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# **Woodhaven-Brownstown School District**

*Learning and Leading for Tomorrow*

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## **2018 - 2021 Master Agreement**

Between the  
Woodhaven-Brownstown School District

and the

Woodhaven-Brownstown  
Educational Support  
Professional Association

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## PREAMBLE

This agreement entered into by the Woodhaven-Brownstown School District, hereinafter referred to as the employer, and M.E.A, hereinafter referred to as the union, has as its purpose the promotion of harmonious relations between the employer and the union; the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work and other conditions of employment. The terms "Woodhaven-Brownstown Educational Support Professional Association" and "M.E.A" shall be interchangeable for the purpose of this agreement.

**ARTICLE 1**  
**Recognition**

The Board recognizes the union as the exclusive bargaining representative pursuant to and in accordance with all applicable provisions of Act 379 of the Public Act of 1965 for all non-instructional employees excluding superintendent's executive assistant, business manager's administrative assistant and finance specialist, assistant superintendent's administrative assistant, curriculum director's administrative assistant, human resources director's administrative assistant, supervisors, and paraprofessionals.

## ARTICLE 2

### **Rights of the Employer**

#### **Section 1 - Source of Rights**

It is agreed that the employer hereby retains and reserves unto itself, without limitation and without prior negotiations with the union, all the powers, rights, authority, duties and responsibilities enumerated in the School Code of 1976 and conferred upon and vested in it by the laws and the Constitution of the State of Michigan and the United States, including, and without limiting the generality of the foregoing, the rights to:

1. The executive management and administrative control of the school district, its properties, equipment, facilities, and operations and to direct the activities and affairs of its employees.
2. Hire all employees and determine their qualifications.
3. Promote, transfer, and assign all employees.
4. Determine the size of the work force and to expand or reduce the work force.
5. Establish, continue or revise policies and adopt reasonable work rules and regulations.
6. Dismiss, demote, and discipline employees.
7. Establish, modify, or change any work, school hours or days.
8. Determine the services, supplies and equipment for its operations and to determine all methods and means of distributing, disseminating and/or delivering its services and methods, schedules and standards of operation, the means, methods, and processes of carrying on the work, including automation or subcontracting thereof or changes therein, and the institution of new and/or improved methods.
9. Determine the number and location or relocation of its facilities, including the establishment or relocations of new schools, buildings, departments, divisions thereof and the relocation or closing of offices, departments, divisions or subdivisions, buildings or other facilities.
10. Determine the financial policies, including all accounting procedures, and all matters pertaining to public relations and determine the size of its administrative organization, its functions, authority, amount of supervision and table of organization.

#### **Section 2 - Limited by Agreement**

The exercise of foregoing powers, rights, authority, duties and responsibilities by the employer, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this agreement and then only to the extent such specific and express terms are in conformance with the Constitution and laws of the State of Michigan and the Constitution and laws of the United States.

**ARTICLE 3**  
**Representation**

**Section 1 - Bargaining Committee**

The employees, for the purpose of collective bargaining, shall be represented by a bargaining committee of not more than seven (7) employees. Committee members may be permitted during regularly scheduled working hours, without loss of pay, to attend negotiating sessions.

**Section 2 - Building Stewards**

All bargaining unit members shall have appropriate union representation regarding employment matters with the district.

A list of union officials and representatives shall be posted on the union notice board in each building.

**Section 3 - Union President's Responsibilities**

The president of the union may be permitted to leave his/her work to attend grievance meetings within the school district, but he shall first request and secure the approval of his/her supervisor before he/she leaves his/her job to attend the meeting.

**Section 4 - New Employee Orientation**

In order that each new bargaining unit member may be made familiar with the provisions of this agreement and the departmental supplemental contract and his/her rights and responsibilities there under, the employer will allow the local union president or, if designated, the area steward an opportunity to meet with new bargaining union members within thirty (30) days from their start date within the school district. The meeting will be allowed to take place privately in an appropriate location agreeable to management and for a period of not more than one half (½) hour, unless additional time has been previously approved by the superintendent or designee.

**Section 5 - Release Time for Union Business**

Stewards, local president, or local president's designee may be permitted during regularly scheduled working hours, without loss of pay, to:

1. Investigate and present grievances.
2. Transmit communications, authorized by the local union or its officers, to the employer or members.
3. Consult with the employer or affected members concerning the enforcement of any provisions of this agreement.

They shall first request and secure approval of their supervisor. The supervisor may grant sufficient time to the stewards, local president, or local president's designee to leave their work for these purposes. The privilege of leaving their work during scheduled working hours is subject to the understanding that the time will be devoted to the prompt handling of grievances and will not be abused.

**Section 6 - Representative Limitations**

In no event shall any union representative leave a job where the health, safety or general welfare of the schools teachers, students, or property shall be in danger or jeopardy, nor shall any such leaving occur when damage to school property or equipment might occur.

**Section 7 - M.E.A Recognition**

Duly authorized representatives of the M.E.A and its respective affiliates shall be permitted to transact official union business on employer property at all reasonable times, provided that this shall not interfere with or interrupt normal operations, and provided that the representative shall first notify the supervisor.

**Section 8 - Association Release Time**

The Woodhaven-Brownstown Educational Support Professional Association will be allocated six (6) days to be used by the president and/or designee(s) to attend Association conventions and conferences. Written notification must be made in advance.

Such time off must be approved by the human resources director. Approval shall be contingent upon the impact of District operations.

Additional days may be granted upon petition and approval of the superintendent or designee.

## **ARTICLE 4**

### **Labor-Management Relations Conferences**

Special conferences for important matters will be arranged between the local union and the superintendent or designee upon the request of either party. Unless otherwise agreed, such meetings shall be between two (2) representatives of the Board and two (2) representatives of the union. Arrangements for such special conferences shall be made at least twenty-four (24) hours in advance and shall be held within ten (10) working days after the request is made. An agenda of the matters to be taken up at the meeting shall be presented at the time the conference is requested. Matters taken up in special conferences shall be confined to those included in the agenda. The members of the union shall not lose time or pay for time spent in such special conferences.

The foregoing shall not restrict the employer's right to meet and confer with the employees to discuss means to improve the working environment and other matters of concern which are non-contract related and/or non-disciplinary in nature.

Meetings shall be held at least quarterly for the purpose of keeping open lines of communication for both management and the union. The meetings will be held by the second week of August, November, February, and May.

## ARTICLE 5

### **Grievance and Arbitration Procedure**

#### **Section 1 - Definition of a Grievance**

A grievance is a complaint by a bargaining unit employee or the union, involving the meaning, interpretation, application or alleged violation of any provisions of this agreement.

#### **Section 2 - General Provisions**

##### **Processing Extension**

The number of days provided for the presentation and processing of grievances in each step of the grievance procedure establish the maximum time limits and any grievance not presented within the time limits provided at each respective step of the grievance procedure shall be deemed withdrawn, provided, however, the time limits set forth herein may be extended by mutual agreement between the Board or its representative and the employee or the union.

##### **Management Rights**

The filing of the grievance shall in no way interfere with the right of the Board to proceed in carrying out its management responsibilities, subject to the final decision of the grievance.

##### **Union Group Filing at Step Three**

If a grievance affects a group of employees or the bargaining unit as a whole, the union may submit such grievance in writing to the superintendent directly and the processing of such grievance shall be commenced at step three.

##### **Grievant's Responsibility**

In the event the alleged grievance involves an order or requirement, the grievant shall fulfill or carry out such order or requirement, except as provided by law, pending the final decision of the grievance.

#### **Section 3 - Procedure**

The following grievance procedure shall be the means for resolving grievances:

##### **Step One - Oral Presentation**

- a. An employee claiming a grievance shall notify his/her immediate supervisor and request a meeting within ten (10) working days of the event upon which the grievance is based.
- b. An employee should notify the employee's immediate supervisor that he/she may have a grievance and request a meeting including their steward.
- c. A grievance meeting for resolution of the potential grievance shall be scheduled with the employee, steward, and immediate supervisor as promptly as practicable. The meeting should take place within two (2) work days following the request, or at any other time if mutually convenient.

- d. The meeting: The purpose of the meeting is to discuss the grievance, and to engage in problem solving in an attempt to reach a mutually agreed resolution.
- e. If the grievance is not resolved informally then move to step two.

### **Step Two**

- a. Within five (5) working days following the step one meeting, the grievance shall be reduced to writing by the union, and given to the grievant's immediate supervisor.
- b. The immediate supervisor shall render the decision in writing within five (5) working days, and give a copy of the decision to the superintendent or designee, and to the steward, union president, and the grievant.
- c. If the supervisor fails to respond within the deadline of five (5) working days, the union has the right to move the grievance to step three.
- d. If the results are unsatisfactory to the grievant/union then they move to step three.

### **Step Three**

- a. The grievant/union shall request a hearing to present their case. Such request shall be in writing to the superintendent or designee within five (5) working days of the receipt of the supervisor's written denial.
- b. The hearing shall include the grievant, chief steward, union president, and the superintendent or designee. The supervisor may be present at the request of either party. If necessary, a witness list will be provided.
- c. The hearing will be scheduled within five (5) working days of the written request.
- d. A written determination will be given to the grievant/union within five (5) working days of the hearing.

### **Step Four**

If the Association is not satisfied with the disposition of the grievance by the superintendent or his/her designee, or if no disposition has been made within ten (10) school days of such meeting, the grievance shall be transmitted to the Board by filing a written copy thereof with the secretary or other designee of the Board.

The Board, no later than its next regular meeting or two (2) calendar weeks, whichever shall be later, may hold a hearing on the grievance, a disposition in writing by the Board shall be made no later than seven (7) days thereafter. A copy of such disposition shall be furnished to the Union.

### **Step Five**

If the grievance is still unsettled either party may, within thirty (30) calendar days after the reply of the Board is received, or if no disposition has been made within the period above provide, by written notice to the other party, request arbitration. The parties may mutually agree to an independent arbitrator. If the parties cannot come to a mutual agreement regarding an arbitrator within thirty (30) work days then the parties shall submit their arbitration request to the

Michigan Employment Relations Commission (MERC). Arbitration proceedings shall be consistent with the rules of the American Arbitration Association (AAA).

