

AGREEMENT BETWEEN
TAHQUAMENON AREA SCHOOLS
AND
TAHQUAMENON AREA SCHOOLS SUPPORT
PERSONNEL ASSOCIATION

September 1, 2018 – June 30, 2021

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AGREEMENT

This Agreement entered into on this first day of September 2018, between Tahquamenon Area Schools (hereinafter referred to as the "Employer") and the Tahquamenon Support Personnel Association, MESPA (hereinafter referred to as the "Association").

ARTICLE 1

RECOGNITION (Employees Covered)

Pursuant to and in accordance with all applicable provisions of Act 336 of the Public Acts of 1947, as amended, the Employer does hereby recognize the Association as the exclusive representative for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment, and other conditions of employment for the term of this Agreement of all employees (hereinafter referred to as "employee") of the Employer included in the bargaining unit described below:

"All regular full-time and regular food services personnel, office personnel, custodial maintenance personnel, paraprofessional personnel, bus drivers, coordinator of student service/truant officer/audio visual and central bus/maintenance but excluding substitute employees, student workers, persons employed in the externally funded programs which are for job training or stimulation of local employment (examples would include but not be limited to CETA, MYC, SPEDY, etc.) teachers, two confidential secretaries, head cook, maintenance supervisor, business/office manager and the head mechanic."

Reference to male employees will include female employees.

ARTICLE 2

SPECIAL CONFERENCES

- A. The parties agree to meet for the purpose of discussing items of mutual interest and concern. Such conferences shall be between at least two (2) representatives of the Association and two (2) representatives of Management. One member of management's team will be a board member. Arrangements for such special conferences shall be made in advance and an agenda of the matters to be taken up at the conference shall be presented at the time the conference is requested. Matters taken up in special conferences shall be confined to those included in the agenda. Conferences shall be held at a mutually agreeable time. This conference may be attended by a representative of the MEA.

ARTICLE 3
GRIEVANCE PROCEDURE

- A. A grievance shall be defined as an alleged violation of the expressed terms and conditions of this contract. The following matter shall not be the basis of any grievances filed under the procedure outline in this Article:
1. The termination of services of, or failure to reemploy any probationary employee.
 2. The performance evaluation of any employee.
- B. The Association shall handle grievances when requested by the grievant. The Employer hereby designates the employee's immediate supervisor to act as its representative at Level One as hereinafter described and the Superintendent or his designated representative to act at Level Two as hereinafter described.
- C. The term "days" as used herein shall mean scheduled work days excluding Saturday, Sunday and holidays.
- D. Written grievances as required herein:
1. Shall be signed;
 2. Shall contain a synopsis of the facts giving rise to the alleged violation;
 3. Shall cite the section or subsections of this contract alleged to have been violated;
 4. Shall contain the date of the alleged violation;
 5. Shall specify the relief requested.
- E. Level One: A grievant and his Association representative alleging a violation of the express provisions of this contract shall within fifteen (15) days of when the employee knew of the occurrence orally discuss the grievance with the immediate supervisor or his designee in an attempt to resolve same.

If no resolution is obtained within three (3) days of the discussion, the grievant shall reduce the grievance to writing and proceed within five (5) days of said discussion to Level Two.

Level Two: A copy of the written grievance shall be filed with the Superintendent or his designated agent as specified in Level One with the endorsement thereon of the approval or disapproval of the Association. The superintendent or the designated agent shall sign and date the grievance within five (5) days of receipt of the grievance; the Superintendent or his designated agent shall arrange a meeting within ten (10) days with the grievant and/or the designated Association representative, at the option of the grievant, to discuss the grievance. It is understood that at Level Two the Superintendent's designee will not be the same administrator who heard the initial grievance at Level One. Within five (5) days of the discussion the Superintendent or his designated agent shall render his decision in writing, transmitting a copy of the same to the grievant, the Association, the employee's immediate supervisor, and place a copy of same in a permanent file in his office.

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 shall within ten (10) days of the discussion appeal same to Level Three.

Level Three: A copy of the written grievance shall be filed with the Employer or their designated agent as specified in Level Two with the endorsement thereon of the approval or disapproval of the Association. The Superintendent or the designated agent shall sign and date the grievance within five (5) days of receipt of the grievance. One representative will be a Board member. The Employer or their designated agent shall arrange a meeting within twenty (20) days with the grievant and/or the designated Association representative, to discuss the grievance.

