

AGREEMENT

BETWEEN

BOARD OF EDUCATION OF WAYLAND UNION SCHOOLS

AND

**WAYLAND UNION CUSTODIAL SERVICE
EDUCATION ASSOCIATION**

SEPTEMBER 2011

THROUGH

AUGUST 2014

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ARTICLE 1

AGREEMENT

This Agreement is entered into as of September 12, 2011 by and between the BOARD OF EDUCATION of WAYLAND UNION SCHOOLS, Wayland, Michigan, hereinafter called the "Employer" or the "Board", and the Wayland Union Custodial Services E.A./MEA-NEA, hereinafter called "Association" or "Union".

ARTICLE 2

PURPOSE

Section 1. This Agreement is negotiated pursuant to the Public Employment Relations Act, as amended MCLA 423.201 et seq.; MSA 17.455 (1) et. seq. (PERA), to establish the terms and conditions of employment for the members of the bargaining unit herein defined.

Section 2. The Employer and the Union recognize the importance of orderly and peaceful labor relations for the mutual interest and benefit of the Employer, Employees, and the Union. The Employer and the Union further recognize the mutual benefits of just and expeditious resolution of disputes which may arise as to proper interpretation and implementation of this Agreement and accordingly, have included herein a grievance procedure for the effective processing and resolution of such disputes.

Section 3. The provisions of this Agreement shall constitute a binding obligation of the parties for the duration hereof or until changed by written, mutual consent.

ARTICLE 3

RECOGNITION

Section 1. The Employer hereby recognizes the Union as the sole and exclusive bargaining representative for all regular full-time and regular part-time custodial, maintenance and groundskeeping

employees, but excluding all other employees, including the following: supervisors; substitute summer and student employees

Section 2. Unless otherwise indicated, the term "Employee" when used hereinafter in the Agreement shall refer to members of the above-defined bargaining unit.

Section 3. If a temporary or substitute employee is hired to replace a regular employee for sixty (60) days continuously, he/she will become a regular employee and assume all benefits provided in this agreement. Upon the return of the regular employee, the temporary employee will revert back to substitute or temporary status.

ARTICLE 4

EXTENT OF AGREEMENT

Section 1. This Agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in written and signed amendment to this Agreement.

Section 2. Any individual contract between the Employer and an individual employee heretofore or hereafter executed shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any provision inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

Section 3. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Board and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter referred to, or covered in this Agreement or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

Although such subjects and matters need not be collectively bargained, both the Employer and the Union agree to discuss them at the conferences described in Section 4 of this Article.

ARTICLE 5

MANAGEMENT RIGHTS

Section 1. The Board, on its own behalf and on behalf of the electors of the Wayland Union School District, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the School Code and the laws of the State, the Constitution of the State of Michigan and/or the United States provided that such rights and responsibilities shall be exercised by the Board in conformity with the provisions of this agreement. Such rights, duties, and responsibilities shall include, by way of illustration and not by way of limitation, the right to:

- A. The executive management and administrative control of the school system, its facilities, property and employees.
- B. Direct the working forces, including the right to establish and/or eliminate positions, to hire, evaluate, promote, suspend, discipline, discharge, or transfer employees; assign work duties; determine the size of the work force, all of which are subject to the provisions of the law and terms of this agreement.
- C. Determine the services, supplies and equipment necessary for operation; to determine methods and means of distributing the above; establishing standards of operation, the means, methods and processes of carrying on the work.
- D. Determine the policy affecting the selection, testing or training of the employees.
- E. Meet such responsibilities and exercise its powers and rights through its administrative staff.

Section 2. The exercise of the foregoing powers, rights, authorities, duties and responsibilities by the Board, the adoption of rules, regulations, policies, efficient and/or effective operations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof are in conformance with the School Code, Constitution and laws of the State of Michigan and the Constitution and laws of the United States.

ARTICLE 6

UNION RIGHTS AND SECURITY

Section 1. The Union shall have, in addition to other rights expressly set forth or provided by statute, the following rights:

- A. The Union and its members shall have the right to use school building rooms for meeting purposes at all reasonable hours as other community groups, using the same requisition forms and procedures as other community groups. No employee shall be prevented from wearing insignia, pins, or other identification of membership in the Union, either on or off school premises.
- B. Bulletin Boards and School Mails. The Union shall be provided with bulletin boards, or sections thereof, for the purpose of posting Union materials. The Union shall also have the right to use the school mails to distribute Union materials. The Union may designate one employee at each work site to have access to the school email to distribute Union notices during non-working time. It is understood the employees will comply with the Board's rules and regulations concerning email use.
- C. Union Representatives. Duly authorized representatives of the Union shall be permitted to transact official Union business on school property provided that this shall not interfere with nor interrupt normal school operations or an employee's assigned duties. Upon entering school buildings, Union representatives will notify the appropriate building administrators of their presence.
- D. Union Representation. Employees shall be represented by Union Stewards, or in the absence of the regular Stewards, by an Alternate Steward. Both Stewards and Alternate Stewards shall be regular employees of the bargaining unit. The Union

shall furnish, in writing, to the Employer, the names of Stewards and Alternate Stewards upon their election or appointment.

- E. The Employer agrees to furnish to the Union in response to a reasonable request from time to time, all available information of a public nature concerning the financial resources of the District and such other information of a public nature as will assist the Union in developing intelligent, accurate, informed and constructive programs on behalf of the employees, together with information which may be necessary for the Union to process grievances or complaints. The Employer shall also supply the Union with School Board Agenda(s) and minutes in a timely fashion upon request by the Union.

Section 2. Agency Shop.

A. Service Fees

Each bargaining unit member shall, as a condition of employment:

1. On or before thirty (30) days from the date of commencement of duties or the effective date of this Agreement, whichever is later, join the Union, or
2. Pay a Service Fee to the Union, pursuant to the Union's "Policy Regarding Objections to Political-Ideological Expenditures" and the Administrative Procedure adopted pursuant to that policy. The Service Fee shall not exceed the amount of union dues collected from union members. The bargaining unit member may authorize payroll deduction for such fee. In the event that the bargaining unit member shall not pay such Service Fee directly to the Union, or authorize payment through payroll deduction, the Employer shall, pursuant to MCLA 408.477; MSA 17.277(7) and at the request of the Union, deduct the Service Fee from the bargaining unit member's wages and remit same to the Union. Payroll deductions made pursuant to this

provision shall be made in equal amounts, as nearly as may be, from the paychecks of each affected bargaining unit member. Money so deducted shall be remitted to the Union, or its designee, no later than twenty (20) days following deduction.

B. Objections Policy

Pursuant to Chicago Teachers Union v Hudson, 106 S Ct 1066 (1986), the Union has established a “Policy Regarding Objections to Political-Ideological Expenditures.” That Policy, and the Administrative Procedures (including the timetable for payment) pursuant thereto, applies only to non-union bargaining unit members. Unless, and until, the procedures in that policy, including any administrative or judicial review thereof, shall have been availed of and exhausted, no dispute, claim or complaint by any objecting bargaining unit member concerning the application and interpretation of this Article shall be subject to the grievance procedure set forth in this Agreement.

