, or marital status.
- F. The provisions of this Agreement shall be applied in a manner which is not arbitrary, capricious, nor discriminatory, and without regard to race, creed, religion, color, national origin, age, sex, or marital status.
- G. The Union shall be granted a "bank" of three (3) days per year for the purpose of releasing its representative from regular duties without loss of salary to participate in area, state, or regional meetings of the Union. Time must be drawn from the bank in half day or full day blocks of time. Notification of such release time shall be made one (1) work day in advance.

UNION SECURITY

- A. Any employee who is not a member of the Union in good standing or who does not make application for membership within thirty (30) days from the date of commencement of duties, shall, as a condition of employment, pay as a service fee an amount, legally determined, required to be paid by members of the Union; provided, however, that the employee may authorize payroll deduction for such fee as provided herein.
- B. It is recognized that the proper negotiation and administration of collective bargaining agreements entail expense which is appropriately shared by all who are beneficiaries of such agreements. In the event that a support personnel employee does not authorize deduction of dues or a service fee equivalent to dues herein, and does not pay such sum directly to the Association, to effectuate the purposes of Public Employment Relations Act and this agreement, the Board shall deduct that amount from the bargaining unit member's wages and remit same to the Association.

- C. In the event of any legal or administrative action against the Board brought because of its compliance with this Article, the Union agrees to defend such action, at its own expense and through its own counsel, provided:
1. The Board gives timely notice of such action to the Union and permits Union intervention as a party if it so desires, and
 2. The Board gives full and complete cooperation to the Union and its counsel in securing and giving evidence, obtaining witnesses, and making relevant information available at both trial and appellate levels.
- D. The Union agrees that in any action so defended, it will indemnify and hold harmless the Board from any liability for damages and cost imposed as a direct consequence of the Board's compliance with this Article.

ARTICLE III - BOARD RIGHTS

All Board rights and functions, except those which are clearly and expressly abridged by this Agreement, shall remain under the exclusive control of the Board. It is expressly recognized that such rights and functions include, but are not limited to:

- A. Full and exclusive control of the management of the school district, the supervisor of all operations and methods, processes, means, and personnel by which any and all work will be performed, the control of the property, and the composition, assignment, direction, and determination of the size and type of the working force:
- B. The right to change or introduce new or improved operations, means, methods, procedures, or facilities, and the right to determine whether, and to what extent, work shall be performed by employees:
- C. The right to determine the work to be done and the standards to be met by employees covered by this Agreement:
- D. The right to hire, establish, and change work schedules, set hours of work, establish classifications, promote, demote, transfer, release, and lay off employees:
- E. The right to determine the qualifications of employees and to suspend, discipline, and discharge employees for just cause and otherwise to maintain an orderly and efficient operation.

ARTICLE IV - EMPLOYEES RIGHTS AND RESPONSIBILITIES

- A. Neither the Employees, nor any of the officers, nor any other representative shall advise or direct employees to disregard the

instructions of supervisors or administrators unless such instruction would endanger the health or safety of employees or other persons.

- B. Special conferences for important matters will be arranged between the Local President and Employer or its designated representative upon the request of either party. Such meetings shall be between at least two representatives of the Employees and two representatives of management. Arrangements for such special conferences shall be made in advance and an agenda of the matters to be taken up at the meetings shall be presented at the time the conference is requested. Matters taken up in special conference shall be confined to those included in the agenda. Conferences shall be held at a mutually agreeable time. The members of the Employees shall not lose time or pay for time spent in such special conferences. This meetings may be attended by a representative of the Union.
- C. The Employees representative may meet at a place designated by the employee on the Employer's property for at least one-half hour immediately preceding the conference with the representative of the Employer for which a written request has been made.
- D. The Employer will provide bulletin boards, or sections thereof, in a conspicuous place, for the purpose of posting Employee materials. The Employees shall also have the right to use school mails to distribute Employees materials of the following types:
 - 1. Notice of Employees recreational and Employees social events.
 - 2. Notices of elections.
 - 3. Notices of results of elections.
 - 4. Notices of Employees meetings.
- E. The Employer will not aid, promote, or finance any labor groups or organizations which purports to engage in collective bargaining or make any agreement with any such group or organizations for the purpose of undermining the Employees for the duration of this agreement.
- F. The Employees shall have the right to the reasonable use of school facilities for Employee meetings. The Employees shall pay the reasonable costs of materials and supplies incident to the use of the same and shall be responsible for the proper operation and maintenance of such equipment and facilities.
- G. Nothing in this agreement shall limit, in any way, the rights of supervisors or the administration to perform bargaining unit work with the following exceptions:
 - 1. No administrator or Board member shall perform bargaining work except in any emergency situation.
- H. In order to provide continuing health protection for students, it shall be the policy of the Board that all employees must have a tuberculin skin test or chest x-ray if required by State Law, the results of the same being filed with the personnel department when said results are

available. The Employer will pay any costs required by the Michigan State Health Department in the providing of the tuberculin test.

