



SWARTZ CREEK COMMUNITY SCHOOLS

8354 Cappy Lane . Swartz Creek, MI 48473-1299
(810)591-2300 FAX: (810)591-2784
www.swartzcreek.org

Letter of Understanding

Cooperative Agreement

February 27, 2019

Swartz Creek Community School District and AFSCME Local 3524

The Swartz Creek Community School District and the AFSCME Local 3524 agree to add a LDLC Lead Coordinator position. The position will be posted beginning February 28, 2019. The position will be 1.25 hours per day based on the pay scale below and will be considered part of Article 29 in the current contract, July 1, 2018 – June 30, 2022.

	<u>0 Year</u>	<u>1 Year</u>	<u>2 Years</u>	<u>3 Years</u>
LDLC Lead Coordinator	13.00	13.50	14.00	14.50

Richard Bazzell
AFSCME President

Kristy Mohr
Director of Payroll and Human Resources

Ben Mainka
Superintendent

Jaquita McCroy
AFSCME Staff Representative

Ben Mainka, Superintendent Rodney Hetherton, Assistant Superintendent
Chris Gray, Executive Director of Business Finance Kristy Mohr, Director of Payroll and Human Resources

Our Mission: Swartz Creek Community Schools inspires our learners to embrace challenges, set goals, grow their talents, and realize their dreams for success in a global society.



SWARTZ CREEK COMMUNITY SCHOOLS

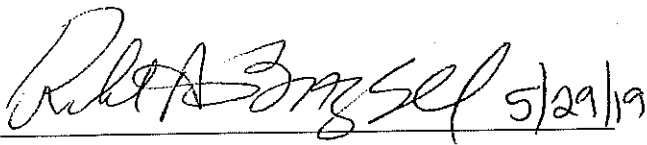
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Letter of Understanding Cooperative Agreement

June 3, 2019

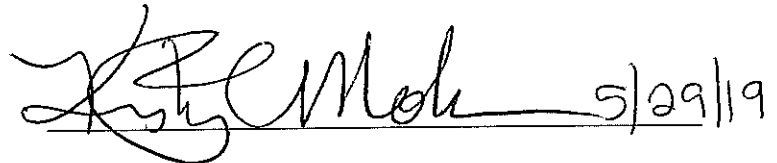
Swartz Creek Community School District and AFSCME Local 3524

Swartz Creek Schools and the AFSCME Local 3524 have agreed to create a new position in the bargaining unit. The new position will be titled LDLC OFFICE LEAD. The position will follow the "OPERATIONS AND TRANSPORTATION LEAD" wage scale.

 5/29/19

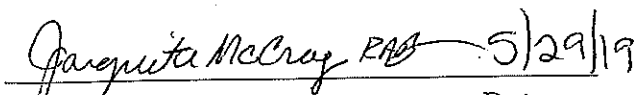
Richard Bazzell
AFSCME President

Date

 5/29/19


Kristy Mohr
Director of Payroll and Human Resources

Date

 5/29/19

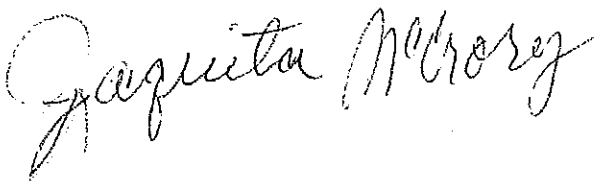
Jaquita McCroy
AFSCME Staff Representative

Date

 5-29-19

Ben Mainka
Superintendent

Date



Ben Mainka, Superintendent Rodney Hetherton, Assistant Superintendent
Chris Gray, Executive Director of Business Finance Kristy Mohr, Director of Payroll and Human Resources

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Letter of Agreement

March 14, 2019

Swartz Creek Community School District and AFSCME Local 3524

The AFSCME Local 3524 agree to waive the full benefits package offered per the union contract for the LDLC Lead Caregiver classification who work 7 hours or more per day, excluding the current employee holding the LDLC Lead 6.75 hours per day and LDLC Lead Coordinator 1.25 hours per day position (8 hours total per day). In lieu of the full benefits package the Swartz Creek Community School District will offer these employees a Single Medical coverage \$500 deductible plan. The district will pay the Single Hard Cap amount set by the state each year towards the total premium, following the requirements of the PPACA and PA 152. The employee will be responsible for the remainder of the Over The Hard Cap amount. If the employee chooses not to take this Single Medical Plan they will receive Cash In Lieu annually per the collective bargaining agreement.

