

Conditions of Work

As

Agreed Upon by

The Board of Education of the Caledonia Community Schools

And the

Technology Support Workers

School Years 2007-11

Below is a summary of the wages and benefits for the educational technology support workers of the Caledonia Schools.

- **Sick Days and Snow Days:** - Each employee is granted 10 paid sick days per school year cumulative to 180. The employee’s supervisor must be notified each time that one of these days is used.

Each employee is granted three “Act of God” days. An “Act of God” day is defined as a day which children are not brought to school due to conditions, such as weather, which are due to an “Act of God”. If an employee is scheduled to work he/she will not be required to report and will receive compensation for their regular hourly pay.

Each employee is granted three ‘fog’ days. A “fog” day is defined as a day where school is delayed for up to two hours due to conditions, such as weather. If an employee is scheduled to work he/she will not be required to report until the delay has ended. The employee will receive compensation for their regular hourly pay. “Act of God” and “fog” days must be recorded on an employee’s time card. It is the employee’s responsibility to keep track of their own days.

- **Nine Paid Holidays:**

Labor Day	December 31
Thanksgiving Day	January 1
Day after Thanksgiving Day	Friday before Spring Break*
December 24	Memorial Day
December 25	

*If the school calendar is scheduled in such a way school is in session, the employee will be required to work and a compensating day off with pay during spring break will be arranged.

- **Bereavement Leave:** Up to five (5) days per school year (not to be charged against accumulated sick leave) are available for leave for death in the immediate family. Immediate family is limited to parents, children, spouses, or individuals residing for an extended period (over one year) in the household, and for persons for whom legal responsibility has been assigned. One of these five (5) may be used to attend the funeral of someone not in the immediate family. At the district's discretion, additional days may be granted. Bereavement days are not cumulative. Employee’s supervisor should be notified each time that one of these days is used.

- **Personal Days:** Each employee will be granted two days per year, non cumulative, for personal reasons. Employee's supervisor must be notified in ample time to allow for her/his absence.

- **Severance Pay:** Upon exit in good standing from the system, an employee who has worked for the Caledonia Schools for a minimum of 10 years and accumulated 100 sick days will be paid a severance amount of \$2,000 for these days. If an employee has accumulated fewer days than this after 10 years, he/she will receive proportionately less, i.e. \$1800 for 90 accumulated days, etc.

- **Position Postings:** Employees will be informed as to the openings around the district. Current employees may be granted interviews (upon request) for any Technology Support Worker position open in the district.

- **College Tuition:** Employees will be reimbursed for college credit with a cap of \$500 as long as the credits are pre-approved by the immediate supervisor and the classes are related to the employee's field. To qualify for this benefit, an employee must work a minimum of 15 hours per week.

- **Insurance/Annuity Benefits:**

- A. Any employee who works at least 35 or more hours per week will receive an amount equal to full family premium for health insurance or, as an option, \$175/month to be taken as an annuity or cash. These options are paid for 12 months per year.

- B. Employees working fewer than 35 hours per week will have pro rated amounts per month as follows and paid 12 months per year:

1-15 hours/week	\$60/month
16-25 hours/week	\$90/month
26-32 hours/week	\$175/month

The salary scale will be figured each year based upon previous understandings (2007-08 2.25% and 2008-09 2%). In case of a financial need or crisis there may be a contract re-opener for negotiations.

Wages for Building Technicians are as follows:

<u>Step</u>	<u>2007-08 Hourly Rate</u>	<u>2008-09 Hourly Rate</u>	<u>2009-10 Hourly Rate</u>
1	\$15.15	\$15.45	Wage Re-opener
3	\$15.52	\$15.83	
5	\$15.91	\$16.23	
7	\$16.32	\$16.65	
9	\$16.72	\$17.05	
11	\$17.14	\$17.48	
13	\$17.56	\$17.91	
15	\$18.00	\$18.36	
17	\$18.47	\$18.84	
19	\$18.91	\$19.29	
20	\$19.39	\$19.78	

The effective dates of these wages and working conditions are July 1, 2007 through June 30, 2010.

Signed:

For the Board of Education:

Robert Bergy
Robert Bergy - President

Debra McCarty
Debra McCarty - Secretary

Carol Nelson-Purkey
Carol Nelson-Purkey
Assistant Superintendent

6/26/07
Date

For the Technology Support Workers:

Carole Forton
Carole Forton

Barbra Murawa
Barbra Murawa

6/24/07
Date

LETTER OF UNDERSTANDING

BETWEEN THE

BOARD OF EDUCATION

OF THE CALEDONIA COMMUNITY SCHOOLS

AND THE

CALEDONIA TECHNOLOGY GROUP

The Board of Education of the Caledonia Community Schools ("Board") and the Caledonia Technology Group ("Group") hereby agree as follows:

1. Wages for the employees in the bargaining unit represented by Group will be frozen and not increased for the 2009-2010 and 2010-2011 school years.
2. The Collective Bargaining Agreement between them is hereby extended until June 30, 2011.
3. Given the economic impact of local, state and federal funding, Board shall have the right to reopen the Collective Bargaining Agreement between them for renegotiation in the event of the Board's determination that this is warranted due to financial need.

**BOARD OF EDUCATION OF THE
CALEDONIA COMMUNITY
SCHOOLS**

Dated: 6/23, 2009

By: Deb McCarty
Deb McCarty
Its Board President

Dated: 6/23, 2009

By: C.M. Nelson-Purkey
Carol Nelson-Purkey
Its Assistant Superintendent

CALEDONIA TECHNOLOGY GROUP

Dated: 6/12/09, 2009

By: Mary Johnston
Mary Johnston
Its Group Representative
[Signature]