#### **Section 4 - Arbitrator's Function and Limitations**

It shall be the function of the arbitrator, and he shall be empowered, except as his powers are limited by this agreement, after due investigation, to make a decision in cases of alleged violation or interpretation of the specific articles and sections of this agreement:

1. He shall have no power to add to, subtract from, disregard, alter or modify any of the terms of this agreement.
2. He shall have no power to establish salary structure or change any salary.
3. If the Board disputes the arbitrability of any grievance under the terms of this agreement, the arbitrator shall have to decide if the grievance is arbitrable. In the event that a case is appealed to an arbitrator on which he has no power to rule, it shall be referred back to the parties without decision or recommendation on its merits.
4. There shall be no appeal from an arbitrator's decision if within the scope of his authority as set forth above. The union shall discourage any attempt of its members and shall not encourage or cooperate with any of its members in any appeal to any court or labor board from a decision of an arbitrator, provided the question is solely within the scope of his authority.
5. The fees and expenses of the arbitrator shall be shared equally by the Board and the union. All other expenses shall be borne by the party incurring them and neither party shall be responsible for the expense of witnesses called by the other.
6. The Board shall not be required to pay back wages more than ten (10) working days prior to the date a written grievance is filed.
  - a. All claims for back wages shall be limited to the amount of wages that the employee would otherwise have earned.
  - b. No decision in any case shall require a retroactive wage adjustment in any other case unless, by mutual agreement, the other case was held pending the outcome of the representative case.

## **ARTICLE 6**

### **Discipline and Discharge**

#### **Section 1 - Discipline**

The employer shall not discipline any employee without just cause. Disciplinary action or measures shall be corrective in nature and consist of the following:

1. Oral reprimand (documented in writing with a copy to the employee and union steward)
2. Written reprimand
3. More severe discipline - suspension up to, and including, discharge

Nothing herein shall prevent the Board from appropriately disciplining any employee should circumstance warrant. Any disciplinary action or measure imposed upon any non-probationary employee only may be appealed through the regular grievance procedure.

If the employer has reason to reprimand an employee, it shall be done in a manner that will not embarrass the employee before other employees or the public.

#### **Section 2 - Discharge**

The employer shall not discharge any employee without just cause.

## ARTICLE 7

### **Probationary Period; Seniority**

#### **Section 1 - Probationary Period**

New employees hired in the district shall be considered as probationary employees for the first one hundred eighty (180) work days of their employment. When an employee finishes the probationary period, he shall be entered on the seniority list of the district as described in Article 7, Section 2. Days of absenteeism shall not be counted towards the fulfillment of the one hundred eighty (180) probationary work days.

The union shall represent probationary employees for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment, or other conditions of employment as set forth in Article 1 of this agreement. The employer shall have the right to discharge and discipline probationary employees. The probationary employee does not have access to the grievance process for matters of discharge or discipline during the probationary period.

There will be no benefits (such as: Holiday pay, sick days, and personal business) provided for new employees, except health insurance (if eligible) or qualified bereavement leave days during the first sixty (60) days of employment. During the first sixty (60) work days only, any scheduled work days missed shall be taken with no pay, and each day missed shall extend the probationary period by the number of days absent. Probationary employees are subject to termination at the discretion of the Board and such termination is not subject to the grievance procedure.

#### **Section 2 - Seniority Dates**

Employees shall be entered on the seniority list of the district upon completion of their probationary period in accordance with their date of hire, which is defined as the date the Board of Education approves as their start date.

Beginning 4/25/94, persons hired on the same date shall be ranked on the seniority list by the last four digits of their social security number. The member having the highest four digit number will be most senior. Members ranked by alphabet under past agreements will be grandfathered.

Current employees as of 7/1/94 shall retain their seniority accrued as of 6/30/94. Beginning 7/1/94 seniority shall be accrued based on years of service.

Laid off employees will be granted seniority for time worked as a substitute, to be accrued based on days worked divided by 365.

#### **Section 3 - Seniority List**

The payroll office shall compute the seniority list for the prior year ending June 30<sup>th</sup> and provide copies to the local president by August 15<sup>th</sup>.

The payroll office will update the seniority list, when necessary, in order to clarify seniority status for a job posting, layoff, and recall.

#### **Section 4 - Loss of Seniority/Employment Status**

An employee shall lose his seniority/employee status within the WESPA unit for the following reasons:

1. Quits or retires.
2. Is discharged for cause.
3. Is absent for five (5) consecutive work days without justifiable reason or without notifying the Board, unless such failure to provide notice was the result of circumstances beyond the control of the employee.
4. Give a false reason to obtain a leave or if the employee fails to return to work within five (5) days of the termination of any leave of absence without justifiable reason.
5. If the employee is laid off for a period equal to the employee's accumulated seniority, or three (3) years, whichever is less.
6. If a laid off employee does not work a minimum of 300 hours within 365 days from the effective day of layoff.
7. Termination after 365 days under Article 18 or Article 19.

#### **Section 5 - Super Seniority**

Notwithstanding their position on the seniority list, union representatives directly involved in the grievance procedure shall be retained at work as long as there is work they can perform with minimal training. These representatives are the president, chief steward, and stewards. It is understood and agreed that where an alternate or designated union representative is functioning on a full-time basis in the absence of the regular union representative, the alternate or designee shall be retained at work on the same basis.

#### **Section 6 - Frozen Seniority**

In regard to transfers or promotions out of the bargaining unit, an employee who is transferred or promoted to a position under the employer not included in the bargaining unit shall be given a trial period of up to sixty (60) work days, during which time he shall be entitled to transfer back to his former job and location. His seniority will continue to accumulate during this time, and a substitute employee may be utilized to fill the vacated position during the trial period.

In the event the employee remains on his new job beyond the trial period, his accumulated seniority on his former job will be frozen as of the date of completion of his trial period.

If the employee is allowed to re-enter the bargaining unit by applying for and being granted a position by management, his frozen seniority will be reinstated.

## ARTICLE 8 **Filling of Vacancies**

### **Section 1 - Lateral Transfer**

A lateral transfer is when an employee wishes to transfer to an open position in the same classification, with the same number of posted hours.

The employer shall post all new or open positions for three (3) working days. Such a posting shall be titled a "lateral transfer posting." In the event of such a job posting, an employee may only bid on such a "lateral transfer posting" in accordance with this section. The employer shall not award the position to other than the senior interested party without valid and demonstrable reason. No more than three (3) lateral moves, including such transfer on the basis of seniority, shall be made to fill a position in a job classification. Whenever possible lateral transfers shall be made within five (5) working days of notice of the award of the job. If necessary, this timeline may be extended by mutual agreement of the union executive board or representative and the employer. Any employee who transfers under this provision shall, on acceptance of a transfer, be ineligible to bid on any further lateral transfer until July 1<sup>st</sup>. If an employee is forced to give up said lateral, his right to lateral transfer will be restored. No employee will be involuntarily transferred without valid and demonstrable reason.

The Board shall have the right to fill any vacancy in a job classification temporarily until the provisions of this article have been completed; however, the Board agrees to make every reasonable effort to fill the final vacancy in accordance with Article 8, Section 2 - Job Posting.

### **Section 2 - Job Posting**

#### **Definition of Vacancy**

1. **Permanent vacancy** is any vacancy in the bargaining unit resulting from termination, resignation, retirement, or a newly created position or reinstated position. Permanent vacancies that the Board intends to fill shall be immediately posted and filled in accordance with the procedure described in this article.
2. **Temporary vacancy** is any vacancy in the bargaining unit resulting from any medical leaves or other approved leaves of less than six (6) months. Temporary vacancies may be posted and temporarily awarded in accordance with the contract. When an employee returns to work within six (6) months, he/she shall be returned to his/her former position. Employees working temporarily will revert to their former positions.
3. **Permanent vacancy as a result of an extended leave of absence** is a position that has been filled by a substitute employee for six (6) months due to an employee's approved leave of absence and is now posted after six (6) months. An employee who bids on and is awarded a posted vacancy due to another employee's approved leave of absence in excess of six (6) months shall keep their medical benefit status from their prior position with the district unless the open position is not benefited. The employee who does not have medical, vision, and dental benefits when awarded this position shall

not obtain these benefits for six (6) months in this position. The employee shall earn all benefits consistent with the assumed position.

Job vacancies will then be posted electronically via email for a period of seven (7) working days setting forth the minimum requirements for the position and shall include hours and shifts. Vacancies and new positions shall be filled from the ranks of employees, except in cases where specific skills are needed and employees do not meet the position's requirements. Interested employees within the bargaining unit shall apply within the seven (7) working day posting period. The job may be awarded to the senior qualified employees applying within seven (7) working days after the posting period. If the position is awarded to a lesser senior employee, valid and demonstrable reasons shall be provided.

The district shall notify the union of the award of any positions to bargaining unit members or of new hires into bargaining unit positions within seven (7) calendar days of the position being awarded. Such notice shall be sent in writing to the president and treasurer of the union via email.

### **Section 3 - Position Changes**

A position change may be either a promotion or demotion. A promotion shall be defined as an increase in hours and/or an increase in the hourly rate of pay. A demotion is a decrease in the number of hours per week in the new position or a decrease in the hourly rate in the new position.

Position changes within the bargaining unit shall be made on the basis of qualifications and seniority.

There are two (2) classifications - security monitor and clerical classifications. Qualifications, as outlined in the job description, may be determined by testing and by evaluations of the employee's work. The employer agrees to develop tests and evaluation procedures and instruments.

When the employer requires testing to establish an employee's qualifications for a job, the skills tested shall be uniform for all applicants or candidates for a position. In the event the senior applicant is not awarded the job, reason for denial shall be given the employee in writing. When the employee is awarded the new job, the employee will move to the appropriate step of the pay schedule.

### **Section 4 - Promotions/Demotions**

An employee who assumes or is awarded a position shall have a sixty (60) working day trial period. During the trial period, the employer may fill the vacated position with a substitute employee. If the employee is deemed unsatisfactory by the employer any time during the trial period, notice and reasons shall be submitted to the employee, in writing, by the Board of

Education or its representative. In consultation with the Union, the trial period may be extended for up to an additional sixty (60) day period.

**Promotion** - Only an employee receiving a promotion will be able to revert to his former position within the sixty (60) working day period. During the sixty (60) working day trial period, after assuming a promotion, the employee shall have the opportunity to revert back to their former job and location whereupon the employee shall sign a statement to acknowledge their ineligibility for the next similar promotion and their eligibility for the second similar position. This procedure will be repetitive.

When an employee reverts back to or is returned to their former position within the sixty (60) working day trial period, the next-in-line qualified employee who originally bid on the position will be awarded it. No additional posting will take place.