- I. The Board agrees to pay for all physical examinations required as a condition of employment.
- J. The Board agrees to reimburse each employee required to attend a driving school the amount spent to attend the school, for meals and lodging, not to exceed \$25 per day. In addition, the Board agrees to pay to the employee the rate of \$3 per hour for each hour of classroom attendance. The fee for a chauffeur's license will be reimbursed by the Employer when required as a condition of employment.

ARTICLE V - CLASSIFICATIONS

All employees in the Union shall be assigned, under the terms of this Agreement, to one or more, or a combination of the following job classifications: transportation, food service, custodian/maintenance, secretarial/clerical, and aides.

ARTICLE VI - GRIEVANCE PROCEDURE

- A. A claim by an employee or the Union that there has been a violation, misinterpretation or misapplication of any provision of this Agreement may be processed as a grievance as herein provided.
- B. The grievant may invoke the formal grievance procedure on the form attached to this Agreement, signed by the grievant and/or the representative of the Union. The grievance form shall specify the section of this Agreement allegedly violated.
- C. The grievance form shall be filed with the employee's supervisor within seven (7) calendar days after the grievant becomes aware of the alleged grievance. If not filed within this seven day period, the grievance shall be deemed to be waived.
- D. Within five (5) calendar days of the receipt of the grievance, the Supervisor shall meet with the employee and/or the Union in an effort to resolve the grievance. The Supervisor shall indicate his/her disposition of the grievance in writing within five (5) calendar days of each meeting.
- E. If the employee and/or the Union is not satisfied with the disposition of the grievance, or if no disposition has been made after the above period, the grievance shall be transmitted to the Superintendent. Within five (5) calendar days the Superintendent or his/her designee shall meet with the employees and/or Union and shall indicate his/her disposition of the grievance in writing within five (5) calendar days of such a meeting.

- F. If the employee or the Union is not satisfied with the disposition of the grievance by the Superintendent or his/her designee or if no disposition has been made within five (5) calendar days of such meeting, the grievance shall be transmitted to the board of education by filing a written copy thereof with the secretary of the board not later than eight (8) days after a meeting with the Superintendent of schools. The board, no later than its next regular meeting or two calendar weeks, which ever shall be later, may hold a hearing on the grievance, review such grievance in executive session or give such other consideration as it shall deem appropriate. Disposition of the grievances in writing by the board shall be made no later than seven (7) calendar days thereafter.
- G. If the grievance is not satisfactorily disposed of in the final step of the grievance procedure, appeal to arbitration may be taken. Such appeal must be taken within fifteen (15) days of receipt of the answer at the final step of the grievance procedure, shall be in writing, and shall specify the grievance and the disposition from which the appeal is taken.
- H. The employee or the Union may withdraw the alleged grievance at any time in the grievance process. Such withdrawal must be stated in writing to the Superintendent.
- I. The parties agree to utilize the services of the American Arbitration Association. The arbitrator shall have no power to rule on the termination of services of or failure to re-employ any probationary employee.
- J. The fees and expenses of the arbitrator shall be shared equally by the parties. All other expenses shall be borne by the party incurring them and neither party shall be responsible for the expenses of witnesses called by the other party.
- K. All arbitration hearings shall be held in the school district.
- L. Both parties recognize the mutual value of sharing, discussing, and providing opportunities for resolving problems. Therefore, representatives of the Board and Union may meet at a time and place that is mutually agreeable for the purpose of discussing grievances, Board policies and practices, and problems in regard to this Agreement.
- M. For the handling of grievances, the employees will elect one representative and one alternate representative for each building complex who shall be a regular seniority employee. The alternate representative shall serve in the absence of the representative. The employees shall notify the Board in writing of the names of such persons and such changes as may occur from time to time in such personnel so that the Board may at all times be advised as to the authority of the individual representatives of the employees with whom it may be dealing. Until the Board has received written notice from the employees, it shall not be required to deal with such employees purporting to be representatives.
- N. It is understood that grievance problems shall be handled at times other than when the employee is at work. In the event, however, in the

