

MASTER AGREEMENT

Between

**MICHIGAN CENTER SCHOOL
DISTRICT**

And

**MICHIGAN CENTER EDUCATION
SUPPORT PERSONNEL
ASSOCIATION**

2017-2020

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AGREEMENT

This Agreement is made by and between the Michigan Center Public Schools (hereinafter called the "Employer") and the Jackson County Education Association, MEA/NEA (hereinafter called the "Association").

ARTICLE 1 - RECOGNITION

- A. **Scope.** Pursuant to and in accordance with the applicable provisions of Act 379 of the Michigan Public Acts of 1965, as amended, otherwise known as PERA (Public Employment Relations Act) the Employer recognizes the Association as the sole and exclusive collective bargaining representative for the purpose of collective bargaining with respect to wages, hours, and other conditions of employment for all regular full-time and part-time food service employees and aides, but excluding supervisors.

 - B. **Definitions.** The term "*employee*" when used hereafter in this Agreement shall refer only to members of the bargaining unit. The term "*days*", unless otherwise indicated, shall mean working days.
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ARTICLE 2 - MANAGEMENT RIGHTS

Nothing in this Agreement shall be deemed to limit the Employer in any way in the exercise of the regular and customary functions of management unless otherwise expressly provided herein, and all management rights are reserved, and the Association hereby recognizes that the Employer has sole responsibility and authority over the matters concerning management and operations of all property, facilities and activities of the Employer not herein specifically modified, including but not limited to making rules and regulations; determining the number and location or relocation of schools or other facilities or departments, the amount and nature of supervision, and the type and amount of equipment to be used; selecting and directing the work force, including the right to hire, determining the number of hours to be worked, including overtime, the right to lay off employees from duty because of lack of work or for other legitimate reasons, and to schedule work; the right to sell, lease or otherwise dispose of school buildings and other facilities; the right to liquidate or to annex all or part of another school district or be annexed by or consolidated with another school district, or take any other action not inconsistent with the specific language of this Agreement.

ARTICLE 3 - ASSOCIATION & EMPLOYEE RIGHTS

- A. **Rights.**
 - 1. The private and personal life of an employee is not within the appropriate concern of the Employer unless it adversely affects students or the employee's performance of their duties.

 - 2. To the extent prohibited by law, the Employer and the Association agree that, for the duration of this Agreement, neither shall unlawfully discriminate against any employee or applicant for employment because of their religion, race, color, national origin, age, sex, height, weight, marital status, handicap, or political belief, nor shall the Employer, nor the Association, its agents or members, to the extent prohibited by law, discriminate against any employee or applicant for employment because of their membership or non-membership in the Association.

- B. **Discipline.** No non-probationary employee who has completed the probationary period shall be disciplined or discharged without just cause. The term "*discipline*" includes verbal and written warnings; verbal and written reprimands; suspensions with or without pay; and discharges. Discipline shall be administered progressively. However, the Employer may bypass progressive

discipline steps if the Employer shows that the offense warrants it. A probationary employee may be disciplined or discharged at the sole discretion of the Employer and shall not have recourse to the grievance procedure. An adverse evaluation of an employee's performance shall not be considered disciplinary action and shall not be subject to the grievance procedure. Verbal and written discipline will be on the forms provided in Appendix I. Any discipline shall be done in person, scheduled within five (5) working days of the incident.

- C. **Representation.** Any employee who is being disciplined shall be entitled to have an Association representative present if the employee so requests.
- D. **Personnel File.** To the extent permitted by law, an employee shall have the right to review the contents of their personnel file during the regular district business hours and to have a representative of the MCESP/JCEA accompany them in such review. The employee shall notify the Superintendent's Secretary at least twenty-four (24) hours in advance of such requested review.

No material originating in the school district after original employment will be placed in the employee's personnel file unless the employee has been furnished a copy of such material. The employee may submit a written notation regarding the material and it shall be attached to the file copy of the material in question. Where the employee's signature is required, the signature of the employee on any materials placed in the employee's file, not originating from the employee, shall not signify agreement but only the fact that the employee is aware of such material. If the employee believes the material placed in their file is false or in error, such material will be removed or corrected upon evidence of its invalidity or error.

Any disciplinary letters originated by the school district and contained in the employee's personnel file which are more than four (4) years old, shall upon request of said employee, be removed prior to the release of information to a third party. Records will remain in the personnel file with no time limitation to the extent required by law.

- E. **Assault.**
 - 1. Any case of assault upon a member by an employee shall be promptly reported to the Employer or its designated representative. The Employer shall render all reasonable assistance to the employee in connection with handling of the incident by law enforcement and judicial authorities.
 - 2. If any employee is complained against or sued by reason of disciplinary action taken by the employee against a student, the Employer will offer the services of its attorney to provide initial legal advice to the employee. Such advice shall not include representation or defense in any civil or criminal proceeding brought by or against the employee.
- F. Subject to the approval of the Superintendent, district office equipment may be used by the Association. Any cost or damages attributable to such usage will be reimbursed by the Association.

ARTICLE 4 - EMPLOYEE RIGHTS

- A. **Right to Organize: Non Discrimination.** Pursuant and subject to the Public Employment Relations Act, and subject to any limitations contained in this Agreement, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association for the purpose of engaging in collective bargaining or negotiations and other concerted activities for mutual aid and protection or not undertake such activity. As a duly elected body exercising governmental power under the laws of the State of Michigan, the Board undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any employee in the enjoyment of any right conferred by the Public Employee Relations Act or other laws of Michigan or the Constitutions

of Michigan and the United States, provided the employee has not waived any such right under the terms of this Agreement; that to the extent prohibited by law it will not discriminate against any employee with respect to hours, wages, or any terms or conditions of employment by reason of his membership or non-membership in the Association, his participation or nonparticipation in any activities of the Association or collective professional negotiations with the Board, or his institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

B. Association Members. The Board specifically recognizes the right of the Association to appropriately to invoke the assistance of the Michigan Employment Relations Commission (MERC), or a mediator from such public agency.

C. Information. The Board agrees to furnish to the Association in response to reasonable requests from time to time all available information concerning the financial resources of the district, tentative budgetary requirements and allocations and such other information as will assist the Association in developing intelligent, accurate, informed and constructive collective bargaining proposals.

The District will also furnish the Association with names, addresses and work sites of new employees within ten (10) days of their hire. The District will also notify the Association President and UniServ Director when employees go on leave, lay off, hours change, quit, retire or are terminated.

D. Payroll Deduction. Upon written authorization from the employee, the District will deduct from the payroll of that employee and make appropriate remittance for annuities and direct deposit, or any other plans or programs approved by the Board.

ARTICLE 5 - GRIEVANCE PROCEDURE

A. **Definitions.**

1. A grievance shall be defined as any dispute regarding the meaning, interpretation, application or alleged violation of the terms and provisions of this Agreement.

2. Days shall mean working days unless otherwise indicated.

3. A grievant may be an individual employee or a group of employees in the bargaining unit or the Association. An Association grievance shall be filed at Step 3 with the Superintendent within ten (10) days after the Association has knowledge of the grievance or within ten (10) days after the Association reasonably should have knowledge of the grievance.

B. **Procedure.** All grievances shall be presented for adjustment and handled in accordance with the following procedure:

Step 1. Any employee who believes they have a grievance, must submit the grievance orally to their immediate supervisor within five (5) days after the employee has knowledge of the grievance, or within five days (5) after the employee reasonably should have had knowledge of the grievance. A representative of the Association may be present at such a meeting. The supervisor shall render their verbal decision within twenty-four (24) hours after the grievance is submitted.

Step 2. If the grievance is not settled in *Step 1*, it shall be reduced to writing, state the facts upon which it is based and when they occurred, specify the section of the Agreement which is alleged to have been violated and the relief sought, be signed by the grieving employee and an Association representative, and be submitted to the immediate supervisor or their designee and the building principal, if not the

immediate supervisor, within ten (10) days after the employee has knowledge of the grievance, or within ten (10) days after the employee reasonably should have had knowledge of the grievance. The supervisor shall make a written reply within five (5) days after receipt of the written grievance.

Step 3. If the grievance is not settled in *Step 2*, the Association may submit a written request for a meeting with the Superintendent or their designee, which request shall be made within five (5) days after the Association's receipt of the *Step 2* decision. The grievance report form (Appendix B) shall serve as such written request and shall be submitted by the Association to the Superintendent. The Superintendent or their designee and the Association representative, together with such additional representatives as either party may desire, shall meet and discuss the grievance within five (5) days after the grievance is presented at this step. The Superintendent or their designee shall give a written answer to the Association within five (5) days after the date of such meeting.

Step 4. If the grievance is denied by the Superintendent or their designee and no agreement is reached, the grievance shall be submitted to the Secretary of the Board by the Association within ten (10) days after the disposition by the Superintendent or their representative.

The Board, no later than at its next regular meeting or ten (10) days, whichever shall be later, may hold a meeting on the grievance. Disposition of the grievance in writing by the Board shall be made no later than ten (10) days thereafter.

Step 5. If the grievance is not settled in *Step 4*, the Association may within twenty (20) days after the Employer's *Step 4* decision, submit the grievance to binding arbitration in accordance with the American Arbitration Association's Voluntary Labor Arbitrator's Rules. The arbitrator shall have no power or authority:

- a. to alter, add to, subtract from, or disregard the expressed terms of this Agreement;
- b. to substitute their judgment for that of the Employer or Association as to the reasonableness of the provisions of this Agreement;
- c. to rule on an issue excluded from the grievance procedure or arbitration by the terms hereof;
- d. to award damages other than back pay; or
- e. to interpret law or issue a ruling on a subject where there is a procedure under law for such relief.

The arbitrator's decision shall be final and binding upon the Association, its members, the employee or employees involved, and the Employer. The expense and fees of the arbitrator shall be paid by the losing party.

C. **Time Periods.** The time periods of the grievance procedure shall exclude weekends and holidays and may be extended only by mutual agreement between the Employer and the Association. During the summer break, days shall be treated as normal work days unless a holiday or weekend. In the event the Association does not appeal a grievance from one step to another within the time limits specified, the grievance shall be considered as being settled on the basis of the Employer's last answer. In the event the Employer fails to reply to a grievance at any step of the grievance procedure within the specified time limits, the grievance shall automatically be referred to the next step in the grievance procedure.