**Demotion** - A person who takes a position that is a demotion will not be eligible to revert to the former position as the result of a failure to perform the job satisfactorily or by personal choice. In this instance, the employee shall surrender their right of employment if there is not an open position as defined by Article 8.

#### **Section 5 - Second Union Position**

Employees may bid for and hold a second job within the bargaining unit. An employee holding the second job must be regularly available to perform the second job, with the understanding that the employee may be absent under any of the appropriate sick leave or other leave provisions of this contract.

The job with the greater number of hours per day shall be the primary job, and bumping rights shall be based only on the primary job.

As it pertains to an employee holding two (2) jobs, in no event may the hours of the jobs overlap. (Example: An employee who bids for and receives a second job may not absent himself from that second job to perform any other bargaining unit work unless the director of human resources or designee, who has such discretion, so directs.)

The total number of regularly scheduled hours of the combined jobs shall not exceed eight (8) hours per day or forty (40) hours per week. An employee awarded a second job shall retain it so long as it remains substantially the same. An employee resigning the second job prior to the end of the school year shall forfeit the right to bid on a second job during the following twelve (12) months.

If one of the employee's positions is eliminated or the employee quits one of the positions, that employee shall revert to benefits appropriate to the retained part-time job.

In accordance with Article 8, Section 3, above, the employee receiving a second position will serve the standard probationary period in the second position for purposes of performance evaluation, but shall be paid based on his seniority in the bargaining unit.

### **Section 6 - Summer School Assignments**

It is the prerogative of the Board, when and if these assignments are available, that vacancies will be filled by the most senior bargaining unit member provided that the individuals meet reasonable qualifications, unless a valid and demonstrable reason is otherwise provided. In the event that no qualified individual applies for these positions, then they may be filled at the discretion of the Board. Bargaining unit members who resign their regular work assignment will also relinquish their summer school assignment.

Employees who are awarded these positions shall retain them until:

1. the employee is evaluated out of the position;
2. the employee resigns;
3. there is a lapse of one (1) or more years since the program ran.

In order to be eligible for a summer school assignment, the employee must be able to work the entire assignment. Employees will not be allowed to use vacation or other benefited time off from their regular assignment in order to take a summer school assignment\*.

\*If the situation arises where only one qualified bargaining unit member applies for the position, and is unable to accept the entire assignment due to conflicts in their regular assignment, members from the association and management will sit down to discuss potential solutions.

An employee who is awarded a summer school position will not be forced to relinquish their position should the employee experience an unexpected circumstance, determined by the human resources director, which prevents the employee from completing the entire assignment.

## **ARTICLE 9**

### **Substitute Employees**

A substitute is any person hired by the Board to work in place of a regular employee who is absent in compliance with the leave policies established within this contract, as well as during the trial periods enumerated in Article 8, Section 3 and Article 7, Section 6 of this contract.

**ARTICLE 10**  
**Layoff and Recall**

**Section 1 - Reduction in Force and Layoff**

The word "layoff" shall mean a reduction in the employee work force due to a decrease in work, lack of funds, or abolishment of jobs. Reduction in the workforce shall be affected through the following:

1. Employees shall be given notice of layoff seven (7) calendar days before layoff is in effect.
2. The necessary number of least seniority employees shall be removed from the affected classification.
3. Probationary employees within the classification being affected shall be laid off before a seniority employee.
4. An employee whose position is being eliminated will have three (3) working days from notice of job elimination to exercise his right to bump into another job of equivalent or lower hours, provided they have the qualifications to perform that function.
5. In the event an employee is disqualified, notice will be given to the employee and the local president, in writing, from the Board as to why the employee does not qualify.

**Section 2 - Recall**

When the working force is increased after a layoff, employees will be recalled according to their seniority, provided the greater seniority employees possess the necessary qualifications to perform the available work.

Employees who have been laid-off and/or forced to bump from a preferred classification shall retain their right to be recalled to a vacant position in that classification of the same or less hours. Positions in the classification of greater hours than the bargaining unit member was laid off from shall be posted. Should a laid off employee not be recalled to a position of the same or fewer hours, the employee has the right to bid on any open, posted positions regardless of classification or hours, according to seniority.

Notice of recall shall be sent to the employee at his last known address by registered or certified mail. It is the responsibility of the employee to keep the Board informed of his correct address. If an employee fails to report for work within ten (10) working days from the date of mailing of the notice of recall, he shall be considered a "quit." Extensions may be granted in proper cases. Denial of a request for extension of the time period to return to work shall include the reason for the denial. Laid off employees shall have recall rights according to Article 7.

Laid off employees will be called first when substitutes are needed in classifications when qualified. Employees who are laid off and are called back to work on a temporary basis will be paid at the rate of pay commensurate with their seniority.

## ARTICLE 11

### **Working Schedules and Conditions**

#### **Section 1 - Regular Hours**

All regular full-time employees shall be scheduled to work on a regular work shift and each work shift shall have a regular starting and quitting time.

Management shall determine the work schedule that shall include the building(s) and shift (hours) to be worked.

1. **Work schedules**, and updated work schedules, showing the employee's shifts, work days and hours shall be posted on all departmental bulletin boards at all times.
2. **Notification** - Bargaining unit members shall be provided a minimum of three (3) days notice when the beginning and ending time of a work shift is to be permanently changed by thirty (30) minutes or more per work day. Work schedules shall not be arbitrarily changed. Any change of more than one-half ( $\frac{1}{2}$ ) hours in present work schedules shall be negotiated with the union.

#### **Section 2 - Work Day**

Eight (8) consecutive hours of work, except for interruption by lunch period, within a twenty-four (24) hour period shall constitute a regular work shift, except where a work schedule has been established that defines the regular work shift differently.

Regular work schedules or summer schedules that are less than a five (5) day work week (flex schedule) equal to the employee's scheduled weekly hours shall be paid according to the regular rate of pay as listed in the pay scale in this agreement. An employee working a flex schedule for their regular work shift shall be paid time and a half for working more than their daily scheduled hours and more than 80 hours for the pay period.

#### **Section 3 - Work Week**

The work week shall consist of five (5) work days unless the scheduled work week specifies otherwise per Section 2 of this article.

#### **Section 4 - Summer Work Schedules**

During the summer and vacation schedule, all employees will be scheduled to work the day shift during the hours that do not disrupt business being conducted in the building. During the summer, 12-month employees may be allowed to work a flex schedule, Monday through Friday, on a four (4) day work week, working scheduled hours. In the event where an activity is scheduled in a normal work week, employees may be rescheduled to work the second (2<sup>nd</sup>) shift. Employees who are to be rescheduled shall be given at least two (2) days advance notice of rescheduling.

### **Section 5 - Work Year**

The work year for less than twelve (12) month administrative assistants, including the Special Ed and HS Bookkeeper, will be 206 and 216 days. The work year for "school year" employees shall be considered to be 180 days.

### **Section 6 - Rest Periods**

Seven-eight (7-8) consecutive hour employees will be permitted to take one (1) fifteen (15) minute break during each one-half ( $\frac{1}{2}$ ) of the work shift. Four-five-six (4-5-6) consecutive hour employees will be permitted one (1) fifteen (15) minute break.

Seven (7) to eight (8) consecutive hour employees who for any reason work two (2) or more hours beyond their regular quitting time, into the next shift, shall receive a fifteen (15) minute rest period before they start to work on the next shift. In addition, they shall be granted the regular rest periods that occur during the shift.

### **Section 7 - Meal Periods**

All full-time employees shall be granted a minimum of one-half ( $\frac{1}{2}$ ) hour uninterrupted, unpaid lunch period during each work shift. Whenever possible, the lunch period shall be scheduled at the middle of each shift.

Any employee who is requested to work four (4) hours beyond their normal eight (8) hour shift shall receive a paid one-half ( $\frac{1}{2}$ ) hour lunch period.

### **Section 8 - Hourly Schedules**

Any job that has been reduced in hours may be increased to its original hours without being posted. Prior to hiring additional personnel within an affected classification in a specific building, consideration will be given to restoration of original hours for existing personnel as long as it does not interfere with plant operations.

### **Section 9 - Pay Periods**

Any employee who is regularly scheduled to work five hours or more, but less than twelve (12) months, shall have the annual option of twenty-six (26) equal payments of his/her annual salary.

For school years that have more than 26 pay dates from July – August, compensation will be paid in 27 equal installments instead of 26, so as to maintain biweekly pay periods.

All employees must elect direct deposit. Employees may access payment vouchers electronically.

Employees will have weekly computer and printer access for reviewing payment vouchers. The employer shall provide periodic training to all bargaining unit members at no cost to the employee.

**ARTICLE 12**  
**School Closing**

Twelve (12) month employees will not be required to report to work on snow days or other days that are considered to be “hazardous” to the employee. On these days, twelve (12) month employees shall be paid their regular rate of pay for work on those days. Twelve (12) month employees shall not be required to report to work between Christmas and New Year’s but shall receive full pay for those days and shall still be eligible for holiday pay. Pay to twelve (12) month employees who are called into work on days where the building is closed due to hazardous conditions or between Christmas and New Year’s shall be paid according to Article 13, Section 3.

Less than twelve (12) month employees are not required to report when the Woodhaven-Brownstown School District schools are closed due to an “Act of God” and will be paid for such days. Less than twelve (12) month employees required to report to work by their supervisor on “Act of God” days will be paid time and a half in lieu of regular payment for the day.

When individual buildings in the district are closed due to an “Act of God”, employees that are administratively requested to report to work shall be paid at time and one-half the employee’s regular hourly rate for the time worked.

School year employees (i.e., administrative assistants and security monitors) whose work schedule basically coincides with scheduled days of student instruction will not be paid when the Woodhaven-Brownstown Schools are closed due to an “Act of God” in those instances where the district is required to make up the lost instructional hours(s). If the hours(s) of lost instruction are not required to be made up, the employees will be paid for the hours(s) at the end of the school year.