handling of a grievance it becomes necessary for the representative to leave his work, he shall first obtain permission from his supervisor or principal and such permission shall be granted, provided that his work schedule can be maintained without additional help. The privilege of the representative leaving his work during working hours, without loss of time or pay, is subject to the understanding that such time shall be devoted to the proper handling of the grievance: this will be done as expediently and with as little interruption of work as possible. Any alleged abuse will be grounds for disciplinary action and/or the discontinuation of the above-mentioned privilege by said individual.

ARTICLE VII - DISCHARGE AND DISCIPLINE

- A. The Employer agrees to promptly notify any employee and the union representative in writing of the discharge or the formal discipline of an employee in the district. The employee involved will be allowed to discuss his discharge or discipline with the union representative of the district and the employer will make available an area where he may do so before he is required to leave the property of the Employer. Upon request, the Employer or his designated representative will discuss the discharge or discipline with the employee and the union representative.
- B. Should the discharged or disciplined employee or the union representative consider the discharge to be improper, a complaint shall be presented in writing through the union representative to the employer beginning at Step 3 of the grievance procedure within two (2) regularly scheduled working days of the discharge or discipline. Step 3 of the grievance procedure will then be followed and if the decision is not satisfactory to the Employees, the matter shall be referred to the rest of the grievance procedure. In opposing any discipline on a current charge, the Employer will not take into account any prior infractions which occurred more than two (2) years previously.
- C. Formal reprimands shall be in writing with specific recommendations for improvement. A signed copy of the formal reprimand shall be given to the employee, prior to inclusion in the personnel file.
- D. No employee shall be suspended or discharged without just cause. No employee shall be disciplined (including reprimands, suspensions, reductions in rank or occupational advantage, or discharge) without just cause. The specific grounds forming the basis for disciplinary action will be made available to the employee in writing.

An employee shall be entitled to have present a representative of the Union during any meeting which leads to disciplinary action. When such a request for representation is made, no action shall be taken until the representative is present.

ARTICLE VIII - SENIORITY

- A. Seniority starts on the first day of employment.
- B. All new employees shall serve a probation period of one school year (time necessary to complete their job duties).
- C. The Employees shall represent probationary employees for the purposes of collective bargaining in respect to rates of pay, wages, hours of employment, and other conditions of employment as set forth in Article I of this agreement, except that the Board will have the right to discharge and take disciplinary action for other than Employer activity, involving a probationary employee without being subject to the grievance procedure.

Seniority shall be on an Employer-wide basis, in accordance with the employees last date of hire.

- D. Seniority shall not be affected by the race, sex, marital status, or the dependents of the employee.

The seniority list on the date of this agreement will show the names and job title of all employees of the unit entitled to seniority.

The Employer will keep the seniority list up-to-date at all times and will provide the Employee membership with up-to-date copies.

- E. An employee shall lose his/her seniority for the following reasons:
 - 1. Voluntary quit
 - 2. Discharge for just cause
 - 3. Failure to notify the Board, in writing, of his/her intent to return from a lay-off within three (3) calendar days after being notified by certified mail to return to work.
 - 4. Failure to return to work from a lay-off within ten (10) calendar days after being notified to return to work.
 - 5. Upon retirement from the District.
- F. If an employee exercises his/her bumping rights upon lay-off, said employee must be reasonably qualified to perform the work in the new classification.
- G. Seniority shall be permanently lost by a bargaining unit member upon

termination, resignation, retirement, or a voluntary transfer to a non-bargaining unit position.

ARTICLE IX - LAY-OFF AND RECALL

- A. Nothing in this contract shall prevent the school district from reducing its work force when conditions of work load, school attendance, physical condition of premises or economics of the School District shall so dictate.
- B. The word "lay-off" means a reduction in the working force.
- C. No employee shall be laid-off unless said employee shall first have been notified 30 (thirty) days prior to effective date of the lay-off. The Board shall not be required to give such notice in the event of an emergency.
- D. If a reduction in the work force becomes necessary, the following procedure will be mandatory. Probationary employees will be laid-off according to seniority as defined by Article IX. In no case shall a new employee be hired by the employer while there are still qualified laid-off employees.

