

**MASTER AGREEMENT**

**CENTREVILLE PUBLIC SCHOOLS**

**AND**

**Centreville Educational Support Personnel/SMEA/**

**2015-2016**

## AIDES

### ARTICLE I

#### PURPOSE

#### RECOGNITION

The Centreville Public Schools, hereinafter "District" hereby recognizes the Southwestern Michigan Education Association/MEA/NEA, hereinafter the "Union," as the sole and exclusive bargaining representative, for the purpose of and as defined in the Public Employment Relations Act, as amended, MCLA 423.202 et seq.; MSA 17.455(1) et seq., (PERA), for all Instructional and Non-instructional aide personnel employed or to be employed by the District performing or to perform any work currently being performed by bargaining unit members; but excluding all teaching, supervisory, custodial, food service, transportation, farm manager, secretarial or community education personnel and all other employees.

### ARTICLE II

#### WORKING CONDITIONS AND HOURS

2.1 **Supervision.** All employees shall be directly responsible to their Supervisor or administrator and as such shall carry out duties assigned to them. All employees will be assigned to a primary administrator at the beginning of each school year. Employees will receive written notification of his/her primary administrator by September 15 of each school year. Any change in primary administrator during the school year will be done in writing. All employees are ultimately responsible to the Superintendent.

2.2 **Workday.** The normal workday for each employee shall consist of six hours and fifty one minutes (6 hours and 51 minutes) plus an unpaid lunch period of one-half hour.

2.3 **Work Year.** The normal work year shall be equivalent to the number of scheduled student instructional days plus a minimum of three (3) additional workdays as scheduled by

the Board.

2.4 **Half Days.** Aides must work for a full day on half-days for students unless an aide requests to be excused and the principal grants the request. If excused for a half-day, pay will be only for the time worked.

2.5 **Overtime.** All overtime hours must have prior administrative approval. All overtime shall be paid at time and one half for all hours in excess in one week for all employees. Double time shall be paid for all Sunday and holiday work in excess of normal paid hours. For purposes of overtime, the workweek shall be Monday through Sunday. All employees who have considerations for additional pay, as per 2.51, are excluded from the provisions of this article.

2.51 **EXTRA-DUTY ASSIGNMENTS - Overnight Trips.** In the event the administration requests and authorizes an employee to attend an extra duty overnight assignment which is outside that employee's normal working hours, the District shall compensate that employee at their normal hourly wage for all hours worked, not to exceed eight (8) hours in one day.

2.6 **School Closing:** In case of inclement weather or other act of God days, aides will not be expected to report unless directed by the Superintendent. Employees will be paid for all state allowable act of God situations. Additional act of God days that occur will be paid when they are made up at the end of the year.

### ARTICLE III VACANCIES, PROMOTION, TRANSFER, ASSIGNMENTS

3.1 **Vacancies and Postings.** When the Board determines that a vacancy arises in a support staff area, the Superintendent shall notify the bargaining unit president and post notice of same on a bulletin board in each building and on the District website. No vacancy shall be filled, except in case of emergency, on a temporary basis, until such vacancy shall have been posted for at least five (5) school days or one (1) calendar week when school is not in session.

Postings shall contain the following information:

- A. Type of work
- B. Location of work
- C. Starting date
- D. Rate of pay
- E. Hours to be worked
- F. Classification
- G. Minimum requirements

3.2 **Criteria.** Vacancies shall be filled on the basis of experience, competency and qualifications of the applicant.

3.3 **Probationary Period.** The first ninety (90) days employment of all new employees shall be considered a probationary period. (90 work days). Employees who have not successfully completed their ninety (90) days probationary period will not be issued a terms of employment agreement. During this period, no benefits shall be accrued. Employees may be discharged during this probationary period without specifying cause.

3.4 **Assignments.** Should an employee's service be needed in other areas of the school system than his/her normal assignment, he/she will be expected to take the assignment at the direction of the Superintendent.

3.5 **Transfer.** Employees transferred permanently to another support service position within the school system shall maintain their seniority.

#### ARTICLE IV

#### AUTHORIZED LEAVES

**Purpose.** Authorized leaves are provided to meet the legitimate, humanitarian and personal needs of the staff member consistent with the requirements of the school district.