ARTICLE 6 - CONTINUITY OF OPERATIONS

- A. Both parties recognize the desirability of continuous and uninterrupted operation of school programs and the avoidance of disputes which threaten to interfere with such operations. The Association accordingly agrees that it will not, directly or indirectly, engage or assist in any strike including a sympathy strike, as said term is defined by the Public Employment Relations Act. The Employer agrees that during the life of this Agreement there will be no lock-outs.
- B. Both parties also agree that they will not, during the period of this Agreement, directly or indirectly engage in or assist in any unfair labor practice as defined by Section 10 of the Public Employment Relations Act.

ARTICLE 7 - WORKING CONDITIONS

- A. **Supervision.** Employees shall at all times be kept informed of the following:
 - 1. Their immediate supervisor;
 - 2. The person whom they should notify in case of illness, accident, etc.; and
 - 3. The person in charge of the employee's work area or building when the employee's immediate supervisor is physically absent from such work area or building.
- B. **Facilities.** The Employer shall provide adequate rest areas, lounges and restrooms for employee use. Existing facilities on the ratification date of this Agreement shall be considered adequate.
- C. **Safety.** Employees shall not be required to work under conditions which pose an imminent threat to their health, safety or well-being. The Employer will provide for such employee protective devices and equipment as required by applicable laws and regulations including OSHA and MIOSHA.

In the event an employee is concerned regarding an alleged job hazard, the immediate supervisor shall be notified in writing of same. The supervisor shall investigate such condition and within five (5) days notify the employee of their finding and what action will be taken, if any.

- D. **Work Performed by Non- Unit Members.** Supervisors shall be permitted to perform bargaining unit work in the following instances:
 - 1. In an emergency or when unit employees are not available;
 - 2. To instruct or train employees on a new job;
 - 3. To do experimental work.
 - 4. To fill personnel shortages when scheduled employees fail to call in at least two (2) hours before the regular start of work, and fail to report to work. Food Service employees must call in two and a half (2 ½) hours before the start of work. See Article 13 A 6 for further detail.
- E. **Higher Classification of Work.** Any employee in the bargaining unit who is directed to work in a higher classification will be paid at the rate of the higher classification.
- F. **Certification.** Food Service employees are required to pass the Serve Safe Class and Test and maintain the certification to continue employment within the Food Service Department. The

Michigan Center School District Food Service Director will enroll each employee in the class and also register them for the test. The Food Service Department will cover the upfront costs of the class and the test. Each employee will write a check to the Michigan Center School District for the amount of the test (determined by the invoice received). Upon successful completion of the class and test, the employee will turn in a copy of their Serve Safe certificate to the Food Service Director. The certificate MUST be turned in prior to the employee's first day of work or after the employee's certification expires, and prior to any further work days being scheduled. At that time the employee's check will not be cashed and will be returned. If the employee is not able to turn in the certificate, the check is retained. At that time the employee has the option to register themselves, and pay for, a second test. Upon successful completion of the test, the employee will turn in the certificate to the Food Service Director. At that time, the employees check will not be cashed and it will be returned. If the employee chooses not to register for a second attempt of the test, the employee's check will be cashed by the District and their employment will be terminated.

ARTICLE 8 - JOB DESCRIPTIONS

- A. As job descriptions are developed or changed, copies will be provided to the Association for input prior to being distributed to employees. The current job descriptions are attached as Appendix C.
- B. Each job description shall include as a minimum
 - 1. Title of Classification
 - 2. Qualifications
 - 3. Primary duties and responsibilities.
- C. In the event any positions are being restructured, the changes will be discussed with the affected employee(s) and Association representative for the department prior to implementation.

ARTICLE 9 - SENIORITY

- A. **Definitions.** *"Department seniority"* shall be defined as an employee's length of continuous employment with the Employer since their last appointment date. *"Last appointment date"* shall mean the date upon which the employee first reported for work in their department provided they have not quit, retired or been discharged or permanently transferred to another department. *"Department"* shall mean either (a) food service department, (b) general aide department, or (c) child care. No time shall be deducted from an employee's seniority due to absence occasioned by authorized leaves of absence or vacations, but employees shall not accrue unit or department seniority during unpaid leaves of absence after twelve (12) weeks or during layoff.

An employee shall hold departmental seniority for each department in which the employee is currently working. Employees who change departments shall hold inactive seniority in their previously assigned department for a period of three (3) years after the change. Inactive seniority shall only be used for the purpose of layoff and recall.

- B. **Probationary Period.** All new employees shall be probationary employees until they have completed ninety (90) calendar days of service, exclusive of any unpaid leaves, paid time off or layoffs. Should a probationary employee be laid off, their probationary period will resume from the point of layoff and continue until the ninety (90) calendar day probationary period has been completed. During the probationary period, the employee shall be represented by the Association

for all purposes, except the employee shall have no seniority status, may be terminated in the sole discretion of the Employer and the termination of such employee shall not be subject to the grievance procedure. Any probationary employee who has been terminated will be entitled, upon request, to a meeting with the Superintendent and an Association representative to discuss the reasons for the termination. Upon the successful conclusion of the employee's probationary period, the employee's name shall be added to the seniority list as of their last hiring date.

- C. **Seniority List.** The Employer will maintain an up-to-date seniority list showing the seniority of each employee. The names of all employees who have completed their probationary periods shall be listed on the seniority list, starting with the senior employee's name at the top of the list. Seniority will be based upon the number of days earned/credited; not including approved leave of absences per Article 14 (B). If two or more employees have the same last hiring date, the tie will be broken by using the last three digits of the employee's social security numbers, with the highest number being placed first. A copy of the seniority list and subsequent revision shall be furnished to the Association. The seniority list will state the following: name, date of hire, group, date hired in the group, days of seniority earned in the group.
- D. **Termination of Seniority.** An employee's seniority and employment shall terminate:
1. If the employee quits, retires, or is discharged.
 2. If following a layoff the employee fails or refuses to return to work on the date specified in the recall notice unless they presents an excuse acceptable to the Employer.
 3. If the employee is laid off for a period of time equal to their accumulated seniority at the time of layoff or two (2) years whichever is shorter.
 4. If the employee is absent from work for two (2) consecutive working days without notifying the Employer, unless the employee presents an excuse acceptable to the Employer, for not notifying the Employer.
- E. **Transfers outside the Bargaining Unit.** When a bargaining unit employee is promoted or transferred by the Employer to a job with the Employer outside the bargaining unit, the employee shall cease to accrue seniority and shall lose all accrued seniority if the employee is not returned to the bargaining unit within six (6) months.

ARTICLE 10 - VACANCIES AND TRANSFERS

- A. **Definition of Vacancy.** A vacancy shall be defined as a newly created position or a present position that is not filled and which the employer intends to fill. An eliminated position shall not be considered a vacancy. If the hours of a position are permanently increased by thirty (30) minutes or more, the position will be considered a new position and a vacancy subject to posting.
- B. **Posting.** All vacancies shall be posted in a conspicuous place in each building of the school district for a period of five (5) work days. Each position shall contain the following information:
1. Type of work;
 2. Rate of pay;
 3. Classification;
 4. Minimum requirements or special qualifications, if any.

5. Initial building assignment.

Copies of postings will be sent to the local Association President prior to posting. Interested employees may apply in writing to the Superintendent or their designee within the five (5) day posting period. A vacant position may be filled on a temporary basis for a maximum of twenty (20) working days. If the vacancy is due to an ISD placement, the position may be filled on a temporary basis for thirty (30) working days. After that time, the position will be reviewed on a case by case basis to determine if the position shall be posted. A posted position may be filled on a temporary basis until it is filled.

C. **Filling Vacancies.** In filling vacancies, the most senior qualified employee that applies within the department (the three [3] departments are defined as food service; general education; child care) in which the vacancy exists, will be given the position.

Where there are no qualified applicant from within the department in which the vacancy exists, the district agrees to give due weight to qualifications of all applicants and other relevant factors.

A less senior employee from another department will not be given the position unless it can be demonstrated that the senior candidate(s) is not qualified or that the junior candidate(s) is demonstrably superior to the higher senior candidate(s). Demonstrably superior shall be assessed upon quantitative assessment of the criteria listed on the job posting.

The decision of the Board as to filling vacancies shall be final.

D. **Notification.** The Employer shall make known its decision as to which applicant has been selected to fill a posted position. Such notification shall be made in writing within ten (10) working days to each applicant.

E. **Trial Period.** In the event of a transfer or move to a new department, the trial period shall be up to fifteen (15) working days. The trial period is not a training period, but is for the purpose of giving the employee an opportunity to show their ability to perform the new job. Adequate verbal instruction for nuances of that particular position will be afforded to the affected employee. During the trial period the Employer shall have the right to return the employee to their former position, if the employee does not have the ability to perform the job and the employee shall have the right to return to their former classification. The Employer will give the promoted or transferred employee reasonable assistance in performing up to Employer standards on the new job.

F. **Temporary Transfers.** The Employer shall have the right to transfer employees from one job classification or assignment to another to substitute for employees who are absent from work due to illness, accident, vacations, or leaves of absence for the period of such absence and to fill temporary jobs or temporary vacancies subject to the employee's seniority and acceptance. When the absence exceeds five (5) working days, the immediate supervisor will offer the temporary vacancy to qualified employees on a seniority basis.

G. **Additional Work.**

1. Aides. Whenever additional non-scheduled hours are available, either during or outside the school day, such hours will be offered on a rotating seniority basis by building.

2. Food Service. Whenever additional hours for catering are available, such hours will be offered on a rotating seniority basis to employees who sign up for such hours. Cooks and servers will be kept on separate lists. Catering work will be voluntary. Whenever additional hours are available during the

school day, such hours will be offered on a rotating basis for those who sign up for such hours, provided that none of the additional hours conflict with the employee regular hours.

Breakfast hours are considered available when an employee calls in at least two and a half (2 1/2) hours before the regular start of work. (See Article 13 A 6 for further detail)

3. **Child Care.** Whenever additional non-scheduled hours are available, either during or outside the school day, such hours will be offered on a rotating seniority basis to qualified employees. Every minute an employee is required to remain at work after the closing due to children still being present will be paid one dollar (\$1.00) for every minute over the employee's scheduled time. If no qualified employee accepts the additional hours, the least senior person will be required to work.