Employees whose positions have been eliminated due to a reduction in the work force, shall have the right to assume a position for which they are qualified and which is held by a less senior employee.

In the event of a reduction in the work hours in a department or classification, an employee may claim seniority over another employee for the purpose of maintaining his/her normal work schedule, provided he/she has greater seniority and is qualified to perform the work of the person he/she seeks to replace.

Laid-off qualified employees shall be recalled on a seniority basis. The most senior qualified employee on lay-off will be the first employee recalled. Notices of recall shall be sent by certified or registered mail to the last known address as shown on the Employer's record. It shall be the responsibility of the employee to keep an up-to-date address filed with the District. A recalled employee shall be given 5 (five) days from the date of receipt of the notice of recall to report to work. The Employer may temporarily fill the position until the recalled person is able to report for work. Employees recalled to work are obligated to take such work. An employee who fails to respond to recall to perform work shall lose rights to seniority as described in Article IX and X. Employees shall be entitled to recall for up to 4 (four) years.

In the event of lay-off, for any reason, the Employer agrees to provide the Employees, through its local unit, a list of all employees involved on the same day notification is given to the individual employees. Any bargaining unit member on lay-off shall be given preference in hiring for any position in the district for which he/she is qualified.

**ARTICLE X - VACANCIES, PROMOTIONS, TRANSFERS,
TEMPORARY ASSIGNMENTS**

A. Transfer of Employees. If an employee is transferred to a position under the Employer not included in the unit, and is thereafter transferred again to a position within the unit, he shall have accumulated seniority while working in the position to which he was transferred. Employees transferred under the above circumstances shall retain all rights accrued for the purpose of any benefits provided for in this agreement.

1. The Employer agrees that in any movement of work not covered above in this section, he will discuss the movement with the Employees, if requested, in order to provide for the protection of the seniority of the employees involved.

2. In the event of a vacancy or a newly-created position, employees shall be given the opportunity to transfer on the basis of seniority. A newly-created position shall include the situation where a position is increased from a nine month per year job to a twelve month per year job. In such cases, all vacancies and newly-created positions shall be posted in a conspicuous place in each building in the district at least 7 (seven) calendar days prior to filling such vacancy or newly-created position.

No application of the seniority rule shall in any manner compel the Employer to transfer any person to any position for which he is not qualified or physically capable of performing.

3. Except in the case of a lay-off, no bumping shall be permitted by any employees.

B. Temporary assignments for the purpose of filling vacancies of employees who are on vacation, absent because of illness, etc. will be granted to the senior employee who meets the requirements for such job. Should such employee be in the position for more than five consecutive days, the employee shall receive the rate of pay for the position retroactive to the first day of substitution. Employees involuntarily assigned temporarily to a lower paying job shall receive their regular rate of pay. However, no application of the seniority rule shall in any manner compel the employer to transfer any person to any position for which he is not qualified.

C. Should an employee be temporarily transferred in lieu of a lay-off, from a higher paid job to a lower paid job, he shall be paid the rate of the lower paid job. Where an employee is temporarily transferred in lieu of lay-off from a lower paid job to a higher paid job, he will receive the higher rate of pay. Should the employee be temporarily transferred for the convenience of the Employer to a higher paid job, he shall receive the higher rate during such temporary transfer.

ARTICLE XI - LEAVES OF ABSENCE

The Board, in its sole discretion and upon written request, may grant a leave of absence for a period not to exceed 1 (one) year. Employees who return from such leave shall have all their accrued benefits restored.