4.1 **Sick Leave.** Sick leave shall be administered in accordance with the following guidelines, namely;

4.11. **Use.** Each full time and part time staff member shall be credited with five (5) days of sick leave at the beginning of each semester. These days shall be pro-rated per months worked during any given fiscal year. Days shall also be prorated in the event of termination with the school district. Probationary Aides will be credited with days upon completion of the probationary period.

Sick leave may be used for:

A. Personal illness or injury and physical examination. It may also be used for medical or dental appointments if they cannot be scheduled outside of the employees regular work time or are of an emergency nature.

B. Any communicable disease that could be hazardous to the health of students, employees or other persons using the facilities of the Board.

C. The serious illness of a member of the immediate family, provided that such leave shall be limited to the use of five (5) days per fiscal year taken from accumulated sick leave and shall be taken only to the extent that the presence of the staff member is reasonably required. "Immediate family" shall be defined as any person who is a regular member of the employee's household, or extended family, spouse, father, mother, brother, sister, or children.

D. Any physical or mental condition which disables a staff member from rendering services, but excluding any condition compensable by worker's compensation or resulting from other employment, except to the extent hereinafter provided.

**4.12 Used Days.** Sick leave shall be deducted in one-half day increments. Sick leave shall be charged against work days only and shall cease to accumulate and shall not be used by a staff member during such period as the employee is on an authorized leave of absence, is laid off, or is not otherwise regularly providing services to the Board.

**4.13 Unused Days.** Full and part-time employees are eligible to accumulate to seventy-five (75) days. After five (5) years of continuous, full-time employment in the district, one quarter (1/4) of all sick leave accumulated shall be paid to the employee upon leaving under honorable conditions. Payment will be made at the employee's current rate of pay upon leaving.

**4.2 Personal Leave.** Each full-time and part-time employee shall be granted up to two (2) personal business days per contractual year. One day is to be discretionary, one non-discretionary. Probationary Aides will be credited with days upon completion of the probationary period. The use of personal business days shall be governed by the following guidelines, namely:

**4.21 Use.** Personal leave shall be used for business or personal obligations that cannot reasonably be scheduled at a time that does not conflict with the performance of an employee's duties. It shall not be used for other employment or for social, recreational, vacation or other similar purposes, or on days immediately before or after scheduled vacations or other similar purposes, or holidays without the prior written approval of the Superintendent.

**4.22 Procedure.** Each request for personal leave shall be in writing and shall include a certification by the employee that the obligation cannot reasonably be

scheduled outside the regular workday or on a non-workday. Employees wishing to make use of personal business days are to submit a notice in writing to their immediate supervisor at least forty-eight (48) hours in advance of the anticipated absence (except in case of emergency). Personal business days must be taken, as a minimum, in one-half (1/2) day blocks. Personal business days must be used before days off without pay are allowed.

**4.23 Limitations.** The Board shall not be required to grant personal leave on any one day to more than two staff members from the same area of employment. Personal leave shall not accumulate.

**4.3 Bereavement Leave.** Each full-time and part-time employee may take up to three (3) working days for leave with pay in the event of the death of a member of their immediate family as per Article 4.31. These days will not be charged against sick leave. Additional leave for bereavement may be granted by the Superintendent with such leave being deducted from the employee's sick leave.

**4.31 Immediate Family.** For purposes of this section, immediate family and allowable bereavement leave will be defined as: spouse, parents, children (to include step children), grandparents, brothers, sisters, grandchildren, father-in-law, mother-in-law up to three (3) days. Brother-in-law, sister-in-law, aunt, uncle, niece, nephew, one day.

**4.4 Workers' Compensation.** In case of an accident on the job, workers' compensation insurance shall pay for days off work. Each day off work will be deducted from sick leave in conformance with the law.

**4.5 Holidays.** The following days shall be observed as paid holidays for all employees who work a normal work year as specified in Article 2.3. New Year's Day and the day prior, Memorial Day, Labor Day, Thanksgiving Day and the day following, Christmas Day and the day prior. Only full-time employees, as defined in Article 2.2, shall receive holiday pay. Full-day pay will be given for Good Friday if school is in session for a half day.