**ARTICLE 13**  
**Overtime Pay and Hours**

**Section 1 - Overtime Pay and Hours**

Regular employees

1. **Daily** - all work except eight (8) hours shall be paid at time and one-half the employee's regular hourly rate, except as stated in Article 11, Section 2—Work Day—as it pertains to flex schedule, and Section 1.3 of this article. Full time employees (12 month schedule) working over the daily eight (8) hours may, upon administrative approval, record comp time at time and one-half that must be used by the end of the fiscal year.
2. **Weekly** - all work over forty (40) hours per week shall be paid at time and one-half the employee's regular hourly rate.
3. **Flex** - Upon mutual agreement, employees may substitute daily time over eight (8) hours for equal time off on another work day during the same pay period.
4. **Sixth (6<sup>th</sup>) Day of Work Week** - all work performed on the sixth (6<sup>th</sup>) day of the work week when flexing days or on Saturday if working a traditional work week shall be paid at time and one-half the employee's regular hourly rate.
5. **Seventh (7<sup>th</sup>) Day of Work Week** - all work performed on the seventh (7<sup>th</sup>) day of the work week when flexing days or on Sunday when working traditional work week will be paid at twice the employee's regular hourly rate.
6. **Holidays** - all employees working on holidays will be paid at twice the employee's regular hourly rate plus holiday pay.
7. Job descriptions that include as a qualification the ability to work flexible days and/or hours up to a defined maximum in the job description, shall be eligible for additional pay on the sixth (6<sup>th</sup>) and seventh (7<sup>th</sup>) days of not working within their defined work week. Such additional pay shall be consistent with Saturday and Sunday additional pay for employees working a traditional week. Workers with flexed hours/days are eligible for holiday pay as specified in Article 33.

**Section 2 - Distribution of Overtime**

Overtime work shall be distributed equally to employees working within the same job classification in the same building. The following procedure shall be followed until the required employees have been selected for the overtime work:

1. A building seniority list shall be maintained of workers within the same classification and building. When overtime work is available, the opportunity to work the overtime assignment shall be offered to the most senior employee on the building list and continue to be offered to the next most senior employee until the assignment is accepted. When an overtime assignment has been accepted, the next overtime opportunity shall be offered to the next person on the seniority list. The seniority list will be called in order, on a rotational basis.
2. Should an overtime assignment not be filled through the building list or the classification list, the employee with the lowest seniority in the classification and building will be forced to accept the assignment.

3. Emergency overtime work may be performed by any available qualified employee when the employer is unable to properly schedule such overtime work because of unforeseen circumstances.

### **Section 3 - Call Back Time**

The following provisions are provided for employees called back to work on weekends, holidays, and for emergencies: full-time employees—minimum of two (2) hours shall be paid at the time and one-half rate and if called back on a sixth (6<sup>th</sup>) day of the work week; double time if called back on the seventh (7<sup>th</sup>) day of the work week; and if called to work on a holiday, an employee shall be paid double time, in addition to his regular holiday pay. The employer has the prerogative to work the employee for the two (2) hour call back time.

**ARTICLE 14**  
**Additional Work**

**Section 1 - Extra Hours (1st Semester, 2nd Semester, Summer)**

**Eligibility:** An extra hours list, by seniority, shall be maintained by the human resources department for purposes of tracking and equitably distributing extra work opportunities. The list shall initially be set, and reset three times per year, to seniority order. Extra work opportunities shall be classified as administrative assistant, security monitor, and general overtime. Employees shall only be called for extra work opportunities for which they are qualified.

**Process:** When a substitute is needed, the employee or building will contact the human resources department identifying the specific day(s)/time that they will be out. Using the list mentioned above, the human resources department will contact employees according to seniority and the classification(s) that they are qualified for. The most senior employee signed up for that classification will be contacted first. If this employee cannot accept the assignment the next person in line will be contacted. This process will continue until either all of the individuals have been contacted, or until someone accepts the assignment. This will serve as a starting point for the next assignment, which will begin with the next person in line being called first. The extra hours list shall be re-ordered by seniority at the beginning of the 1st Semester, 2nd Semester, and Summer.

Employees who do not want to be called for extra work will not be called. Employees who refuse specific extra work opportunities shall have those hours counted against their extra work opportunities as if they had worked them.

**Rate of Pay:** Employees working extra hours in their regular job classification or in a lower job classification shall be paid at their regular rate of pay. Employees who are assigned to a higher classification will be paid at a rate commensurate with their seniority date and the newly assigned classification.

**Continuation:** After performing an extra hours assignment, the district may evaluate and replace the employee with the employee next in line on the extra hours list.

**Assignment and Hours:**

1. The employee must have the proper qualifications for the assignment.
2. Student advocates/clerks have the first opportunity to fill in for the full-time administrative assistant in the building to which they are assigned, only on days that the building administrative assistant is assigned to work.
3. Management reserves the right to divide any extra hours assignment. Assignments may be broken up in increments of full days. Assignments covering more than one full day may be broken up if the more senior employee can only take part of the assignment.

4. If no one on the extra hours list is available to work the assignment in total or in part, management reserves the right to fill the remaining hours by any means necessary.
5. An employee granted work based on the extra hours list may be eligible for overtime pay consistent with Article 13, Section 1, Overtime Pay and Hours.

**Rate of Pay and Benefits:**

1. If a bargaining unit member is eligible for sick leave on their regular job assignment and works sixteen (16) or more days of additional work in any month, the bargaining unit member shall accrue additional sick leave hours beyond those earned through the employee's regular employment consistent with Article 19, Section 9.
2. The bargaining unit member working additional work or summer work shall be eligible for holiday pay if they meet the requirements for holiday pay in accordance with Article 20—Paid Holidays.

Continuation: While performing a specialized work assignment, the district may evaluate and replace the employee with the employee next in line on the specialized work list.

**Section 3—Substitute Employees-Security Monitor/Clerical**

Less than eight (8) hour employees per Article 14, Section 1, will be used for short and long term absences within their building and classification before a substitute. A substitute will be used to cover the less than eight (8) hour employee's job.

A substitute employee will be used for long and short term absences if less than eight (8) hour employees are not available within the building and classification. If a substitute cannot be found, a regular employee off the extra hours list may be used (See Article 14, Section 1).

## **ARTICLE 15**

### **Job Description - Wage Schedule**

The employer shall describe and define all job positions and responsibilities. A copy of the current job descriptions covered by this agreement shall be provided to the union upon the signing of this agreement.

With regard to administrative assistant job descriptions, the immediate supervisor shall have the option of waiving the shorthand requirement.

Employees shall be compensated in accordance with the wage schedules attached to this agreement. The attached wage schedule shall be considered part of this agreement.

When any position not listed on the wage schedules is established by the employer, the employer shall designate a job classification. Rate structure and working conditions for the position are subject to negotiation.

Any employee who is involuntarily transferred will not return to the beginning of the probationary wage rate, but his wage in the new classification will be determined by the number of work days he has worked as of the date of his transfer.

## ARTICLE 16

### **Workers Compensation - Injury - Medical Dispute**

#### **Section 1 - Board Commitment**

The Board of Education agrees to carry a worker's compensation policy covering work related injuries. Employees who suffer work related injuries that result in an absence of seven (7) days or less will be compensated 100% of their regular wages and benefits based on the employee's regular hours. This does not include overtime or extra hours worked. Employees whose injury results in a worker's compensation claim beyond the 7<sup>th</sup> day of injury, shall not earn more than 100% of their regular compensation (combination of district contribution and worker's compensation contribution) for the first seven (7) days of the eligible injury.

The district's worker's compensation policy shall be the state mandated percentage of an employee's salary after the 7<sup>th</sup> day of a qualified injury for the extent of the employee's eligibility for worker's compensation benefits. District seniority shall accrue for the entire period of the covered injury up to 365 days.

An employee unable to return to their assigned position in the assigned classification shall be terminated, without cause, from employment after 365 calendar days. However, Worker's compensation benefits may continue provided the employee continues to be eligible for such benefits.

#### **Section 2 - Doctor's Statement**

Before returning to their regular work position after a work related injury, the employee's treating physician must provide to the human resources office a statement indicating that the employee has satisfactorily recovered and is able to return to work with or without restrictions.

#### **Section 3 - Reinstatement**

When an employee is ready and/or able to return to work, he shall be reinstated to his former position so long as such position continues to exist. Should a position no longer exist, the employee shall return to his same classification or be allowed to bump in accordance with Article 10.

#### **Section 4 - Lost Time**

Where an employee, who suffers a work related injury or contracts an occupational disease in the course of employment, leaves work with permission of the supervisor and is given medical treatment by the medical clinic designated by the employer, the employee shall be compensated for the working time lost on the day in question.

**ARTICLE 17**  
**Leave of Absence**  
**General Provisions**

1. When an employee is ready and/or able to return to work from an approved leave of absence within a period of six (6) months, he/she shall be reinstated to the position from which he/she requested the leave so long as such position continues to exist. Should the position no longer exist, the employee shall go to the layoff language, Article 10, Section 1(4).
2. When an eight (8) hour employee is off for six (6) or more months, on his/her return he/she shall return to the position he/she left, provided his/her seniority allows it. If he/she is not senior enough to bump back into that position, he must bump the least senior eight (8) hour employee in his/her classification.
3. Employees working fewer than eight (8) hours who return from a leave six (6) or more months shall follow the language put forth in Article 10, Section 1(4).
4. When a non-compensatory leave of absence is granted, all pay and benefits stop as of the leave of absence, except as indicated in other sections of Article 19.
5. If an employee is on a compensatory leave or a non-compensatory leave and their requested vacation falls within the same time period, the employee, at their option, will be permitted to change their vacation to a later date.
6. Seniority shall accrue up to only one (1) year during all compensatory and non-compensatory leaves of absence.
7. Requests for a leave of absence and any request for an extension of such leave must be made to the Board of Education, in writing.
8. Bargaining unit members who are on a compensatory or non-compensatory leave shall not have the right to bid on any posted position while on the approved leave of absence.
9. All compensatory and non-compensatory leaves shall be granted only upon fulfillment of necessary procedures.
10. Justification (written or otherwise) shall be required for an absence of 5 or more consecutive work days regardless of type of leave or combination of leave days taken (i.e., 2 sick directly followed by 3 personal). Sick and personal days are not intended for the purpose of recreation or vacation.

**Section 1 - Personal Leave of Absence (Non-Compensatory)**

Upon application to the Board, a personal leave of absence may be granted to employees for a period of up to thirty (30) days. If necessary, this absence may be extended for an additional thirty (30) days. This leave is restricted to sixty (60) total days.

Seniority shall accumulate for employees granted a personal leave of absence. Hospital and group life insurance premiums shall continue to be paid by the Board, but the employee will not accrue sick leave days or holiday benefits.

