

MASTER AGREEMENT

between

**SPRINGPORT EDUCATIONAL
SUPPORT PERSONNEL
ASSOCIATION/JCEA/MEA/NEA**

and

**SPRINGPORT PUBLIC SCHOOLS
BOARD OF EDUCATION**

January 14, 2019 – December 31, 2020

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ARTICLE I - AGREEMENT

- A. This Master Agreement entered into between the Board of Education of the Springport Public Schools, hereinafter referred to as the "District" or "Employer", and the Jackson County Education Association, hereinafter referred to as the "Union."

The term "employee" when used in this Agreement means all aide/paraprofessional and all secretarial employees. Excluded are two confidential employees, substitutes, on-call employees and all other employees.

- B. This Agreement is negotiated pursuant to the authority set forth in the Public Employment Relations Act, No. 336 of the Public Acts of 1947, as amended, to establish the wages, hours and other terms and conditions of employment for the employees within the bargaining unit as defined herein.
- C. Unless otherwise indicated, use of the term "employee" or "bargaining unit member" when used hereinafter in this Agreement shall refer to all members of the above defined bargaining unit. Within the various classifications of bargaining unit members covered herein, there shall be the following categories:
1. **Full-time:** A secretarial bargaining unit member who is employed at least thirty (30) hours per week. A paraprofessional bargaining unit member who is employed at least thirty five (35) hours per week
 2. **Part-time:** A secretarial bargaining unit member who is employed less than thirty (30) hours per week. A paraprofessional bargaining unit member who is employed less than thirty five (35) hours per week.

ARTICLE II - EXTENT OF AGREEMENT

- A. This Agreement constitutes the sole and entire existing agreement between the parties and supersedes all prior practices, whether oral or written, and expresses all obligations of, and restrictions imposed upon, the District and the Union. This Agreement is subject to amendment, alteration or additions only by a subsequent written agreement between, and executed by, the District and the Union.

The waiver of any breach, term or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of all its terms and conditions.

- B. If any provision of this Agreement or any application of the Agreement to any employee shall be found contrary to law, then such provision or application shall be deemed null and void, however, all other provisions of the Agreement shall continue in full force and effect.

In such instances, the parties will reconvene at the request of either party, to renegotiate the provision found to have been contrary to law.

ARTICLE III: PROFESSIONAL MEMBERSHIP

- A. **Right to Join Association.** Pursuant to Act 336 of the Public Acts of 1947, as amended, the Employer hereby agrees that every eligible employee shall have the right freely to organize, join, and support the Association for the purpose of engaging in collective bargaining or negotiation and other concerted activities for mutual aid and protection or refrain from such activities. The Employer and Association undertakes and agrees that it they will not directly or indirectly discourage or deprive or coerce any employee in the enjoyment of any rights conferred by Act 336 or other laws of Michigan or the Constitution of the United States; that it will not discriminate against any employee with respect to any term or condition of employment by reason of his/her membership in the Association, his/her participation or nonparticipation in any activities of the Association or collective negotiations with the Employer, or his/her institution of any grievance, complaint or proceeding under this Agreement, or otherwise with respect to any terms or conditions of employment. In accordance with PA 347 of 2012, neither the Association nor the Employer shall coerce, threaten, or otherwise pressure any employee to join or not join the Association.

The Association agrees to be bound by the same applicable laws.

- B. **Association Notification.** The District will notify the UniServ Director and President (or Co-Presidents) of changes in employee status including new hires, terminations, medical leaves and permanent changes of hours worked.

ARTICLE IV - STATE AND FEDERAL STATUTES

- A. **Right to Organize.** The District and the Union agree that every bargaining unit member shall have the right to organize, join and support the Union for the purpose of engaging in collective bargaining and in other protected activities. The District and the Union agree that they will not directly or indirectly discourage, coerce or deprive any bargaining unit member of rights conferred under the Public Employment Relations Act.
- B. **Non-discrimination.** Neither party shall unlawfully discriminate against any employee because of the employee's religion, race, color, national origin, age, sex, height, weight, marital status or disability and neither party shall unlawfully discriminate against any employee because of the employee's membership or non-membership in the Union.
- C. **Right to Representation.** Except in an emergency, an employee shall have the right to Union representation, upon request, during any meeting at which the employee is disciplined. In the event discipline is to be issued at a meeting, the employee will be advised.
- D. **No Reprisals.** The Board, Association and bargaining unit members agree that there will be no reprisals, directly or indirectly, against any person by virtue of having filed a grievance, a complaint with an administrative agency or by virtue of instituting a legal action in the courts.
- E. **Negotiations Team.** Neither party shall have any control over the selection of the negotiating team or representatives of the other party.
- F. **No-Strike/Lock-out Clause.**
1. The Union agrees that its agents and members shall not authorize, instigate, cause, aid, encourage, nor take part in any slowdown, stoppage of work, boycott, picketing or other interruption of activities in the system.

2. The Union and employees recognize that the provisions of law convey the right to the District to discipline employees for violating the law prohibiting illegal strikes.
3. The District agrees it will not lock out employees during the term of this Agreement

G. **Personnel File.**

1. Each employee will have the right, upon request, to review the contents of his/her own personnel file. A representative of the Union may, at the employee's request, accompany the employee in such review. The review will be made in the presence of the administrator responsible for the safekeeping of such file.

Privileged information such as confidential credentials and related personal references are specifically exempted from such review of the file by the employee.

2. No material to be used in disciplinary action against the employee may be placed therein without allowing the employee an opportunity to file a response thereto within thirty (30) work days, and said response shall become a part of said file, except privileged information mentioned above.

- H. **Information Provided.** The Employer agrees to provide to the Union in response to reasonable requests, public information necessary in the development of proposals for negotiations and the processing of grievances.