**4.6 Part Time.** All leaves shall be pro-rated.

**4.7 FMLA.** Eligible employees will receive leave under the Family and Medical Leave Act (FMLA), but any leave for a serious medical condition, whether related to the employee or employee's spouse, child or parent, will operate concurrently with any other medical leaves that are provided by this Agreement.

**ARTICLE V**  
**SUPPORT SERVICE STAFF**  
**EVALUATION**

5.1 **Objective.** The Board recognizes the importance and value of developing a procedure for assisting and evaluating the process and success of both newly employed and experienced personnel. Therefore, to this end the following procedure has been agreed to in an effort to accomplish the goals.

5.2 **Evaluation Criteria & Frequency.** The Board acting by and through its administrator(s) shall be responsible for the evaluation of each staff member in the performance of his/her duties. The criteria for a formal evaluation shall be set forth in Appendix I. A probationary employee employed for the full school year shall be evaluated prior to the end of their ninety (90) days probationary period and again prior to the end of the school year. Other employees shall be formally evaluated at least once each year.

5.3 **Post Evaluation Conference.** Within ten (10) days after completion of the written evaluation, the primary administrator and/or supervisor will hold a conference with the employee for the purpose of reviewing the evaluation and recommendations of the administrator(s) and/or supervisor. The employee's signature simply indicates that the evaluation and comments were discussed and does not mean he/she is in agreement with such comments. An employee who disagrees with the evaluation may submit a written response within ten (10) working days, which response shall be attached to the employee's evaluation.

If the administrator(s) and/or supervisor believes that the employee is doing unacceptable work, he/she shall point out in specific terms where the employee is to improve. Appropriate assistance shall be given by the primary administrator and/or supervisor and other employees to the employee.

5.4 **Recommendations and Notice.** The primary administrator and/or supervisor shall evaluate the probationary employees and make advisory recommendations regarding regular status to the Board on or before the 90th day of their probationary status. All other employees shall be evaluated by their primary administrator and/or supervisor prior to May 1 of any fiscal year.

5.5 **Observation.** Evaluations as proposed in 5.2, 5.3, 5.4 and Appendix I shall be based upon an observation of the aide performing in the job situation.

The primary administrator will hold a conference with the aide for the purpose of reviewing the evaluation and recommendations of the administrator(s) and/or supervisor.

Observation of an aide for evaluation purposes to be done openly and with the full knowledge of the aides. The classroom teacher(s) with whom the aide works shall have input in the evaluation.

## ARTICLE VI

### LAYOFFS AND RECALL

**6.1 Determination.** If the Board determines that it is necessary to decrease the number of staff members or otherwise reduce the number of employees in a given work area, or eliminate or consolidate positions, the Board shall notify the members of that work area in writing of its intention to do so and the reason therefore. No employee shall be discharged or laid off pursuant to a necessary reduction in personnel unless she/he has been given a written notification of said action.

**6.2 Layoff Procedure.** Layoffs shall be subject to the following conditions:

- A. Employees shall be laid off in the order of seniority (by classification - Instructional vs. Non-instructional) starting with the least senior staff member.
- B. The Board should not give less than twenty (20) workdays notice of layoff.
- C. Any layoff shall suspend for the duration of the layoff the Board's obligation to pay salary or fringe benefits under any individual terms of employment of under this agreement. An employee shall be eligible to receive any benefits that were earned under but not yet paid prior to the layoff.

**6.3 Recall Procedure.** Recall shall be subject to the following conditions:

- A. Employees shall be recalled in the order of seniority starting with the most senior eligible employee on layoff in that job category (Instructional vs. Non-instructional.)
- B. The Board shall give written notice of recall from layoff by sending a certified letter to the employee at the employee's last known address. It shall be the responsibility of each employee to notify the Board of any change in address. If an employee fails to report to work at the specified time, which time shall not be less than ten (10) days from the date of the mailing of the recall notice, if no time was specified in the notice of layoff, unless an extension is granted in writing by the Board, the employee shall be considered a voluntary quit and shall thereby



terminate the employee's individual employment contract and any other employment relationship with the Board. The obligation to rehire an employee shall terminate twelve (12) months following such layoff.