ARTICLE 11 - LAYOFF AND RECALL

- A. **Definition.** For purposes of this provision, a layoff shall be defined as a reduction in the work force as determined by the Employer.
- B. **Notice of Layoff.** No employee shall be permanently laid off unless the employee shall have been notified of the layoff at least thirty (30) calendar days prior to the effective date of the layoff. An employee may be temporarily laid off for up to thirty (30) calendar days with at least twenty-four (24) hours written notice.
- C: **Layoff Procedure.** In the event of a layoff, the Employer shall first lay off probationary employees in the affected department. In no case shall a new employee be employed by the Employer while there are laid off employees who are qualified for a vacant or newly created position. In the event further layoffs beyond probationary employees are necessary, employees with seniority in the affected department shall be laid off in the inverse order of their departmental seniority. Any laid off employee with seniority shall have the right to exercise their seniority to bump the less senior employee in any other equal or lower classification within the employee's department having less departmental seniority, provided the senior employee is qualified and has the ability to perform the work as determined by the Employer. An employee must exercise their right to bump by written notice to the Superintendent or their designee within three (3) work days after receipt of a layoff notice.

Laid-off employees who hold seniority in a department other than the department, from which they are laid-off, may at the option of the employee, displace the least senior employee in that other department provided that the laid off employee has more department seniority than the employee being displaced and is qualified and has the ability to perform the work.

- D. **Reduction in Work Hours.** The Employer will make every effort to not reduce full-time positions to part-time positions. If a reduction in the work force is necessary, the Employer shall make every effort to reduce whole positions and not reduce hours among several positions. In the event of a permanent reduction in the work hours (thirty minutes per day or more in a fiscal year – July 1 to June 30) within a classification, an employee may claim seniority over another employee in the department for the purpose of working the hours of the least senior employee, provided the employee has greater departmental seniority than the other employee.

In no case shall a permanent reduction of any employee's work hours take effect until the Employer gives at least five (5) work days written notice to the affected employee. An employee must exercise their seniority rights under this section by written notice to the Superintendent or their designee within three (3) work days after receipt of a reduction in hours' notice.

- E. **Substitute Priority.** A laid off employee shall upon application, and at their option, be granted priority status on the substitute list according to the employee's departmental seniority, provided the laid off employee has the qualifications and ability to perform the work. A laid off employee who refuses substitute work two or more times without an acceptable excuse may be removed from the substitute list. Due to job acclamation in the food service, the Employer may, however, use established substitutes for immediate short-term work needs of non-extended duration.
- F. **Recall.** When the work force is increased after a layoff, employees will be recalled by classification based on department seniority, with the most senior employee being recalled first, provided the employee has the qualifications and ability to perform the work. An employee who is required to accept recall to a classification other than the classification held when laid off, shall have the right to fill the first vacancy in their former classification.
- G. **Notice of Recall.** Notices of recall of employees on permanent layoff shall be sent by certified or registered mail to the last known address as shown on the Employer's records. The recall notice shall state the time and date on which the employee is to report back to work. It shall be the employee's responsibility to keep the Employer notified as to their current mailing address. An employee on permanent layoff shall be given at least five (5) work days from receipt of notice to report to work, and an employee on temporary layoff shall be given at least twenty-four (24) hours from receipt of notice, written or verbal, to report to work. The employer may fill the position on a temporary basis until the recalled employee can report for work, providing the employee reports with the five (5) day or twenty-four (24) hour period.

ARTICLE 12 - EVALUATION

- A. **Procedures.**
 - 1. Each employee shall be evaluated by their immediate supervisor and/or building administrator by April 30 of each year. The absence of an annual evaluation indicates a satisfactory performance of the employees.

An employee shall not be evaluated based on work performed outside the employee's classification. Evaluations shall be based solely on observations of the employee's work.
 - 2. All evaluations shall be reduced to writing and shall be kept in the employee's personnel file. A copy will be given to the employee within ten (10) working days. If a supervisor believes an employee is doing unacceptable work, the evaluation shall set forth (1) the specific deficiencies; (2) specific ways for the employee to improve and correct the deficiencies; and (3) any assistance available from the Employer.
 - 3. An Employee may submit a written response which shall be attached to the file copy of the evaluation in question.
- B. **Grievances.** The content of evaluations shall not be subject to the grievance procedure.
- C. **Forms.** As evaluation forms are developed or changed, copies will be provided to the Association for input prior to being distributed to employees. The current evaluation forms are attached as Appendix D, E and F.

ARTICLE 13 - LEAVES OF ABSENCE WITH PAY

- A. **Sick Leave.** At the beginning of each work year, each employee shall be credited with ten (10) days of sick leave subject to adjustment if the employee is not employed the entire year. The Employer shall furnish each employee with a written statement at the beginning of each school year setting forth the total accumulated sick leave credit for said employee.
1. An employee may use all or any portion of their earned sick leave for the following reasons:
- a. Personal illness, personal injury or physical disability including maternity related disability.
 - b. A maximum of five (5) days sick leave per year may be used for a serious illness in the immediate family. Immediate family is to be defined as follows: spouse, child (biological, adopted, foster, step or legal ward), parents, step parents, grandparents, grandchildren, or a member of the employee's immediate household. An employee shall also be allowed to use a maximum for five (5) days sick leave per year for serious illness of a sibling or in-laws with supervisor or superintendent prior approval.
 - c. **Personal Business.** . In addition to personal illness or injury, sick leave may be utilized for the following: funerals, personal business (three [3] days per year), dental and doctor appointments and any other reason approved in advance by the Superintendent.

Personal business days may be used in situations of urgency for purposes of conducting personal business which is impossible to transact on weekends, after work hours or during vacation periods. Personal business days may not be used to extend vacation or holiday periods.
 - d. Should the absent employee receive payment from worker's compensation and/or employer's liability insurance, said employee shall be compensated at their regular gross rate, provided the Employer retains the payment resulting from the worker's compensation claim or insurance claim, and prorates an amount of sick leave time from the employee's accumulated sick leave days so that the payment from worker's compensation or employer's liability insurance plus the gross sick pay is equal to the employee's regular gross pay rate. When an employee's paid sick leave is exhausted, the employee shall be placed, by the Employer, on an unpaid leave of absence of up to one (1) year and receive only the compensation provided by worker's compensation or employer's liability insurance.
 - e. An employee may elect not to use paid sick time under 1(a) above and shall be placed, by the Employer, on an unpaid leave of absence of up to one year and receive only the compensation provided by the worker's compensation or employer's liability insurance.
 - f. Information regarding procedures for accessing worker's compensation and Employer's liability insurance are available in the Business Office..
2. Sick leave shall not be abused and a medical certificate may be required by the supervisor, at the employee's expense, after five (5) consecutive days to substantiate a request for approval of sick leave or for permission to return to work.

This section will not be construed as a prohibition against requiring a doctor's verification at times when there is reason to believe that paid leave time is being misused or abused.

3. **Absence Notification.**

- a. **Paraprofessional and Child Care:** An employee shall notify their supervisor at least two (2) hours before the regular start of work, or as soon thereafter as the employee's circumstances will permit, if the employee is going to be absent for reasons chargeable to sick leave. Such notice must be given to receive paid sick leave.
- b. **Food Service:** An employee is to use the notification procedure outlined below at least 2 ½ hours before the regular start of work or as soon thereafter as the employee's circumstances will permit, if the employee is going to be absent for reasons chargeable to sick leave.. Such notice must be given to receive paid sick leave
 - 1. Call primary phone number provided by Supervisor.
 - a. If Supervisor answers the process is complete.
 - b. If no answer, leave a message and proceed to b.
 - 2. Call secondary phone number provided by Supervisor
 - a. If contact is made with the Supervisor or employee, process complete.
 - b. If no answer, leave a message and/or email Supervisor, copying Payroll and Benefits Coordinator with a message indicating absence.

4. **Terminal Leave Pay. .**

Upon a voluntary quit from the district, an employee shall be paid at their current hourly rate, a severance pay of:

- a. Three-fourths (3/4) of any unused sick days after ten (10) years employment in the District.
- b. Upon severance from the district, the district agrees to pay each employee as follows:
 - 1. Employees with ten (10) or more years of continuous service will receive fifty (\$50) per year of service.
 - 2. This provision will not apply to those employees discharged for just cause.

5. Unused sick leave will accumulate up to a maximum of fifty (50) days. Unused sick days in excess of fifty (50) days will be paid at a rate of thirty five dollars (\$35) per day based on six (6) or more hours per day and prorated for part time employees (less than six (6) hours a day).

- B. **Funeral Leave.** An employee shall be allowed up to three (3) working days per incident without loss of pay immediately following the death in the employee's immediate family as defined below to grieve and attend the funeral of the decedent or to attend a later memorial service, Employee shall be allowed one (1) day each school year to attend the funeral of a person not in the immediate family provided such day shall be charged against the employee's paid sick days. The District may require proof of funeral attendance. Immediate family is defined for such purpose as follows: spouse, child (biological, adopted, foster, step or legal ward), parents, step parent, parent-in-law, brother, sister, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparent, grandchild or a member of the employee's immediate household.

- C. **Jury Duty.** An employee who is summoned and reports for jury duty as prescribed by applicable law, for each day on which the employee reports for or performs jury duty and on which they otherwise would have been scheduled to work for the Employer, shall be paid for such time lost as a result of such appearance or service, less any compensation received for jury service, provided that if such employee is excused from jury duty during regular working hours they shall promptly return to work. Night shift employees shall not be required to report for work if jury duty requires morning attendance.

In order to receive the payment above referred to, an employee must give the Employer prior notice that the employee has been summoned for jury duty and must furnish satisfactory evidence that they reported for or performed jury duty on the days and to the extent for which the employee claims such payment, and produce satisfactory evidence as to the amount the employee was paid by the court for such jury duty.

- D. **Association Leave Days.** The Employer shall grant the Association up to four (4) unpaid leave days for the use of the President or their designee to conduct Association business or participate in Association activities. The Employer shall pay the cost of any substitutes. The Association shall give at least two (2) days advance notice of such leave days.

ARTICLE 14 - LEAVES OF ABSENCE -- UNPAID

A. **Unpaid Leaves.**

1. **Granting and Extension.** Leaves of absence without pay or benefits shall be granted for up to one (1) year without loss of seniority upon written request from an employee. Such leaves may be extended by the Employer upon written request of the employee.
2. **Request for Leave.** Requests for unpaid leaves of absence shall include the reason for the leave along with notification of the beginning and ending dates of the leave. Requests for leave shall be made to the immediate supervisor. If the request is denied, the employee may appeal to the superintendent.
3. Except to the extent that insurance benefits are required to be continued by the Family Medical Leave Act (FMLA), all insurance benefits paid by the Employer will cease at the commencement of the unpaid leave, but the employee may, at the employee's option, continue coverage to the extent permitted by the insurer, by making full payment of the cost thereof in advance to the Employer on a monthly basis.
4. In order to facilitate planning an efficient operation of the school, employees on extended leaves must notify the Employer in writing at least thirty (30) days prior to the scheduled return date of their intent to return to work as scheduled.
5. Any leave granted under this section that is for an FMLA qualifying purpose shall count toward the employees FMLA entitlement.