**Section 2 - Medical Leave of Absence (Non-Compensatory)**

An employee who is unable to work and who furnishes satisfactory evidence thereof may be granted a medical leave of absence without pay covering the period of such illness. During said leave, the employee shall accrue his/her seniority. Hospital and group life insurance premiums shall continue to be paid by the Board of Education to cover the extended illness of an

employee for a period not to exceed one (1) year, but the employee will not accrue sick leave days or holiday benefits. Return from the stated leave shall be conditioned upon medical proof of fitness and ability to perform all necessary duties and functions of the job assignment. Before returning to work after an operation, injury, or serious illness, an employee shall present to the central office a statement from the doctor indicating that the employee has satisfactorily recovered and is able to return to work with or without restrictions. An employee unable to return to their assigned position at the conclusion of 365 calendar days shall be terminated from employment, without cause.

**Third Party Decision** - In the event of a dispute involving an employee's physical ability to perform his job on his return to work at the school district from layoff or leave of absence of any kind and the employee is not satisfied with the determination of the School Board's medical clinic, he may submit a report to the School Board from a medical doctor of his/her own choosing and at his/her own expense.

If the dispute still exists, at the request of the employee or employer, a medical third party decision shall be made. Third party medical reports shall be accepted from an accredited medical institution mutually agreed upon by both parties. The decision of such a third party will be binding on both parties. The expense of the third party shall be paid by the requesting party.

An employee who bids on and is awarded a posted vacancy due to another employee's approved leave of absence in excess of six (6) months shall keep their medical, dental, and vision benefit status from their prior position within the district. The employee who does not have medical, dental, and vision benefits when awarded this position shall not receive these benefits for six (6) months in this position. The employee shall earn all other benefits consistent with the assumed position. An employee entering a benefited position that results from the vacancy due to a leave of absence shall not be eligible for medical, dental, and vision benefits until completing six (6) months of employment.

### **Section 3 - Childcare Leave of Absence (Non-Compensatory)**

A request for a childcare leave must be submitted to the administration for approval. If granted, the leave shall be granted for up to six (6) months. Extensions may be granted in six (6) month increments if the employee has notified the administration, in writing, at least thirty (30) days prior to the original return date. No seniority shall accrue during such leave.

### **Section 4 - Military Duty Leave of Absence (Non-Compensatory)**

An employee of the school district who is called/recalled to participate in any defense or government emergency program shall be reinstated to his classification upon expiration of said emergency program provided he reports to work within three (3) months after discharge. Seniority shall accumulate and increments accrue according to the salary schedule. This article shall be in compliance with the law.

### **Section 5 - Union Leave of Absence (Non-Compensatory)**

Employees elected to any union office or selected by the union to do work which takes them from their employment with the employer, shall, at the written request of the union, be granted a leave of absence. The leave of absence shall be one (1) year, subject to renewal upon the request of the union.

A member of the union selected by the union to participate in any other activity shall be granted a leave of absence at the request of the union. A leave of absence for such union activity shall not exceed six (6) months but it may be renewed or extended for a similar period upon the request of the union.

This provision shall be limited to one (1) employee at a time. Seniority shall accumulate up to one (1) year and any extension thereof. Upon returning, he shall be re-employed at work at the same classification left. Sick days will not accumulate during this period and insurance will not be paid by the Board of Education.

### **Section 6 - Family and Medical Leave of Absence (Non-Compensatory)**

The Board of Education shall grant a leave of absence of up to twelve (12) weeks consistent with the Family Medical Leave Act and Board policy 4000.3. In addition to leave rights expressly defined in the FMLA and Board Policy 4000.3, employees may be permitted up to twelve (12) weeks per year to care for the following persons suffering from serious health conditions: grandparents, grandchildren, brothers, sisters, stepparents, and parents-in-law.

The leave may be taken on an intermittent or reduced schedule where medically necessary. If not medically necessary, it may be taken on an intermittent or reduced schedule as mutually determined by the administration and the employee requesting the leave.

The leave may be paid, unpaid, or a combination of both, depending on the circumstances.

1. An employee who is taking the FMLA because of his/her own serious health condition or to give birth to a child shall be required to substitute any earned or accrued paid leave for unpaid FMLA.
2. An employee who is taking the FMLA for the birth, adoption or foster care of a child, or to care for a seriously ill family member shall be required to substitute any earned or accrued paid leave for unpaid FMLA.
3. An application to request a FMLA under this section is available in the human resources office and may require medical documentation of need.

### **Section 7 - Professional Business Days (Compensatory)**

Any work day an employee is engaged in meetings, activities, or business under the direction of the Board of Education shall not be regarded as an absence even though such activity might require the person's presence in a place other than that of his regular assignment and shall receive a regular full day's pay in classification.

### **Section 8 - Personal Business Days (Compensatory)**

Each non-instructional employee shall be credited with three (3) days per school year, without loss of pay, to take care of matters of a personal nature which cannot be taken care of at a time other than school time. Such business days shall be in addition to sick leave and shall not be accumulative. Employees shall be required to give advance notice to their immediate supervisor as far in advance as possible.

Non-benefit employees with at least three (3) years of seniority who are regularly scheduled to work four (4) or more hours per day, including second job hours, if any, shall qualify for three (3) personal business days annually.

Unused personal business days at the end of the year will be added to the employee's sick bank.

A personal business leave day shall not be granted for the day preceding or the day following holidays or vacations, the first and last days of the work year, except for matters of emergency nature allowable at the discretion of the superintendent or designee.

### **Section 9 - Sick Leave Days (Compensatory)**

Sick days for personal illness of non-instructional employees shall be earned at the rate of 1.1 days per month. An employee must have sixteen (16) or more paid days each month in order to be eligible for the 1.1 sick days for that month.

No sick leave benefits for new employees will start until the employee completes his probationary period (except health insurance).

An annual statement of remaining sick leave days shall be issued to each employee during the month of July each year.

One-half ( $\frac{1}{2}$ ) of an employee's annual sick leave will be credited at the beginning of the work year, July 1<sup>st</sup>. The second half ( $\frac{1}{2}$ ) of an employee's annual sick leave will be credited on January 1<sup>st</sup>. Sick days shall be prorated upon retirement, termination, or resignation to reflect days used over 1.1 days per month. This shall be deducted from the employee's final paycheck.

Unused sick days shall accumulate following the end of each year, not payable upon demand (must be used as sick leave days). Employees exhausting their current year's sick leave shall be asked for justification each time they access their accumulated sick leave bank.

A sick leave day shall not be granted for the day preceding or the day following holidays or vacations or the first and last days of the work year, unless a doctor's note is provided. Matters of emergency nature are allowable at the discretion of the superintendent or designee.

Hospitalization and group life insurance shall continue to be paid by the Board of Education to cover the extended illness of an employee for a period not to exceed one (1) year following the total use of accumulated sick leave days.

Absence occasioned by an emergency illness in the immediate household shall be allowed at full pay as in the case of personal illness and will be deducted from normal sick days.

If the employer has reason to believe that sick days are being abused, with prior written notice, employees may be requested by the human resources office to produce a doctor's statement or substantial evidence that illness was the cause of absence.

Twelve (12) month employees may accumulate a total of thirteen (13) sick leave days per year. Ten (10) and ten and one-half ( $\frac{1}{2}$ ) month employees may accumulate a total of eleven (11) sick leave days per year. Six (6) hour per diem or less employees may accumulate a total of five (5) sick leave days per year.

### **Section 10 - Bereavement Leave Days (Compensatory)**

Due to a death in an employee's or the employee's spouse's immediate family, the employee shall be granted up to five (5) days with pay (not chargeable to any leave otherwise granted) at any one time. The term "immediate family" as used in this section shall mean spouse, parents, grandparents, children, grandchildren, brothers, or sisters and their spouses, including step, foster, and adopted family members.

Upon application and approval of the superintendent, or designee, one (1) additional day, per occurrence, may be granted for nieces, nephew, uncles, and aunts; up to five (5) days per school year.

Due to special or unusual situations, additional days may be granted upon request to the human resources director.

Bereavement leave is only to be used during a scheduled work day. If the need for bereavement leave occurs during unscheduled work time, the employee is not eligible for bereavement leave.

Reasonable documentation of a death in the employee's immediate family should be produced by the employee upon returning to work. Failure to produce may result in denial of bereavement leave.

### **Section 11 - Jury Duty Days (Compensatory)**

Upon notice of jury duty, an employee shall notify their immediate supervisor. Any employee called for jury duty shall be paid the difference between what he received as a juror and the salary he would normally receive from the Board of Education, if compelled to serve. Seniority shall accumulate and increments accrue according to the salary schedule.

### **Section 12 - Temporary Job Placement (Compensatory)**

Any approved leave as stated in the contract for a six (6) month period or less may be posted and temporarily awarded in accordance with the contract. When an employee is ready and able to return to work up to or within the six (6) month leave, they shall be returned to their former position. Employees working temporarily will revert to their former position.

After a six (6) month period, any leave shall be considered as a vacancy and that position will be posted in accordance with Article 8, Section 2—Job Postings. Employees returning after a six (6) month period shall return under the provisions of Article 10, Section 1(4).

**ARTICLE 18**  
**Paid Holidays**

**Section 1 - Holidays for 12 Month Employees**

There shall be thirteen and a half (13.5) paid holidays for all permanent twelve (12) month employees regardless of which day of the week they fall.

Independence Day	New Year's Eve
Labor Day	New Year's Day
½ day before Thanksgiving	Good Friday
Thanksgiving	Easter Monday
Friday following Thanksgiving	½ day before Memorial Day
Christmas Eve	Memorial Day
Christmas Day	Mid-Winter Break (1 ½ days)
Floating Holiday***	

Twelve (12) month employees will be paid for holidays during the work week only if working the last scheduled work day before and the next scheduled work day after the legal holidays, and in accordance with the leave of absence clause in Article 17.

All employees shall work ½ days before Thanksgiving and Memorial Day. Employee start and end times shall be adjusted as/if necessary on these two half days to ensure office coverage and student supervision in the buildings. The Central Office Receptionist shall be released after the students at the latest elementary building are dismissed.

**Section 2 - Holidays for Less than 12 Month Employees**

There shall be twelve and a half (12.5) paid holidays for all less than twelve (12) month employees, if requirements are met under Article 31, regardless on which day of the week they fall.

Labor Day	New Year's Day
½ day before Thanksgiving	Good Friday
Thanksgiving Day	Easter Monday
Friday following Thanksgiving	½ day before Memorial Day
Christmas Eve	Memorial Day
Christmas Day	Mid-Winter Break (1 ½ days)
New Year's Eve	

Less than twelve (12) month employees will be paid for holidays during the work week only if working the last scheduled work day before and the next scheduled work day after the legal holidays, and in accordance with the leave of absence clause in Article 17.