ARTICLE V - BOARD RIGHTS

- A. It is expressly agreed that all rights which ordinarily vest in and have been exercised by the Board of Education, except those which are clearly and expressly relinquished herein by the Board, shall continue to vest exclusively in and be exercised exclusively by the Board without limitation and without prior negotiations with the Union either as to the taking of action under such rights or with respect to the consequence of such action during the term of this Agreement. Such rights shall include, by way of illustration and not by way of limitation, the right to:

1. Manage and control the schools' business, the equipment, and the operations, and to direct the working forces and concerns of the Board affecting the school district.
2. Continue its rights and past practice of assignment and direction of work to all of its personnel, determine the number of shifts and hours of work, starting times and scheduling of all the foregoing, but not in conflict with the specific provisions of this Agreement, and the right to establish, modify or change any work or business hours or days.
3. The right to direct the working forces, including the right to hire, promote, suspend and discharge employees, transfer employees, assign work or extra duties to employees (if above the employee's classification, such assignment will be temporary and of short duration), determine the size of the work force and to lay off employees.
4. Determine the services, supplies and equipment necessary to continue its operations and to determine the means, methods, schedules and standards of operations, the means, methods, and processes of carrying on the work including automations thereof or changes therein, the institution of new and/or improved methods of changes therein.

5. Adopt reasonable rules, regulations, and policies.
 6. Determine the number and qualifications of employees.
 7. Determine the number and location or relocation of its facilities, including the establishment or relocations of new schools, buildings, departments, divisions or subdivisions thereof and the relocation or closing of offices, departments, divisions or subdivisions, buildings, or other facilities.
 8. Determine the placement of operations, productions, service, maintenance or distribution of work, and the source of materials and supplies.
 9. Determine the financial policies, including all accounting procedures, and all matters pertaining to public relations.
 10. Determine the size of the management organization, its functions, authority, amount of supervision and table of organization provided that the Board shall not abridge any rights of employees as specifically provided for in this Agreement.
 11. Determine the policy affecting the selection, testing or training of employees, providing that such selection shall be based upon lawful criteria.
- B. The matters contained in this Agreement and/or the exercise of any rights of the Board are not subject to further negotiations between the parties during the term of this Agreement. The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of Michigan and the United States.

ARTICLE VI - UNION RIGHTS

- A. **Use of Buildings.** The Union shall have the right to use school buildings provided such usage does not interfere with District operations. Requests will be submitted through the procedures established by the district and are subject to the provisions of Board policy. The facilities charge will be waived. If such use requires that a custodian be brought in, the charge will be assumed by the Association.
- B. **Use of Equipment.** The Union shall have the right to use the District's equipment (including copy machines, audio visual equipment, etc.) with the approval of the Superintendent or his/her designee. The Union shall pay the reasonable cost of all materials, labor and supplies incidental to such use and any damage attributable to such use shall be paid by the Union.
- C. **Transaction of Union Business.** Authorized representatives of the Union may, upon checking in with the building principal, enter the school building for the purpose of transacting official Union business during the work day while this contract is in full force and effect. It is expressly understood that any Union representative shall not, during the course of a visit, interrupt normal school operations, nor shall the Union representative have the right to visit an employee at, or take an employee from a duty station. Any Union representative not so checking into the school building or any representative taking an employee away from a duty station may be barred from further access to the building during the school year and any employee conversing with a representative knowing that the representative has not complied with the provisions of this paragraph shall be subject to disciplinary action.

- D. **Mail/Bulletin Boards.** The Union shall have the right to post reasonable notices of activities and matters of Union concern on designated bulletin boards. The Union may use employee mailboxes for communications to employees; all such notices shall be signed.
- E. **Special Conferences.** Special conferences for important matters of mutual concern may be arranged upon mutual consent of the parties.
- F. **Union Leave:** The Union shall have five (5) days annually for use of Union business. Notification will be made in writing to the building principal at least three (3) calendar days in advance of the day to be used. Twenty-four (24) hours' notice is sufficient in case of emergency. The Union shall pay for the cost of a substitute. The Association President shall have time to deal with grievance issues within the District during the school day that cannot be dealt with during non-working hours.

ARTICLE VII - DISCIPLINE AND RELATED MATTERS

- A. **Just Cause.** Employees who have completed their probationary period will only be disciplined or discharged for just cause. Probationary employees may be disciplined or discharged for cause or no cause.
- B. **Progressive Discipline.** Progressive discipline will be applied in appropriate cases and in general may include oral warning(s), written reprimand(s), suspension(s) and discharge.
- C. **Private Life.** The private and personal life of any bargaining unit member is not within the appropriate concern or attention of the District, provided it does not adversely affect the performance of their duties or the creditability or image of the District.

ARTICLE VIII - GRIEVANCE PROCEDURE

- A. A grievance shall be defined as an alleged violation, misapplication or misinterpretation of the expressed terms and conditions of this contract.

The following matters will not be the subject of grievances filed under this Article.

1. The discipline or termination of probationary employees.
 2. Any matter involving an employee's evaluation, except failure to comply with the procedural requirements concerning an employee's evaluation shall be grievable.
 3. Any matter for which state or federal statute provides a forum for seeking redress through an administrative procedure.
- B. The term "days" as used herein shall mean week days, exclusive of holidays or other periods during which the District Office is closed.
- C. Written grievances, as required herein, shall contain the following:
1. It shall be signed by the grievant or grievants;
 2. It shall contain a detailed synopsis of the facts giving rise to the alleged violation;
 3. It shall cite the section or subsections of this contract alleged to have been violated;
 4. It shall contain the date of the alleged violation;

5. It shall specify the relief requested.

Any written grievance not in accordance with the above requirements may be rejected as improper. Such a rejection shall not extend the limitations hereinafter set forth.

