

**Letter of Agreement
Between
Constantine Public Schools
And
Constantine Educational Support Personnel Association (CESPA)**

RE: Custodial Cleaning Group

This agreement will be effective as of the 1st Day of July 1, 2012 and shall be incorporated into the Master Agreement at the next printing.

It is hereby agreed:

Article I – Purpose and Recognition

1.2 Recognition. The employer recognizes the union as the sole and exclusive collective bargaining representative shown in regard to wages, hours, and other conditions for all regular employees in the following departments:

<u>Department</u>	<u>Classification</u>
NEW: Facility Cleaning	Custodial
Facility Support	Maintenance
Educational Support	Educational Assistants Technical Educational Assistant
Library Support	Media Specialist
Mechanic	Lead Transportation Support Fleet

Article 5 – Duties and Work Procedures

NEW: 5.24 A. Facility Cleaning Staff: The regular work week shall be (Monday – Friday) and consist of 40 hours (full-time) or less for part-time. Time and one half (1 ½) shall be paid for all hours beyond (40) hours in any payroll week beginning Monday – Friday. All hours beyond forty (40) in a weekly pay period, must have prior approval of the employee’s immediate supervisor. In a part-time position, the hours will be mutually agreed upon by both the individual and the administrator.

There shall be (1) fifteen minute rest break for each four (4) hours worked which shall be duty free. Full-time staff shall be provided a 30 minute unpaid lunch period.

Article 9 – Compensation and Benefits

9:33 NEW: ADD CUSTODIANS TO THE LIST AS SHOWN BELOW:
School Closings and Delays. Educational Support Staff/Library Support Staff/**Custodial Staff** will be required to work and will be compensated at their regular rate, for their scheduled time worked for any time or days required to be made up beyond the regular school calendar according to the Michigan School Code.

**Facility Cleaning Staff Classification
Shift Hourly Rate**

	<u>2012-2013</u>	<u>2013-2014</u>	<u>2014-2015</u>
Custodians	10.50	10.50	11.00

SCHEDULE B

Section 2. Holidays

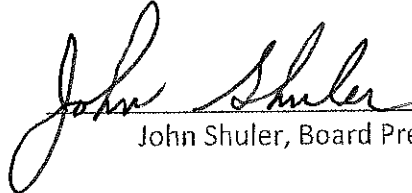
Include Custodians In Holiday paid holiday language 2.1

- **NEW:** 2.1 Holidays Facility Support Department, **Custodians**, and Lead Fleet Transportation Technician.
- Section 3. Health Benefits
- **NEW:** 3.1 Subject to the provisions hereinafter set forth, each full-time, 12 month employee who has completed the initial probationary period (**excluding Custodians**) shall be eligible to receive health benefits as provided by the stipulations of this agreement.
- Section 4. Leave Allowances – Each full-time employee shall be eligible for the following leave benefits:
 - **NEW:** Facility Support Department, **Custodians** and Lead Fleet Technician.

For the CESPAs

For the Board of Education


Deb Burgess, CESPAs President


John Shuler, Board President


MEA UniServ Director

 9/11/12
Chuck Frisbie, Superintendent