\*\*\*Effective July 1, 2009, 12-month employees with 25 years or more of service.

**Section 3 - Holiday Pay**

All WBESPA employees regardless of number of hours worked per day shall qualify for the following paid holidays: ½ day before Thanksgiving, ½ day before Memorial Day, and Mid-Winter Break.

All employees who are regularly scheduled to work less than eight (8) hours per day will be paid on a prorated basis. For those employees working a flex schedule per Article 11, Section 2 or during a summer schedule per Article 11, Section 4, holidays shall be paid up to eight (8) hours only. All employees will have the opportunity to work their weekly contracted hours or take vacation or personal time. In no event will an employee receive holiday pay for more than eight (8) hours even if their flexed regular shift involves a work day in excess of eight (8) hours. Administration and the WESPA executive board shall meet prior to the holiday to agree on this adjustment of the work week. Schedules will be adjusted with the approval of the immediate supervisor prior to the eligible holiday.

**ARTICLE 19**  
**Vacations**

**Section 1 - Twelve (12) Month Employees**

Twelve (12) month employees hired on or after August 1, 2006, or current employees who move into a twelve (12) month position on or after August 1, 2006, shall receive annual vacation with pay based upon the following schedule. For current employees under this provision who move into a twelve (12) month position after August 1, 2006, their district seniority shall determine the number of weeks of vacation to be awarded.

After 1 year	1 week
After 2 years	2 weeks
After 5 years through 15 years	3 weeks
After 15 years	4 weeks

Vacation for twelve (12) month employees of record as of June 30, 2006, shall receive vacation time based on the following schedule:

After 1 year	1 week
After 2 years through 4 years	2 weeks
After 5 years through 9 years	3 weeks
After 10 years or more	4 weeks

**Section 2 - Ten and a Half (10½) Month Employees**

Current employees, as of July 1, 2006, who move into a 10½ month position, shall receive annual vacation with pay based on the following schedule. For current employees under this provision who move into a 10½ month position after July 1, 2006, their district seniority shall determine the number of weeks of vacation to be awarded.

After 1 years through 4 years	1 weeks
After 5 years through 15 years	2 weeks
After 15 years	3 weeks

10½ month employees hired between June 14, 2004-June 30, 2006, are eligible for paid vacations based on the following schedule:

After 1-3 years	1 week
4-9 years	2 weeks
10-14 years	3 weeks
15 years or more	4 weeks

10½ month employees hired or rehired after June 30, 2006, will not be eligible for paid vacation days.

**Section 3 - Less than Ten and a Half (10½) Month Employees**

Employees hired before July 1, 2006, and who work less than 10½ months, will receive five (5) paid individual leave days, non accumulative. Current or new employees who are awarded a less than 10½ month position on or after July 1, 2006, are not eligible for the five (5) paid individual leave days.

#### **Section 4-Vacation Pay for Employees who work fewer than 12 months and earn 10 or fewer vacation days**

Employees who work fewer than 12 months and earn 10 or fewer vacation days per fiscal year shall be required to use five days during times when they are not scheduled to work. Employees who work fewer than 12 months and earn 15 vacation days per school year shall be required to use 10 days during times when they are not scheduled to work. Employees who work fewer than 12 months and earn 20 vacation days per school year shall be required to use 15 days during times when they are not scheduled to work. The remaining 5 vacation days shall be converted into sick days and added to the employee's severance bank. If an employee exhausts all personal business and sick days, they may request approval from the Human Resources Director to use up to 5 additional vacation days on scheduled, non-student days and no sub will be required.

Vacation days required to be used during non-scheduled time shall be paid at the employee's current salary step. This pay will be spread out over the employee's elected number of pays.

#### **Section 5—Posting and Requesting Vacation Time**

1. Employees hired after July 1<sup>st</sup> of the previous year will receive prorated vacation days up to July 1<sup>st</sup>. Vacation days shall be taken only in the year following the year in which they are earned. For those employees eligible for vacation time hired after January 1, 2010, vacation time shall be taken in the same year that it is earned. There shall be no carryover/payout for unused vacation time for those employees hired after January 1, 2010. Effective July 1, 2016 employees not currently eligible for vacation who are awarded a vacation eligible position shall take vacation time in the same year that it is earned.
2. All vacation requests must be submitted to the employee's immediate supervisor. Each employee shall personally submit their vacation requests to be date stamped and copied for the employee at the time of submission. Requests must be submitted in writing, via email, facsimile, or in person.
3. Employee requested vacation days shall be mutually agreeable to the employee and the immediate supervisor. Upon mutual agreement, vacation time shall be permissible anytime during the year according to seniority but shall not interfere with school operations.
4. Vacation schedules may be changed for demonstrable reasons on the part of the employee. Such changes shall be determined on the basis of required staffing levels and shall not interfere with school operations.
5. In the event there is a dispute concerning vacation requests, such disputes shall be resolved at a special conference between the employee and administration. Such a conference shall be held no later than five (5) working days after the denial is received by the employee.
6. Vacation accumulation shall be prorated to reflect unpaid days absent during the accrual year except that, in the case of twelve (12) month employees, there shall be no pro-ration of vacation for up to three (3) months of medical leave, pursuant to Article 19, Section 2.

**ARTICLE 20**  
**Insurance**

**Section 1 - Medical Insurance**

The Board shall purchase insurance protection through MESSA PAK A, MESSA PAK B, MESSA PAK C, or MESSA PAK D on behalf of members (see addendum).

The Board shall contribute towards the cost of medical insurance the capped amounts in accordance with state law.

Members electing insurance coverage who are married with children shall select either single or family medical coverage.

For premium levels below the cap amounts, the Board shall contribute the difference to qualifying District FSA or HSA account.

Employees Shall Contribute 10% towards the cost of dental and vision insurance. All employee contributions shall be deducted over all pays.

In the event that the employee does not choose the above stated medical coverage, the employee will be entitled to receive the following cash in lieu of insurance amount:

<b>District-wide Participation In-Lieu of Insurance</b>	<b>Monthly In-Lieu of Payment</b>	<b>Annual Payment per Employee</b>
<b>1-70</b>	<b>\$250</b>	<b>\$3,000</b>
<b>71-85</b>	<b>\$350</b>	<b>\$4,200</b>
<b>86-100</b>	<b>\$450</b>	<b>\$5,400</b>
<b>101 +</b>	<b>\$550</b>	<b>\$6,600</b>

Cash in lieu participation is determined twice per year by the number of members enrolled by January 1 and July 1 each year.

Employees hired after July 1, 2018 and working less than six and one-half (6.5) hours per day or under thirty-two and one-half (32.5) hours per week are not eligible for health, dental, and optical insurance unless they meet the annual hour requirements as calculated for Affordable Care Act compliance.

**Section 2 - Group Life Insurance**

Non-instructional employees will be covered by the Board of Education for \$25,000 group life insurance and accidental death and dismemberment. This insurance is fully paid for by the school district.

All new permanent employees will be covered as of the first of the month following the date eligible. A beneficiary form is to be completed and signed prior to the effective date of coverage.

**Section 3 - Dental Insurance**

The Board agrees to provide a dental plan as described in Appendix B for qualified employees.

**Section 4 - Vision Insurance**

The employer shall provide a vision care plan as described in Appendix B for qualified employees.

**Section 5 - Reimbursed Medical Costs**

If an employee, as the result of a legal award or settlement of a legal claim, is reimbursed for medical costs paid by or through the Woodhaven-Brownstown School District, he/she shall reimburse the district for those costs, not to exceed the amount of the award minus any legal costs incurred by the employee.

**ARTICLE 21**  
**Mileage Allowances**

The current I.R.S. mileage reimbursement shall be granted to employees who are required to use their car for school business.

**ARTICLE 22**  
**Uniforms and Protective Clothing**

**General Provisions**

Employees in the following classifications will be required to wear the approved uniform or clothing:

- Security Monitors

The approved uniform for each classification shall be recommended to the superintendent by a committee represented by the WESPA and the administration. The committee shall recommend clothing of similar color and appropriate style. This committee shall be reconvened at a minimum of every five (5) years. Either the WESPA executive board or the administration may request that the committee be reelected to review uniforms more frequently.

All non-probationary, current employees as of August 1, 2009 of this agreement shall be provided with required uniforms/clothing.

While on the job, employees must be in uniform for the particular classification. Regular employees substituting in the positions requiring a uniform shall be issued a temporary uniform while on the job.

Employees are responsible to clean and repair their uniform. The employee must wear their uniform in an appropriate manner so as to present an acceptable appearance at all times while on the job.

**Section 1 - Classification Uniforms**

Security monitor classification - At the beginning of each school year the District shall provide all security and hall monitor employees three (3) polo shirts of specific color with identifying lettering for these employees to wear to work on a daily basis. The District shall provide up to 3 additional shirts to each security/hall monitor employee at the beginning of 2<sup>nd</sup> semester. In addition, the District shall annually provide all security and hall monitor employees with one hundred dollars (\$100) to be used for the purchase of light-brown khaki pants to wear to work on a daily basis. Employees may purchase the khaki pants at a store/vendor of their choosing. Employees shall submit receipts to the business office no later than September 15 of each year. If an employee spends less than the provided \$100 on their khaki pants, that amount will be deducted from a future payroll check. Cargo pants are not acceptable. Capri pants are acceptable.

**Section 2 - Yearly Uniform Allowances**

An employee may request a replacement for a uniform piece at the district's expense should the employee demonstrate that the uniform was irreparably damaged on the job, but not due to normal wear and tear or failure on the employee's part to maintain the uniform. If the district replaces the uniform, the employee must forfeit the damaged article of clothing.

## **ARTICLE 23**

### **Contracting and Subcontracting Public Work**

During the term of the agreement, the employer shall not contract out or subcontract any public work with the express intent to affect an employee's job. If any changes are contemplated, the union will have an opportunity to discuss the matter before final action is taken.

The parties recognize that to the extent, and only to the extent that Article 25 addresses the contracting out of non-instructional work by the employer to third parties, it is presently unenforceable under Section 15(3)(f) of PERA, MCL 215 (3)(f). In the event that Section 14 (3)(f) is repealed or amended, Article 25 shall be given full force and effect, except in no event shall any third party private food service employee be included in the WESPA bargaining unit.

Employees within the food service classification, as of the effective date of this agreement, shall remain public employees of the school district through June 30, 2017.