B. **Reasons for Leaves of Absence** are as follows:

1. **Infant Child Care Leave.** Infant child care leave shall be granted in accordance with Section A. of this article following the birth or adoption of a child.
2. **Family Medical Leave Act.** Upon the recommendation of a physician a health leave without pay shall be granted for prolonged illness of spouse, children or parent in accordance with Section A.

3. **Health.** An employee who is unable to work because of non-compensable personal illness or disability and who has exhausted all sick leave available shall upon examination be granted a leave of absence without pay for the duration of such illness or disability, up to one (1) year, inclusive of paid sick leave used. Such leave may be extended at the discretion of the Employer upon request of the employee. The provisions of Section A above shall apply to such extended sick leave. If such leave is for an FMLA qualifying purpose it shall count toward the employees FMLA entitlement.
 4. **Association.** Members of the Association elected to local Association positions or selected by the Association to do work which takes them from their employment with the Employer, shall at the written request of the Association receive temporary leaves of absence without pay for periods not to exceed one (1) year or the term of office, whichever may be shorter, and upon their return shall be re-employed at work with accumulated seniority. An extension of such leave not to exceed one (1) year may be approved by the Superintendent.
 5. **Other.** Leaves for other purposes may be granted at the discretion of the Employer upon written request.
- C. Return from Leave of Absence.**
1. Employees on leave for health reasons must return, resign, or request a special extension for a maximum of one (1) additional year.
 2. When an employee's health permits their return, the employee shall make their request known in writing to the Supervisor and Superintendent (Business Office) and will submit a statement from a physician of the employee's fitness for work. In the event there is a question of the employee's fitness to return to work, the Employer has the right to request an examination at the Employer's expense.
 - a. An employee returning from a leave of absence of sixty (60) calendar days or less shall be required to notify the Employer in writing, of the employee's intent to return at least five (5) working days prior to the date of their return.
 - b. Employees wishing to return from a leave of absence of more than sixty (60) calendar days shall be required to notify the Employer in writing of the employee's desire to return at least twenty (20) working days or to request an extension, or to submit a resignation, otherwise the employee will be considered as terminating their employment with the district.
 3. Seniority permitting, an employee returning from an approved leave of absence shall be reinstated to the same or comparable classification or position the employee held when the leave began.
- D. Family and Medical Leave Act.** All terms and conditions of the Family and Medical Leave Act of 1993 shall be applied to all applicable leaves.
- E. Military Leave.** The Employer shall comply with the provisions of the Selective Service Act, with respect to leave of absence due to military service, including National Guard.
- F. Educational Leave.** At the discretion of the Superintendent, leaves of absence shall be granted for the purpose of permitting the employee the opportunity to continue the employee's education in a field related to their classification. Application for such leaves will be made in writing by the employee. Such leaves will be granted for a maximum of one year. Extensions may be granted at the discretion of the Superintendent and upon written request by the employee.

ARTICLE 15 – HOLIDAYS / VACATIONS

- A. **Holidays.** All employees shall have the following days off with pay provided the employee works their scheduled work day before and after such days off, unless the absence is verified with a doctor's excuse or in cases of bereavement leave as defined in Article 13, Section B.

Labor Day	New Year's Eve (excludes Child Care)
Thanksgiving Day	New Year's Day
Day After Thanksgiving	President's Day (excludes Child Care)
Day before Christmas	Memorial Day
Christmas Day	
Four (4) Floating Holidays (Child Care only)	

Requests for floating holidays by Child Care employees must be submitted at least ten (10) calendar days in advance and are subject to the approval of supervisor.

In the event President's Day is a scheduled day of student instruction, the Superintendent and Association President will designate an alternative date for the year.

- B. **Longevity for Para Professionals and Food Service.**

2012-13 After 10 years of service:	Good Friday
2013-14 After 15 years of service:	December 26 Holiday
2014-15 After 20 years of service:	Spring Break Monday

- C. **Vacations.** If the child care program remains at least a forty-eight (48) week program, child care aides scheduled to work the full year will receive vacation for consecutive years of employment in the program as set forth below. All vacation time will be prorated where appropriate. Absent good cause being shown, requests for vacation must be submitted at least thirty (30) calendar days in advance. Vacation day schedules are subject to the approval of the supervisor.

Vacation Schedule:

After 1 Year	5 Days
After 2 Years	8 Days
After 3 Years	9 Days
After 4 Years	10 Days
After 5 Years	12 Days
After 10 Years	17 Days
After 20 Years	20 Days

ARTICLE 16 - WORK DAY, WORK WEEK

- A. **Work Week.**

1. The normal work week shall consist of up to forty (40) hours per week. However, nothing contained herein shall be construed as a guarantee of forty (40) hours of work a pay per week.

Employees shall be notified in writing, prior to the start of the school year, of their daily and yearly starting and ending time of work.
2. The Employer may alter an employee's shift provided at least one (1) week written advance notice, except in an emergency, is given to the employee. Said shift changes shall begin on Monday, end on Friday, and shall be at least one (1) week in duration, except in an emergency.
- B. **Work Day.** Employees who work six (6) hours or more per day will be entitled to two (2) ten (10) minute relief times, employees who work six (6) hours or more per day will be entitled to an unpaid thirty (30) minute duty-free lunch period. Employees who work three (3) hours or more will be entitled to one (1) ten (10) minute relief time. Employees who work overtime will be entitled to an additional ten (10) minute relief time for every three (3) consecutive hours worked.
- C. **Overtime.** Employees shall receive overtime pay at a rate of one and one-half (1-1/2) times the employee's regular rate of pay to the extent required by law.
- D. **Substitutes.** The Employer may provide substitutes in the absence of a regular employee.
 1. If an employee voluntarily substitutes in another department, the employee will receive the Step 1 rate in the other department.
 2. If an employee within the Food Service Department substitutes in another classification within the department, the employee will receive Step 1 rate in the other classification or be paid their regular rate, whichever is higher.
 3. An employee substituting within the same classification within the department will receive the employees' regular rate of pay.
 4. This provision will not apply to substitute assignments under Article 11. E.
 5. In the even a substitute teacher cannot be found through the District's third party provider this process will be followed to utilize Para Professionals who are eligible to be a substitute teacher and registered with the District's third party provider to fill the substitute position. If the need for a substitute teacher comes from a grade level where an eligible para professional is positioned who is eligible to substitute, this para professional would be offered the substitute position. If the need for a substitute comes from a grade level where there are multiple eligible Para Professionals positioned who are eligible to substitute, filling the substitute position would happen on a rotating basis including those para professionals in that grade level who are eligible to substitute. If the need for a substitute comes from a grade level where there is no eligible para professional to substitute, filling the substitute position would happen on a rotating basis including those eligible para professionals from that building. Anytime an eligible para professional fills a substitute teacher position, they will receive the substitute teacher rate of pay for that day.
- E. **Act of God Days.** Nothing in this Agreement shall require the Employer to keep offices/buildings open in the event of inclement weather, or when otherwise prevented by an act of God, or an event that causes the closing of schools. When the schools are closed to students due to the above conditions, employees, except child care when remaining open, shall be excused from reporting to their job assignments without loss of pay provided the district receives state aid for the day. Days of instruction lost due to "act of God days" may be rescheduled if necessary to prevent the loss of state aid under the State Aid Act. When such days are rescheduled, employees shall be required to report

for duty and will not be compensated as they were compensated for the Act of God days as they occurred.

Employees who have reported to work prior to notice of such closings shall be paid their regular rate for all hours worked or three (3) hours pay, whichever is greater.

F. **In-service Days.**

1. When employees are required to work on a school day when students are not in attendance, such as a teacher in-service day, the employee shall be paid for all hours worked.

If such in-services are due to early student dismissal, employees will be given the option of working their normal hours (i.e., students will be fed prior to their dismissal [except for two (2) days of finals at the end of the first semester]) unless other arrangements have been agreed to by the Association and the District prior to any such in-service(s).

G. **Non-Childcare Professional Development.**

Non-Childcare Workers will be provided with two days of professional development.

ARTICLE 17 - NEGOTIATIONS PROCEDURES

- A. **Terms and Conditions.** 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 understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Nevertheless, because of the special nature of the public educational process it is likewise recognized that matters previously unforeseen or not negotiated may be negotiated by mutual consent of the parties.
- B. **Savings Clause.** If during the life of this Agreement, any of the provisions contained herein are held to be invalid by operation of law or by any tribunal of competent jurisdiction or if compliance with or enforcement of any provisions should be restrained by such tribunal pending a final determination as to its validity, the remainder of this Agreement shall not be affected thereby. In the event any provision herein contained is so rendered invalid, upon written request by either party hereto, the Employer and the union shall enter into collective bargaining for the purpose of negotiating a mutually satisfactory replacement for such provisions.
- C. **Entire Agreement.** No agreement, practice, or understanding contrary to this collective bargaining agreement, nor any alteration, variation, waiver, or modification of any of the terms or conditions contained herein shall be binding upon the parties hereto unless such agreement, understanding, alteration, variation, waiver, or modification is executed in writing between the parties. This Agreement constitutes the sole, only and entire agreement between the parties hereto and cancels and supersedes any other agreements, understandings, practices, and arrangements heretofore existing.
- D. **Procedures.** Negotiations between the parties on a successor agreement shall begin at least thirty (30) days and not more than ninety (90) days prior to the expiration of the contract term. All bargaining by the parties shall occur during non- working hours unless the parties mutually agree to bargain during the work day. When negotiations are conducted during regular school hours, released time without pay shall be provided for the Association's negotiating committee.

- E. **Bargaining Team.** Neither party in any negotiations shall have any control over the selection of the negotiating or bargaining representatives of the other party. Employees covered by this Agreement will be represented in negotiations by not more than six (6) negotiating committee members from the unit and such other Association representatives as the Association shall determine.
- F. **Final Agreements.** There shall be two signed copies of any final agreement. One copy shall be retained by the Employer and one by the Association. Copies of this Agreement shall be signed and presented to all employees in good standing now employed or hereafter employed by the Employer. All school district personnel policies or any changes in said policies shall be distributed to all employees within thirty days of the commencement of this contract or upon employment.
- G. **Contract Maintenance.** Representatives of the Association and the Employer shall meet each month for the purpose of reviewing the administration of the contract and to resolve problems that may arise. These meetings are not intended to bypass the grievance procedure. Should such a meeting result in a mutually acceptable amendment to the Agreement, then the amendment shall be subject to ratification by the Employer and the Association.