**6.4 Seniority.** Full time and part time employees shall accrue seniority according to Article 6.41.

In the event, however, an employee is reassigned to a different classification as a result of a reduction in force, the employee shall continue to accrue seniority in the classification from which the employee left; and shall not accrue seniority in the classification to which the employee is assigned.

Probationary days worked will be credited toward seniority following acceptance of full-time employment.

#### 6.41 Seniority

Each aide shall accrue seniority by counting beginning dates of employment and continuous service as an aide in the district. Substitute time does not count toward seniority status.

There shall be two (2) classifications of aides. They are Instructional and Non-Instructional. An aide shall accrue seniority only in the category he/she is hired into.

Probationary days worked will be credited toward seniority following acceptance of full-time employment.

**6.5 Disciplinary Action & Discharge.** The Board shall not discharge any employee without cause. In respect to discharge or suspension, the Board shall first give at least one (1) warning notice of the complaint against the employee in writing. No warning notice or progressive discipline need first be given to an employee before being discharged if the cause for such discharge is for a serious reason including but not limited to dishonesty, willful destruction of property, insubordination or conviction of a crime that substantially affects or interferes with school operations.

**6.51 Disciplinary Action Procedure.**

- A. Recorded verbal warning by administrator/supervisor.
- B. Written notice by administrator/supervisor. This notice shall include the date of the above-recorded verbal warning.
- C. Second written notice (Noting A & B above). This notice shall be given by the administrator/supervisor.
- D. The employee may file a written rebuttal of charges within five working days of verbal or written notices.

**ARTICLE VII**  
**NEGOTIATIONS PROCEDURES**

**7.1 Scope, Waiver, & Alteration Agreement.** 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 Association. This agreement is subject to amendment, alterations or additions, only by a subsequent written agreement between, and executed by the Board and the Association. The waiver of any breach, term of condition of the agreement by either party shall not constitute a precedent and the future enforcement of all its terms and conditions.

**ARTICLE VIII**  
**AUTHORIZED BENEFITS**

**8.1 Health Insurance.**

- A. Employees shall be provided health, dental, life and vision insurance as set forth in **Appendices 2, 3, 4 and 5 of this Agreement.**
- B. Health, dental and vision insurance will be set forth on Schedule B.
- C. All employees shall be required to prepay for summer coverage.
- D. Those employees not choosing health, dental and vision insurance shall be provided with the benefits set forth in Schedule B.

**8.2 Mileage.** Any employee required by his immediate supervisor to use his/her automobile for employer's business shall be paid the approved mileage rate as established by the Board of Education.

8.3 **Other Board Reimbursement.** All other Board reimbursement must have prior approval.

8.4 **Retirement.** An Early Resignation Incentive may be established outside the CBA.

**ARTICLE IX**  
**GRIEVANCE PROCEDURE**

9.1 **General Provisions.** A claim by an employee that there has been a violation, misinterpretation, or misapplication of any provision of this agreement may be processed as a grievance as hereinafter provided.

Exclusions. The following matters shall not be the basis of any grievance filed under the procedure outlined in this Article.

- A. The termination of services or of failure to re-employ any probationary employee.
- B. Any claim of complaint that may be subject to appeal to the state or federal Civil Rights Commission(s), or the Michigan Employment Relation Commission, etc.
- C. Any matter involving employee evaluation other than procedure.

Board Representatives. The Board hereby designates the principal of each building to act as its representative at Step One as hereinafter described and the Superintendent or his/her designated representative to act at Step Two as hereinafter described.

Definition. The term "days" as used herein shall mean days in which school is in session. Summer months shall not be counted for the purpose of processing grievances. Timelines may be extended upon the mutual agreement by both parties.

Content of Written Grievance. Written grievances as required herein shall contain the following:

- A. It shall be signed by the grievant or grievants;
- B. It shall be specific;
- C. It shall contain a synopsis of the facts giving rise to the alleged violation;

D. It shall cite the section or subsections of this contract alleged to have been violated;

E. It shall contain the date of the alleged violation;

F. It shall specify the relief requested.

Failure of the Association to timely file or appeal a grievance to the next step shall result in rejection of the grievance. Failure of the District to file a timely response results in the grievance automatically moving to the next step.