The form for submitting written grievances is set forth in Appendix B.

- D. **Step 1:** An employee alleging a violation of the express provisions of this contract shall within five (5) days of its occurrence, or knowledge of its occurrence, orally discuss the grievance with his/her immediate supervisor in an attempt to resolve same. The Union representative may be present during these discussions if requested by the grievant.

Step 2: If no resolution is reached in Step 1, the Union representative, if in agreement with the grievant, shall reduce the grievance to writing and file it within ten (10) days after the employee knows or should have known of the alleged violation.

A copy of the written grievance shall be filed with the Superintendent or his/her designated agent. Within five (5) days of receipt of the grievance, the Superintendent or his/her designated agent shall arrange a meeting with the grievant and/or the designated Union representative to discuss the grievance. Within five (5) days of the discussion, the Superintendent or his/her designated agent shall render his/her decision in writing, transmitting a copy of the same to the grievant, and the Union representative.

Step 3: No individual employee shall have the right to process a grievance to Step 3. If no decision is rendered within five (5) days of the discussion, or the decision is unsatisfactory to the grievant and the Union, the Union shall within ten (10) days, file a letter of intent to arbitrate with the Superintendent's office. Within ten (10) days of receipt of the letter of intent, the parties will attempt to reach mutual agreement on an arbitrator. Absent mutual agreement, within the ten (10) days period, the Union shall file a demand to arbitrate with the American Arbitration Association.

E. **General Arbitration Provisions.**

1. The arbitration proceeding shall be conducted in accordance with the rules and procedures of the American Arbitration Association.
2. No claim or grievance arising after the expiration of this Agreement may be submitted to arbitration.
3. The cost of the arbitrator shall be assumed by the losing party. The filing fees and other costs associated with the hearing will be assumed separately by the parties.
4. The decision of the arbitrator shall be final and binding upon the parties subject to review in accordance with the applicable standards for judicial review.
5. The arbitrator shall have no authority to:
 - a. Rule on any issue previously barred from the scope of the grievance procedure.
 - b. Add to, subtract from, or otherwise modify the terms and conditions of this Agreement.
 - c. Award compensatory or punitive damages.

- d. Issue back pay for a period in excess of twenty (20) days of the filing of the grievance. This provision shall not be interpreted to require the arbitrator to issue back pay if in his/her judgment, given the facts in a particular case, that it is not warranted.
 - e. Establish wage schedules.
 - f. Rule on the discipline or termination of a probationary employee.
- F. Any grievances in which the Union is claiming its rights under this Agreement have been violated, will be submitted at Level 2.
 - G. Except as agreed by the parties, all preparation, filing, presentation or consideration of grievances shall be held at times other than when an employee or a participating Union representative are to be at their assigned duty stations.
 - H. The time limits provided in this Article shall be strictly observed but may be extended by written agreement of the parties. If a grievance is filed in an untimely fashion or is not appealed in a timely manner, the grievance is considered as withdrawn. If the District does not issue its decision in a timely fashion, the grievant may proceed to the next step.

ARTICLE IX - GENERAL WORKING CONDITIONS

- A. **Health and Safety.** The District, Union and employees agree that the maintenance and promotion of a safe and healthy work environment is a shared objective. Employees shall not be required to work under any unsafe or hazardous conditions or to perform tasks which are found to endanger them.

An employee who believes unsafe or hazardous conditions exist in the work place shall immediately notify their supervisor. Complaints received under this section will be expeditiously investigated and, where appropriate, action will be taken as soon as possible to remedy the problem.
- B. **Assault.** Any case of assault upon an employee which had its inception in a school centered problem shall be promptly reported to the District, or its designated representative.

Where an employee is sued for conduct in the course of employment, the employee may apply to the Board of Education for legal assistance if not otherwise covered by insurance whether through MEA or an independent insurance carrier. If the Board of Education determines that the employee acted within the scope of District policy, the Board may provide legal counsel to the employee.
- C. **Student Discipline.** The parties recognize that among the primary responsibilities of unit employees, is the requirement to assist in maintaining control and discipline of students. The Board will give reasonable support and assistance to employees who maintain control and discipline students in compliance with District policy.
- D. **Least Restrictive Environment.** The District shall, upon request, consult with any employee responsible for the implementation of the LRE concept about needed training and other matters pertaining to such implementation. It is in the interest of both parties to jointly establish and implement procedures, guidelines, and working conditions to promote the quality of education for special needs students enrolled in the District. Should problems arise, both parties agree to work cooperatively to find solutions to such problems. In no case shall the District be prevented from fulfilling the requirements of the law.

- E. **School Improvement Committee(s)/Site Based Decision Making.**
1. Participation outside the normal employee work day and the established exceptions to such, on any school improvement committee or related activity established pursuant to Section 1277 of the Revised School Code, shall be voluntary.
 2. Such voluntary participation or non-participation shall not be used as criteria for discipline or discharge.
 3. Decisions made by such committees shall not violate the terms of this Agreement.
- F. **Sub-Pay for Aides.** When aides are used as substitutes for absent teachers for more than three (3) hours, they will be paid teacher sub-pay in lieu of their regular wage.
- G. Substitute pay for aides, secretaries and clerical employees will be at their regularly scheduled rate within their scheduled hours of work. Any time beyond their regularly scheduled hours would be at substitute rate. Substitutes will be assigned by their building administrator.