ARTICLE 18 - INSURANCE PROTECTION

- A. **Life.** The Board agrees to provide each employee with \$10,000 group life with AD&D.
- B. **Long Term Disability.** (66-2/3%, Plan I, 90 calendar days modified fill, \$2,500 maximum, no freeze on offsets, alcoholism/drug addiction 2 year, mental/nervous same as other illness) shall be provided to each employee.
- C. **National Health Care.**
 - 1. Should the national and/or state government mandate that the Employer provide a specific level and/or plan of health coverage, the Employer agrees to bargain over the implementation of said mandate and its effect upon the collective bargaining agreement and the health insurance coverage for members of the bargaining unit.
 - 2. All other benefits shall remain as provided for in this Article.
- D. **Vision/Dental/Health Reimbursement.** The District will reimburse every employee Two Hundred Sixty Dollars (\$260) per fiscal year for vision, dental or health care expenses, who is regularly scheduled to work at least thirty (30) hours or more per week. Those regularly scheduled for at least fifteen (15) hours per week, but less than thirty (30) will receive One Hundred Sixty Dollars (\$160) per year and those regularly scheduled less than fifteen (15) hours will receive One Hundred Ten Dollars (\$110) per year. This amount will be prorated for those who (1) are hired during the year, or (2) do not complete the entire year due to layoff or extended leaves of absence. Employees must submit receipts to the business office to receive their reimbursement.

The District will not deduct the cost of the vision insurance from the above rates when included in the Jackson County Consortium package.

ARTICLE 19 - MISCELLANEOUS

- A. **Least Restrictive Environment/Medically Fragile.**
 - 1. The parties recognize the need to provide reasonable accommodation for legally bonified handicapped students, including certain medical procedures directed by the student's physician. In

some instances, aides may be required to provide such services and where the aide assigned does not have the training, it will be provided at no cost to the employee and with release time where determined by the administration to be appropriate. The determination as to the need for training will be made on a case-by-case basis.

2. Aides may be required, without loss of pay, to attend an IEPC at the direction of the building principal.
3. When it has been determined that special directions to the aide are necessary in providing services to a specific special education student, the building principal will be responsible for communicating the directions.
4. If any special education aide believes a special education student's IEP is not meeting the student's needs, the member will advise their building principal. If the concerns are not addressed, the employee may address the concern to the Superintendent.

B. School Improvement.

1. The Board and the Association agree that employee participation in decision making is effective in providing positive results for education.
2. The provisions contained in this section shall apply to all school improvement plans, programs or processes set forth by school improvement committees established in the Michigan Center School District as a result of Section 1277 of Revised School Code and the No Child Left Behind Act.
3. It is understood that participation on school improvement committees is voluntary. Further, employees who participate, or are non-participants, in such activities shall not be negatively evaluated for any conduct relative to such committees.
4. In the event that any provision(s) of a school improvement plan, program or process or application thereof violates, contradicts, or is inconsistent with this collective bargaining agreement, the collective bargaining agreement shall prevail to the extent required by law.

- C. Drug and Alcohol Policies.** In the event the Board should meet to modify its current policy pertaining to alcohol and drug use, the Board will consult with the Association prior to any such modification.

D. Communicable Disease Control Policy / Bloodborne Pathogens.

1. The Employer shall provide the Association, as soon as possible, with a copy of its exposure control plan and any changes made to it.
2. The Employer shall provide, at no cost to the employee, Hepatitis B vaccine to all employees who have occupational exposure to blood or other infectious materials.
3. The district shall provide, within twenty-four (24) hours, the Hepatitis B Vaccine shots to those employees who have an occupational exposure to blood or other potentially infectious materials.
4. Each employee shall have the right to appeal the determination made by the Employer regarding the employee's reasonable expectation of exposure to blood borne pathogens or other infectious materials and the availability of Hepatitis B vaccine. The Employer shall provide a process for this appeal.
5. The Employer shall provide, where appropriate, personal protective equipment, such as gloves, at no cost to the employee.

6. The Employer shall provide labels for all containers of regulated waste, refrigerators, and freezers containing blood or other potentially infectious material, and other containers used to store transport or ship blood or other potentially infectious materials.
7. The Employer shall ensure that all employees, with occupational exposure to blood borne pathogens or other infectious materials, participate in a training program. The training program shall be of no cost to employees and be offered during working hours. Training shall be offered during working hours. Training shall be provided at the time of initial assignment to tasks when occupational exposure may take place and whenever there is a change in circumstances.

E. Training.

1. If the district anticipates special skills upgrades, advancement opportunities, or possibilities for job expansions, it will notify employees and ascertain their interests for such training.
2. If the district offers specific training opportunities to any member of the bargaining unit which could make them qualified for an advancement or change in position, such training shall be made available to all interested employees.
3. Such training opportunities need be no more than one (1) day duration at any one time and shall not require the district to expend funds beyond the registration fees and substitute costs.
4. This applies only to employees within the department when department-wide training (i.e. first aid training; crisis intervention for child care, or general aides) is conducted at the district's facilities.

F. Workshops/Conferences.

1. Requests to attend conferences and workshops are to be directed in writing to the employee's supervisor who may need to request approval from the Superintendent. A copy of related brochures will accompany the request. Any decision made by the supervisor and Superintendent as to the approval/disapproval or payment of related costs is not grievable.
 - a. Cancellation costs for any reason shall be incurred by the employee for the exception of illness or approved leave.
2. The District will pay child care workers their hourly rate for time attended at workshops to meet State required hours to maintain job certification or workshops at the District's request. Additional hours of training/workshops are encouraged, but will not be paid.

G. Food Service Uniforms.

Food Service employees will be required to wear red or gray Michigan Center polo shirts provided by the District, and District approved black khaki pants, to be worn daily unless otherwise indicated by the supervisor. Starting the return from spring break, black khaki shorts will be acceptable. Individual employees are responsible for the laundering and care of the clothing provided by the District.

H. Emergency Financial Manager

An Emergency Financial Manager appointed under the Local Government and School District Fiscal Accountability Act may reject, modify, or terminate the collective bargaining agreement as provided in the Act. [Note: This section was included in the collective bargaining agreement because it is legally required by state law and not because the parties negotiated over and agreed to the language during collective bargaining. The Association reserves the right to challenge this aspect of the referenced law in the appropriate civil court forum, and to argue that this section is not binding on the parties. This reservation of right does not include challenging the employer relative to this issue.]

ARTICLE 20 - DURATION OF AGREEMENT

This Agreement shall become effective as of the date of its execution, and shall remain in full force until June 30, 2020.

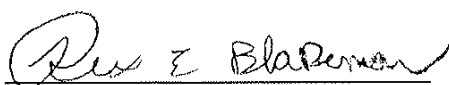
Jackson County Education Association



Marcy Hartung
MEA UniServ Director

Date: 1-22-18


Michigan Center School District



Rex Blakeman, President
Board of Education

Date: 11-13-17

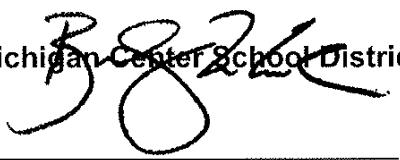
Michigan Center Educational Support Personnel Association



Kim Stark, President

Date: 1-17-18


Michigan Center School District



Brady Cook, Interim-Superintendent

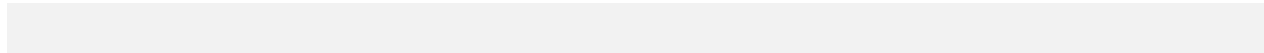
Date: 11-13-17

Jackson County Education Association



Melissa Anderson, President

Date: 1-22-18



APPENDIX A - SALARY SCHEDULE

2017- 2020

Probationary period will be for ninety (90) calendar days from day of employment. Any individual, regardless of seniority, in the bargaining unit transferring from one department to the other department will begin at the "0" STEP on the salary schedule.

In each year of the agreement, employees will be eligible for a 1% off schedule bonus if the audited blended student count from prior year to current year is greater than 7.5 FTE. The off schedule bonus will be added to the last pay in June if eligible in any given year.

K-12 Aides

Step	2017-2018	2018-2019	2019-2020
0	\$11.02	\$11.13	\$11.24
1	\$11.31	\$11.42	\$11.53
2	\$11.63	\$11.74	\$11.86
3	\$11.95	\$12.07	\$12.19
4	\$12.21	\$12.33	\$12.45

Food Service

Position	2017-2018	2018-2019	2019-2020
FS 1 (Head Cook)	\$13.72	\$13.85	\$13.99
FS 1 (Cooks)	\$13.43	\$13.56	\$13.70
FS 2 (Hot cart/van driver, utility)	\$13.01	\$13.14	\$13.27
FS 3 (Cashiers/server)	\$12.28	\$12.40	\$12.53

Child Care

Position	2017-2018	2018-2019	2019-2020
Child Care Giver	\$10.34	\$10.45	\$10.55
Lead Care Giver	\$10.57	\$10.67	\$10.78

Perfect Attendance Incentive

It is the intent of the Employer and Association for employees to have good attendance. In recognition of that goal, employees will be awarded a stipend for good attendance. Absences due to bereavement, jury duty, floating holidays and qualified FMLA leaves do not count against employee attendance. Stipends will be paid according to the following:

All Employees

\$225 per semester for absences and unpaid leaves = 0 days missed

\$200 per semester for absences and unpaid leaves = 1 day missed

\$175 per semester for absences and unpaid leaves = 2 days missed

\$150 per semester for absences and unpaid leaves = 3 days missed

Child Care Summer Work

\$125 per summer for absences and unpaid leaves = 0 days missed

\$100 per summer for absences and unpaid leaves = 1 day missed

\$ 75 per summer for absences and unpaid leaves = 2 days missed

Attendance incentives pays will be added to the last pay in January and the last pay in June. Child Care summer pay will be the last pay in September.

The parties will reopen the Perfect Attendance Incentive portion of the contract in the summer of 2018 to discuss revisions, adjustments or discontinuation of the program.