C. Dues Deductions

Any bargaining unit member who is a member of the Union, or who has applied for membership, may sign and deliver to the Employer an assignment authorizing deduction of dues, assessments and contributions to the Union as established by the Union. Such authorization shall continue in effect from year-to-year unless revoked according to the procedures outlined in the Michigan Education Association (MEA) Constitution, Bylaws and Administrative Procedures. Pursuant to such authorization, the Employer shall deduct one-tenth of such dues, assessments and contributions from the regular salary check of the bargaining unit member each month for ten (10) months, beginning in September and ending in June of each year.

D. Liability

To the extent permitted by law, the Union agrees to defend, indemnify and hold harmless the employer from liabilities and damages which may result from the Employer's compliance with the provisions of this Section 2, at its own expense and through its own Counsel. The Employer agrees that it will cooperate with the Union and its counsel in securing and giving evidence and information and obtaining witnesses. Should the Union or its agent challenge the legality or enforceability of this indemnification clause, sections A, C and E of this Article shall be immediately considered inoperative and severed from this Agreement.

E. Payroll Deduction

Upon appropriate written authorization from the bargaining unit member, the Employer shall deduct from the wages of any such bargaining unit member and make appropriate remittance for, IRS 125 Plan, savings bonds, contributions or any other plans or programs jointly approved by the Union and the Employer.

Section 3. Union Leave. The Employer shall provide up to 16 hours per contract year (July 1 through June 30) of released time for the handling of Union business during the affected employee's regular work hours. The use of such released time must be approved in advance by the Union president. The affected employee's absence from work shall be in increments of half-days and full days with four hours or less constituting a half day and more than four hours constituting a full day. The Employer shall be given reasonable advance notice of any such absence from work. Only one employee shall be absent at any time. If the Employer obtains a substitute, the Union shall reimburse the Employer at the substitute's rate of pay.

ARTICLE 7

NO DISCRIMINATION

Section 1. The Employer and the Union agree that neither will discriminate against or between employees covered by this Agreement because of their race, creed, religion, color, national origin or ancestry, age, sex, legally protected physical characteristics, or marital status. A claimed violation of this article may be the subject of a grievance, but shall not be arbitrated without the written agreement of the Employee to be bound by the Arbitrator's award and to waive any rights to relief in any other forum, such as court litigation. To expedite grievance processing, any grievance which alleges a violation of this section shall be initially filed at Level Two of the grievance procedure.

ARTICLE 8

DISCIPLINE AND EMPLOYEE RIGHTS

Section 1. No employee shall be disciplined without just cause. Work rules have been issued. If the Employer decides to change or add to the rules in the future, the change or addition will be posted and a copy provided to the Union. If the Union believes that the change or addition is unreasonable, the issue of reasonableness shall be subject to the grievance and arbitration procedure.

Section 2. An Employee shall be entitled to have present a representative of the Union, upon the Employee's request, during any disciplinary action or during an interview which reasonably could lead to discipline of the Employee. When a request for representation is made, no action shall be taken with respect to the Employee until such Representative is present. In the event a disciplinary action is to be taken, the Employee shall be advised of the right to representation under this provision of the Agreement prior to the action being taken.

Section 3. Any formal complaint made against an employee by any parent, student, or other person will be promptly called to the attention of the employee. Any complaint not called to the attention of the employee may not be used in any discipline action against the employee.

Section 4. It is agreed and understood that under normal circumstances the following progressive system of discipline shall be followed in disciplining employees:

- A. Verbal warning. This verbal warning shall be documented with the date and the topic.
- B. Written reprimand by supervisor.
- C. Suspension without pay.
- D. Dismissal.

Further, it is agreed and understood that there may be a combination or acceleration of such steps in a serious case.

Section 5. There will be a termination of job rights if the employee is absent for any cause from work for more than three (3) working days without notifying his/her Supervisor, unless he has a valid excuse for such failure to give notice.

ARTICLE 9

NO STRIKE

It is the intention of the parties hereto that the procedures set forth herein shall serve as a peaceful means for the settlement of any dispute which may arise between them as to the interpretation or application of this Agreement. Therefore, the Association and its members, individually and collectively, agree that during the term of this Agreement there shall be no strikes, stoppage of work, or interruption of work and the Board agrees that it will not institute any lockout during the term of this Agreement.

Section 1. Continuous and uninterrupted operations by the District and orderly collective bargaining relations between the Employer and the Union to secure prompt and fair disposition of disputes and grievances being essential considerations of this Agreement, it is agreed that the Union and its members, individually and collectively, will not, during the terms of this Agreement call, permit, sanction, take part in, or assist in: (a) any strike, sympathetic or otherwise, including work stoppages, or slow-downs; (b) honoring of any picket line or strike by any other Union, organization or individual against the District, unless the reason for honoring the picket line is serious and imminent physical danger, in which event the employee shall have the burden of proving the actual existence of such danger.

Section 2. The Employer shall have the absolute right to discharge or otherwise discipline any individual employee or group of employees who violate Section 1 of this Article. Such discipline may be grieved and arbitrated, but the arbitrator shall have no authority to mitigate or reduce the discipline unless the arbitrator finds that there was no violation of Section 1. If such a violation occurred, then the grievance must be denied in its entirety. If the violation did not occur, then (and only then) may the arbitrator fashion an appropriate remedy.

Section 3. In the event there is an alleged violation of Section 1 of this Article, the Union shall immediately inform every employee in writing, with a copy to the Employer, that such activity is unauthorized by the Union, that such activity is in violation of this Agreement, and that such activity in and of itself, is cause for discharge as defined in Section 2 above.

ARTICLE 10

GRIEVANCE PROCEDURE

Section 1. A grievance is an alleged violation of the express terms of this Agreement.

Section 2. The Association will identify their building representatives and grievance chair by the beginning of the school year.

Section 3. The term "days" herein used shall mean business working days.

Section 4. Level One: An employee, group of employees, or the Association, believing themselves wronged by an alleged violation of the expressed provisions of this Agreement, shall, within twelve (12) days of its alleged occurrence, orally discuss the matter with the immediate supervisor in an attempt to resolve same. If no resolution is obtained within three (3) days of the discussion, the employee shall reduce the matter to writing, present it (a written grievance) to the immediate supervisor for his signature, and proceed with five (5) days of said discussion to Level Two.

Section 5. Level Two: A copy of the written grievance shall be filed with the Superintendent, as specified in Level One. Within five (5) days of receipt of the grievance, the Superintendent, or his/her designated representative, shall arrange a meeting with the grievant and/or the designated Association representative, at the option of the grievant, to discuss the grievance. Within five (5) days of the discussion, the Superintendent, or his designated representative, shall render his/her decision in writing, with the disposition of the grievance, transmitting a copy of same to the grievant, the Association Secretary, the immediate supervisor, and place a copy of same in a permanent grievance file in the office of the Superintendent.