ARTICLE X - VACANCIES

- A. **Definition.** A "vacancy" shall be defined as a newly created bargaining unit position or a present position that is available that the District elects to fill.
- B. **Posting.**
1. The District shall post vacancies within the bargaining unit. Interested internal candidates who apply in writing within seven (7) calendar days from the published date of the vacancy notice will be given first consideration for all vacancies
 2. Job postings will minimally contain information which identifies the job title, qualifications, the location of the work, the starting date, if known, the rate of pay and the initial number of work hours.
 3. Bargaining unit members interested in receiving job postings who do not work during the summer months, may leave self-addressed, stamped envelope(s) with their supervisor.
- C. **Filling of Vacancy.**
1. Vacancies shall be filled by the most senior qualified applicant from within the department. In the event there are no applicants from within the department, the vacancy may be awarded to the qualified applicant whom the District considers best suited for the job based on all relevant factors.
 2. An applicant awarded a vacancy shall serve a trial period not to exceed ten (10) work days. The trial period is not a training period. The purpose of the trial period is to determine whether the applicant has the ability to perform the job at a satisfactory level as determined by the District. If the applicant is unable to perform the job in a satisfactory manner, the employee may at any time during the trial period be removed from the job. If the applicant is an employee, the employee may elect to return to his/her former position at any time during the trial period. During the trial period, the employee's former position may, at the District's option, be filled with substitutes, temporary employees or students.

3. An employee granted a position under this Article or electing to return to his/her former position during the trial period shall be prohibited from applying for another position for a period of twelve (12) months from the effective date of assignment in the posted position. This prohibition shall not apply in instances where the position constitutes an increase in hourly pay rate or increase in hours for the affected employee.

D. **Addition of Hours.**

1. The procedures in this article will not be construed to restrict the District's rights to add hours to existing employees without posting a position or the right to transfer employees prior to determining the need to post a vacancy.
2. Additional hours shall be offered to employees in the department based on seniority, if feasible.

E. **Multiple Positions.**

1. Employees may be permitted to concurrently hold more than one (1) position, provided the schedules of the positions do not overlap on an ongoing basis and further provided the total number of hours for the week does not exceed forty (40) hours.
2. In the event the rescheduling of hours for a person holding more than one (1) position results in a scheduling conflict, the employee will not be permitted to continue in such capacity.

- F. **Involuntary Transfers.** Since the frequent transfer of employees from one position to another is disruptive and interferes with optimum employee performance, the parties agree that unrequested transfers are to be minimized.

- G. **Temporary Assignments.** Any employee temporarily assigned to a different classification for more than five (5) work days shall receive the starting rate for the different classification or the employee's regular rate, whichever is greater.

ARTICLE XI - SENIORITY

- A. **Definitions.** All employees shall hold dual seniority dates. For certain purposes as specifically set forth herein, "unit seniority" shall be defined as an employee's length of continuous employment with the Employer since his/her last hiring date. "Last hiring date" shall mean the date upon which the employee first reported for work at the instruction of the Employer since which he/she has not quit, retired or been discharged. For certain other purposes as specifically set forth herein, "department seniority" shall be defined as an employee's length of continuous employment with the Employer since his/her last appointment date. "Last appointment date" shall mean the date upon which the employee first reported for work in his/her department since which he/she has not quit, retired or been discharged or permanently transferred to another department. "Department" shall mean either (a) secretarial or (b) paraprofessional/aide departments.

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. **Probation.** Probationary bargaining unit members shall have no seniority until the completion of the probationary period, at which time their seniority shall revert to their first day of work. The probationary period shall be seventy-five (75) work days.
- C. **Seniority List.** The Employer shall prepare, maintain and post the seniority list. The initial seniority list shall be prepared within thirty (30) work days after the effective date of this Agreement. Unresolved disputes regarding proper seniority placement shall be subject to the grievance procedure, with revisions and updates prepared and posted annually thereafter. A copy of the seniority list and subsequent revisions shall be furnished to the Union.
- D. **Seniority Lost.** Seniority shall be lost by an employee:
1. If the employee quits or retires.
 2. If the employee is discharged for cause.
 3. If the employee is absent from work for three (3) or more consecutive working days without notification.
 4. If, following a layoff, the employee fails to return from layoff as scheduled after receipt of notice of recall.
 5. If the employee is continuously laid off for a period of the employee's seniority, or two (2) years, whichever is less.
 6. If the employee is convicted of a felony that adversely affects or is related to the employee's duties or adversely affects the credibility or image of the District.
- E. **Transfer Out of Unit.** An employee transferred out of the bargaining unit shall accumulate no seniority during the period the employee is not in the bargaining unit, but the employee shall retain the seniority acquired to the date of such transfer for two (2) years or the period of the employee's seniority, whichever is less.
- F. **Paraprofessional Qualifications**
1. The District and the Association shall agree upon and/or develop the Springport Academic Assessment for Title I Paraprofessionals. The local assessment will fulfill the requirements of the Elementary and Secondary Education Act (ESEA) (20 USC 6319 {c}).
 2. An employee in a position subject to the requirements of the ESEA who is unable to meet the requirements by the January 8, 2006 deadline established by law shall be displaced from such position with bumping rights as provided in Article XII.
 3. For purposes of this Agreement, the term(s) "qualified" or "qualifications" shall mean "highly qualified" as that term is defined in the No Child Left Behind Act of 2001, with respect to positions subject to the requirement of ESEA.