APPENDIX B - GRIEVANCE REPORT FORM

MICHIGAN CENTER PUBLIC SCHOOLS

GRIEVANCE #: _____

- | |
|---|
| Distribution of Form
1. Superintendent
2. Supervisor (in duplicate)
3. Association
4. Secretary |
|---|

Building	Assignment	Name of Grievant	Date Filed
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LEVEL I AND II

Date Cause of Grievance Occurred:	
Statement of Grievance (including contract provisions applicable):	
Relief Sought:	
Grievant's Signature	Date:
Disposition by Supervisor:	
Signature:	Date:
Position of Grievant:	
Signature:	Date:

LEVEL III

Date Received by Superintendent or Designee:	
Disposition of Superintendent or Designee:	
Signature:	Date:
Position of Grievant and/or Association:	
Signature:	Date:

LEVEL IV

Date Received by Board of Education or Designee:	
Disposition by Board:	
Signature:	Date:
Position of Grievant and/or Association:	
Signature:	Date:

LEVEL V

Date Submitted to Arbitration:	
Disposition and Award of Arbitrator:	
Signature:	Date:

APPENDIX C – JOB DESCRIPTIONS

Position: HEAD COOK (FS-1)
Hours: As arranged by supervisor

Minimum Qualifications

1. Neat, clean appearance.
2. High school diploma or equivalent.
3. Ability to work efficiently, responsibly, and independently.
4. Must relate well to and be cooperative with children and building staff.
5. Must adapt to new or unexpected situations easily.
6. Must appear alert, intelligent, and able to follow written and spoken directions.
7. Must work efficiently with immediate supervisor.
8. Must demonstrate both knowledge and ability in the preparation and handling of food in an institutional setting, including but not limited to the quality and variety of product put out for the customer.
9. Must be in good health and free of communicable disease.
10. Must be able to lift 50 pounds.
11. Must be able to complete repetitive hand and wrist motions.
12. Must be able to multi-task, and have a sense of urgency when crunched for time.
13. Valid Sanitation and Safety certificate or successful completion of a 10 hour sanitation class within the last 5 years. If employee has neither, employee must take the first scheduled class that is offered in the district.
14. Employees must not have attendance, ordering, or production issues in the department in the last 2 years.
15. Needs to be able to handle the leadership roles in the kitchens whenever the Food Service Supervisor isn't present.
16. Minimal experience/training with district's food service point of service software.

Duties

1. Prepare serving lines and food areas.
2. Food preparation as directed.
3. Serve meals as directed.
4. Prepare reports as directed to flow with state and federal guidelines.
5. Collect and count money as directed.
6. Act responsibly to assigned scheduled hours. Communicate when hours may be exceeded to immediate supervisor.
7. Cleaning of food preparation and serving areas and equipment as directed.
8. Ability to work in extreme temperature, humidity, and congested work areas.
9. Complete food Production records.
10. Keep work areas cleaned, sanitized and organized including but not limited to deep fryers.
11. Assist in putting away weekly deliveries.
12. Stock all products for out school lists.
13. Displays positive attitude in all phases of personal conduct
14. Has a sense of urgency to help give direction in the kitchen when the supervisor is not present.
15. Other duties as assigned to assist immediate supervisor and assist in the efficient operation of the food service program.

Position: COOK (FS-1)
Direct Supervisor: Food Service Director or as assigned
Hours: As arranged by supervisor

Minimum Qualifications

1. Neat, clean appearance.
2. High school diploma or equivalent required.
3. Ability to work efficiently, responsibly, and independently.
4. Must adapt to new or unexpected situations easily.
5. Must relate well to and be cooperative with children and building staff.
6. Must appear alert, intelligent, and able to follow written and spoken directions.
7. Must work effectively with immediate supervisor.
8. Must demonstrate both knowledge and ability in the preparation and handling of food in an institutional setting, including but not limited to the quality and variety of product put out for the customer.
9. Must be in good health and free of communicable disease.
10. Must be able to lift 50 pounds.
11. Must be able to complete repetitive hand and wrist motions.
12. Must be able to multi-task, and have a sense of urgency when crunched for time.
13. Valid Sanitation and Safety certificate or successful completion of a 10 hour sanitation class within the last 5 years. If employee has neither, employee must take the first scheduled class that is offered in the district.
14. Minimal experience/training with district's food service point of service software.

Duties

1. Prepare serving lines and food areas.
2. Prepare lines as directed.
3. Serve food and meals as directed.
4. Collect and account money as directed.
5. Cleaning of food preparation and serving equipment and areas as directed.
6. Other duties as assigned to assist immediate supervisor and assist in the efficient operation of the food service program.
7. Act responsibly to assigned scheduled hours. Communicate when hours may be exceeded to immediate supervisor.
8. Ability to work in extreme temperature, humidity, and congested work areas.
9. Complete food production records.
10. Keep work areas cleaned and sanitized, and organized including but not limited to deep fryers.
11. Assist in putting away weekly deliveries.
12. Display a positive attitude.

Position: UTILITY WORKER (FS 2)
Direct Supervisor: Food Service Director or as assigned
Hours: As arranged by supervisor

Minimum Qualifications

1. Neat, clean appearance.
2. High school diploma or equivalent required.
3. Ability to work efficiently, responsibly, and independently.
4. Must adapt to new or unexpected situations easily.
5. Must relate well to and be cooperative with children and building staff.
6. Must appear alert, intelligent, and able to follow written and spoken directions.
7. Must work effectively with immediate supervisor.
8. Must demonstrate both knowledge and ability in the preparation and handling of food in an institutional setting.
9. Must be in good health and free of communicable disease.
10. Must be able to lift 50 pounds.
11. Must be able to complete repetitive hand and wrist motions.
12. Must be able to multitask.
13. Valid Sanitation and Safety certificate or successful completion of a 10 hour sanitation class within the last 5 years. If employee has neither, employee must take the first scheduled class that is offered by the district.
14. Minimal experience/training with district's food service point of service software.

Duties

1. Prepare and maintain dish washing areas.
2. Prepare lines for meals.
3. Maintain records of products used as directed.
4. Cleaning of food preparation, storage, and serving equipment and areas as directed.
5. Other duties as assigned to assist immediate supervisor and assist in the efficient operation of the food service program.
6. Wash and dry kitchen linens daily or as needed.
7. Clean restrooms daily.
8. Sweep and mop all cooler, kitchen and storage floors daily.
9. Gather and remove garbage from kitchen areas. Keep cans clean and free of debris as defined by health department codes.
10. Ability to work in extreme temperature, humidity, and congested work areas.
11. Act responsibly to assigned work hours and communicate when hours may be exceeded.

Position: HOT CART DRIVER (FS 2)
Direct Supervisor: Food Service Director or as assigned
Hours: As arranged by supervisor

Minimum Qualifications

1. Neat, clean appearance
2. High school diploma or equivalent required.
3. Ability to work efficiently responsibly, and independently.
4. Must adapt to new or unexpected situations easily.
5. Must relate well to and be cooperative with children and building staff.
6. Must appear alert, intelligent, and able to follow written and spoken directions.
7. Must work effectively with immediate supervisor.
8. Must demonstrate both knowledge and ability in the preparation and handling of food in an institutional setting.
9. Must be in good health and free of communicable disease.
10. Must possess and maintain a good driving record.
11. Must be able to lift up to but not limited to 50 pounds.
12. Dependable.
13. Must demonstrate both knowledge and ability in the preparation and handing of food in an institutional setting.
14. Must demonstrate a well-developed ability to use the English language, make change, and perform mathematical calculations.
15. Valid Sanitation and Safety certificate or successful completion of a 10 hour sanitation class within the last 5 years. If employee has neither, employee must take the first scheduled class that is offered by the district.
16. Minimal experience/training with district's food service point of service software.

Duties

1. Drive hot carts and school materials to and from out buildings as directed.
2. Food preparation as directed.
3. Serve meals as directed.
4. Prepare reports as directed.
5. Cleaning of food preparation and serving equipment and areas as directed.
6. Other duties as assigned to assist immediate supervisor and assist in the efficient operation of the food service program.
7. Maintain accurate records of products and food used.
8. Act responsibly to assigned hours and communicate when hours may be exceeded.
9. Maintain records required by local, state and federal program requirements.
10. Follow the current food code laws and sanitation laws.

Position: SERVER/CASHIER (FS-3)
Direct Supervisor: Food Service Director or as assigned
Hours: As arranged by supervisor

Minimum Qualifications

1. Neat, clean appearance.
2. High school diploma or equivalent required.
3. Ability to work efficiently, responsibly, and independently.
4. Must adapt to new or unexpected situations easily.
5. Must relate well to and be cooperative with children and building staff.
6. Must appear alert, intelligent, and able to follow written and spoken directions.
7. Must work effectively with immediate supervisor.
8. Must demonstrate both knowledge and ability in the preparation and handling of food in an institutional setting.
9. Must be in good health and free of communicable disease.
10. Must be able to lift 45 pounds.
11. Must be able to complete repetitive hand and wrist motions.
12. Must be able to multitask.
13. Valid Sanitation Safety certificate or successful completion of 10 hour sanitation class within the last 5 years. If employee has neither, employee must take the first scheduled class that is offered in the district.
14. Must demonstrate a well-developed ability to use the English language, make change, and perform mathematical calculations.
15. Minimal experience/training with district's food service point of service software.

Duties

1. Prepare serving lines and food areas.
2. Food preparation as directed.
3. Serve meals as directed.
4. Prepare reports as directed.
5. Successfully operate the District's food service POS system during all meal periods and collect payments upon transaction, count money daily, and balance sales deposits daily.
6. Cleaning of food preparation and serving areas and equipment as directed.
7. Other duties as assigned to assist immediate supervisor and assist in the efficient operation of the food service program.
8. Act responsibly to assigned hours and communicate when hours may be exceeded.
9. Ability to work in extreme temperature, humidity, and congested work areas.
10. Display a positive attitude.
11. Follow all current food code laws and sanitation laws.

Position: PARAPROFESSIONAL (AIDE)
Direct Supervisor: Building Principal or assigned teacher
HOURS: As arranged by building principal

Minimum Qualifications

1. Title 1 compliant by either a. Associates degree, or b. High School Diploma or equivalent with required testing completed.
2. Neat, clean appearance.
3. Must work effectively with immediate supervisor.
4. Ability to interact in a positive manner with parents and visitors.
5. Must relate in a positive manner with children and building staff.
6. Ability to work responsibly and independently.
7. Must adapt to new or unexpected situations easily.
8. Must demonstrate a fluency in the use of the English language.
9. Must be alert, intelligent, and able to follow written or spoken directions.
10. Should meet applicable requirements of State and Federal programs (depending on position).
11. Should possess the skills necessary to use computers to facilitate student learning (depending on position).
12. Demonstrated ability to work with sensitive or confidential information.
13. Must be in good health and free of communicable disease.

