

<p>FRANKENMUTH SCHOOL DISTRICT</p> <p>CUSTODIAL/MAINTENANCE PERSONNEL</p> <p>WAGE AND BENEFITS SCHEDULE 2009-2012 SCHOOL YEAR</p>
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Part Time Custodians and Part Time Maintenance Workers

Part time employees working under the supervision of an experienced employee or building supervisor. These positions are limited to a regular work assignment of less than 30 hours per week.

Full Time Custodians and Full Time Maintenance Employees

Regular custodial or maintenance employees having specific job assignments which require little supervision and direction. These positions are for work assignment of 40 hours per week.

Head Custodian

The designated head custodian who directs the work of other employees. This position is limited to 40 hours per week excluding overtime. Those holding this position may be assigned work in another building on a temporary basis.

Student Personnel

	Students	
2009/2010	2010/2011	2011/2012
\$7.44	\$7.51	\$7.62

Bus Driving

Custodians who have proper certification and licenses may, at the discretion of the Director of Transportation, drive school bus runs. This is an additional assignment and is not to be included in the normal work time period.

Overtime

Efforts will be made to keep overtime to a minimum. Overtime begins after forty (40) hours worked in a week. Overtime will be compensated at 1½ times the employee's regular hourly rate.

Vacations

Full time custodial/maintenance personnel will receive vacation according to the following schedule:

<i>First Year Of Employment</i>	<i>5 Days</i>	<i>Effective 120 Calendar Days After Hire Date</i>
<i>After First Year Of Employment</i>	<i>10 Days</i>	<i>Effective First Anniversary Of Hire Date</i>
<i>After Fifth Year Of Employment</i>	<i>15 Days</i>	<i>Effective Fifth Anniversary Of Hire Date</i>

Vacation time may not accumulate. With the approval of the Superintendent or designate and the Director of Grounds, the custodial/maintenance person may work during his or her vacation period and receive the extra compensation. Vacation schedules shall be established prior to June with the cooperation of the Director of Grounds.

Holidays

Custodians and maintenance personnel who annually average 30 hours per week or more shall receive payment for a normal work day for the following holidays when the day preceding or following is a normal working day. If the employee takes regular student vacation periods, holiday pay does not apply.

<i>Labor Day</i>	<i>Independence Day</i>
<i>Thanksgiving Day</i>	<i>New Year's Day</i>
<i>Day After Thanksgiving</i>	<i>Good Friday (If school is not in session)</i>
<i>Christmas</i>	<i>Memorial Day</i>

If these holidays fall on Saturday, Friday may be taken as a holiday; if they occur on Sunday, Monday may be taken as a holiday.

Sick Leave

Custodial/maintenance personnel who annually average 30 hours per week or more will be allowed one normal work day sick leave for each month worked, which may accumulate to 50 days. Sick leave will be paid in half or full day multiples. Days used during the year will not exceed the accumulated total allowed.

Upon retirement or resignation, any fulltime employee with fifteen (15) or more years of District service will be paid \$35 per day for their accumulated sick days. To be eligible for payment for accumulated sick days, the employee must give written notice of intent to retire or resign at least 60 days prior to their expected separation date. In the unfortunate event that the qualifying employee dies after having served notice of intent to retire or resign, payment will be made to the beneficiary named in the written notice.

Personal Leave

Full time District employees are entitled to two days of personal leave per school year. Personal leave days may only be taken for the purpose of conducting business which cannot be conducted during normal time away from the job. A written request for personal leave should be submitted to the immediate supervisor at least four days in advance of the requested leave day.

Insurance Program

Full time custodial/maintenance employees may participate in the medical, vision, dental, life, and salary protection programs offered to the instructional staff. Employees must have a regular assignment of 30 hours per week or more in order to qualify for fringe benefit programs.

Snow Days

Employees are expected to report for work as soon as they are able on days when school is called off because of bad weather. Time lost because of inclement weather may be made up at the discretion of the Director of Buildings and Grounds.

Conferences and Workshops

Full time employees attending authorized conferences or workshops will be paid for a normal work day. Such expenses shall be reimbursed according to District guidelines.

Work Week

Custodial/maintenance personnel on salary schedule will work a time schedule arranged with and approved by the Director of Grounds. Hourly rated personnel will work at times specified by their immediate building supervisor.

Starting Time

Starting time will be designated on an individual building and custodial/maintenance personnel work assignment basis by the Director of Grounds.

Lunch Periods

Daytime personnel may take a one-hour lunch period; full time evening personnel shall take a half-hour period for lunch.

Weekend Work/Building Checks

Employees scheduled for weekend building checks will be paid at 1½ hours of work at the appropriate rate. Assignment and scheduling of building checks shall be at the discretion of the Director of Grounds. All work on Sundays and holidays will be paid at twice the normal rate.

Custodians			
Step	2009/2010	2010/2011	2011/2012
0	\$8.24	\$8.32	\$8.45
1	\$8.71	\$8.80	\$8.93
2	\$9.19	\$9.28	\$9.42
3	\$9.66	\$9.75	\$9.90
4	\$10.13	\$10.23	\$10.39
5	\$10.60	\$10.71	\$10.87
6	\$11.08	\$11.19	\$11.35
7	\$11.54	\$11.65	\$11.83

Custodian/Evening Supervisor (One Position)		
2009/2010	2010/2011	2011/2012
\$10.98-\$14.97	\$11.09-\$15.12	\$11.26-\$15.35

Custodian/Maintenance (One Position)		
2009/2010	2010/2011	2011/2012
\$8.78-\$12.55	\$8.87-\$12.68	\$9.00-\$12.87

Maintenance/Grounds (One Position)		
2009/2010	2010/2011	2011/2012
\$9.34-\$13.19	\$9.43-\$13.32	\$9.57-\$13.52

Head Custodian (One Position)		
2009/2010	2010/2011	2011/2012
\$12.25-\$16.82	\$12.37-\$16.99	\$12.56-\$17.25

Part Time Custodians			
Step	2009/2010	2010/2011	2011/2012
0	\$8.32	\$8.40	\$8.53
1	\$8.87	\$8.96	\$9.10
2	\$9.43	\$9.52	\$9.66
3	\$9.98	\$10.08	\$10.23
4	\$10.53	\$10.64	\$10.80
5	\$11.09	\$11.20	\$11.36
6	\$11.63	\$11.74	\$11.92
7	\$12.18	\$12.30	\$12.49

FRANKENMUTH SCHOOL DISTRICT WILL NOT DISCRIMINATE IN EMPLOYMENT OR OTHER MATTERS ON THE BASIS OF RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, AGE, MARITAL STATUS, MEDICAL CONDITION, HANDICAP, OR ANY OTHER LEGALLY PROTECTED STATUS.