

Contractual Agreement between
AUTRAIN-ONOTA PUBLIC SCHOOLS

Board Of Education

And

Support Staff Employees

Effective August 29, 2008
Through August 29, 2011

AuTrain-Onota Public Schools
N8790 Deerton Road
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INTRODUCTION

The following terms as listed in the Agreement between the AuTrain-Onota Public Schools Board of Education and the Support Staff Employees Bargaining Unit should be interpreted as follows:

- Administration/Administrator refers to Superintendent, Administrator, Principal, or designated official.
- Board refers to Board of Education of AuTrain-Onota Public Schools.
- Bargaining Unit refers to support staff employees of the district.

Article I: Staffs' Rights

The provisions of this agreement shall be applied without regard to race, creed, color, national origin, sex or marital status.

Article II: Right of the Board

The support staff recognizes that the Board has responsibility and authority to manage and direct, on behalf of the public, all the operations and activities of the school district to the full extent authorized by law, provided that such rights and responsibilities shall be exercised by the Board in conformity with the provision of this Agreement.

All positions of employment and scheduling or work hours are contingent upon student needs and are subject to change at any time based on district needs.

Article III: Compensation

- A. The hourly wages for new employees, covered by this agreement, are set forth in Schedule A, which is attached and incorporated in this Agreement.
- B. Hourly wages for contracted employees are in effect at the start of each fiscal school year.
- C. The following legal holidays shall be observed as a paid holiday, and all schools closed.
 1. New Year's Day
 2. Memorial Day
 3. Labor Day
 4. Thanksgiving Day
 5. Christmas Day
- D. When a contracted regular part-time or full-time employee, substitutes for another support staff employee, the rate of pay will be the employee's current rate of pay.

Article IV: Benefits

Support Staff are eligible for medical, long-term disability and the choice of dental or vision coverage for employees who are employed over 35 hours per week. Benefits and insurance coverage are outlined in Schedule B.

Article V: Leave Pay

- A. All support staff will be granted ten (10) sick/personal leave per year, accumulative to twenty-five (25). A maximum of five (5) personal days may be taken at one time.
- B. Each support staff members shall be given written notice at the beginning of the school year as to the amount of sick/personal leave s/he has accumulated.
- C. Support staff is given the option of being paid half-pay for unused sick days at the end of the school year, to a maximum of five (5) days.

Article VI: Terminal Leave

A support staff employee, that has been employed by the District for seven (7) or more years, will receive half-pay for unused sick days, accumulative to a maximum of twenty-five (25) days upon leaving employment at the district. If the employee is leaving employment because of criminal behavior, there is no terminal leave pay due the employee.

Article VII: Staff Evaluation

An employee evaluation for support staff will be done on a yearly basis by the Administration.

Article VIII: Duration of Agreement

- A. This agreement shall be effective as of August 29, 2008 and shall continue in effect until the 29th of August 2011. Negotiations between parties shall begin at least 60 days prior to the contract expiration date. If, pursuant to such negotiations, an agreement on the renewal or modification is not reached prior to the expiration date, this agreement shall expire at such expiration date unless it is extended for a specific period or periods by mutual written agreement of the parties.
- B. Copies of this agreement titled "Contractual Agreement between the AuTrain-Onota Public School and the Support Staff Employees" shall be printed at the expense of the Board within 30 days after the agreement is signed and presented to all support staff employees 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 employees within thirty days of the commencement of this contract or upon employment.

Article IV: Federal and State Law

The AuTrain-Onota Public Schools Board of Education will be in compliance with all Michigan and federal laws that may supercede this contract.

BARGAINING UNIT AND BOARD SIGNATURES

SCHEDULE A: BEGINNING HOURLY WAGES FOR NEW EMPLOYEES

Bus Drivers	\$9.50
Custodial	8.50
Maintenance	8.50
Secretarial	8.50
Cook	8.50
Paraprofessional Aide	8.50

SCHEDULE B: BENEFITS AND INSURANCE

The Board shall make a contribution of the proper rate per month and annual deductible for eligible full-time support staff employees. SET SEG serves as the plan administrator for the following negotiated health insurance carriers:

1. Medical Coverage & Prescription Coverage (employee and spouse and/or family)
 - Blue Cross/Blue Shield of Michigan, Flexible Bluegroup PPO, High Deductible Health Plan
2. Health Savings Custodial Account (HSA) (employee)
 - BASIC plan in conjunction with Fifth Third Bank
3. Dental (employee)
 - SET SEG / Fortis Benefits Ultra-Dent Plan
4. Vision (employee and spouse and/or family)
 - Spectera Network Plan
5. Long-Term Disability (employee)
 - SET SEG Long-Term Disability (payable after a 3-month absence from work due to sickness or disability as defined by the plan.)

Benefit eligible support staff employees have the choice of either Dental coverage (employee only) OR Vision coverage (employee and spouse and/or family.)

It is further agreed that if a less expensive insurance coverage can be found, it will be studied by a panel of school board members and benefit-eligible group members to determine the extent of its comparability to the current plan. In the event that it is determined equal, the benefit-eligible group members retain the right to continue with the plan(s) administered by SET SEG and to pay the difference.

The intent here is to give the Board the right to 'shop around' for an equal policy at a lower premium. The intent of the benefit-eligible group members is to make sure of the equality of coverage.

It is also established that coverage of the current insurance plans are agreed to under the current plan terms. The intent here is to insure that SET SEG and/or the insurance carriers do not add additional benefits under their plans and expect the Board to pay for these benefits without negotiations.

Cash in Lieu of Benefits : The Board agrees to pay \$1060.00 to any full-time support staff member in lieu of medical, dental, vision, and long-term coverage for a benefit-eligible employee. The \$1,060 is the amount agreed upon for the Cafeteria Plan.

Schedule C: Common Calendar

The common calendar for all districts in Marquette-Alger RESA is presented below. This 5-year plan is presented as a courtesy to the support staff. Michigan law requires all school districts in the same ISD to share a common winter break and a common spring break. It is important to note that ALL of the listed dates on the MARESA common calendar may or may not be the same as those on the AuTrain-Onota Public Schools yearly district calendar. Each district calendar will be added to the Master Agreement as they are approved by the Board each year.

Marquette-Alger RESA 5 Year Calendar Worksheet

Starts, Stops & Breaks	2008-2009	2009-1010	2010-2011	2011-2012	2012-2013
Labor Day	Monday, 9/1	Monday, 9/7	Monday, 9/6	Monday, 9/5	Monday, 9/3
First Day of School	Tuesday, 9/2	Tuesday, 9/8	Tuesday, 9/7	Tuesday, 9/6	Tuesday, 9/4
Marquette-Alger Inservice - 2nd Friday in October	Friday, 10/10	Friday, 10/9	Friday, 10/8	Friday, 10/14	Friday, 10/12
Thanksgiving Break	Thurs-Fri, 11/27-28	Thurs-Fri, 11/26-27	Thurs-Fri, 11/25-26	Thurs-Fri, 11/24-25	Thurs-Fri, 11/22-23
Winter Break	Mon-Fri, 12/22-1/2	Wed-Fri, 12/23-1/1	Thurs-Fri, 12/23-31		
Return from Winter Break	Monday, 1/5	Monday, 1/4	Monday, 1/3		
Spring Break	Mon-Mon, 4/6-13	Fri-Fri, 4/2-9	Mon-Fri, 4/4-8		
Return from Spring Break	Tuesday, 4/14	Monday, 4/12	Monday, 4/11		
Memorial Day	Monday, 5/25	Monday, 5/24	Monday, 5/30	Monday, 5/28	Monday, 5/27