Richard Bazzell 3-14-19

Richard Bazzell
AFSCME President

Date

Kristy Mohr 3/14/19

Kristy Mohr
Director of Payroll and Human Resources

Date

Jaquita McCroy 3-14-19

Jaquita McCroy
AFSCME Staff Representative

Date

Ben Mainka 3-14-19

Ben Mainka
Superintendent

Date

ASK

Ben Mainka, Superintendent Rodney Hetherton, Assistant Superintendent

Chris Gray, Executive Director of Business Finance Kristy Mohr, Director of Payroll and Human Resources

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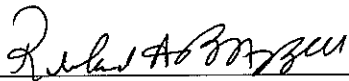
Letter of Understanding

Cooperative Agreement


January 24, 2020

Swartz Creek Community School District and AFSCME Local 3524

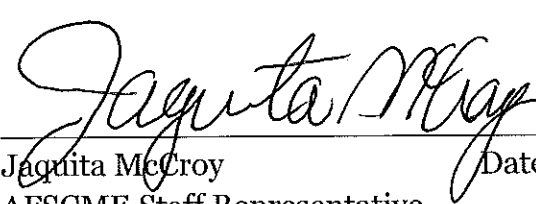
Swartz Creek Schools and the AFSCME Local 3524 have agreed to create a new position in the bargaining unit. The new position will be titled OFFICE LEAD. The position will follow the "OPERATIONS AND TRANSPORTATION LEAD" wage scale. All LEAD positions fall into the LEAD classification and will follow all contract language related to the secretarial classification related to benefits, vacation/PL/sick time, workday, or similar details, per contract.

 1-24-20

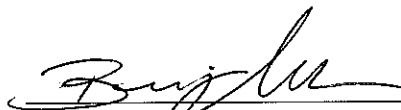
Richard Bazzell
AFSCME President

 1/24/2020

Kristy Mohr
Director of Payroll and Human Resources

 1-24-20

Jacquita McCroy
AFSCME Staff Representative

 1-24-2020

Ben Mainka
Superintendent

Ben Mainka, Superintendent Rodney Hetherton, Assistant Superintendent
Chris Gray, Executive Director of Business Finance Kristy Mohr, Director of Payroll and Human Resources

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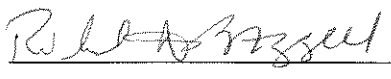
Letter of Understanding/Cooperative Agreement

March 30, 2020

Swartz Creek Community School District and AFSCME Local 3524


Working together and with the Union support, listed below is the district's plan to move forward during this very unique situation.

1. This letter of understanding is made in order to "temporarily" address certain situations associated with the COVID 19 global pandemic due to the Governor of the State of Michigan issuing an Executive Order on March 23, 2020 stating that effective March 24, 2020, all Michigan residents are ordered to "stay at home" through April 13, 2020.
2. All hourly employees will be compensated with their regularly scheduled default hours per day, paid on a bi-weekly basis, through April 13, 2020.
3. Spring Vacation week, March 30 through April 3, 2020, will be treated as Spring Vacation for the purposes of payroll and all AFSCME members will be paid their regularly scheduled default hours for Monday, March 30, 2020 as a holiday, per contract, and only 52 week employees who were scheduled to work will be paid for March 31, 2020 through April 3, 2020.
4. During the time of this shutdown, all AFSCME members are considered "on call" to perform essential functions and can be called in by the district at any time Monday through Friday between 7am and 5pm, not to exceed their default hours per week.
5. Until further notice, the district agrees to voluntarily pay AFSCME members their default hours so that members can maintain their personal financial obligations during the shutdown. However, it is understood that the district can only compensate AFSCME members one time. This means that in the event that the Governor or Legislative body of our state extends our school year, AFSCME members will be expected to work and fulfill their employment obligations without additional pay. The current regular pay that the district is agreeing to pay should be considered "pay in advance" for services rendered should the school year be extended.
6. Should an AFSCME member separate employment from the district during the shutdown or for an extended school year, they will be expected to repay the district for their advanced payments for which they did not work.
7. In the event that the school year is not extended, the district will continue to take care of its employees, including AFSCME members, and pay them for their regularly scheduled default hours for the 2019-20 school year so long as state aid payments stay consistent and unchanged.

 4/1/2020

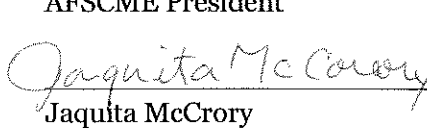
Richard Bazzell
AFSCME President

Date

 4/1/2020

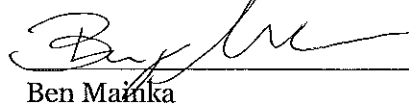
Kristy Mohr
Director of Payroll and Human Resources

Date

 RAB
4/1/2020

Jaquita McCrory
AFSCME Staff Representative

Date

 4-6-2020

Ben Mainka
Superintendent

Date

Ben Mainka, Superintendent Rodney Hetherton, Assistant Superintendent

Chris Gray, Executive Director of Business Finance Kristy Mohr, Director of Payroll and Human Resources

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