ARTICLE XII - LAYOFF AND RECALL

- A. **Definition.** "Layoff" shall be defined as a reduction in the work force. Layoff for purposes of this Article refers to the total elimination of a position. A reduction in hours shall not be considered a layoff.
- B. **Notification.** Except for emergencies no employee shall be laid off unless said employee has been notified at least thirty (30) calendar days in advance.
- C. **Procedure.**
1. In the event of a layoff, the Employer shall first lay off probationary employees in the affected classification(s) and then non-probationary employees in the affected classification(s) based on seniority.
 2. A displaced employee shall have the right to bump the least senior employee in another classification for which the displaced employee is qualified, provided the bumped employee has less seniority. Displaced employees shall elect to bump by written notice to the Employer within five (5) calendar days after they receive a layoff notice. Displaced employees may use inactive department seniority to bump a junior employee in a different department.
 3. In no case shall a new employee be employed by the Employer while there are laid-off bargaining unit members who are qualified for a vacant or newly created position.
- D. **Reduction in Hours.** In the event of a single permanent reduction in the regular schedule of hours of an employee by more than five (5) hours per week, the employee will be reassigned to the position held by the least-senior employee (provided the employee is qualified) in the classification who is working the same number of hours as the employee whose hours are being reduced. In the event there is no less senior employee in the program working the same number of hours of the employee prior to the reduction, the employee will be reassigned to the position in the classification held by the least senior employee working as close to, but not more, than the employee prior to being reduced.

Employees displaced through this process will be reassigned within their classification in a similar fashion as described above.

- E. **Recall.**
1. Laid off employees will be recalled in inverse order of layoff to vacancies within the classification from which they were laid off, or to classifications in which they have inactive seniority, provided they are qualified. Recall rights are restricted to non-probationary employees.
 2. Employees will receive a minimum of five (5) calendar days notice of recall. Such notice will be forwarded to the employee's last known address. Failure to return shall be considered a voluntary resignation. Exceptions may be made by mutual agreement between the Union and District.

ARTICLE XIII - PAID LEAVES

A. **Sick Leave.**

1. Employees shall earn sick days at the rate of one (1) sick day for each month in which the employee works within an accumulation of one hundred fifteen (115) days. The employer shall print the accumulation on pay stubs each pay.
2. Employees shall be allowed to use sick leave for the following reasons:
 - a. Personal illness or disability which shall include childbirth and complications of pregnancy.
 - b. Up to three (3) days per year shall be granted for serious illness of an immediate family member when presence of the employee is required, or Employer-approved emergency within the immediate family. The Employer may require medical verification for two (2) or more consecutive days. Additional days shall be granted provided the employee supplies medical verification that said employee's presence is necessary or requested by the attending physician.

B. **Personal Business Leave.** Three (3) personal days may be used for any purpose at the discretion of the employee, with prior approval of the date obtained from the building principal, except in case of emergency. Absence from duty without pay will be authorized only in situations of extreme emergency. Unused personal business days will be added to the employee's sick days.

C. **Funeral Leave.** All employees shall be granted (5) five days, (3) of which are not deducted from sick leave for the death in the immediate family. This includes spouse, children, parents, parents-in-law, brothers and sisters, grandchildren, grandparents, brother- and sister-in-law, adopted children, and members of the employee's household.

D. **Jury Duty Leave.** Leave of absence shall be granted for the time an employee is required to report for jury duty. The District shall pay an amount equal to the difference between the employee's pay and the jury duty fee paid by the court (not including travel allowances or reimbursement of expenses) for each day or portion thereof the employee reports or performs jury duty and during which the employee otherwise would have been scheduled to work.

E. **Terminal Leave Pay.** Secretarial department employees shall receive one-half (1/2) day's pay for each unused sick leave day to a maximum of sixty (60) accumulated days upon retirement under the provisions of the Michigan Public School Employees Retirement regulations. Terminal leave pay shall not exceed an amount equivalent to thirty (30) full day's pay.

Paraprofessionals shall receive one-half (1/2) day's pay for each unused sick leave day to a maximum of sixty (60) accumulated days upon retirement under the provisions of the Michigan Public School Employees Retirement regulations. Terminal Leave pay shall not exceed an amount equivalent to thirty (30) full day's pay.

F. **Immediate Family.** For purposes of this article, "immediate family" shall mean the employee's spouse, children, parents, grandparents, grandchildren, brother, sister of the employee or of the employee's spouse or a member of the employee's household.

ARTICLE XIV - UNPAID LEAVES

- A. The unpaid leave provisions of this Agreement shall be construed consistently with the requirements of the Federal Family and Medical Leave Act. All unpaid leaves required by the Act shall be cumulative with, and not in addition to, any other applicable leave, paid or unpaid, provided for in this Agreement, except as required by the Act, the employee on an unpaid leave shall not be eligible for any fringe benefits. Where leave is taken because of birth, adoption or foster placement under the Family and Medical Leave Act, an eligible employee shall give not less than thirty (30) days advance notice.
- B. Leaves of absence of up to one (1) year without pay may be granted to an employee for the reasons and on the conditions listed in this Article upon the written request of the employee to the Board of Education. A leave of absence will be granted or renewed at the sole discretion of the Board of Education. The Board reserves the right to specify the beginning and terminating dates of the leave of absence to correspond as nearly as possible with the beginning or ending of the school year or term. Each request for an unpaid leave of absence will be considered on its individual merits. The particular circumstances surrounding each leave will be reviewed by the Board with the understanding that its decision will in no way establish a precedent. The decision of the Board as to whether such leave shall be granted is final.
1. The District shall not be required to assign an employee returning to duty after a leave to the same building, position, or assignment held prior to the leave. The Board will, however, attempt to assign the employee to the same classification, if available.
 2. If an employee on leave accepts employment elsewhere or enters into a contract for another position without Board of Education approval, his/her leave will be automatically terminated and such conduct will be considered as just cause for dismissal.
 3. An employee on unpaid leave shall not lose sick leave time accumulated prior to his/her leave. However, sick leave time shall not accumulate during his/her leave of absence.
 4. While an employee is on unpaid leave, there shall be no advancement on the salary schedule in terms of experience, except as provided elsewhere in this Article.
 5. An eligible employee desiring a leave of absence shall submit a request to the Board of Education through the Superintendent. Such request shall be submitted by the Superintendent to the Board with a recommendation for action.
 6. For all employees whose leave shall terminate at the beginning of a school year, a letter of availability must reach the Superintendent no later than the preceding April 1. For all employees whose leave shall terminate at times other than the beginning of a school year, such letter of availability must reach the Superintendent no later than sixty (60) calendar days preceding the termination date of the leave. Failure to comply with this provision shall be deemed a resignation of employment. The Superintendent shall notify persons on leave of this requirement.
 7. All requests for renewals shall be filed in writing not less than ninety (90) calendar days prior to the termination of the leave.
- C. Requests for unpaid leave may be filed for the following reasons:
1. Child care leave may be granted to an employee immediately following the birth or adoption of a child for a period up to one (1) year. Child care leave shall terminate at the end of a semester or