If no decision is rendered within five (5) days of the discussion, or the decision is unsatisfactory to the grievant and the Association, the grievant may appeal same to the Board of

Education by filing a written grievance, along with the decision of the Superintendent, or his/her designated representative, with the Secretary of the Board not less than seven (7) days prior to the next regularly scheduled Board meeting.

Section 6. Level Three: Upon proper application as specified in Level Two, the Board shall allow the employee, or his/her Association representative, an opportunity to be heard at the meeting for which the grievance is scheduled. Within fifteen (15) days from the hearing of the grievance, the Board will render its decision in writing. The Board may hold future hearings therein, may designate one or more of its members to hold future meetings therein, or otherwise investigate the grievance, provided, however, that in no event, except with expressed written consent of the Association shall final determination of the grievance be made by the Board more than fifteen (15) days after the initial hearing.

Section 7. If a grievance is not settled as a result of such final determination by the Board, the Association shall have the right to appeal the dispute to an impartial arbitrator. Such appeal must be taken by written notice given to the other party within fifteen (15) days from the date the Board's answer is given. If the parties cannot agree upon such arbitrator within ten (10) days after the notice is given, then they shall select such arbitrator in accordance with the rules of the American Arbitration Association.

Section 8. All grievance procedures and investigations by the Association will be processed during time which does not interfere with assigned duties.

Section 9. The sole remedy available to any employee for any alleged breach of this Agreement or any alleged violation of his/her rights hereunder will be pursuant to the grievance procedure; provided, however, that nothing contained herein will deprive any employee of any legal right which he/she presently has, provided that, if an employee elects to pursue any legal or statutory

remedy, such election will bar any further or subsequent proceedings for relief under the provisions of this Article.

Section 10. In the course of investigation of any grievance, representatives of the Association will report to the immediate supervisor and state the purpose of the visit immediately upon arrival.

Section 11. Every effort will be made to avoid the involvement of students in all phases of the grievance procedure.

Section 12. The enclosed written grievance form as Addendum A shall be mutually agreed upon and must be used by the Board and the Association and it shall be supplied by the Board of Education. All persons involved in the grievance shall have a copy of the grievance form.

Section 13. It shall be the function of the arbitrator and he /she shall be empowered, except as his/her powers are limited below, to make a decision in cases of alleged violation of the specific Articles and Sections of this Agreement.

- A. The power and authority of the arbitrator shall be limited in each case to resolving the question submitted. The arbitrator shall have no power to add to, subtract from, or modify any of the terms of this Agreement, nor shall the arbitrator substitute his/her discretion for that of the Board or the Association where such discretion has been retained by the Board or the Association, nor shall the arbitrator exercise any responsibility or function of the Board or of the Association. The decision of the arbitrator shall be final and binding on both parties.
- B. The fees and expenses of the arbitrator shall be shared equally by the Board and the Association. All other expenses shall be borne by the party incurring them, and neither party shall be responsible for the expense of witnesses called by the other.

- C. No decision in any one case shall require a retroactive adjustment in any other case.
- D. He/she shall have no power to establish salary scales.
- E. He/she shall have no power to rule on any of the following:
 - 1. The termination of services of, or failure to re-employ any probationary employee.
 - 2. The termination of services or failure to re-employ any employee to a position other than his/her basic position. However, if an employee is not properly notified, lack of proper notification can be subject to arbitration.

ARTICLE 11

SENIORITY

Section 1. Probationary Employees. New employees shall be considered as probationary employees for their first ninety (90) days worked. There shall be no seniority among probationary employees. Probationary employees are employed at the will of the Employer and they may be discharged at any time in the Employer's sole discretion, and the employee shall have no recourse through the grievance procedure. The Employer shall have no responsibility to recall or re-employ any probationary employee laid off or discharged during his/her probationary period. After probationary employees have completed their probationary period, they shall be entered on the seniority list and shall rank in seniority from the first day worked by them in their present position after their latest employment with the Employer.

Section 2. Definition of Seniority. Seniority is defined as length of continuous service in the bargaining unit since the employee's last date of hire or entrance into the unit. As between employees hired on the same day, seniority shall be determined by drawing lots. Seniority shall commence after completion of the probationary period and shall thereafter apply only as specifically set forth in this Agreement.

Section 3. Seniority List. By March 1, the Employer shall prepare a current seniority list. All employees will be ranked on the list. The seniority list will be posted in a conspicuous location in each building, and a copy provided to the Union president.

It shall be the responsibility of the Union and of the employees to check any such posted seniority list and to notify the Superintendent in writing of any error contained therein within ten (10) work days from the date the list was given to the local president. Disputes as to the correctness of

seniority shown on the list shall be subject to the grievance procedure herein, if not amicably resolved.

The Employer shall be entitled to rely on such posted lists. If the Employer is not notified of the existence of an error within the ten (10) work days provided above following the delivery of the seniority list, the Employer shall incur no liability for any erroneous uses of seniority. If the Employer has been notified of any alleged error, the Employer nonetheless may use the seniority list, subject, however, to grievance and arbitration over the correctness of its actions.

ARTICLE 12

LAYOFF AND RECALL

Section 1. A layoff may result from lack of work, economic considerations, or other reasons that in the estimation of the Board require reductions in the work force.

Section 2. Layoff Notice. No bargaining unit member shall be laid off pursuant to a reduction in the work force unless said bargaining unit member shall have been notified of said layoff at least thirty (30) work days prior to the effective date of the layoff.

Section 3. Layoff Procedures. In the event of a necessary reduction in work force, the Employer shall first layoff probationary bargaining unit members in the affected classification, then the least senior bargaining unit members in that classification. In no case shall a new employee be employed by the Employer while there are laid-off bargaining unit members who are qualified for a vacant or newly-created position. Bargaining unit members whose positions have been eliminated due to reduction in work force or who have been affected by a layoff/elimination of position shall have the right to assume a position for which they are qualified, which is held by a less senior bargaining unit member.

Section 4. Recall. Laid-off bargaining unit members shall be recalled in order of seniority, with the most senior being recalled first, to any position for which they are qualified within their classification. Any bargaining unit member who has served more than ninety (90) working days in a classification shall be deemed qualified for any position in that classification.

Notices of recall shall be sent by certified or registered mail to the last known address as shown on the Employer's records. The recall notice shall state the time and date on which the bargaining unit member is to report back to work. It shall be the bargaining unit member's responsibility to keep the Employer notified as to his/her current mailing address.

A recalled bargaining unit member shall be given ten (10) calendar days from receipt of notice, excluding Saturday, Sunday and holidays, to notify the Employer of his/her intent to return to

work. The Employer may fill the position on a temporary basis until the recalled bargaining unit member can report for work providing the bargaining unit member reports within the ten (10) day period.