**ARTICLE 24**  
**Work Rules**

**Section 1 - Establishing**

The employer agrees to meet and confer with the union over changes in existing work rules or the establishment of new work rules. Emergency matters are not covered by this provision.

**Section 2 - Changes**

When existing rules are changed or new rules are established, they shall be posted prominently on all bulletin boards for a reasonable period before becoming effective.

**Section 3 - Informing Employees**

The employer further agrees to furnish the union with a copy of all existing work rules after they become effective. New employees shall be provided with a copy of the rules and union agreement at the time of hire.

**Section 4 - Enforcing**

The employer and employees shall comply with all existing reasonable rules that are not in conflict with the terms of the agreement, provided the rules are uniformly applied and uniformly enforced.

All unresolved complaints as to the reasonableness of any new or existing rules or any complaint involving discrimination in the application of new or existing rules shall be resolved through the grievance procedure.

**ARTICLE 25**  
**Use of Building**

The union shall be permitted the use of a building after school hours in accordance with established School Board policy.

Regular monthly meetings may be scheduled for the full year.

Building use for special business meetings of the union, committee meetings of the union, and regular monthly meetings which must be rescheduled will be permitted provided that such use is requested through the superintendent of the school district or a designated representative and can be arranged in advance. This provision shall not require the disruption of previously scheduled use of the premises and shall not incur additional costs to the school district. Employees may attend such meetings only on their own time.

**ARTICLE 26**  
**General Provisions**

**Section 1 - Transporting Children**

Non-instructional personnel shall not be mandated to use their own personal/private vehicles to transport students.

**Section 2 - Safety Committee**

There shall be two (2) members from the union and two (2) members from management composing a safety committee to study general working conditions, procedures, and habits with respect to safety conditions.

**Section 3 - Medical Requirement**

All employees will be required to receive a T.B. tine test as established by the Board policy that shall be paid for by the school district. The school district shall have the right to provide a qualified physician.

**Section 4 - Personal Property Loss or Damage**

During the term of this agreement, a fund of \$1,500 shall be established from which individual employees may be reimbursed for approved claims for property loss due to theft, burning, or willful or malicious damage provided such damage or destruction occurs within the school building or designated employee parking area, while the employee is on duty and is connected with the execution of the employee's assigned responsibilities. Said loss or damage shall not be occasioned by the negligence of the affected employee.

Personal property is defined as anything normally worn or carried into the building by the employee, but shall not include cash.

\$500 will be allocated per year to cover claims. If an unused balance is available at the end of any year, then previous claims that have been denied will be reconsidered. Claims on individual items must have a replacement value of \$10 or more to be eligible for reimbursement. Items of over \$200 in value, other than clothing, that an employee may wish to bring into the building to be used in the employee's assigned responsibilities must have building administrative approval to be eligible for reimbursement claims. Items brought into the building that are not described in this article will not be eligible for reimbursement claims.

Claims filed due to damage done to personal cars shall be compensated in the following manner:

Personal cars must be parked in parking areas designated as employee parking lots and a police report must be filed as soon as knowledge of said damage occurs, to be eligible for coverage. Compensation for auto claims shall be made at 100% of the individual's deductible fee for personal auto insurance coverage, capped at \$250.

All claims will be reviewed by a committee whose membership will include WESA president and business manager. Claims made under a homeowner's insurance policy will not be eligible for reimbursement.

**Section 5 - Appendices**

A schedule of classifications, a non-instructional employee's calendar, and a copy of the salary schedule shall be attached to this contract when completed.

**Section 6 - Medically Fragile and Custodial Care Students**

Any employee who is assigned the duty of providing service to a student who is medically fragile or in need of custodial care shall be provided appropriate training, any equipment required to perform the service, and shall be appropriately insured by the district.

**Section 7 - Voluntary Health Options or Other Options**

Whenever the employer offers voluntary options which employees purchase through, but not from, the employer, such as short term disability insurance, the employee purchasing such options shall be bound by the rules of the carrier or company providing the product or service and those rules or regulations shall not be subject to the grievance procedure of this master agreement.

There shall be a fourteen (14) calendar day wait period for short term disability (STD) . The Board shall deduct up to ten (10) sick leave, accumulated leave, and/or personal leave days (in that order respectively) during this wait period.

The employer agrees to furnish the union any proposals for change that the carrier/company makes that may negatively impact members so that the union may respond to the carrier/company.

**ARTICLE 27**  
**Non-Discrimination**

The provisions of this agreement shall be applied equally to all employees in the bargaining unit without discrimination as to age, sex, marital status, race, color, creed, national origin, or political affiliation. The union shall share equally with the employer the responsibility for applying this provision of the agreement.

All references to employees in this agreement designate both sexes, and wherever the male gender is used, it shall be construed to include male and female employees.

The employer agrees not to interfere with the rights of employees to become members of the union, and there shall be no discrimination, interference, restraint or coercion by the employer or any employer representative against any employee because of union membership or because of any employee activity in an official capacity on behalf of the union.

The union recognizes its responsibility as bargaining unit and agrees to represent all employees in the bargaining unit without discrimination, interference, restraint or coercion. Harassment of employees shall not be tolerated.

An employee may elect to pursue remedy through the grievance procedure as set forth in Article 5 or the courts. It is expressly understood that an employee may not elect to pursue a remedy through both the courts and Article 5.

**ARTICLE 28**  
**Waiver Clause**

The parties acknowledge that during the negotiations which resulted in this agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived by the parties after the exercise of that right and opportunity are set forth in this agreement.

## **ARTICLE 29**

### **No Strike - No Lockout**

#### **Section 1 - No Strike**

Under no circumstances will the union cause or authorize or permit its members to cause, nor will any member of the bargaining unit take part in any strike, sit-down, stay-in, or slow-down in or on any property of the Board or in any curtailment of work or interference with the operation of the Board during the term of this agreement or during any period of time while negotiations are in progress between the union and the Board for the continuance or renewal of this agreement.

#### **Section 2 - Union Responsibility**

In the event of a work stoppage or other curtailment, the union shall immediately instruct the involved employees that their conduct is in violation of this contract and that they may be disciplined up to and including discharge.

#### **Section 3 - No Lockout**

The Board will not lockout any employees during the term of this agreement.

**ARTICLE 30**  
**Employee Benefits**

Employees working six (6) hours or more, shall qualify for the following benefits:

Vacation (per Article 20)	Health Insurance
Sick Days	Optical Insurance
Personal Business Days	Dental Insurance
Holidays	Life Insurance

An employee whose regular work assignment, excluding field trips, consistently exceeds thirty (30) hours per week for at least four (4) weeks, and who has been disqualified for benefits due to insufficient scheduled hours, shall have their position re-evaluated for qualification for benefits.

\* Refer to Article 20 with regard to employees hired after July 1, 2018.

**ARTICLE 31**  
**Longevity**

**Section 1 - Longevity**

Bargaining unit members who have completed fifteen (15) years of service in bargaining unit work will receive \$250 on their anniversary date, and in June of each year, thereafter. Bargaining unit members who have completed twenty (20) years of service in bargaining unit work will receive \$500 in June of each year.

**Section 2 – Severance Package**

No payouts on unused sick and personal business days at the end of the year.

Employees who retire (verified through ORS) from the district and have been employed in the district a minimum of ten (10) years shall be compensated for accumulated sick and personal business days using the following formula:

- One (1) to twenty-five (25) days accumulated, paid for 25% of days
- Twenty-six (26) to fifty (50) days accumulated, paid for 50% of days
- Fifty-one (51) to seventy-five (75) days accumulated, paid for 75% of days
- Seventy-six (76) to ninety (90) days accumulated, paid for 100 % of days

Employees with ten (10) to nineteen (19) years of employment in the district will be paid at step 5 of their current classification.

Employees with twenty (20) or more years of employment in the district will be paid at their current step.

The total severance package pay shall be limited to a maximum of ninety (90) days.

Employees hired before July 1, 2016 will receive credit towards their accumulated days for unused sick and personal business days that were paid off annually prior to July 1, 2013 (for purposes of placement on the payoff scale), but will only be paid for the number of days banked at the time of retirement.

**Section 3 - Early Notification of Retirement**

Employees who qualify for retirement under the ORS criteria and who notify the Board by March 1 of the school year in which they retire, shall receive an incentive payment of one thousand dollars (\$1,000) upon retirement. Retirement shall be defined as final notification from ORS.

Termination

This agreement shall be effective August 22, 2018 and shall terminate June 30, 2021, if notice of either parties intent to terminate this agreement is submitted, in writing, not less than ninety (90) days prior to the expiration date.

This agreement shall continue in full force and effect each year absent any termination notice and for each year thereafter any subsequent termination date and until notice of either parties intent to terminate, modify or amend this agreement ninety (90) days prior to any subsequent termination date.

This agreement may be modified or amended if notice of either parties intent to modify or amend this agreement is submitted, in writing, not less than ninety (90) days prior to the expiration date. The then existing agreement shall continue in full force and effect during negotiations for modifications or amending this agreement.

Notice of intention to terminate, modify or amend this agreement and request for negotiations will be sent, by certified mail.

IN WITNESS WHEREOF, the parties hereto agree that all terms, benefits, and conditions of this agreement are to become effective on August 22, 2018, unless otherwise noted, and have duly executed this agreement on August 22, 2018.

Woodhaven-Brownstown School District  
Board of Education

Woodhaven-Brownstown  
Educational Support Personnel Association

Cara Pimer

Chad Smith

\_\_\_\_\_  
President

\_\_\_\_\_  
President

Robert Harris

Claudia DiResta

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
Sandra Ruehles

**Appendix A**  
**Salary Scales**

**Wage Scale I - Clerical Classifications**

<b>Class B:</b> HS Principal's Adm. Asst. HS Asst. Principal's Adm. Asst. MS Principal's Adm. Asst. Elementary Principal's Adm. Asst. Transportation Dispatcher Special Education Director's Adm. Asst. *MS Asst. Principal's Adm. Asst. *Receptionist *Community Education Adm. Asst.	<b>Support Services Clerk</b> <b>Warehouse/Purchasing Clerk</b> <b>HS Adm./Counseling</b> <b>TOTE Adm. Asst.</b> <b>Just 4 Kids Adm. Asst.</b> *MS Adm. Asst./Counseling *Summer School Adm. Asst. *Central Media Clerk *HS Adm. Asst./Attendance
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**Class C: Clerk Typists/Student Advocate Clerks**

\*Former Class C personnel moved to Class B in the 2002-03 school year, with the understanding that any previous Class C personnel who lateral to a current Class B position must meet current job qualifications.

