

Addendum to Eau Claire Public Schools 2018-2021 Master Agreement

This Addendum is made to the *2018-2021 Collective-Bargaining Agreement between the Eau Claire Public Schools and the Michigan Education Support Personnel Association* and is executed by and between the Eau Claire Board of Education ("the Board") and the Eau Claire Public Schools Education Support Personnel Association ("the Association.").

It is mutually understood and agreed by and between the undersigned parties that the *2018-2021 Collective Bargaining Agreement between the Eau Claire Public Schools and the Michigan Education Support Personnel Association Agreement* is amended as follows:

Article 11

3. Paid Leave Days

- 3.1.7. Ten (10) month employees covered by this agreement may use paid leave days to cover days the employee may lose due to scheduled **non-student** attendance days.
- 3.1.8. Ten (10) month employees covered by this agreement shall not use Paid leave days for employee vacations during scheduled student instructional days.
- 3.1.9. For all employees covered by this contract, a Doctor's note may be required when an employee returns to work after three (3) or more consecutive paid leave days.

Article 12

6. Call-In Pay

- 6.1. Whenever a Maintenance, Custodial, Instructional Support Staff, or Food Service Employee is called to work outside of his or her regularly scheduled working hours with less than twelve (12) hours notice, the Employee shall receive pay for the actual time worked, at time and one-half (1 ½) of the Employee's regular rate for the first hour. Compensatory time off may be given instead of overtime pay if mutually agreeable to the Employer and the bargaining unit employee for hours worked beyond the employee's daily schedule.

Article 14

1. Vacation Time

- 1.1.2. Vacation Days must be approved by the Superintendent and may not be carried over for more than one calendar year from the allocation date unless approved by the Superintendent.

Article 15

4. Act of God

- 4.2. Employees classified as Instructional Support Staff or Food Service staff shall not be required to report for work and shall suffer no loss of pay up to the number of forgiven days allocated by the State of Michigan. If the number of the act of god days exceeds the number of forgiven days allocated by the State of Michigan, the employee may use his or her paid leave days.
- 4.3. Remove paragraph

Except as set forth in this Addendum, the Agreement is unaffected and shall continue in full force and effect in accordance with its terms.

This Addendum to be executed on the day and year noted below.

Date: June 15, 2020

Janice Vidman MEA Unit 1000

Eau Claire Education Association/MEA

EAU CLAIRE PUBLIC SCHOOLS BOARD OF EDUCATION

Date: 6-17-2020

David Krugh
President, Board of Education