- A. General Leaves: Leaves of absence without pay for up to one (1) year will be granted, in writing, without loss of seniority for both personal illness or illness in the immediate family, whether the illness is mental or physical, immediate family shall include parent, spouse, parent-in-law, brother, sister, child, grandchild, grandparent, brother or sister-in-law, or dependent living in the household.
- B. Sick leaves: All full-time employees who are absent from their job assignments due to personal illness shall be entitled to sick leave accumulated at the rate of 12 days per year accumulation to 120. All requests for sick leave must be submitted to and approved by the Superintendent. Part-time employees will have their sick leave days accumulate on a prorated basis.
- C. Jury Duty: An employee who serves on jury duty shall be reimbursed for the difference between the jury duty stipend and his/her regular salary for all the days served.
- D. Military Leave: Military leave of absence without pay or fringe benefits shall be granted to employees who are drafted or volunteer for military duty. Employees will be re-employed by the Board and shall have their accrued benefits restored.
- E. Funeral Leave: An employee shall be allowed 4 (four) working days as funeral leave days not to be deducted from sick leave for a death in the immediate family. Additional days may be granted by the Superintendent, but will be taken from sick leave. Immediate family is to be defined as follows: Mother, Father, Brother, Sister, Wife or Husband, Son or Daughter, Mother-in-Law, Father-in-Law, Sister-in-Law, Grandparents, Grandchildren, or a member of the employees household. Any employee selected to be a pall bearer for a deceased employee will be allowed 1 (one) funeral leave day, with pay, not to be deducted from sick leave. The President of the Employees shall be allowed 1 (one) funeral leave day in the event of a death of a member of the Employees who is a member of the district for the exclusive purpose of attending the funeral.
- F. Employees shall accrue seniority while on any leave of absence granted by the provisions of this agreement, and shall be returned to the position they held at the time the leave of absence was granted, or to a position to which his seniority entitles him.
- G. At the beginning of every school year each employee shall be credited with one (1) day to be used for the employee's personal business. This shall change to two days beginning in 1996-97. A employee planning to use a personal business day shall notify the Superintendent at least three (3) days in advance except in cases of emergency. Personal business days shall not be used to extend any vacation or holiday.

- H. Vacations: All full-time employees who are employed on a calendar year basis will annually receive two (2) weeks of paid vacation. After five (5) years of employment in this school system, paid vacation days will be increased at the rate of one (1) day per year employed after five (5) years, up to a maximum of four (4) weeks.

Example: 6 years of employment - 11 days paid vacation
7 years of employment - 12 days paid vacation
8 years of employment - 13 days paid vacation

1. If an employee is laid-off or retired, or serves his employment, he will receive any unused vacation credit including that accrued in the current calendar year. A recalled employee who received credit at the time of lay-off for the current calendar year will have such credit deducted from his vacation the following year.
 2. Employees will be paid their current rate, based on their regular scheduled day, while on vacation and will receive credit for any benefits provided for in this agreement.
- I. All full-time employees will receive one-half (1/2) work day off, with pay, before the following Holidays: Christmas, New Years, and Easter.

ARTICLE XII - WORK DAY, YEAR, WEEK, HOURS OF WORK

The Board recognizes the principle of a standard forty-hour work week and will, as far as possible, set work schedules and make assignments which can reasonably be completed within such standard work week. The Board will not regularly require employees to work in excess of such standard work week within or outside of any school building.

- A. The Board shall retain the right to schedule the work hours of employees according to the needs of the system.
- B. If time is worked beyond the forty-hour week, it is to be treated as compensation time and all such time must be used within the next two pay periods, as agreed by the employee and the supervisor.
- C. An employee reporting for duty shall be guaranteed at least two (2) hours pay at his regular rate if he or she is reporting for regular duty, and at the rate of time and one-half if he or she is reporting for overtime duty.

ARTICLE XIII - INSURANCE PROTECTION

The Board shall provide twelve (12) months of MESSA Super Care II health insurance coverage for all full-time employees and all their eligible dependents.

- A. The Board shall provide twelve (12) months of full Dental Insurance coverage for all full-time employees and all their eligible dependents.
- B. The Board shall provide twelve (12) months of full Vision Insurance coverage for all full-time employees and all their eligible dependents.
- C. MESSA Vision VSP-3 will be provided to all employees by the Board of Education at no cost to the employee.

ARTICLE XIV - PRINTING OF AGREEMENT

Copies of this Agreement shall be printed at the expense of the Board and shall be presented to all employees now employed, or hereafter employed by the Board within 15 days of ratification by both parties.

ARTICLE XV - GENERAL PROVISIONS

- A. This agreement supersedes and cancels all previous agreements verbal or written, or based on alleged Board practices, between the Board and its employees.
- B. If any article or section of this Agreement shall at any time be held to the contrary to law by a court or tribunal of competent jurisdiction from whose final judgment or decree no appeal has been taken within the time provided for doing so, such provisions shall be void and inoperative; however, all other provisions of this agreement shall continue in effect.
- C. Nothing contained within this agreement shall be construed to deny or restrict any employee's rights he/she has under any and all applicable laws or regulations.
- D. Any employee using his/her automobile for school purposes, when authorized by his/her supervisor or administrator, shall be remunerated at the prevailing rate.
- E. For the purpose of this Agreement, the term calendar year shall mean twelve (12) months.
- F. For the purpose of this Agreement, the term student year shall mean the one hundred eighty (180) days which students attend school.

