

VANDERCOOK LAKE EDUCATIONAL SUPPORT ASSOCIATION

ADDENDUM

JULY 1, 2007 THROUGH JUNE 30, 2008

* **Change all references from “aides” to “paraprofessionals”**

AGREEMENT

This Agreement is made this 1st day of July, 2007, by and between the Vandercook Lake Public Schools, hereinafter referred to as the “Employer,” and the Jackson County Education Association, MEA/NEA, hereinafter referred to as the “Association.”

WITNESSETH:

WHEREAS, the parties have a mutual obligation pursuant to Act 379 of the Michigan Public Acts of 1965, to bargain in good faith with respect to hours, wages, terms, and conditions of employment of the employees described in Article I of this Agreement; and

WHEREAS, the parties, following extended and deliberate negotiations, have reached certain understandings which they desire to confirm.

NOW, THEREFORE, the parties agree as follows:

ARTICLE X - VACANCIES AND TRANSFERS

G. Since the frequent transfer of employees from one position to another is disruptive and interferes with optimum employee performance, the parties agree that un-requested transfers are to be minimized. The change in assignment shall be made final only after discussion with the affected employees regarding the rationale for such move, and that rationale reduced to writing. The decision of the Employer as to making transfer shall be final.

ARTICLE XI - WORKING CONDITIONS

4. All employees working more than (4) four hours shall have a thirty (30) minute duty free lunch.

ARTICLE XIII - LEAVES OF ABSENCE - PAID

- F. All part time employees completing the school year will receive eight (8) days pay for any reason. This pay shall be included in their final paycheck in June of each. Any new hire shall have the days prorated on the basis of the number of months worked prior to the close of the school year, divided by twelve (12) and multiple by eight (8). Any fifty-two (52) week part time employee shall receive an additional two (2) days pay for the additional time worked. Any part-time employee who has perfect attendance and does not use any of their eight (8) allotted any reason days shall be paid another for an extra day (nine (9) total days). Family Bereavement Leave Time shall not be counted against perfect attendance.

ARTICLE XVI - COMPENSATION

- E. **Fringe Benefits.** The Employer shall provide without cost to the full time employee, Plan A as presented below. Any full time employee not electing Plan A will be provided Plan B and \$100.00 a month to be used for a Tax Sheltered Annuity of their choice selected from one of five tax sheltered annuities approved by the Employer or cash in lieu, beginning when the \$10/\$20 prescription plans goes into effect.

PLAN A:

Health	MESSA Choices II \$10/20 reimbursement to the level of the \$5/10.
Long Term Disability	66 2/3% 90 Calendar Days Modified Fill Pre-Existing Condition Waiver Freeze on Offsets Alcoholism/Drug – 2 Year Limitation Mental/nervous – 2 Year Limitation
Negotiated Life	\$25,000 AD & D
Vision	VSP-2
Dental	80/80/80: \$800

PLAN B:

Long Term Disability Same as above

Negotiated Life \$30,000 AD & D

Vision VSP-3

Dental 80/80/80: \$800

ARTICLE XXII – PROFESIONAL DEVELOPMENT

Professional Development may be provided by the District to help meet mandatory and federal guidelines with administrative approval. The District will pay for the cost of mandatory fingerprinting for employees hired before January, 2007.

ARTICLE XXIII - DURATION OF AGREEMENT

This Agreement shall be effective as of the 1st day of July, 2007, and shall continue in effect until the 30th day of June, 2008.

Jackson County Education Assn.

Vandercook Lake Board of Education

By: _____
Pamela Schultz, President

By: _____
Delinda Woods, President

By: _____
Lisa Hendershott-Kraetzer, Secretary

By: _____
Scot Harvey, Secretary

APPENDIX A - COMPENSATION

2007-2008

	<u>Step 1</u> <u>0 to 5</u> <u>Yrs.</u>	<u>Step 2</u> <u>5 to 10</u> <u>Yrs.</u>	<u>Step 3</u> <u>10 &</u> <u>Over</u>
Custodial/Maintenance			
Lead Custodian	12.16	12.45	12.76
Custodial	11.32	11.58	11.87
Utility	10.94	11.21	11.45
Transportation			
Bus Driver	12.75	13.12	13.48
Career Center (4 Total)	6.73	6.91	7.11
Bus Aide	9.33	9.58	9.85
Aides			
** Classroom Assistant	10.68	10.99	11.29
	9.32	9.58	9.85
Playground/Cr. Gd./Lunchroom MSRP	11.55	11.85	12.16
Secretarial/Clerk			
School Secretary	12.69	13.06	13.40
Secretary/Clerk	11.64	11.92	12.23
Secretary/Data Pro	13.55	13.61	14.13
Clerk	11.64	11.92	12.23
Food Service			
Cook/Baker	10.68	10.99	11.28
Server	9.23	9.58	9.85
Latchkey			
Supervisory	9.60	9.90	10.20
Aide	9.40	9.70	9.99

All previously grandpersoned employees shall remain grandpersoned.

**APPENDIX B
BUS INFORMATION**

C. **Extra Trips.**

7. Bus drivers will be paid for meals upon submission of receipts not to exceed four dollars and twenty cents (\$4.20) for breakfast; five dollars and thirty-eight cents (\$5.38) for lunch; six dollars and fifty-six cents (\$6.56) for dinner if the trip exceeds four (4) hours and includes a regular meal hour.
8. The rate for extra trips shall be nine dollars and fifty-one cents (9.51); and a minimum three (3) hours of pay for trips outside school hours.

D. **Miscellaneous.**

6. The Employer shall pay the tuition or registration fees for any bus driver training required by the Employer plus nineteen dollars and twenty-six cents (\$19.26) per day per diem.