**Salary Schedule:**

- 2018-19:** 1.5% on-schedule; \$100 minimum, up to 0.5% of previous year's regular compensation, off-schedule
- 2019-20:** 1.5% on-schedule
- 2020-21:** 1.5% on-schedule

	<b>2018-19</b>						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Class B Admin. Asst.	13.24	15.71	16.79	17.86	19.00	19.80	21.16
Class C Admin Asst.	12.03	14.80	16.00	17.01	18.10	19.25	20.69
Sp. Svcs. & Athletic Bkpr.	14.56	16.97	18.02	19.12	20.30	21.07	22.50
Data Support Specialist	13.60	16.29	17.24	18.24	19.31	20.43	21.83
Accts. Payable	15.42	18.14	19.30	20.53	21.84	22.37	23.90
Payroll Clerk	22.95	23.73	24.22	24.71	25.21	25.73	26.50
Security	15.72	16.88	17.48	18.12	18.77	19.46	20.36
Security Monitor	10.59	10.97	11.37	11.89	12.37	12.86	13.37

	<b>2019-20</b>						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Class B Admin. Asst.	13.43	15.95	17.04	18.13	19.29	20.10	21.48
Class C Admin Asst.	12.21	15.02	16.24	17.27	18.37	19.54	21.00
Sp. Svcs. & Athletic Bkpr.	14.77	17.23	18.29	19.41	20.60	21.39	22.84
Data Support Specialist	13.81	16.54	17.50	18.51	19.59	20.74	22.16
Accts. Payable	15.65	18.41	19.58	20.84	22.17	22.71	24.26
Payroll Clerk	23.29	24.09	24.58	25.08	25.59	26.12	26.90
Security	15.96	17.13	17.74	18.39	19.05	19.75	20.67
Security Monitor	10.75	11.13	11.54	12.07	12.56	13.05	13.57

	<b>2020-21</b>						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Class B Admin. Asst.	13.64	16.19	17.30	18.40	19.58	20.40	21.80
Class C Admin Asst.	12.39	15.25	16.48	17.53	18.64	19.84	21.31
Sp. Svcs. & Athletic Bkpr.	15.00	17.48	18.56	19.70	20.91	21.71	23.18
Data Support Specialist	14.01	16.78	17.77	18.79	19.89	21.05	22.49
Accts. Payable	15.88	18.69	19.88	21.15	22.50	23.05	24.63
Payroll Clerk	23.64	24.45	24.95	25.45	25.97	26.51	27.30
Security	16.20	17.39	18.01	18.67	19.33	20.05	20.98
Security Monitor	10.91	11.30	11.71	12.25	12.74	13.25	13.77

**Appendix B**  
**Benefits Plan**

	<b>Employer Paid **</b>	<b>Employee Paid</b>
<b>Medical</b>	<b>MESSA Choices</b> \$20/\$25/\$50 – Saver Rx - \$500/\$1,000 OR <b>MESSA ABC Plan 1</b> PPH HDHP – ABC Rx - \$1,350/\$2,700 OR <b>MESSA ABC Plan 2</b> PPO HDHP – ABC Rx - \$2,000/\$4,000 OR <b>MESSA ABC Plan 2</b> 20% co-insurance – PPO HDHP – ABC Rx - \$2,000/\$4,000	Anything over the capped amount  See Article 20 - Insurance
<b>Dental</b>	<b>Delta Dental Full Family</b> Class I: 100%    Class II: 90% Class III: 90%    Class IV: 90% Annual max: \$1,000 Orthodontics: 90%/ \$900 lifetime max No adult orthodontics	10%
<b>Vision</b>	<b>VSP 3 Full Family</b>	10%
<b>Term Life</b>	<b>Base Benefit Level</b> - \$25,000	Supplemental Life Dependent Life
<b>Disability Income</b>	5-13 days/year Accrue to 90 days max	<b>Short Term Disability</b> 14 calendar day waiting period 26 weeks max duration <b>Long Term Disability</b> 180 day waiting period
<b>Medical Expense Reimbursement *Section 125</b>	N/A	<b>Pre-tax dollars used for:</b> Deductibles Co-pays Non-covered and other expenses in accordance with IRS regulations \$2,500 max
<b>Dependent Care *Section 125</b>	N/A	<b>Pre-tax dollars used for:</b> Child care Adult Care Other expenses in accordance with IRS regulations \$2,500-\$5,000 max
<b>Supplemental Insurance *Section 125</b>	N/A	AFLAC supplemental

## Appendix C School Calendars

### 2018-19 School Year

July 30	216-day staff first day
August 13	206-day staff first day
August 28	Teacher Professional Development
September 4	Students First Day (full day)
October 25	BMS P/T Conferences (half day for students)
October 31	Halloween (half day) <i>teacher half of the day - partially used for pd</i>
November 1	PHMS P/T Conference (half day for students)
November 6	Election Day (no school for students)
November 8	WHS P/T Conferences (half day for students)
November 9	Elementary Records Day (half day for students)
November 15	Elementary P/T Conferences (half day for students)
November 21	Thanksgiving (day before half day)
November 22 - 23	Thanksgiving Recess
November 30	BMS Records Day (half day for students)
Dec. 24 - Jan. 4	Winter Recess
January 21	MLK Jr. Day (no school for students)
January 23 - 25	PHMS & WHS Exams (half days for students)
January 31	BMS P/T Conferences (half day for students)
February 15	Presidents Day (day before half day)
February 18	Presidents Day
March 8	Elementary Records Day (half day for students)
March 14	Elementary P/T Conferences (half day for students)
March 15	BMS Records Day (half day for students)
March 20	WHS P/T Conferences (evening only)
March 21	PHMS P/T Conferences (evening only)
April 1 - April 7	Spring Recess
April 19	Good Friday
May 24	Memorial Day (day before half day)
May 27	Memorial Day
June 10 - 12	PHMS & WHS Exams (half days for students)
June 11	Elementary & BMS Records Day (half day for students)
June 12	Last Day of School (half day for students)
June 25	216-day staff last day
June 25	206-day staff last day

**2019-20 School Year**

July 29	216-day staff first day
August 12	206-day staff first day
August 27	Teacher Professional Development
September 3	Students First Day (full day)
October 24	BMS P/T Conferences (half day for students)
October 30	WHS P/T Conferences (half day for students)
October 31	Halloween (half day) <i>teacher half of the day - partially used for pd</i>
November 5	Election Day (no school for students)
November 7	PHMS P/T Conference (half day for students)
November 8	Elementary Records Day (half day for students)
November 14	Elementary P/T Conferences (half day for students)
November 27	Thanksgiving (day before half day)
November 28 - 29	Thanksgiving Recess
December 6	BMS Records Day (half day for students)
Dec. 23 - Jan. 3	Winter Recess
January 20	MLK Jr. Day (no school for students)
January 22 - 24	PHMS & WHS Exams (half days for students)
January 30	BMS P/T Conferences (half day for students)
February 14	Presidents Day (day before half day)
February 17	Presidents Day
March 6	Elementary Records Day (half day for students)
March 12	Elementary P/T Conferences (half day for students)
March 13	BMS Records Day (half day for students)
March 18	PHMS P/T Conferences (evening only)
March 19	WHS P/T Conferences (evening only)
April 6 - April 13	Spring Recess
May 22	Memorial Day (day before half day)
May 25	Memorial Day
June 8 - 10	PHMS & WHS Exams (half days for students)
June 9	Elementary & BMS Records Day (half day for students)
June 10	Last Day of School (half day for students)
June 23	216-day staff last day
June 23	206-day staff last day

**2020-21 School Year**

August 3	216-day staff first day
August 17	206-day staff first day
September 1	Teacher Professional Development
September 8	Students First Day (full day)
October 29	BMS P/T Conferences (half day for students)
October 30	Halloween (half day) <i>teacher half of the day - partially used for pd</i>
November 3	Election Day (no school for students)
November 5	PHMS P/T Conference (half day for students)
November 12	WHS P/T Conferences (half day for students)
November 13	Elementary Records Day (half day for students)
November 19	Elementary P/T Conferences (half day for students)
November 25	Thanksgiving (day before half day)
November 26 - 27	Thanksgiving Recess
December 4	BMS Records Day (half day for students)
Dec. 21 - Jan. 1	Winter Recess
January 18	MLK Jr. Day (no school for students)
January 27 - 29	PHMS & WHS Exams (half days for students)
February 4	BMS P/T Conferences (half day for students)
February 12	Presidents Day (day before half day)
February 15	Presidents Day
March 12	Elementary Records Day (half day for students)
March 18	Elementary P/T Conferences (half day for students)
March 19	BMS Records Day (half day for students)
March 24	WHS P/T Conferences (evening only)
March 25	PHMS P/T Conferences (evening only)
April 2 - April 9	Spring Recess
May 28	Memorial Day (day before half day)
May 31	Memorial Day
June 14 - 16	PHMS & WHS Exams (half days for students)
June 15	Elementary & BMS Records Day (half day for students)
June 16	Last Day of School (half day for students)
June 29	216-day staff last day
June 29	206-day staff last day

[Appendix D](#)  
Employee Evaluation

**Woodhaven-Brownstown School District**  
**Non-Instructional Employee Performance Review**

Employee Information	
Name	Employee ID
Job Title	Date
Building	Supervisor
Review Period                      to	

Ratings					
	1 = Poor	2 = Fair	3 = Satisfactory	4 = Good	5 = Excellent
<b>Job Knowledge</b>					
<i>Comments</i>					
<b>Work Quality</b>					
<i>Comments</i>					
<b>Attendance/Punctuality</b>					
<i>Comments</i>					
<b>Initiative</b>					
<i>Comments</i>					
<b>Communication/Listening Skills</b>					
<i>Comments</i>					
<b>Dependability</b>					
<i>Comments</i>					
<b>Personality</b>					
<i>Comments</i>					
<b>Overall Rating</b> <i>(average the ratings numbers above)</i>					

<b>Evaluation</b>	
Additional Comments	

<b>Verification of Review</b>	
<i>By signing this form, you confirm that you have discussed this review in detail with your supervisor. Signing this form does not necessarily indicate that you agree with this evaluation.</i>	
Employee Signature	Date

<b>Employee Information</b>	
Name	Employee ID
Job Title	Date
Building	Supervisor
Review Period	to
Supervisor Signature	Date