ARTICLE XVI - WORKING CONDITIONS

- A. The Employer agrees that no employee shall be required to work under unsafe or hazardous conditions. Further, the employer agrees to provide, without cost to the employee, necessary safety equipment, not to include

ordinary equipment, for their performance of their regular duties.

- B. Coffee Breaks: Employees may take the fifteen minute coffee break in the a.m. and also a fifteen minute coffee break in the p.m. or the first half of their regular shift, whichever may apply. The Employer agrees to provide adequate rest areas, lounges, and restrooms for employee use. Appropriate time for break will be observed.
- C. An employee will not be required to dispense medication to any other person, including students. The policy of the school district, and published State guidelines, will be followed with regards to this area.
- D. No employee of the bargaining unit shall be required to act as a supervisor of students or to act in a disciplinary role, unless such supervisor or disciplinary activities are voluntarily contracted for by the employees as part of their normal job function, or is presented in an emergency situation. The Employer agrees to give all reasonable assistance to employees in relation to requests for maintenance of control and discipline in the employee's work area, and the employee agrees to provide all reasonable aid and assistance to the Employer for the maintenance and control of discipline in the school system, on school property, and in the protection of school property.
- E. The Union and the Board jointly recognize that alcoholism and drug abuse are illnesses and shall be treated as such.

The Board agrees that any bargaining unit member with an alcohol or drug abuse problem who requests diagnosis or treatment will not jeopardize his/her rights or security and that such problems will be handled in a confidential manner. The employee must participate in an approved program. This provision shall not be utilized more than twice per member.

- F. In the event that a child with an ongoing or chronic communicable disease is allowed, by policy or law, to attend school, all employees having contact with the student shall be notified in advance of the child's placement and/or return to school, to the extent such notification is permitted under law. The District shall provide in-service training in hygienic practices and management to employees coming into contact with students having such communicable diseases, if requested by such employee.

ARTICLE XVII - CONTINUITY OF OPERATIONS

- A. During the term of this agreement, the Employees will not authorize, sanction, condone, or acquiesce in, nor will any member of the bargaining unit take part in, any strike or work stoppage of any kind or nature. Strike and work stoppages shall be deemed to include, but not be limited to: slowdowns, stoppages of any kind, sit-ins, concerted mass sickness, or any other type of interference of any kind whatsoever with operations at any of the facilities, singularly or jointly, of the Board, and picketing or demonstrating of any kind during working hours. The Employees further agree that it will not engage in any sanction activities or other terms of boycotts of the Board.
- B. The Board agrees that it will not engage in any lockout of members of the bargaining unit for the duration of this agreement.

ARTICLE XVIII - MISCELLANEOUS PROVISIONS

- A. If any provision of this agreement or any application of the agreement to any employee or group of employees shall be found contrary to Law, that such provision or application shall not be deemed valid and subsisting except to the extent permitted by Law, but all other provisions and applications shall continue to be in full force and effect.
- B. When an employee desires to terminate his employment, there must be at least fourteen (14) days notice of resignation, in writing, given to the immediate supervisor.
- C. The Employer agrees that any consolidation or elimination of jobs shall not be effective without a special conference.
- D. Insofar as valid under State Law, this agreement shall be binding upon the Employer's successors, assignees, purchaser, lessee, or transfers, whether such succession, assignment, or transfer be effected voluntarily or by the operation of Law; and in the event of the Employer's merger or consolidation with another Employer, this agreement shall be binding upon the merged or consolidated Employer.
- E. The Employer agrees to make available to each employee in the bargaining unit a copy of this agreement and to provide a copy of the same agreement to all new employees that become members of the bargaining unit. The Employer agrees to make available a copy of this agreement at the earliest possible date following ratification of the agreement.
- F. Since, in the event of an emergency, it is sometimes imperative that bus drivers be in contact with the district, the Employer hereby agrees that the district's radio center shall be manned during all normally scheduled bus runs. If in an emergency situation, the radio center is not manned, then bus to bus radio communication would be appropriate.
- G. The re-employment rights of employees and probationary employees will be

in accordance with all applicable laws and regulations. Employees who are in some branch of the Armed Forces, Reserve, or the National Guard will be paid the difference between their reserve pay and their regular pay with the district when they are in full-time active duty in the Reserve or National Guard, provided a proof of service and pay is submitted. A maximum of two weeks per year.