school year. A request in writing shall be filed with the Board at least thirty (30) calendar days prior to requested commencement of the leave except in cases of emergency. Upon return from child care leave, the employee shall be restored to his/her same classification, if available.

2. Medical leave may be granted for a prolonged illness of the employee or the employee's spouse, child or parent.
3. In the event an employee of the Board is elected president of the JCEA, said employee shall be granted regular release time as mutually agreed, and the Board shall prorate said employee's salary to the amount of time worked.
4. Unpaid leaves of absence may be requested for "once in a lifetime" opportunities or for other reasons other than those listed above when they are considered beneficial to the employee and the Board. The request must be made at least thirty (30) days in advance. Such leave are granted solely at the discretion of the Board and a denial shall not be subject to the grievance procedure.

- D. **Military Leave.** A leave of absence without pay shall be granted an employee required to report for military duty in the National Guard or a branch of the Armed Forces of the United States. Reinstatement upon completion of service shall be in accordance with requirements of the applicable laws of the United States and Michigan.

ARTICLE XV - HOURS

- A. **Work Year.** Employees shall be advised of their work year prior to the start of each school year. The work year for full time employees shall normally be approximately 210 work days for secretarial employees and 180 work days on student attendance days for paraprofessional/aide employees. Secretarial employees that are full time will work 15 days before the start of the school year and 10 days following the end of the school year. They will develop a plan with their supervisor and document their hours worked for the 5 discretionary days worked over the summer. Employees shall be given at least thirty (30) days advance notice of any change in their work year. Employees may not work additional days without the advance written approval of their supervisor and Superintendent.
- B. **Work Week.** 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 or pay per week.
- C. **Lunch Period.** Employees scheduled to work at least five and one-half (5-1/2) hours per day shall receive a thirty (30) minute unpaid lunch period.
- D. **Breaks.** Employees scheduled to work at least four (4) hours per day will receive one (1) fifteen (15) minute break. Employees scheduled to work at least five and one-half (5-1/2) hours per day will receive two (2) fifteen (15) minute breaks.
- E. **In-service.** All bargaining unit members may be offered two (2) voluntary in-service training opportunities in conjunction with in-service training scheduled for the instructional staff. Such training opportunities shall be fully paid by the Employer, and each employee shall be given his/her regular rate of pay for the hours of in-service.
- F. **Overtime.** Employees who work overtime shall be granted compensatory time off to the extent permitted by law. If compensatory time off cannot be used for 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.

- G. **Training.** The Board may pay tuition costs of training which in the judgment of the superintendent is directly related to the improvement of the employee's skills necessary to the performance of his/her present position. Any course must have the prior approval of the superintendent, or his/her designee. Reimbursement will be made to the employee after evidence of successful completion of the approved course of study or training has been presented to the District.
- H. **Extra Work.** Extra work, including overtime, which is part of the regular duties of an employee shall be assigned to that employee. Extra work, including overtime, which is not part of the regular duties of an employee (i.e., athlete's physicals, fundraisers) shall be assigned to the most senior employee in the classification, provided such employee has the ability to perform the work.
- I. **Mandatory Meetings.** Except for emergencies, employees shall have three (3) days prior notification of mandatory meetings scheduled outside of the employee's regularly scheduled hours. Employees shall be paid their regular rate for their attendance at mandatory meetings.

ARTICLE XVI - MISCELLANEOUS PROVISIONS

- A. **School Closing.** The Board shall determine which employees shall be required to work when an act of God, or an Employer directive, forces the closing of a school. An employee who is not required to report shall suffer no loss in pay for the first three (3) days during each school year. A "day" is considered the employee's normally scheduled hours of work. After the first three (3) Act of God days, an employee who is not required to report shall have the option of using any accumulated leave time (vacation, personal days, sick days and secretarial earned compensation time only) or time off without pay for such a closing or delay.
- B. **School Cancellation After Opening.** If school is canceled after employees have reported for work or after students have reported, employees shall be dismissed immediately after such cancellation and excused from work. Paraprofessionals shall be paid for all time worked, but no less than one half (1/2) days pay. Secretaries shall be paid for time missed due to the cancellation.
- C. **Multiple Positions.** Any employee working in more than one (1) classification shall, for the purposes of benefits and pay:
 - 1. Be paid the appropriate rate for each hour worked.
 - 2. Receive benefits prorated according to the time worked in each department
- D. **Student Workers.** No student workers shall be employed if members of the bargaining unit are on layoff. In no event will student workers displace bargaining unit members.
- E. **Temporary Playground Duty.** Whenever practical, if an aide/paraprofessional who is not ordinarily assigned to playground duty is to be so assigned, he/she will be notified of such assignment by the end of the preceding day so that he/she may come properly attired for such duty.
- F. **Administrative Absence.** When a building principal is absent a counselor or teacher will be designated their proxy in charge of the building.