Bargaining unit members recalled to work for which they are qualified are obligated to take said work. A bargaining unit member who declines recall to work, or does not report to work, for which he/she is qualified, shall forfeit his/her right to work. Bargaining unit members on layoff shall not accrue seniority during the layoff period. Acceptance or refusal of recall to a position which is lower in pay and/or benefits than the position from which the bargaining unit member was laid-off shall not affect his/her rights to recall to an equivalent position. Members shall maintain his/her right to recall for 5 (five) years from the date of layoff.

ARTICLE 13

VACANCIES AND TRANSFERS

Section 1. All applications of seniority provided for in this Article shall be strictly limited to positions within the bargaining unit.

Section 2. If the Employer decides to fill a permanent vacancy in a bargaining unit job, the vacancy will be posted for five (5) working days. Qualifications for the job will be as determined by the Employer. Generally, such qualifications will include any written job description and any other qualifications which are reasonably related to the job, and may include work record and attendance.

Copies of job postings will be supplied to the Association president and posted on the bulletin board. Job postings will include the following: classification; location(s); starting date; hours of work; qualifications; pay rate.

Section 3. Any seniority employees who are working in a classification other than the job posted, who are qualified to perform the job, and who has not successfully bid on a vacancy within the previous six (6) months, will be eligible to bid on the job. The six (6) month bar shall not apply to employees seeking a promotion.

Section 4. Applications must be submitted in writing, to the person indicated on the posting, prior to the end of the last day of the posting.

Section 5. If two or more eligible employees are qualified to perform the job and file timely application, a junior employee will not be awarded the job in favor of a senior employee unless the junior employee's qualifications are superior to those of the senior employee. If a qualified seniority employee has applied for the posting, the vacancy will be filled within twenty (20) business working days after the end of the posting period, subject to the provisions of this Article. If no qualified seniority employee filed a timely application, the Employer may fill the position in its discretion.

Section 6. The Employer may cancel or postpone a job posting at any time. Upon request, the Union will be given the reason(s) for any such cancellation or postponement.

Section 7. An employee who successfully bids on a job will have a trial period of ten (10) working days, at any time during which the employee may be disqualified by the Employer, or may disqualify him/herself. If the employee disqualifies him/herself, the employee will be ineligible to bid again for six (6) months as provided in Section 3 above. The ineligibility provision, however, shall not apply if the employee is disqualified by the Employer.

Section 8. An employee who is transferred by a supervisor to fully perform in another classification for a minimum of two (2) hours in a work day will be paid the rate for that classification or the employee's regular rate, whichever is higher.

Section 9. Recognizing that written job descriptions can be helpful to both employees and the Employer, the Employer has provided such a description covering the position of custodian. It is understood that the listing of job duties which appear in that job description is not necessarily exhaustive, and that the Employer may change the duties, qualifications, and chain of command of a classification. Notification of the change shall be given to the Association president before the change is implemented.

ARTICLE 14

HOURS OF WORK AND OVERTIME

Section 1. Nothing contained in this Agreement shall be construed to guarantee any minimum of work, or a guaranteed work day, week or year.

Section 2. During Winter Break, Spring Break, and summer all employees shall work daytime hours as determined by administration. The administration will notify the employees of the schedule no less than fifteen(15) days prior to break.

Section 3. Overtime. Overtime shall not be worked unless it has been authorized. Overtime, at the rate of 1-1/2 times the employee's regular wage will be paid for all hours worked in excess of forty (40) in a work week. Paid holidays, paid vacation and all other paid time off will be credited towards such forty (40) hours, provided that the employee works all scheduled hours during the week in question, and provided further that there will be no more than eight (8) hours of such credit per holiday, including time worked if an employee works on a holiday. Any custodian working on a Saturday or Sunday shall be paid time and a half times their scheduled pay, including part time personnel, except the weekend position.

Overtime work will be assigned by the Employer.

Section 4. Equalization of Overtime. In an effort to equalize overtime, regular employees desiring the same within any classification, a roster of all such employees shall be set up by classification within each building. Overtime shall be equalized among the employees on such roster insofar as reasonably possible.

Section 5. Call Back Time. Two (2) hours minimum pay, at time and one half, shall be paid when an employee is called in for unscheduled hours. The employee must have been away from the premises.

Section 6. Opening and Closing. Opening and closing for holidays and special events outside of normal scheduled hours will be paid as follows: One (1) hour for opening, one (1) hour for closing. The rate will be time and one-half (1-1/2).

Section 7. Building Checks Pool and Building Checks will be completed by the maintenance staff using an approved check list. A Pool Check will be completed each weekend @ \$30.00 per occurrence. A building check from home online shall be paid at \$30.00 per occurrence. The compensation for emergency Building Checks completed on holidays shall be \$100.00 and for the pool checks shall be \$40.00. Any employee remaining to do maintenance work beyond the Check (2 hours) will be compensated at 1 ½ times their scheduled pay.

Section 8 Extra Hours Paid at Straight Time. A list of extra hours will be distributed to all employees not later than July 1. (In the 2005-06 school year, this process will start thirty (30) days after ratification of this contract.) Employees interested in work hours over and above his/her scheduled hours shall notify the employer in writing on or before August 1.

ARTICLE 15

UNPAID LEAVE OF ABSENCE

Section 1. Discretionary Leave. An employee may be granted an unpaid leave of absence for personal reasons, or an extension of such a leave, for any period not to exceed thirty (30) calendar days. The leave shall be requested in writing, shall be submitted to the Superintendent, and the request shall state the reasons for the leave or extension. The granting of such leave or extension shall be within the discretion of the Superintendent. Such leave or extension shall not be granted or used for the purpose of pursuing or engaging in other employment, unless the employee has received prior written authorization from the Superintendent. Requests for personal leaves and for extensions shall be considered based upon the reason for the leave or extension and the effect of the leave or extension on the District's operations.

Section 2. Military Leave. An employee who leaves the employment or the District for active service in the Armed Forces of the United States under the provisions of any law of the United States or the State of Michigan, shall, upon application for re-employment, be entitled to whatever reinstatement privileges are established by such laws.

Section 3. Sick Leave.

- A. Any employee who becomes disabled from working due to illness or injury, and whose claim of such disability is supported by evidence satisfactory to the Employer, shall be granted an unpaid sick leave of absence, for a period, as necessary of up to one (1) year or the length of the employee's disability, whichever is less. Extensions will be requested, and will be handled in the same manner as initial applications for a sick leave. Such satisfactory evidence, if required by the Employer, may include a doctor's certificate.