Step One. An employee alleging a violation of the express provisions of this agreement shall within ten (10) days of its alleged occurrence orally discuss the grievance with the building principal in an attempt to resolve same. If no resolution is obtained from this discussion, the employee will file a written grievance with the same principal within two (2) days of the discussion. Within five (5) days of the receipt of this written grievance, said principal will respond to the grievance in writing.

Step Two. If no resolution is obtained from the above step, the written grievance shall be filed with the Superintendent within ten (10) days of the principal's response in Step One. Within five (5) days of receipt of the grievance, the Superintendent or his designated agent shall arrange a meeting with the grievant. Within ten (10) days of the discussion, the Superintendent or his designated agent shall render his/her decision in writing, transmitting a copy of the same to the grievant, the building principal, in which the grievance arose, and place a copy of the same in a permanent file in his office.

Step Three. If no decision is rendered within ten (10) days of the discussion in Step Two, or the Superintendent's decision is unsatisfactory to the grievant, the grievant may appeal to the Board by filing a written grievance along with the decision of the Superintendent with the Secretary of the Board. The Association has ten (10) days to file with the Board.

Upon the application as specified above, the Board level grievance hearing will be scheduled at the next regular Board meeting and/or when mutually agreeable to both parties. Within ten (10) days from the hearing of the grievance, the Board shall render its decision in writing. However, in the event the Board wishes to investigate the grievance provided, they shall issue their decision no later than thirty (30) days following the hearing. The Board shall notify the Association of the need for further investigation on their part within ten (10) days of the initial hearing if necessary. In no event shall the Board's decision of the grievance be made by the Board more than thirty (30) days after the initial hearing.

A copy of the written decision of the Board shall be forwarded to the Superintendent for permanent filing, the building principal for the building in which the grievance arose, the grievant and the Association.

Step Four. Individual employees shall not have the right to process a grievance to Step Four.

A. If the grievant is not satisfied with the disposition of the grievance at Step Three, and both the grievant and the Association agree to proceed to Step 4, they may within ten (10) days after the decision of the Board refer the matter for arbitration to the American Arbitration Association, in writing, and request the appointment of an arbitrator to hear the grievance. The arbitrator shall be selected and the hearing conducted in accordance with the rules and regulations of the American Arbitration Association.

B. Neither party may raise a new defense or ground at Step Four not previously raised or disclosed at the other written steps.

C. The decision of the arbitrator shall be final and conclusive and binding upon employees, the Board and the Association; subject to the right of the Board or the Association to judicial review, any lawful decision of the Arbitrator shall be forthwith placed into effect.

D. Where no wage loss has been caused by the action complained of, the Board shall be under no obligation to make monetary adjustments and the arbitrator shall have no power to order one.

E. The cost of the arbitrator shall be borne equally by the parties except each party shall assume its own cost for representation including any expense of witnesses.

#### ARTICLE X GENERAL PROVISIONS

**10.1 Full Time Employment.** All employees who work 34.15 hours per week according to Article 2.2 will be considered full time. The provisions of full-time employment shall apply to twelve (12) month and ten (10) month employees. All other employees shall be considered as part-time employees.

10.2 **Immunizations.** All employees shall have evidence of adequate immunization from communicable diseases as required by the Michigan Department of Health.

10.3 **Classification.** All employees shall be classified in their area of work as set forth in Section 6.41.

**SCHEDULE A - COMPENSATION**

<b>Step</b>	<b>2015-2016</b>
1	\$10.89
2	\$11.15
3	\$11.41
4	\$11.70
5	\$11.99
6	\$12.30
7	\$12.61
8	\$12.82
9	\$12.97
10	\$13.13
15	\$13.40
25	\$13.66

Each bargaining unit member will advance one step on the salary schedule.

Each bargaining unit member will receive a one time, off schedule payment of \$300. This payment will be paid in the first paycheck in September, 2015.

If the October 2015 audited enrollment is 10 students above the projected enrollment of 803, there will be a one-time, off-schedule bonus in the amount of \$500 for each bargaining unit member. If the October 2015 audited enrollment is 20 students above the projected enrollment of 803, there will be a one-time, off-schedule bonus in the amount of \$1,000 for each bargaining unit member. Enrollment incentives are not cumulative and reaching a higher enrollment level will negate the lower enrollment level incentive.