ARTICLE XVII - VACATIONS AND HOLIDAYS

A. **Secretarial Vacation.** Secretarial department employees shall receive the following paid vacation:

1. All secretaries shall receive paid vacation time. Vacation time may be used by eligible employees at times of the employee's choosing, except eligible employees may not take vacation when school is in session without the approval of the Superintendent or his/her designee or where more than one bargaining unit member requests the same vacation date(s) and work scheduling demands reasonably prohibit all requesting bargaining unit members from being absent at the requested times. In such instances, the affected bargaining unit member having greatest seniority shall be granted his/her preferred vacation date(s).

2. **Vacation Accumulation.** Vacation time may be accumulated from year to year up to a maximum of ten (10) work days total. Vacation time shall be computed as of each bargaining unit member's

anniversary date on the basis of the following schedules:

After 1 year	two weeks
After 5 years	three weeks
After 10 years	four weeks

3. Vacation time shall be prorated as follows:

- a. Determine the percentage regular scheduled hours to forty hour week.
- b. Apply the above percentage to each weekly salary.
- c. Multiply by the appropriate number of eligible weeks.

B. **Holidays.** Pay shall be for the regularly scheduled hours of each bargaining unit member. Should the day off fall on a Saturday or Sunday, either Friday or Monday shall replace the day. Paraprofessionals shall have one (1) floating holiday when school is not in session.

Paraprofessionals shall have the following days off with pay:

1. Labor Day	7. New Year's Day
2. Day before Thanksgiving	8. New Year's Day
3. Thanksgiving Day	9. Memorial Day
4. Day after Thanksgiving	10. Good Friday—If school is not in session. If school is in session on Good Friday, a day will be paid for the week following.
5. Christmas Eve	
6. Christmas Day	

Secretarial employees shall have the following days off with pay:

1. Labor Day	9. Good Friday- if school is not in session. If school is in session on Good Friday, a day will be paid for the week following
2. Day before Thanksgiving	10. Memorial Day

3. Thanksgiving Day	11. Two floating holidays when school is not in session.
4. Day after Thanksgiving	
5. Christmas Eve	
6. Christmas Day	
7. New Year's Eve Day	
8. New Year's Day	

ARTICLE XVIII - BARGAINING UNIT MEMBER EVALUATIONS

- A. Each employee shall be evaluated by the employee's immediate supervisor at least once every three (3) years.
- B. **Written Evaluations.**
1. The written evaluation shall be submitted to the employee and within ten (10) days thereafter a personal interview shall be held to discuss the evaluation. The employee shall sign the original and keep a duplicate copy. In the event the employee feels his/her evaluation was incomplete or unjust, he/she may put his/her objections in writing within thirty (30) work days and have them attached to the evaluation before it is placed in the personnel file.
 2. If a supervisor finds an employee lacking, the reasons therefore shall be set forth in specific terms with identification of the specific ways in which the employee is to improve.
- C. No matter involving an employee's evaluation, except failure to comply with the procedural requirements concerning an employee's evaluation shall be grievable.

ARTICLE XIX - JOB DESCRIPTIONS

Job descriptions will be developed for each classification within sixty (60) calendar days after the ratification of this Agreement. Such job descriptions shall be developed by the Employer with input from the Union. The job descriptions shall be distributed to all current bargaining unit members and to all new bargaining unit members hired by the Employer. The job descriptions will include at a minimum:

1. Job title and description
2. Minimum requirements
3. A specific statement of required tasks and responsibilities

ARTICLE XX - COMPENSATION AND INSURANCE

- A. **Wages.** Employees shall be compensated in accordance with the wages as set forth in Appendix A.
- B. **Insurance Protection.** The Board shall provide to each employee the insurance benefits as specified below.
- Secretarial.** For those secretarial staff electing to take health insurance, the Board agrees to provide the following insurance coverage:

PLAN A (PAK C)

MESSA Choices:

Medical:	\$500/\$1000 In-Network Deductible Saver Rx \$20 OV/\$25UC/\$50ER
Dental:	Class I – 80%; Class II – 80%; Class III – 60% Annual Maximum: \$1,000 Class IV- 80% \$900 Lifetime Max
Vision:	VSP2
Life Insurance:	\$20,000
Long Term Disability	90 days 66 2/3%; Monthly Max: \$3,500

NOTE: If those electing Plan B and paraprofessionals have to pay Ten Percent (10%) of the premium for the District to qualify for the One Hundred Dollars (\$100) per student incentive per Sec 22 F of State School Aid Act they will make such payment and receive a stipend equal to One Hundred Twenty-Five Percent (125%) of the Ten Percent (10%).

Employees electing "Plan A" shall pay twenty percent (20%) of the annual cost of the PAK rate by payroll deduction and the Board shall pay the balance of the annual premium cost.

PLAN B

Dental	Class I – 80%; Class II – 80%; Class III – 60% Annual Maximum: \$1,000 Class IV- 80% \$1,000 Lifetime Max
Vision	VSP 3 Gold
Life	\$25,000
Cash in Lieu of Health:	\$200.00 per month

Paraprofessional/Aide:

LTD	90 days – 66 2/3% Monthly Max \$2,500
Life Insurance	\$20,000 with AD&D
Vision	VSP2

C. Either party may reopen the insurance provision at any time to move to a county consortium or other plan. In no case will the adjustment increase the cost to the district.

D. **Affordable Care Act.** Beginning as of the first plan year in 2015, each individual who is employed in an eligible job classification (in the sole discretion of the District) and who regularly works 30 hours per week or more shall be provided with a group health plan medical coverage option at a cost of no more than 9.66% of income for employee-only coverage as set by the Federal Government. This amount will be set as what is required to remain in compliance with the ACA. The employee may elect to add, at their cost, coverage for

their spouse or children if they so choose. For the duration of this Collective Bargaining Agreement, the District shall have the ability to unilaterally make necessary changes to the group health plan, including pricing thereon, to comply with the Patient Protection and Affordable Care Act (including any amendments or regulations issued thereunder).