- B. Any employee who becomes ill or disabled from a work related cause shall be granted an indefinite unpaid sick leave for the duration of such illness or disability, subject to the same terms and conditions, as set forth in this Article, which apply to non-work related sick leaves.
- C. An employee granted sick leave of absence upon his/her verbal request, or one made in his/her behalf by another, shall at the first reasonable opportunity under the circumstances presented, support such request with an application in writing, together with such evidence of his/her need for leave as the Employer may require including, if required, a doctor's certificate.
- D. The Employer may require a doctor's certificate that an employee has fully recovered and is able to perform all the elements of his/her job prior to returning such employees to work, or to determine if such employee continues to be ill or disabled for the purposes of extending a leave of absence.
- E. An employee on sick leave of absence shall, upon return to work, be re-employed on his/her regular job if his/her seniority and ability would permit, provided the above requirements are met. If no job is available which the employee's seniority and abilities permit him to fill, the employee shall be deemed to be laid off.
- F. An employee shall give prompt notice to the Superintendent of the employee's ability to return to work.
- G. The Employer shall return the employee to work not later than the first Monday after the Employer receives such notice, and the employee has been determined to be able to return to work, unless the effect of another provision of this Agreement would extend such time.

H. This Section shall apply to a disability which is due to pregnancy, or to childbirth, or to a medical condition related to pregnancy or childbirth.

I. At its expense, the Employer may request an employee to be examined by a doctor, of the Employer's choosing, in connection with either the approval or extension, of a sick leave or, in connection with an employee's ability to return to work.

Section 4. Union Leave. A leave of absence of up to four (4) years shall be granted upon application for the purpose of serving as an officer of the Union.

Section 5. General. If an employee violates or falsifies the reason for a leave; obtains other employment during a leave without prior written authorization; or overstays a leave without giving notice and providing substantiation for the necessity of the extension, as soon as is reasonably possible, (subject to the provisions of Article XI, Seniority); the employee shall be deemed to have quit his/her job. If the employee complies with the provisions of this Article, the employee shall retain but shall not accumulate seniority during the leave.

All leaves of absence which are provided for in this Article shall be without pay.

Section 6. Family and Medical Leave Act. To the extent required under applicable law, according to the Federal Family and Medical Leave Act (the Act), an eligible employee shall be granted leave for the purpose and under the terms and conditions as provided by that law in all respects. It is recognized that the interpretation and application of this law may change as court and agency rulings are issued, and also that the Board may adopt policies to effectuate the Act provided that such policies are consistent with the Act. The Employer in its discretion may extend part or all of its FMLA policies to part-time employees and/or new hires, even though such employees are not eligible under the Act. FMLA leaves shall run concurrently with all leaves, paid or unpaid, authorized by this Agreement, to the maximum extent permitted by law.

ARTICLE 16

PAID LEAVE

Section 1. Two (2) days each year shall be available as a personal day. If personal leave is not taken it can be accumulated up to three (3) days over a three (3) year period. Personal days may not be taken just preceding or following a break period nor the first and last day of the school year, or the five (5) work days prior to the first scheduled teacher day of the school year. A personal leave request must be submitted in writing at least one (1) week in advance, except in the event of an emergency to the immediate Supervisor.

Section 2. At the beginning of each school year, all full-time and part-time employees shall be credited with a thirteen (13) day sick leave allowance to be used for absence caused by illness or physical disability of the employee. The unused portion of such allowance shall accumulate to 150 days. Up to three (3) days, or such additional number of days as may be authorized in writing by the Board, of the accumulated sick leave allowance may be used per death in the immediate family and/or illness in the immediate family and/or emergency in the immediate family. The immediate family shall include spouse, father, mother, grandmother, grandfather, spouse's father, mother, grandfather, grandmother, children, grandchildren, brother, sister, brother-in-law, sister-in-law, niece and nephew. Verification of illness either of the employee or member of his immediate family may be required by the Superintendent from the attending physician or other physician satisfactory to the Superintendent. Should the Superintendent require a statement by one other than the attending physician, the additional expense will be borne by the Board.

Sick days may be used in increments of one-half day. An absence of more than one-half day counts as a full day of absence. For purposes of this Section, "one-half day" is defined as one-half of the employee's regularly schedule hours.

An employee who abuses sick leave may be denied the use of half days, and may be restricted to using full days. The Union may grieve the reasonableness of such action.

Although sick leave may be used for an employee's doctor or dentist appointment, this is conditioned upon the employee giving his supervisor at least three (3) work days advance notice, except in cases of emergency appointments, when such advance notice is not possible.

Employees who have accumulated at least 13 days of sick leave allowance as of the preceding June 30, shall receive an attendance incentive payment based on the number of sick days used during a designated 6 month period [July 1 B Dec 31; January 1 B June 30], as follows: zero days used (\$100); one day used (\$75); two days used (\$50). Part-time employees shall receive \$50 for zero days; \$35 for one; \$25 for two. Payment, less applicable withholdings, will be made in a reasonable time after the end of each six month period.

Section 3. In the first payroll period beginning after October 1, of each school year, the employer will notify the employee of the total number of sick days and personal days available to the employee.

Section 4. Jury Duty. In the event an employee is asked to perform jury duty, the employee shall be reimbursed the difference between his/her salary lost as a result of performing jury duty and the salary he received for serving on the jury, mileage excluded.

Section 5 There will be a termination of job rights if the employee fails to return to work after expiration of a leave of absence or vacation leave, unless he has a valid excuse for such failure.

ARTICLE 17

VACATION

Section 1. Employees who have completed their first year of service, will be entitled to two (2) weeks of paid vacation per year. After the completion of six (6) years of service, an employee shall receive paid vacation leave as follows commencing with the anniversary date:

6th year = 11 days paid vacation
7th year = 12 days paid vacation
8th year = 13 days paid vacation
9th year = 14 days paid vacation
10th year = 15 days paid vacation
11th year = 16 days paid vacation
12th year = 17 days paid vacation
13th year = 18 days paid vacation
14th year = 19 days paid vacation
15th year = 20 days paid vacation

Employees who have completed fifteen (15) years of service will be eligible for four (4) weeks paid vacation per year, commencing with anniversary dates. Vacations will be scheduled and approved by the Director of Operations. Vacations for employees working less than full time will be prorated.

Section 2. Pay for vacation will occur by continuation of the employees' regular wages during the vacation period. Pay will be at the employees' current hourly rate.

Section 3. In the event an employee terminates employment for any reason (e.g., retirement, resignation, discharge, death), the employee will be paid for vacation time which the employee was entitled to take as of the date of termination, provided that if any employee voluntarily terminates employment without giving at least two (2) weeks written notice to the Employer, the employee will forfeit such right to receive pay for unused vacation.

Section 4. Vacation must be taken in increments of not less than a one-half work day.

Section 5. Although ordinarily an employee may not use vacation which is earned in a year

until that year has been completed, an employee who is subject to a layoff will be entitled to receive pay for such earned vacation, at the rate of one day of pay for each full five weeks of work. Pay shall be at the employee's current straight time hourly rate.

Section 6. General. There will be payout for any unused accrued vacation and personal leave time to any employee whose employment is terminated, regardless of the reason for such termination (e.g., resignation, retirement, discharge, death).