Duties:

1. Plans and carries out instructional reinforcement activities, as directed by the supervising teacher, for identified students.
2. Assists building office staff as instructed by supervisor.
3. Operates office machines to print, duplicate, or type to facilitate distribution of information related to programs as directed by supervisor.
4. Supervises students as assigned by supervisor.
5. Performs all duties with an awareness of and compliance with applicable state and Federal guidelines.
6. Other duties as assigned by supervisor, with the exception of medically fragile students if aide has not been trained.

Position: PRESCHOOL/CHILD CARE AIDE
Direct Supervisor: Preschool/Child Care Coordinator
Hours: As arranged by supervisor

Minimum Qualifications:

1. Neat, clean appearance.
2. Must be able to follow written or spoken directions.
3. Must relate well to young children.
4. Ability to work responsibly and independently.
5. Must adapt to new or unexpected situations easily.
6. High School Diploma or equivalent required.
7. Ability to interact well with parents and visitors.
8. Must cooperate well with building staff.
9. Must be alert, intelligent, and able to follow written and spoken directions.
10. Demonstrate ability to deal with sensitive or confidential information.
11. Must be in good health and free of communicable disease.

Duties:

1. Interacts with students individually or in groups as directed by Preschool/Child Care Coordinator.
2. Assists building office staff as instructed.
3. Cleans as assigned.
4. Plans and carries out recreational activities for students, as directed by Supervisor.
5. Prepares and serves snacks and lunches to students.
6. Other duties as assigned.

Position: LEAD CAREGIVER/CHILD CARE AIDE
Direct Supervisor: Preschool/Child Care Coordinator
Hours: As arranged by supervisor

Minimum Qualifications

Lead Caregiver will be assigned various jobs. It will be that person's responsibility to keep up with these jobs and to develop a system that works for the employee. Supervisor will be developing certain procedures to help with this task.

Duties

1. Get to know the children and families in your group.
2. Monitor all medications and allergy concerns.
3. Develop weekly snack lists – along with Supervisor.
4. Plan at least three (3) activities (art, games, scavenger hunts, etc.) to be used. This will be done weekly.
5. Be able to pull out last minute ideas at rough times or restless times – games, art, songs, etc. Model and lead this with other staff.
6. Turn in planning sheets weekly to Supervisor – snacks, art, activities, things to focus on, etc.
7. Note concern areas in the routine, share with Supervisor and help develop plan to fix.
8. Note concern areas with children, document, share with Supervisor, develop plan, and share with parent (if appropriate). Concern areas can include (but are not limited to) eating habits, bathroom issues, discipline, etc. Documentation must be kept current.
9. Review business schedules (if applicable).
10. Oversee other staff with this group – share changes to routine, inform them of important information, help where needed most, let Supervisor know of problems.
11. Make sure to keep CPR and First Aid current.
12. Check your groups First Aid kits regularly.
13. Rotate toys and art supplies as children's interests change.
14. Keep shed and baskets (gym & outdoor) stocked and prepared (balls inflated, broken toys thrown out, lost toys found).
15. Keep rooms organized – develop a system so other staff persons may assist you in this area.
16. Summer – Keep field trip envelopes in order. Make sure appropriate First Aid and medicines go on trip. Help plan, organize and monitor field trips and theme days.
17. Develop and maintain Activity Bags as needed. Model use of these bags.
18. Implement and plan for Kids Clubs (BK) and Themes (LK).
19. Other duties as assigned by Supervisor.

APPENDIX D - MICHIGAN CENTER SCHOOLS FOOD SERVICE EMPLOYEE EVALUATION FORM

Name: _____ Date: _____

Position/Building: _____

Rating:	Unsatisfactory (0)	Basic/Need Improvement (1)	Proficient (2)	Distinguished (3)	Not Observed (N)
Knowledge of Job:	The employee understands what tasks need to be completed in the job they perform. The employee follows food service policies pertaining to that job. Employee asks for clarification if they are unclear on how to perform their job. For FS2 Positions: The Employee follows all Sanitation and Safety codes and laws as presented to them in class or from the local health department. The employee questions regarding temperature or disposal procedures of product if unsure.				

Level of Performance: _____ Evidence: _____

Suggested Improvement: _____

Rating:	Unsatisfactory (0)	Basic/Need Improvement (1)	Proficient (2)	Distinguished (3)	Not Observed (N)
Food Temperature & Presentation:	The employee makes sure that the food is served hot/cold as needed for each food item. They take temperatures and records them on the production sheet. Employee makes sure that the presentation is appealing to the students.				

Level of Performance: _____ Evidence: _____

Suggested Improvement: _____

Rating:	Unsatisfactory (0)	Basic/Need Improvement (1)	Proficient (2)	Distinguished (3)	Not Observed (N)
Menu service and item availability:	Employee is sure that the food on the menu is what is being served. They are sure that the food listed on the menu is available for all meal periods and until the end of all meal periods. The employee checks and restocks the lines between classes or meal periods to ensure a continuous flow during service.				

Level of Performance: _____ Evidence: _____

Suggested Improvement: _____

Rating:	Unsatisfactory (0)	Basic/Need Improvement (1)	Proficient (2)	Distinguished (3)	Not Observed (N)
Problem Solving:	Employee takes the initiative to solve problems and then keeps the management informed on what action they took. The employee anticipates what the needs will be for the next day and in some cases beyond. If the employee cannot solve the problem, they bring the problem and potential solution to management in a timely manner.				

Level of Performance: _____ Evidence: _____

Suggested Improvement: _____

Rating:	Unsatisfactory (0)	Basic/Need Improvement (1)	Proficient (2)	Distinguished (3)	Not Observed (N)
Work Habits	The employee gets their work completed in the number of hours allotted to the position. The employee works in steps that allow the work to be completed within the timeframe and does not interfere with other staff completing their work. The employee is aware of how their work habits impact the school.				

Level of Performance: _____ Evidence: _____

Suggested Improvement: _____

Rating:	Unsatisfactory (0)	Basic/Need Improvement (1)	Proficient (2)	Distinguished (3)	Not Observed (N)
Work Area Upkeep and Cleaning:	Employee keeps their work area clean and puts their utensils in their proper place when finished. The employee follows all food service department policies regarding sanitation. The employee keeps all shelves in the storeroom and under the work area tables free of dust and dirt and are straightened so product is easy to find.				

Level of Performance: _____ Evidence: _____

Suggested Improvement: _____

Rating:	Unsatisfactory (0)	Basic/Need Improvement (1)	Proficient (2)	Distinguished (3)	Not Observed (N)
Communication Skills:	The employee passes information to food service staff in a way that can be understood. The employee provides input and feedback on job tasks, promotions, customer concerns and work related needs. The employee addresses problems and concerns in a timely manner with the person or people involved in the situation. They also listen to the addressed concerns that are brought to him/her.				

Level of Performance: _____ Evidence: _____

Suggested Improvement: _____

Rating:	Unsatisfactory (0)	Basic/Need Improvement (1)	Proficient (2)	Distinguished (3)	Not Observed (N)
Team Work:	The employee recognizes that they are part of a team in their school and they show cooperative work habits that help the team to get the job done. The employee knows the other members of the food service team and has developed a productive work relationship with them.				

Level of Performance: _____ Evidence: _____

Suggested Improvement: _____

Rating:	Unsatisfactory (0)	Basic/Need Improvement (1)	Proficient (2)	Distinguished (3)	Not Observed (N)
Customer Service Skills:	The employee treats all customers (students, school staff, food service staff and delivery personnel) with courtesy and respect. The employee addresses their questions and concerns in a timely manner. The employee works with the food service manager if they are having a conflict with a customer.				

Level of Performance: _____ Evidence: _____

Suggested Improvement: _____

Rating:	Unsatisfactory (0)	Basic/Need Improvement (1)	Proficient (2)	Distinguished (3)	Not Observed (N)
Professional Appearance:	The employee's daily work clothing meets the standard set in the department. Hair is properly covered and gloves are worn at all times when required.				

Level of Performance: _____ Evidence: _____

Suggested Improvement: _____

Rating:	Unsatisfactory (0)	Basic/Need Improvement (1)	Proficient (2)	Distinguished (3)	Not Observed (N)
Organizational Skills:	The employee keeps the kitchen instructions, order guides and food production records in a location easy to find. Employee demonstrates proficiency in money handling and computer skills. Monitors student accounts on a daily basis with follow up paperwork to parents. For FS2 Positions: The employee keeps the food service vehicle cleaned and organized. They are sure to report repairs to their immediate supervisor in a timely manner as to be sure the automobile is kept safe. The van has fuel kept at no lower than ¼ tank at all times.				

Level of Performance: _____ Evidence: _____

Suggested Improvement: _____

Rating:	Unsatisfactory (0)	Basic/Need Improvement (1)	Proficient (2)	Distinguished (3)	Not Observed (N)
Reporting Paperwork and Ordering Skills:	The employee knows how to fill out the production record paperwork and why it needs to be filled out. The Employee knows the components of a reimbursable meal and how to record non-reimbursable meals. The employee knows what reports need to be completed on a daily basis and can indicate what the report is used for. The employee knows how to complete the weekly order form and when it needs to be turned in. They write in the current inventory and forecasts for the upcoming weeks menu.				

Level of Performance: _____ Evidence: _____

Suggested Improvement: _____

Rating:	Unsatisfactory (0)	Basic/Need Improvement (1)	Proficient (2)	Distinguished (3)	Not Observed (N)
Proficiency	For FS2 Positions: The Employee leaves the H. S. kitchen in a timely manner as to make it to the satellite schools in time for their food preparation. They are sure food is moved from school to school safely to ensure food isn't spilled and cause a higher food/labor cost.				

Level of Performance: _____ Evidence: _____

Suggested Improvement: _____

This employee's primary strengths are:

Focus areas for this employee are:

Evaluated By: _____ **Date:** _____

Employees Signature: _____ **Date:** _____

APPENDIX E - MICHIGAN CENTER SCHOOLS PARAPROFESSIONAL/CHILD CARE EMPLOYEE EVALUATION FORM

Name: _____ Date: _____

Position/Building: _____

Rating:	Unsatisfactory (0)	Basic/Need Improvement (1)	Proficient (2)	Distinguished (3)	Not Observed (N)
Student Interaction	The employee demonstrates a positive attitude toward students. Treats students with respect. Remains objective and positive when dealing with student problems. Communicates clearly and is empathetic towards student needs.				