This one-time incentive bonus will be paid in November after the district's audited enrollment has been finalized.

**SCHEDULE B**  
**HEALTH INSURANCE**

Eligible Aides may purchase health, dental and vision insurance through the Board carrier by making arrangements with the Central Office. All employees are eligible to purchase life insurance through the district. Cost shall be payroll deducted on a monthly basis. Eligibility requirements for health, dental and vision insurance shall be as follows:

**Option 1. Health, Dental and Vision Insurance Allowance.**

**A. Full-time Employees hired before June 7, 1996.** A full-time Aide who has completed the probationary period is eligible to receive an insurance allowance that may be applied toward the purchase of insurance through a board-selected carrier. Each full-time Aide is eligible to receive a sum equivalent to 85% of the single subscriber monthly premium for 10 months.

**B. Part-time Employees hired before June 7, 1996.** An Aide who works more than three (3) hours per day or more than fifteen (15) hours per week, but less than six and one-half (6½) hours per day or thirty two and one-half (32½) hours per week is eligible to receive a proration of the 85% of the single subscriber monthly premium rate which may be applied toward the payment of the applicable monthly premium of the coverage plan.

**Option 2. Section 125 Plan.** In lieu of electing insurance coverage, an otherwise eligible Aide may elect to receive a Section 125 Plan benefit as follows:

**A. Full-time Employees hired before June 7, 1996.** During the 2015-2016 school year, the sum of \$1,149 payable in two (2) installments of \$574.50 each on pay dates closest to December 15 and May 15 respectively. If requested at the beginning of any school year, IN WRITING, this amount may be distributed equally among the eligible members regular pay periods. The member will be required to notify the employer of their choice between two (2) lump sums or equal disbursement of cash in lieu of money each year. Once notification has been given, the decision may not be changed until the next school year.

**B. Part-time Employees hired before June 7, 1996.** A prorated sum consistent with the number of hours worked by the Aide in relation to the payment in A., above, payable in two substantially equivalent payments on pay dates closest to December 15 and May 15 respectively.

**Conditions and Limitations.**

**A. Insurance Plan.** The insurance plan shall be ASR PPO Plan Gold, Silver or Bronze, (see Appendix 1 attached) or a substantially equivalent plan as determined by the Board.

**B. Elections.** Each Aide must elect either Option 1 or Option 2 not later than September 15, which election is not subject to change. Arrangements for prepayment of the unpaid balance of the insurance plan selected by the employee must be made at the time of election. An Aide who elects Option 2 must be regularly employed by the board on the scheduled payment dates in order to be eligible to receive any such payment.

**C. Premium Adjustments.** It is understood and agreed by the parties that in no event shall the Board be required to increase the 2015-2016 monthly premium contribution rates after the expiration of this Agreement except as the parties may mutually agree otherwise.

**D. Insurance Year.** The insurance year shall be deemed to begin on July 1st and to terminate on June 30th.



Effective Date and Termination. This Agreement shall commence as of August 24, 2015 and shall remain in full force and effect until midnight, June 30, 2016.

APPROVED SIGNATURES:

  
\_\_\_\_\_  
Mark Trowbridge, Board President

8-24-2015  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Heather Bright, Board Secretary

8/24/15  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Sandy Carls, CESP President

8-24-15  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Nancy Schwartz  
CESP Negotiations Team Member

8-24-15  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
MEA UniServ Director/Date

In the last full year immediately preceding a layoff, a member must be enrolled in health plan in order to be eligible for the Layoff Benefit.

<u>Continuous Years of BC/BS Health Coverage Prior to Layoff</u>	<u>Length of Time You can Continue Health Insurance</u>
1-3 years*	3 months
4-6 years*	6 months
7-9 years*	9 months
10 plus years*	12 months

*\*Parts of years are not added to make full years.*

9) Eligible Dependents.

Dependents eligible for enrollment with a subscriber are classified as follows:

**Subscriber's Spouse:**

The legally married husband or wife of the subscriber

**Dependent Children:**

Patient Protection & Affordable Care Act (PPACA) Compliant Groups

Children of the subscriber or subscriber's spouse are eligible for coverage through the end of the month in which they turn age 26 provided the following requirement is met:

- Child is related to the subscriber or subscriber's spouse by birth, marriage, legal adoption or legal guardianship.