MESSA In-Network Deductible \$1,350-\$2,700
 RX - \$4/\$15/\$40/\$80/20%
 Office visit- 20% Co-insurance after Deductible

During Open Enrollment period, the staff eligible for medical coverage through the Jackson County Health Care Consortium will be given the option to select from additional medical coverage plans that are at a district cost less than the current PAK C option.

ARTICLE XXI - DURATION OF AGREEMENT

This Agreement shall be effective as of January 14, 2019 and shall be in effect until December 31, 2020

Jackson County Education Association

By: Melissa Andrusa
JCEA President

Date: 3/23/19

By: Kristina Pennington
Springport Co-President

Date: 3/12/19

By: Michelle O'Chun
Springport Co-President

Date: 3/13/19

By: Mary Hartung
MEA-SNAP Negotiator

Date: 3/23/19

Springport Board of Education

By: Dan [Signature]
Board President

Date: 3-18-19

By: Eliott A. Cook
Board Secretary

Date: 3-18-19

By: Bob [Signature]
Superintendent
Springport Schools

Date: Mar 13, 2019

APPENDIX A-1 - WAGES

PARAPROFESSIONAL

**2019
STEP INCREASES AWARDED JANUARY 14, 2019**

Step	General Aide	Library Specialist
1	11.06	11.61
2	11.12	11.67
3	11.17	11.73
4	11.23	11.79
5	11.28	11.84
6	11.34	11.90
7	11.40	11.96
8	11.45	12.02

**2020
STEP INCREASES AWARDED JANUARY 1, 2020**

Step	General Aide	Library Specialist
1	11.16	11.71
2	11.22	11.77
3	11.27	11.83
4	11.33	11.89
5	11.38	11.94
6	11.44	12.00
7	11.50	12.06
8	11.55	12.12

*For purposes of this Agreement, Title I, Article II, classroom aides, cafeteria aides, playground aides and the high school and middle school aides shall be considered as general aides.

APPENDIX A-2 - WAGES

SECRETARIES
STEP INCREASES AWARDED JANUARY 14, 2019

STEP	2019
1	12.60
2	13.51
3	14.81
4	15.79
5	16.60
6	17.73
7	18.79
8	19.34

STEP INCREASES AWARDED JANUARY 1, 2020

STEP	2020
1	12.70
2	13.61
3	14.91
4	15.89
5	16.70
6	17.83
7	18.89
8	19.44

APPENDIX B – GRIEVANCE REPORT FORM

**GRIEVANCE REPORT FORM
Springport Public Schools**

Grievance # _____

Distribution of Form

1. Superintendent
2. Supervisor
3. Union
4. Grievant

Submit to Supervisor in Duplicate

Building	Assignment	Name of Grievant	Date Filed

STEP 1

A. Date Cause of Grievance Occurred: _____

B. 1. Article/Section/Policy Violated: _____

2. Statement of Grievance: _____

3. Relief Sought: _____

Date Signature

C. Disposition of Supervisor: _____

Date Signature

D. Disposition of Grievant and/or Union: _____

Date Signature

If additional space is needed in reporting Sections B, C, or D of Step 1, attach an additional sheet.

STEP 2

- A. Date Received by Superintendent or Designee: _____
- B. Disposition of Superintendent or Designee: _____

Date Signature
C. Position of Grievant and/or Union: _____

Date Signature

STEP 3

- A. Date Submitted to Arbitration: _____
- B. Disposition and Award of Arbitrator: _____

Date Signature

APPENDIX C – LETTER OF AGREEMENT

APPENDIX C

LETTER OF AGREEMENT

between

Springport Public Schools

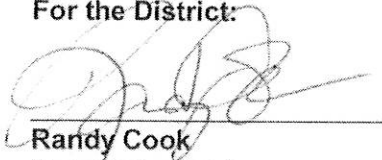
And

Springport Education Support

Personnel Association

The parties agree that if legislative action would cause the employees a larger contribution toward insurance it is agreed the parties will meet and open the Salary and Fringe benefits portion of the contract to make adjustments. In no case will the adjustment increase the cost to the District.

For the District:



Randy Cook
Superintendent
Springport Public Schools

For the Association:



Marcy Hartung
UniServ Director
Michigan Education Association

Date

8/15/11

Date

12/22/11

APPENDIX D – LETTER OF AGREEMENT

APPENDIX D

LETTER OF AGREEMENT

between

Springport Public Schools

And

Springport Education Support

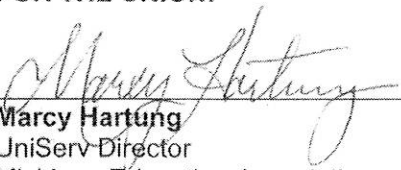
Personnel Association

RE: Emergency Financial Manager

An *Emergency Financial Manager* appointed to the District under the Local government and School District Fiscal Accountability Act may reject, modify, or terminate this collective bargaining agreement as provided in Local government and School District Fiscal Accountability Act.”

This clause is included in this Agreement because it is legally required by State Law. The parties did not agree to this provision. By signing this agreement, the Union does not agree or acknowledge that this provision is binding either on the Union or on the Employer. The Union reserves all rights to assert that this clause is unenforceable.

FOR THE UNION:




Marcy Hartung
UniServ Director
Michigan Education Association

12-22-11

Date

FOR THE DISTRICT:



Randy Cook
Superintendent
Springport Public Schools

8/15/11

Date