Level of Performance: _____ Evidence: _____

Suggested Improvement: _____

Rating:	Unsatisfactory (0)	Basic/Need Improvement (1)	Proficient (2)	Distinguished (3)	Not Observed (N)
Collegiality & Teamwork	The employee demonstrates a positive attitude toward all staff members. Treats staff with respect. The employee is easy to approach and embraces opportunities to work as a team.				

Level of Performance: _____ Evidence: _____

Suggested Improvement: _____

Rating:	Unsatisfactory (0)	Basic/Need Improvement (1)	Proficient (2)	Distinguished (3)	Not Observed (N)
Student and Building Supervision	Employee provides general supervision throughout the building (classroom, hallways, lunchroom, and playground). Employee moves around the assigned area interacting in a variety of settings. Safety is addressed at all times. Employee commands respect from students and is seen as someone students can trust to help them.				

Level of Performance: _____ Evidence: _____

Suggested Improvement: _____

Rating:	Unsatisfactory (0)	Basic/Need Improvement (1)	Proficient (2)	Distinguished (3)	Not Observed (N)
Efficiency in Job Performance	Employee performs responsibilities as assigned by supervisor in a timely and efficient manner. Paperwork and assigned duties are addressed so student achievement is not negatively affected.				

Level of Performance: _____ Evidence: _____

Suggested Improvement: _____

Rating:	Unsatisfactory (0)	Basic/Need Improvement (1)	Proficient (2)	Distinguished (3)	Not Observed (N)
Reporting for Work	The employee is on duty at the proper time. Employee follows procedures in place for using the time clock and accurately reporting time worked.				

Level of Performance: _____ Evidence: _____

Suggested Improvement: _____

Rating:	Unsatisfactory (0)	Basic/Need Improvement (1)	Proficient (2)	Distinguished (3)	Not Observed (N)
Attendance	The employee's attendance does not affect their job performance. The employee makes sound decisions about their ability to come to work. Employee does not report when illness is contagious or effectiveness is compromised.				

Level of Performance: _____ Evidence: _____

Suggested Improvement: _____

Rating:	Unsatisfactory (0)	Basic/Need Improvement (1)	Proficient (2)	Distinguished (3)	Not Observed (N)
Response to Feedback & Reflection	Employee is able to accept constructive criticism. Follows directions, along with school policies and procedures in a timely manner.				

Level of Performance: _____ Evidence: _____

Suggested Improvement: _____

Rating:	Unsatisfactory (0)	Basic/Need Improvement (1)	Proficient (2)	Distinguished (3)	Not Observed (N)
Problem Solving	The employee is able to solve problems independently. Is able to adapt to a changing environment and able to handle emergency situations in a composed manner. When unsure of a decision the employee refers questions to the appropriate staff members.				

Level of Performance: _____ Evidence: _____

Suggested Improvement: _____

Rating:	Unsatisfactory (0)	Basic/Need Improvement (1)	Proficient (2)	Distinguished (3)	Not Observed (N)
Professional Behavior and Appearance	The employee maintains a professional behavior and décor (appropriate dress according to job description and situation; confidentiality, ethics, interaction with students/staff, etc). The employee is respectful of students, staff and supervisors.				

Level of Performance: _____ Evidence: _____

Suggested Improvement: _____

Rating:	Unsatisfactory (0)	Basic/Need Improvement (1)	Proficient (2)	Distinguished (3)	Not Observed (N)
Job Knowledge	The employee demonstrates knowledge of subject matter and instructional techniques in assisting students. Continues with training requirements and utilizes information learned. The employee is proactive is seeking ways to further their knowledge of the job responsibilities. The employee understands what tasks need to be completed in the job they perform.				

Level of Performance: _____ Evidence: _____

Suggested Improvement: _____

This employee's primary strengths are:

Focus areas for this employee are:

Evaluated By: _____ **Date:** _____

Employees Signature: _____ **Date:** _____

APPENDIX F - MICHIGAN CENTER SCHOOLS PARAPROFESSIONAL EVALUATION FORM

Name: _____ Date: _____

Position/Building: _____

Rating:	Unsatisfactory (0)	Basic/Need Improvement (1)	Proficient (2)	Distinguished (3)	Not Observed (N)
Student Interaction	The employee demonstrates a positive attitude toward students. Treats students with respect. Remains objective and positive when dealing with student problems. Communicates clearly and is empathetic towards student needs.				

Level of Performance: _____ Evidence: _____

Suggested Improvement: _____

Rating:	Unsatisfactory (0)	Basic/Need Improvement (1)	Proficient (2)	Distinguished (3)	Not Observed (N)
Collegiality and Teamwork	The employee demonstrates a positive attitude toward all staff members. Treats staff with respect. The employee is easy to approach and embraces opportunities to work as a team.				

Level of Performance: _____ Evidence: _____

Suggested Improvement: _____

Rating:	Unsatisfactory (0)	Basic/Need Improvement (1)	Proficient (2)	Distinguished (3)	Not Observed (N)
Student and Building Supervision	Employee provides general supervision throughout the building (classroom, hallways, lunchroom, and playground). Employee moves around the assigned area interacting in a variety of settings. Safety is addressed at all times. Employee commands respect from students and is seen as someone students can trust to help them.				

Level of Performance: _____ Evidence: _____

Suggested Improvement: _____

Rating:	Unsatisfactory (0)	Basic/Need Improvement (1)	Proficient (2)	Distinguished (3)	Not Observed (N)
Efficiency in Job Performance	Employee performs responsibilities as assigned by supervisor in a timely and efficient manner. Paperwork and assigned duties are addressed so student achievement is not negatively affected.				

Level of Performance: _____ Evidence: _____

Suggested Improvement: _____

Rating:	Unsatisfactory (0)	Basic/Need Improvement (1)	Proficient (2)	Distinguished (3)	Not Observed (N)
Reporting for Work	The employee is on duty at the proper time. Employee follows procedures in place for using the time clock and accurately reporting time worked.				

Level of Performance: _____ Evidence: _____

Suggested Improvement: _____

Rating:	Unsatisfactory (0)	Basic/Need Improvement (1)	Proficient (2)	Distinguished (3)	Not Observed (N)
Attendance	The employee's attendance does not affect their job performance. The employee makes sound decisions about their ability to come to work. Employee does not report when illness is contagious or effectiveness is compromised.				

Level of Performance: _____ Evidence: _____

Suggested Improvement: _____

Rating:	Unsatisfactory (0)	Basic/Need Improvement (1)	Proficient (2)	Distinguished (3)	Not Observed (N)
Response to Feedback & Reflection	Employee is able to accept constructive criticism. Follows directions, along with school policies and procedures in a timely manner.				

Level of Performance: _____ Evidence: _____

Suggested Improvement: _____

Rating:	Unsatisfactory (0)	Basic/Need Improvement (1)	Proficient (2)	Distinguished (3)	Not Observed (N)
Problem Solving	The employee is able to solve problems independently. Is able to adapt to a changing environment and able to handle emergency situations in a composed manner. When unsure of a decision the employee refers questions to the appropriate staff members.				

Level of Performance: _____ Evidence: _____

Suggested Improvement: _____

Rating:	Unsatisfactory (0)	Basic/Need Improvement (1)	Proficient (2)	Distinguished (3)	Not Observed (N)
Professional Behavior and Appearance	The employee maintains a professional behavior and décor (appropriate dress according to job description and situation; confidentiality, ethics, interaction with students/staff, etc). The employee is respectful of students, staff and supervisors.				

Level of Performance: _____ Evidence: _____

Suggested Improvement: _____

Rating:	Unsatisfactory (0)	Basic/Need Improvement (1)	Proficient (2)	Distinguished (3)	Not Observed (N)
Job Knowledge	The employee demonstrates knowledge of subject matter and instructional techniques in assisting students. Continues with training requirements and utilizes information learned. The employee is proactive is seeking ways to further their knowledge of the job responsibilities. The employee understands what tasks need to be completed in the job they perform.				

Level of Performance: _____ Evidence: _____

Suggested Improvement: _____

This employee's primary strengths are:

Focus areas for this employee are:

Evaluated By: _____ **Date:** _____

Employees Signature: _____ **Date:** _____

APPENDIX G – PROGRESSIVE DISCIPLINE FORM

MICHIGAN CENTER SCHOOL DISTRICT 400 S. STATE ST., MICHIGAN CENTER MI 49254
PROGRESSIVE DISCIPLINE FORM

VERBAL COUNSELING VERIFICATION		
<i>Employee Name</i>	<i>Reference to Personnel Rule/Regulation</i>	<i>Date of Incident</i>
<i>Summary:</i>		
		<i>Supervisor Signature/Date</i>

WRITTEN WARNING NOTIFICATION		
<i>Employee Name</i>	<i>Reference to Personnel Rule/Regulation</i>	<i>Date of Incident</i>
<i>Summary:</i>		
Employee must check (if none, accepted): <input type="checkbox"/> Accept <input type="checkbox"/> Deny		
		<i>Supervisor Signature/Date</i>
<i>Employee Signature/Date</i>	<i>Union Rep (or Witness) Signature/Date</i>	

SECOND WRITTEN WARNING or WORK SUSPENSION		
<i>Employee Name</i>	<i>Reference to Personnel Rule/Regulation</i>	<i>Date of Incident</i>
<i>Summary:</i>		
Suspension from: ___ / ___ / ___ Suspension through: ___ / ___ / ___		
Employee must check (if none, accepted): <input type="checkbox"/> Accept <input type="checkbox"/> Deny		
		<i>Supervisor Signature/Date</i>
<i>Employee Signature/Date</i>	<i>Union Rep (or Witness) Signature/Date</i>	

EMPLOYEE TERMINATION NOTIFICATION		
<i>Employee Name</i>	<i>Reference to Personnel Rule/Regulation</i>	<i>Date of Incident</i>
<i>Summary:</i>		
Employee must check (if none, accepted): <input type="checkbox"/> Accept <input type="checkbox"/> Deny		
		<i>Supervisor Signature/Date</i>
<i>Employee Signature/Date</i>	<i>Union Rep (or Witness) Signature/Date</i>	