- H. Except for the cooks, lunchroom monitor, and secretary, all employees shall pay for lunches consumed.

ARTICLE XIX - MAINTENANCE OF STANDARDS

The duties of any employee for the responsibilities of any position in the bargaining unit shall not be transferred to persons not covered by this agreement. Substantially altered or increased duties or responsibilities shall be discussed with the union so as to provide employee input before any said changes are made.

ARTICLE XX - ECONOMIC PROVISIONS

- A. Beginning the contract year of 1994-95, the following system of longevity pay shall be used:

5 to 8 years of employment	\$250	\$275	\$300
9 to 12 years of employment	300	325	350
13 to 16 years of employment	350	375	400
17 to 20 years of employment	400	425	450
21 to 24 years of employment	450	475	500
25 to 28 years of employment	500	525	550
29 or more years	550	575	600

1. An employee who retires or is laid-off, or dies, shall be paid longevity as specified above, except for his final year. Longevity will be prorated as a percentage of a complete working year. This percentage is a ratio of the time of his working year.
2. Absence due to personal illness or lay-off shall not be deducted when computing an employee's total longevity.
3. An employee who quits or is discharged during his working years shall not be eligible for longevity pay during that year.
4. Leaves of absence other than personal illness, of over half an employee's working year shall be deducted when computing an employee's total longevity.
5. An employee who quits or retires and who is later re-hired by the district, shall not carry over accumulated longevity.

6. Absence due to personal illness will not effect the payment of longevity.
 7. For leaves of absence other than personal illness, of less than one-half of the employee's work year, longevity payment will be prorated on the percentage of employee's work year completed.
- B. The Board agrees to pay retirement contributions for all employees covered by this agreement as authorized and provided by Act 244. P.A. 1974: said payments to be made by the board of Education up to a maximum of five (5) percent of the annual compensation of each employee, or as otherwise provided by law.
- C. Extra Driving (Bus) - Drivers will be paid at the extra driving rate of pay for all trips outside of their regular daily route.
- On the occasion when a driver leaves for an extra trip and does not complete his or her appointed regular daily route, that driver will not receive daily route pay for said missed route.
- D. In the event that a bus driver must be gone overnight, pay for said trip will be negotiated between the driver, the Superintendent, and a representative of the support staff.

ARTICLE XXI - INCLEMENT WEATHER

Whenever the Board closes school due to inclement weather or an Act of God, Union members who are employed for a student year shall not be required to report to their job assignments; and all employees shall suffer no loss of salary. Calendar year employees will report for work as soon as possible on days when school is closed due to inclement weather or an Act of God.

CARNEY-NADEAU SUPPORT STAFF

Hourly Rates After Sixty Months of Service

	<u>94-95</u>	<u>95-96</u>	<u>96-97</u>
Cust/Main	11.78	11.98	12.16
Secretary	8.87	9.32	9.76
Media Aide	8.82	9.27	9.71
Educ Aide	8.22	8.67	9.10
Head Cook	8.26	8.41	8.53
Asst. Cook	8.13	8.27	8.40
Custodian	8.74	8.89	9.03
Bus Driver	11.57	11.77	11.95
Extra Driving	7.47	7.60	7.71
Vocational Bus	8.00	8.14	8.26

Rate for First 36 Months - \$2.50 less
Rate for Months 37 to 60 - \$1.25 less

ARTICLE XXII - DURATION OF AGREEMENT

This agreement shall be effective as of September 1, 1994, and shall continue in effect through June 30, 1997. 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 of modifications is not reached prior to the expiration date, this agreement shall expire at such expiration date unless it is extended for a specific period by mutual written agreement of the parties.

In witness whereof the parties hereto have caused the Agreement to be signed by their respective representatives.

Carney-Nadeau Educational Support
Personnel Association/MEA/NEA

Carney-Nadeau Board of Education

Betty Neece

Jinda Corrigan

Sherry Cooger

Ed Jenkins