Grandchildren (unless otherwise qualified under legal guardianship) and the spouse of a dependent child are not eligible for coverage under the subscriber's contract.

**Disabled Children:**

Eligible, enrolled, disabled dependent children may remain on the subscriber's contract beyond the end of the month in which they turn age 26, provided the child meets all of the following requirements:

- Diagnosed as totally and permanently disabled due to a physical condition or mental retardation.
- Incapable of self-sustaining employment.
- Disabled prior to age 19
- Unmarried
- Receives more than half of his/her support from the subscriber.
- Reported as a dependent on the subscriber's most recent federal income tax return.

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- Physician certification verifying the child's disability and that it occurred prior to their 19<sup>th</sup> birthday must be submitted to insurance company by the end of month in which the child turns 26.

A dependent child whose only disability is a learning disability or substance abuse does not qualify for coverage as a disabled dependent under section 410 of Public Act 350.

It is your responsibility to notify BC/BS and your employer:

- of any change in your employment status;
- when you wish to add a spouse or dependent(s);
- of any change to a dependent's eligibility for coverage;
- when a spouse or dependent is no longer eligible as defined above.

Special health care coverage guidelines apply to you and your spouse at age 65 during your active school employment. You should contact your school business office or BC/BS for complete details. The Social Security Administration should be contacted regarding Medicare enrollment 120 days prior to attaining age 65.

- 10) 2015-2016 Centreville Schools Dental Plan Summary of Benefits is outlined in the attached appendix.
- 11) 2015-2016 Centreville Schools Vision Plan Summary of Benefits is outlined in the attached appendix.
- 12) 2015-2016 Centreville School Life Insurance Plan Summary of Benefits is outlined in the attached appendix.
- 13) Centreville Public Schools will reimburse employees for certain expenses not covered by Blue Cross/Blue Shield. These items are as follows:
  - Wigs that are needed due to loss of hair from medical treatment.
  - Custom orthotics
  - Compression stockings
  - Mechanical lifts
  - Non-developmental speech therapy

These claims need to be submitted to ASR. If rejected, the EOB needs to be submitted to the school's TPA for direct reimbursement equal to the coverage that would have been afforded under employees' MESSA plan.

The district also agrees to reimburse 20% of excess charges from an out of network provider when an Eligible Employee has been referred by an in network PPO provider (In network provider must follow referral procedures). The district will then pay 20% of charges that the out of network physician may bill to Eligible Employee.

APPENDIX 2

CENTREVILLE PUBLIC SCHOOLS  
VISION SUMMARY OF BENEFITS

Preferred Provider

Vision Examination

Optometrist	Member pays \$6.50
Ophthalmologist	Member pays \$6.50

Lenses

Single Vision	Member pays \$18
Bifocal Lenses	Member pays \$18
Trifocal Lenses	Member pays \$18
Lenticular Lenses	Member pays \$18

Frames	Member pays amount over \$ 65.00
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Contact Lenses

Medically Necessary	Covered in Full
Cosmetic	Covered up to \$90 & additional 20% of balance.

Benefit Frequency = Once every 12 months.

APPENDIX 3  
DENTAL SUMMARY OF BENEFITS

Plan 1

DENTAL PLAN BENEFIT SCHEDULE CO-PAY

**Class I - Preventative Care:** 60%

Oral examinations every six consecutive months  
Teeth cleaning every six consecutive months  
Bitewing X-rays every six consecutive months  
Full-mouth X-rays routinely every three years  
Fluoride treatment for members of all ages  
Palliative emergency treatment  
Tests and Laboratory examinations

**Class II - Restorative Care:** 60%

Acrylic, amalgam, or silicate fillings  
Root canal therapy  
Pulp capping  
Periodontics treatment  
Gingivitis treatment  
Extractions – simple and surgical  
Repairs to existing dentures and bridge  
Relining and rebasing of existing dentures  
General anesthesia

**Class III - Replacement Care:** 60%

Construction of dentures or bridges  
Crowns, inlays, and onlays  
Removable dentures – complete and partial  
Fixed bridges  
Bridge pontics and abutment crowns  
Replacement of dentures and bridges after 5 years and if unserviceable