ARTICLE 18

HOLIDAYS

Section 1. The Employer agrees to provide the following paid holidays to all bargaining unit employees, when the holiday falls within the normal work week: New Year's Eve, New Year's Day, Christmas Eve Day or the day after Christmas (employee chooses by December 1), Christmas Day, Thanksgiving Day, Friday after Thanksgiving, Memorial Day, July 4th, and Labor Day. The benefit for full-time employees is eight hours; the benefit for less than full-time employees is based on the regular hour assignment for that employee's position (for example: a four (4) hour employee's benefit is four (4) hours and a six (6) hour employee's benefit is (6) hours). School year employees are not eligible for holidays which are observed outside the school year. When school is open, Good Friday will be a work day. When school is closed, Good Friday will be a paid holiday. Memorial Day, July 4th and Labor Day will be observed on the days designated by Federal legislation, provided that such designation does not conflict with the District's school calendar. If such a conflict does exist, the parties will meet to negotiate the matter. There shall be an additional holiday at a date to be determined by the Superintendent or designee during the school year. The employee shall be notified ten (10) days prior to the holiday.

Section 2. The Employer will pay an employee, as provided below, for the holidays recognized pursuant to Section 1 above, provided that the employee meets all of the following eligibility rules:

He/she is a seniority employee and he/she works or is on a paid leave day, his/her entire last scheduled work day prior to, and the next scheduled work day following, the holiday.

An employee eligible for holiday pay shall receive pay for the holiday, at his/her regular, straight time rate.

If a holiday falls on a Saturday it will be celebrated on Friday. If a holiday falls on Sunday it will be celebrated on Monday. This language is based upon the Federal and State guidelines in regard to holidays. These are holidays as noted in the contract and the language does not apply to holidays that fall during the established school year. If Christmas Eve or Christmas Day falls on one of the weekend days, and the other Christmas holiday is celebrated on a Friday or Monday pursuant to this section, then the other paid Christmas holiday will be observed on a work day during the winter break as determined by the Superintendent or designee.

ARTICLE 19

COMPENSATION AND INSURANCE

Section 1. Compensation. The wage schedules are attached as Appendix A.

Section 2. Insurance. The Employer will provide two insurance options, Pak A and Pak B as described below in Section B.

- A. The Employer's sole obligation is to pay premiums. The Employer is not an insurer or a guarantor of any insured benefit;
- B. The following benefit(s) shall be for employees who are full year and full-time. Any employee working full time, less than a full year, shall have health insurance at a prorated rate.

Insurance Benefits Beginning November 1, 2011

Pak A

MESSA Choices II PPO	\$10/\$20 prescription \$300/\$600 deductible in network \$20 Office Visit Co-pay
Delta Dental	90/90/80: \$1,100 Annual Max 50: \$1,400 Lifetime Max, No Adult Orthodontics
Vision	VSP 3 Plus Platinum
Life	\$50,000
LTD	60% of Maximum Eligible Salary \$6,500 Maximum Monthly Benefit 90 Calendar Day Modified Fill Elimination Period No COLA Alcohol/Drug: Two (2) Years Mental/Nervous: Two (2) Years 5% Minimum Payout Family Social Security Offset No Survivor Income Freeze on Offsets No Educational Supplement 2-Year Own Occupation

Employee Premium Contribution	By payroll deduction starting in November 2011-2012 10% of total insurance costs
	2012-2013 15% of total insurance costs
	2013-2014 17% of total insurance costs through June 2014, after which the contribution shall increase to 20%

Employees may choose to make such payments through an IRS Section 125 plan.

Total insurance costs as defined by Michigan law.

Pak B Cash-in-Lieu of Medical Insurance

The Board shall pay each participant \$5,000 annually, in equal installments of \$208.33 with each paycheck.

Delta Dental	Same as Pak A
Vision	Same as Pak A
Life	Same as Pak A
LTD	Same as Pak A

Pak B members shall contribute to their insurance costs at the same percentage rates as Pak A.

- C. This insurance benefit is not automatic. The employee must fill out the insurance application. Also, marriage, childbirth, death, or any other change in an employee's family should be brought to the immediate attention of the Business Office for the purpose of keeping insurance coverage current.
- D. With respect to employees who quit, resign, are terminated by the Employer, or are laid off, the Employer will pay its share of insurance premiums to provide coverage

through the last calendar month which the employee worked at least one scheduled work day.

- E. The Employer's obligation under this Article is to pay its share of the premium for the duration of this Agreement. The Employer does not have control over the insurer and does not guarantee, or assume any liability for, the insurance coverage or the actions of the insurers.

Section 3. Other.

The WUCSEA shall be allowed to change the plan design in Pak A on July 1, 2012, or later if the change will reduce the total insurance cost per employee and if the WUCSEA notifies the Superintendent in writing with at least 45 calendar days notice. Any change will take effect on the 1st of a month.

ARTICLE 20

WORKING CONDITIONS

Section 1. Definitions.

- A. School Year Employees are those employees who work approximately 180 days or more each year and whose period of employment coincides generally with the regular school calendar.
- B. Full Year Employees are those who are employed to work on a twelve (12) months basis.
- C. Full-Time Employees are those who generally are scheduled to work more than thirty (30) hours per week.
- D. Part-Time Employees are those who generally are scheduled to work thirty (30) hours or less per week.
- E. Substitute Employees are those who are hired to work to replace a regularly scheduled employee.
- F. Summer Employees are those who are hired to work for a period which does not exceed thirteen (13) weeks, and which falls between June 1 and September 15.
- G. Student Employees are those who are hired prior to graduation from the District's schools and who generally work as substitute employees, or as occasional part-time employees.

Section 2. Work on Holidays. Work on holidays will be assigned to capable employees on a rotating basis. Employees will be notified of their assignments annually, subject to changes due to revisions in the school calendar or unforeseen events which affect such assignments. An employee may trade an assigned holiday, or work another employee(s) holiday(s), with the prior approval of the Superintendent or his/her designee.

The Employee who is to work on a holiday will be given at least one day's advance notice of the anticipated duties on the holiday. For work performed on a holiday, the employee will be paid 2½ times the employee's regular wage, including holiday pay, with a two (2) hour minimum if the employee is required to perform any work on the holiday.

Nothing in this Section prevents the Employer, in its discretion, from going outside the bargaining unit to get holiday work done. If the Employer cannot get any volunteers, the Employer than has the right to assign the least senior employee.

Section 3. Break and Meal Periods. Full-time employees shall be entitled to two (2) fifteen (15) minute paid breaks, and to a one-half (1/2) hour unpaid meal break. Part-time employees shall be entitled to one (1) fifteen (15) minute paid break.

Section 4. In the event that a summer vacancy in bargaining unit work exists, the vacancy will be filled by the most senior school year employee who applies for the position, if the employee is qualified to perform the work. In the event that no school year employees apply or are qualified for the job, the Employer may fill the position from any source.

