

# **Montrose Community Schools**

## **Latchkey Personnel Contract**

**2009-2011**

This agreement entered into this 1<sup>st</sup> day of July 2009 and expires the 1<sup>st</sup> day of July 2011 by and between the Board of Education of Montrose Community School Districts, Genesee and Saginaw Counties, Montrose, MI hereinafter called the “Board”, and the Montrose Latchkey Personnel “Association”.

**ARTICLE I  
RECOGNITION**

- A. The Board hereby recognizes the Association as the exclusive bargaining representative, as defined in Section II of Act 379, Public Acts of 1965, for all Latchkey Personnel.
- B. The Board agrees not to negotiate with any Latchkey Personnel organization other than the Association for the duration of this agreement. Nothing contained herein shall be construed to prevent any individual employee from presenting a grievance and having the grievance adjusted without intervention of the Association.
- C. Classifications
  - 1. Latchkey Aide
  - 2. Latchkey Assistant Supervisor
  - 3. Latchkey Supervisor

**ARTICLE II  
COMPENSATION**

**A. Aide**

	1	2	3	4	5	6	7
2009-10	8.50	8.83	9.15	9.45	9.81	10.14	10.47
2010-11	8.50	8.83	9.15	9.45	9.81	10.14	10.47

**Assistant Supervisor**

	1	2	3	4	5	6	7
2009-10	8.85	9.34	9.68	10.03	10.38	10.76	11.05
2010-11	8.85	9.34	9.68	10.03	10.38	10.76	11.05

**Supervisor**

	1	2	3	4	5	6	7
2009-10	11.23	11.64	12.06	12.50	12.95	13.41	13.90
2010-11	11.23	11.64	12.06	12.50	12.95	13.41	13.90

**2009-10**

Assistant Supervisor: One time Cash payment of \$100.00  
 Supervisor: One time Cash payment of \$220.00

**2010-11**

Assistant Supervisor: One time Cash payment of \$100.00  
 Supervisor: One time Cash payment of \$220.00

**Longevity: (For each year beyond 9 years)**

<b>2009-10</b>		<b>2010-11</b>	
10 years	.59	10 years	.59
15 years	.71	15 years	.71
20 years	.80	20 years	.80
25 years	.90	25 years	.90

**ARTICLE III  
INSURANCE**

Assistant Supervisor: The employer will pay the employee a subsidy to be used for health insurance options. The subsidy will be paid in the following manner.

- (a) Cash option in the amount of \$40.00 per month for 12 months (from which applicable withholding will be made) if the employee averages six (6) or more hours work per day on a regular basis or if applicable, cash option in the amount of \$35.00 per month for 12 months (from which applicable withholding will be made) if the employee averages less than six (6) hours work per day on a regular basis.
- (b) District-paid premium equal to the cash option in (a) above to be applied toward the purchase of qualified benefits under District-sponsored insurance plan including, but not limited to, long-term disability, short-term disability or group term life insurance. The employee must elect to pay the remainder of the required premium for such qualified benefit by means of compensation reduction pursuant to the terms of a cafeteria plan.

It is the employee's responsibility to elect option A or option B and notify the business office of their election. Cash options will be instituted beginning with the month of contract ratification.

Supervisor: The district will provide a single major medical insurance plan with a \$10 / \$20 drug co pay plan. The district will pay up to \$532 per month toward this plan. For the 2010-11 year the district will pay up to a 10% increase on the monthly premium over the 2009-10 rate.

**ARTICLE IV  
LEAVES**

- A. Sick Time – Latchkey Aides will receive eight (8) days per year. The Assistant Supervisor and Supervisor will receive ten (10) days per year.
- B. Personal Time – Assistant Supervisor – Two (2) days personal leave will be granted. Unused personal leave may accumulate as sick leave. Supervisor – Three (3) days personal leave will be granted. Unused personal leave may accumulate as sick leave.
- C. Leaves of absence with pay chargeable against the employee's allowance:
  - 1. A maximum of five (5) days per school year for family illness or injury of an immediate family member.
  - 2. A doctor's appointment that cannot be scheduled another time.

3. Immediate family is defined as spouse, children, stepchildren, grandchildren, parent or equivalent, mother-in-law, father-in-law, brother, brother-in-law, sister, sister-in-law, grandparents of either spouse or any family member residing in the household.
  4. Any employee may take a maximum five (5) days per year for a death in the immediate family.
  5. An employee may take one (1) day per year to attend or participate in a funeral.
- D. The total unused portion of the annual sick leave allowance shall be permitted to accumulate to a maximum of 720 hours. If an employee is terminated for any reason after ten (10) years of employment, half (1/2) the accumulated sick leave shall be paid at the following rate: **Minimum Wage Rate**

## **ARTICLE V PROFESSIONAL DEVELOPMENT**

All employees must comply with the state requirements for licensing. The district will not cover the cost of the training.

## **ARTICLE VI MISCELLANEOUS**

- B. A newly hired aide must complete 20 working days on probation. A probationary employee whose service is deemed unsatisfactory may be terminated at the will of the Board of Education. No sick leave, paid holidays or fringes of any kind shall be granted to a probationary employee.
- C. If a sub maintains the same position daily over a three (3) month period, said sub shall receive regular wages for the remainder of the assignment at step one (1) of that particular classification.
- D. Paid Holidays Supervisor and Assistant Supervisor only: Fall Break Day, Thanksgiving, Friday after Thanksgiving, Christmas Eve, Christmas Day, New Years Eve, New Years Day, Mid Winter Break, Good Friday & Memorial Day. (Based on the employee average hours worked).
- E. When school is not in session due to inclement weather, all classifications shall be paid, up to a maximum number of three (3) snow days per year.

**ARTICLE VI  
DURATION OF AGREEMENT**

This agreement shall be effective as of July 1, 2009 and shall continue in effect for two (2) years until June 30, 2011.

This agreement shall terminate on June 30, 2011 and may be amended and/or renewed by mutual agreement.

WITNESS OUR HAND AND SEAL THIS \_\_\_\_\_.

MONTROSE COMMUNITY SCHOOLS  
LATCHKEY PERSONNEL

MONTROSE COMMUNITY SCHOOLS  
GENESEE & SAGINAW COUNTIES, MI  
by the MONTROSE BOARD OF EDUCATION

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