**Class IV - Orthodontic Care:** 60%

Habit-breaking appliances  
Appliance construction and installation  
Full banding treatment  
Monthly active treatment visits

**Annual Maximum on Classes I, II, and III** \$ 1,000.00

**Lifetime Maximum on class IV** \$ 600.00

**Plan 2**

**DENTAL PLAN BENEFIT SCHEDULE CO-PAY**

<b>Class I - Preventative Care:</b>	100%
Oral examinations every six consecutive months	
Teeth cleaning every six consecutive months	
Bitewing X-rays every six consecutive months	
Full-mouth X-rays routinely every three years	
Fluoride treatment for members of all ages	
Palliative emergency treatment	
Tests and Laboratory examinations	
<b>Class II - Restorative Care:</b>	80%
Acrylic, amalgam, or silicate fillings	
Root canal therapy	
Pulp capping	
Periodontics treatment	
Gingivitis treatment	
Extractions – simple and surgical	
Repairs to existing dentures and bridge	
Relining and rebasing of existing dentures	
General anesthesia	
<b>Class III - Replacement Care:</b>	80%
Construction of dentures or bridges	
Crowns, inlays, and onlays	
Removable dentures – complete and partial	
Fixed bridges	
Bridge pontics and abutment crowns	
Replacement of dentures and bridges after 5 years and if unserviceable	
<b>Class IV - Orthodontic Care:</b>	80%
Habit-breaking appliances	
Appliance construction and installation	
Full banding treatment	
Monthly active treatment visits	
<b>Annual Maximum on Classes I, II, and III</b>	<b>\$ 1,200.00</b>
<b>Lifetime Maximum on class IV</b>	<b>\$ 1,500.00</b>

APPENDIX 4

CENTREVILLE PUBLIC SCHOOLS  
LIFE AND AD&D PROGRAM

Schedule of Benefits

<u>Employee Group</u>	<u>Basic</u>	<u>AD&amp;D</u>	<u>Supplemental</u>	<u>Dependent Life</u>
*All	\$10,000	\$10,000	N/A	N/A
Employees Participating In Health Insurance Additional	\$ 5,000	\$ 5,000		

Reduction Schedule

<u>Attained Age</u>	<u>Percentage of Reduction from Amount in Effect at Age 70</u>
70	35%
75	50% of original benefit

Letter of Agreement  
Between  
Centreville Public Schools Board of Education  
And  
Centreville Education Support Personnel/SMEA/MEA/NEA

February 12, 2015

The parties agree to the following:

- That it is in the best interest of the Association and the District to have a male aide hired specifically to work in the boy's locker room.
- That if there is no male Physical Education teacher or other male aide who could be assigned to the assignment of boy's locker room, then the Board shall be able to hire a male aide; even if it means that an individual would remain on layoff (see Article VI Layoff and Recall).
- If there is a male Physical Education teacher or other mail aide on staff, this Letter of Agreement shall not be enforceable.

Upon the expiration of the Master Agreement, this Letter of Agreement may be extended should both parties agree in writing.

\_\_\_\_\_  
\_\_\_\_\_

For the BOE/Date

\_\_\_\_\_  
\_\_\_\_\_


For the Association/Date



DRAFT 11.21.13 Centreville ESP

Letter of Agreement  
between  
Centreville Public Schools  
and

Southwestern Michigan Education Association/MEA/NEA

11/20/13  
T.A.  
  
Dargatzis, MEA

It is understood and agreed to by both parties that the On Line Lab/Librarian position will be paid at Step 3 for the remainder of the 2013 – 2014 school year. When the position is vacated by the present employee and subsequently posted, the successful applicant shall be placed on Step 3 unless she/he is already at a higher Step on the wage scale. If the successful applicant is at a higher step she/he shall be placed one Step above her/his current Step in acknowledgement of the additional work load/responsibilities of the new position.

This Agreement is not intended to be precedent setting for any other Step placement for any other position in the District.

This Agreement shall be incorporated into the next printing of the Master Agreement.

\_\_\_\_\_  
  
\_\_\_\_\_

For the Board/ Date

\_\_\_\_\_  
  
\_\_\_\_\_

For the Association/Date