Section 5. Nothing in this Agreement shall require the Board to keep school open in the event of inclement weather or when otherwise prevented by an act of God. If inclement weather prevents an employee from arriving at his or her duty station at the assigned scheduled time, the employee shall lose pay in proportion to time lost. However, if an employee arrives not more than three hours late, he or she shall have no pay deducted if the employee has accumulated sick leave time against which to draw.

If an employee believes inclement weather would prevent his/her from arriving for work, he/she should notify his/her immediate supervisor and request a paid or unpaid leave.

Section 6. Safety and Health.

A. An employee will not be required to perform unusually hazardous work which: (i) is

not an ordinary element of the employee's job, and (ii) poses a serious and immediate threat to the employee's health or safety. An employee who refuses to perform work under this provision does so at his/her risk and will have the burden of proving the actual existence of such threat.

In all other situations, where the danger is not serious and immediate, the rule "work now, grieve later" shall apply.

- B. The Employer will provide approved first aid material in work areas.
- C. If an employee believes that necessary safety equipment should be available, the matter may be taken up with the Superintendent or his/her designee.

Section 7. The Employer will support and assist employees with respect to preventing students from improperly interfering with the performance of work.

Section 8. Employees will not be required to perform supervisory duties. If an employee believes that this Section is being violated, the rule will be "work now, grieve later".

Section 9. Subject to the preceding Sections of this Article, special conferences for important matters will be arranged between the Union president or his/her designee and the Employer's designated representative up to three times per year.

ARTICLE 21

GENERAL

Section 1. There are no understandings or agreements or past practices which are binding on either the Employer or the Union other than the written agreements enumerated or referred to in this Agreement. No further agreement shall be binding on either the Employer or the Union until it has been reduced to writing and signed by both the Employer and the Union.

Section 2. The provisions of this Agreement, including but not limited to wages and benefits, apply only to employees who are included in the bargaining unit. This Agreement does not apply to any other employees, or in any way restrict the Employer's actions with respect to non-bargaining unit employees.

ARTICLE 22

SEPARABILITY AND SAVINGS CLAUSE

If any part of this Agreement should be invalidated by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any Article or Section should be restrained by such tribunal pending a final determination as to its validity, the remainder of this Agreement and the application of such Article or Section to persons or circumstances other than those as to which it has been held invalid or as to which compliance with or enforcement of has been restrained, shall not be affected. In addition, the parties will promptly meet to negotiate the matter which has been invalidated.

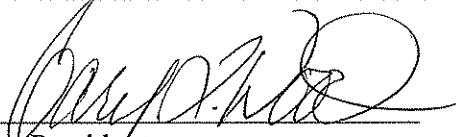
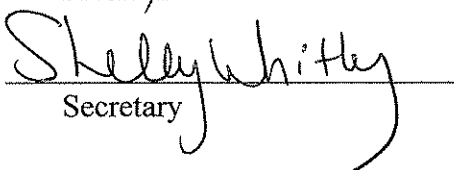
ARTICLE 23

DURATION OF AGREEMENT

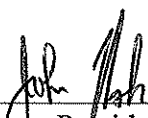
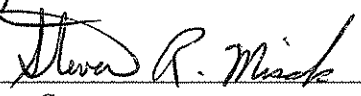
Section 1. This Agreement shall continue in effect until August 31, 2014. Negotiations between the parties shall begin at least 60 days prior to the contract expiration date upon the request of either party. If, pursuant to such negotiations, an agreement on the renewal or modification is not reached 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.

Section 2. The Employer agrees to supply copies of this Agreement to the Union and to all bargaining unit employees now or hereafter employed.

THE BOARD OF EDUCATION OF
THE WAYLAND UNION SCHOOLS

By 
President

Secretary

WAYLAND UNION CUSTODIAL
SERVICES E.A./MEA-NEA

By 
President

Secretary
9-14-11

SCHEDULE A

Wage Rates. Wages will be compensated according to Schedule A.

A. Commencing July 1, 2011:

2011-2012	
Step	Hourly Rate
1	\$11.31
2	\$12.65
3	\$13.17
4	\$13.72
5	\$14.26
6	\$14.78

Other Rates.

A. Night lead and grounds persons will receive the following hourly premium of \$1.75.

Day maintenance persons will receive the following hourly premium above top custodial rates each year of this agreement: \$2.25.

B. Longevity to be paid at employee's anniversary date upon the beginning of year 8 (.20), 11 (.40), 14 (.60), 17 (.80), and 20 (\$1.00).

C. For those employees who work second shift for the school year, a shift differential shall be paid on the 1st pay of June at the following rates:

8 hours/day \$300

6 hours/day \$230

4 hours/day \$150

D. An additional rate will be added to the hourly wage for employee's who hold the following certifications and/or licenses. Evidence of certifications and/or licenses as granted by the State of Michigan or other District approved entity must be submitted to the Administration office to be included in the personnel file before rate will be applied.

Master Electrician - \$1.15

Master Plumber - \$1.15

Master Boiler Operator - \$1.15

Journeyman Electrician - \$.55

Journeyman Plumber - \$.55

Journeyman Boiler Operator - \$.55

Certified HVAC - \$.45

Certified Pool Operator - \$.30

Certified Builder's License - \$.30

AHERA Certification - \$.30

Water Operator - \$.30

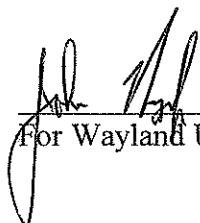
LETTER OF UNDERSTANDING #1
Between the
Wayland Union Schools
And the Wayland Union Custodial Service Education Association

RE: Furlough Days for 2011-2012

1. There shall be two (2) mandatory furlough days during the 2011-2012 fiscal year. However, employees shall be allowed to request up to three (3) additional furlough days during the 2011-2012 fiscal year.
2. Employees shall submit requests for furlough days to their supervisor providing at least a five (5) day notice. Furlough days shall be granted at Supervisor's discretion based on business needs.
3. These furlough days shall be unpaid leave days; however, all fringe benefits shall continue as if the employee had been on duty on that furlough day.
4. Furlough days can be requested individually or in multiples up to the maximum five (5) days for the year.
5. This Letter of Understanding shall not apply to any other provisions of the Collective Bargaining Agreement with the exception of reducing the 2011-2012 working year by two (2) days of pay or at the employee's option and up to an additional three (3) days of pay.
6. This Letter of Understanding shall be valid until June 30, 2012 and shall only be extended by written agreement between the parties.
7. This Letter of Understanding shall neither set a precedent nor establish a practice.

Date: 9-14-11


For Wayland Union Board



For Wayland Union C.S.E.A.

