

Contractual Agreement

between the

WELLS TOWNSHIP SCHOOL DISTRICT #18

Board of Education

and the

Wells Township Support Staff

Effective July 1, 2010

Through June 30, 2011

Revised 7/27/2010

INTRODUCTION

The following terms as listed in the Agreement between the Wells Township School Board of Education and Support Staff Bargaining Unit should be interpreted as follows:

- Administration/administrator refers to Superintendent, Principal, Administrator or designated official.
- Board refers to Board of Education of Wells Township School District.
- Bargaining Unit refers to bus drivers, cook and custodian of the district.

ARTICLE I – SUPPORT STAFF RIGHTS

- A. The provisions of this agreement shall be applied without regard to race, creed, religion, color, national origin, sex or marital status.
- B. Support Staff have a right to file a grievance (Form A) if they feel any part of this contract has not been upheld. Grievances must be filed, with the administration, within fourteen (14) days after the employee knew or should have known if he/she exercised reasonable diligence and attention that the cause of the grievance had occurred in order to become the basis for a claim. Administrative response must occur within five (5) days after grievance is filed. If a solution can not be met, the local ISD/RESA will be brought in for mediation.

ARTICLE II – PROFESSIONAL COMPENSATION

- A. The salaries of support staff covered by this agreement are set forth in Schedule B, which is attached to and incorporated in this agreement. Each pay period each support staff shall receive the following information:
 - a. Gross Pay
 - b. Breakdown of deductions including:
 - i. Federal Income Tax
 - ii. State Income Tax
 - iii. Social Security

- iv. Other deductions to be limited to whatever number that can be accommodated by current payroll processing programs.

- B. The salary schedules are based upon a normal weekly work load according to the accepted school calendar.
 - a. Custodian 925 hours
 - b. Bus driver 6.5 hours a day
 - c. Cook 6 hours a day

- C. The following legal holidays shall be observed and school closed:
 - New Year's Day
 - Easter
 - Memorial Day
 - Labor Day
 - Thanksgiving Day
 - Christmas Day

- D. Support staff will be paid on a basis of (26) twenty-six payments.

ARTICLE IV – INSURANCE PROTECTION

- A. The Board shall provide without cost to the bus driver, Flex Blue Plan 2 as health insurance for a full year twelve- (12) month period for the bargaining unit member and his/her entire family and any other eligible dependents as defined by SET/SEG. The Board also agrees to provide SET/SEG Assurant 80/80 dental coverage for the bargaining unit.

- B. The Board shall provide without cost to the bus driver and custodian Spectrum Platinum, vision insurance, for all bargaining unit members and their eligible dependents.

ARTICLE V – EXPENSES AND EXTRACURRICULAR ACTIVITIES

- A. The cook will not be responsible for any extracurricular activities with the exception of Community Meal, Christmas and Awards Night.

- B. Dates for the above extracurricular activities shall be established with cook input and be published two (2) weeks prior to the activity.

- C. Support Staff shall receive mileage to any conference or special meetings approved by the Board or its designee that they are requested to attend.
- D. Support Staff whom have assumed extracurricular responsibilities shall be reimbursed at the rate of ten dollars (\$10) per hour worked.

ARTICLE VI- LEAVES OF ABSENCE WITH PAY – SECTION I

- A. PERSONAL DAYS /ILLNESS – A maximum of seven (7) days of personal and/or sick leave per school year is granted to be used in the event of personal illness or in event of the serious illness of the staff’s spouse, children, parents, in-laws, grandchildren, or member of the staff’s immediate household necessitating the staff’s presence. A staff member may accumulate up to twenty-five (25) sick leave days with seventy-five percent (75%) reimbursement of actual daily pay at retirement, up to \$5000.00.
- C. FUNERAL LEAVE shall be allowed to a maximum (unless further extended by the Board) of five (5) successive days, counting the day of death as the first day, in the event of the death of a staff’s immediate family member or the death of the staff’s spouse’s immediate family.

LEAVES WITHOUT PAY – SECTION II

- A. PREGNANCY – The District shall grant a child care or pregnancy leave of up to 12 weeks of the school year without pay to staff requesting such leave in writing. The staff may use all accumulated sick and personal days with full pay for those days until such days run out or terminate. The staff will be guaranteed the same or similar position when he/she returns from leave.

ARTICLE VIII – MANAGEMENT RIGHTS

- A. The Wells Township School District, on its own behalf and on behalf of the electors of the District, hereby retains and reserves unto itself all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws and Constitution of the State of Michigan and of the United States including the right to the executive management and administrative control of the school system. The exercise of these powers, rights and authority, duties and responsibilities by the School and the adoption of such rules, regulations and policies as it may deem necessary shall be limited only by the specific and express terms of this Agreement. It is understood between the parties that any policy changes, real or contemplated, which shall bear on this Agreement shall be subject to negotiation.

ARTICLE IX– DURATION

- A. This Agreement shall be effective as of July 1, 2010, and shall continue in effect for one year until June 30, 2011.
- B. This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated.
- C. Copies of this agreement titled “Contractual Agreement between the Wells Township School District #18 and the Support Staffs’ Bargaining Unit” shall be printed at the expense of the board within 30 days after the agreement is signed and presented to all staff now employed, hereafter employed or considered for employment by the Board. All school district personnel policies or any changes in said policies shall be distributed to all support staff within thirty days of the commencement of this contract or upon employment.

Bargaining Unit and Board Signatures

_____	Board President	_____	Staff
_____	Vice-President	_____	Staff
_____	Treasurer	_____	Staff
_____	Secretary	_____	Staff
_____	Trustee		

Schedule B/Wages

The breakdown is as follows:

School Bus Driver

Salary: 2010-2011 School Year \$16,688.

Contract Period: September through June each year

Benefits: Paid State Retirement

Seven (7) personal/sick days accumulative to 25 days

Health/dental/vision insurance

Cook

Salary: \$9990.50

Contract Period: September through June each year

Benefits: Paid State Retirement

Custodian

Salary: \$9

Contract Period: July 1 through June 30 each year

-15 hours per week during school year/remaining hours throughout the summer months

Benefits: Paid State Retirement

\$2500 towards "personal" health insurance

FORM A
WELLS TOWNSHIP GRIEVANCE FORM

NAME: _____

ADDRESS: _____

TITLE: _____

DATE(S) OF VIOLATION OR GRIEVANCE: _____

SECTION(S) OF CONTRACT VIOLATED: _____

FACTS: _____

RESOLVED: _____

Signature of Grievant(s)

Signature of Administrator