LETTER OF UNDERSTANDING #2
Between the
Wayland Union Schools
And the Wayland Union Custodial Service Education Association

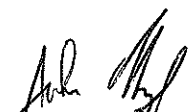
RE: Salary Openers for 2012-2013 and 2013-2014

1. SCHEDULE A – wage rates shall be open for bargaining for the 2012-2013 and 2013-2014 fiscal year.
2. The Board and the Association agree to begin negotiations at least sixty (60) days prior to the end of the previous fiscal year.
3. The Parties further agree that no other provisions of this Agreement shall be open for bargaining without mutual agreement between the Board and the Association.
4. This Letter of Understanding shall neither set a precedent nor establish a practice.

Date: 9-14-11



For Wayland Union Board



For Wayland Union C.S.E.A.

Appendix A

CUSTODIAL, MAINTENANCE & GROUNDS EVALUATION PROCEDURES

1. The purpose of employee evaluations is to maintain and improve job performance.
2. The evaluation procedure shall provide for informal opportunities for the evaluator to record the performance of the employee at other times in addition to formal observations.
3. Probationary employees will be evaluated at least once in their first sixty (60) work days of employment and again the last thirty (30) work days of their 90 day probationary period.
4. Non-probationary employees will be evaluated every other school year.
5. Employees rated unsatisfactory will be given a plan for improvement and evaluated in the next school year.
6. Employee evaluations will be conducted by the Director of Building and Grounds. The Director of Building and Grounds may seek input from building administrators as appropriate.
7. Evaluation form will be used which may include the evaluator's written suggestions for improvement. The employee will have an opportunity to respond in writing to the evaluation on the form.
8. The Director of Building & Grounds will review evaluation with the employee.
9. The content of an evaluation shall not be subject to the grievance procedure.

Levels of Performance

Each element of a component has four levels of performance: unsatisfactory, needs improvement, acceptable, and distinguished. The levels range from describing staff members who do not strive to demonstrate competence (unsatisfactory) to highly accomplished employees who are able to share their expertise (distinguished).

The levels of performance are especially useful if the components are used for supervision and evaluation. Even when they are employed to help with self-assessment or to support mentoring or coaching relationships, they can provide a platform for a professional discussion and suggest areas for further growth.

Unsatisfactory

The employee does not demonstrate an understanding or the elements underlying the component. This level is one of incompetence.

Needs Improvement

The employee demonstrates an understanding of the elements underlying the component. Implementation of the elements is sporadic, intermittent, or otherwise not entirely successful. This level is minimally competent. Improvement, possibly through the use of a Professional Development Plan, must occur with the objective being to be categorized as Acceptable.

Proficient

The employee clearly understands the concepts underlying the components and implements them effectively. The employee demonstrates a willingness to learn and improve.

Distinguished

The employee performs the elements above the level of satisfactory. At this level, the employee makes a contribution to his/her field. Outstanding employees are highly motivated, responsible, and known to go above and beyond expectations. They demonstrate extensive evidence of a continual desire to learn and improve.

Rev.10/06

Custodial, Maintenance & Grounds Evaluation

This evaluation is designed to provide an objective performance evaluation based on job responsibilities, improve job performance, improve communication regarding performance, and improve the working relationship between the employee and supervisor.

Name _____ Position/Assignment _____ School Year _____

U =Unsatisfactory NI =Needs Improvement P =Proficient D =Distinguished N/A= Not Applicable

Professional & Personal Qualities	U	NI	P	D	N/A
Attendance					
Punctuality/dependability					
Positive relationships with colleagues/staff					
Positive, professional work ethics, positive job attitude					
Accepts direction from supervisor/administration					
Maintains open, honest relationship with supervisor					
Maintain positive relationships with the /parents/students/community					
Follows rules, regulations and policies					
Written communication skills					
Verbal communication skills, courteousness, tactfulness					
Models teamwork, cooperative, supportive of colleagues					
Handles confidentiality, or controversial issues professionally					
Demonstrates flexibility					
Personal appearance					
Uses good judgement and common sense					
Works well under pressure/in emergency situations					
Willing to do "other than routine" assignments, beyond the call of duty					
Submits ideas, suggestions, input for departmental improvements					
Genuine, caring and respectful of others					

General Abilities/Performance	U	NI	P	D	N/A
Knowledge/implementation of job responsibilities					
Quality of work					
Quantity of work/completes assignments in a timely manner					
Effective use of time					
Performs assigned tasks at or above expectations					
Takes initiative/self-directed					
Engages in professional development/willing to learn					
Demonstrates problem solving skills					
Uses safe work habits					
Demonstrates knowledge/skill/proper care of tools equipment/vehicles as related to job					

Comments/Improvement Plan:

Employee response if desired: _____

Use the back of this form if additional space is required for comments.

 Evaluator Signature/Date

 Employee Signature/Date

rev.10/06

LETTER OF AGREEMENT

Between the Board of Education of the Wayland Union Schools
and Wayland Union Custodial Services, EA/MEA/NEA

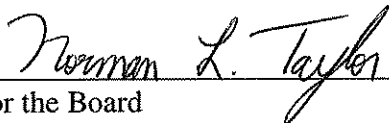
Re: Employee Insurance Contributions

The Board of Education of the Wayland Union Schools ("Board") and the Wayland Union Custodial Services, EA/MEA/NEA ("Association") hereby agree to the following:

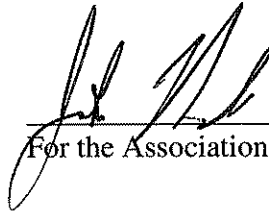
1. Employees shall pay ten percent (10%) towards the cost of the total monthly premium for the insurance benefits set forth in Article 19 of the Master Agreement retroactive to July 1, 2011. Such payments will be deducted from the participating employee's paycheck through authorized payroll deductions.

2. This Letter of Agreement shall control over any other contrary terms and conditions of the Master Agreement. All other terms and conditions of the Master Agreement shall remain in effect until expiration of the Agreement on _____.

Dated: January 23, 2012



For the Board



For the Association

LETTER OF AGREEMENT

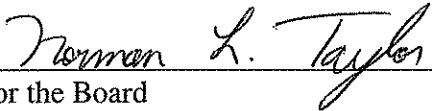
Between the Board of Education of the Wayland Union Schools
and the Wayland Union Custodial Services, EA/MEA/NEA

Re: Annual Tool and Clothing Allowance for Maintenance Employees

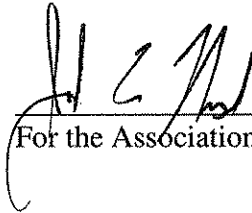
The Board of Education of the Wayland Union Schools ("Board") and the Wayland Union Custodial Services, EA/MEA/NEA ("Association") hereby agree to the following:

1. Effective January 1, 2012, each maintenance employee shall be annually provided up to \$700 to be used solely for the purchase of work-related tools and clothing. In order to obtain reimbursement, a maintenance employee must present suitable receipts to the Board confirming the nature and amount of their purchase. Any amount of the annual tool and clothing allowance not used by a maintenance employee at the end of the year shall not be carried over to the following year.

Dated: January 23, 2012



For the Board



For the Association