Within five (5) days of the discussion the Employer or their designated agent shall render their decision in writing, transmitting a copy of the same to the grievant, the Association, the employee's immediate supervisor, the Superintendent, and place a copy of same in a permanent file in the Employer's office.

Level Four: Individual grievants shall not have the right to process a grievance at Level Four:

In the event that the grievance is not satisfactorily resolved at Level Three or through mediation or if no disposition has been made within the period provided, the grievance may be submitted to an arbitrator selected by the American Arbitration Association for binding arbitration on the language of the agreement in accord with the rules and procedures of the American Arbitration Association. The cost of the arbitration shall be divided equally between the Board and the Association.

ARTICLE 4

PAYMENT OF BACK PAY CLAIMS

- A. If the Employer fails to give an employee work to which his seniority and qualifications entitle him, and a written notice of his claim is filed within the ten (10) days of when the employee knew or should have known that the Employer first failed to give him such work, the Employer will reimburse him for the earnings he lost through failure to give him such work.
- B. No claim for back wages shall exceed the amount of wages the employee would otherwise have earned.

ARTICLE 5

EMPLOYEE RIGHTS

- A. Each new employee shall have a meeting with the immediate supervisor within ten (10) days after employment for the purpose of discussing the job. That meeting shall include a review of specific responsibilities, duties and hours, a review of the supervisor's expectations with regard to duties and overall work habits. A written summary of that meeting shall be prepared by the supervisor and placed in the employee's personnel file and a copy provided to the employee. The Association President shall receive a list of the bargaining unit members and their immediate supervisors by

September 30, or whenever membership in bargaining unit has been determined. The president of the Association shall be notified in writing of all changes after September 30, within ten (10) days of change.

- B. Each employee shall be given a written evaluation of personal performance at the end of the probationary period and annually thereafter. Annual evaluations shall be made prior to May 15, each year. Annual evaluations shall be based on the supervisor's performance evaluation from the last annual evaluation or the beginning of employment. If the evaluation contains areas of unsatisfactory accomplishment, the evaluation shall then include specific recommendations for the employee in an effort to correct the situation. The employee's immediate supervisor shall complete the evaluation and shall schedule a meeting to discuss it with the employee. An evaluation shall be signed by the employee as evidence of receipt of a copy of the evaluation and discussion of it. The employee's signature shall in no way indicate agreement with the contents. A copy of the evaluation shall be placed in the employee's personnel file. If the employee disagrees with the evaluation, the employee may write a rebuttal within ten (10) days which will be attached to the evaluation before filing. Absence of an annual evaluation, the work performance of the employee shall be deemed acceptable.
- C. If the supervisor believes that the health condition of an employee is affecting performance or work habits, the supervisor may:
 - 1. Request that the employee submit a statement from a doctor with regard to specific areas of concern. Such statement shall be placed in the employee's personnel file.
 - 2. If the Employer desires a second medical opinion; the employee shall submit to an examination by a doctor selected by the Employer at the Employer's expense. A copy of the doctor's report shall be sent to the Employer and may be placed in the employee's file.
- D. An employee shall have the right to review the contents of all records, excluding initial references, of the Board pertaining to said individual, originating after the initial employment, and to have an Association representative present at such review if requested.
- E. No material originating after the initial employment shall be placed in an employee's personnel record unless he has had an opportunity to review said material. The Employer may submit a written notation regarding any material and the same shall be attached to the material in question. If the employee believes the material placed in his file is inappropriate or in error, he may receive adjustment provided just cause is shown, through the grievance procedure whereupon the material shall be corrected or expunged from the file. If an employee is required to sign material to be placed in his file, such signature thereon shall be understood to indicate his awareness of the material, but in no instance shall said signature be interpreted to mean agreement with the material's content.
- F.
 - 1. An employee shall be notified, in advance, in writing, of the purpose of a meeting where an unsatisfactory rating and/or disciplinary action is contemplated and shall be entitled to have an Association representative present.
 - 2. If representation is requested, then no action will be taken for up to seventy-two (72) hours unless mutually agreed otherwise. If the situation is of such nature to warrant immediate action then the person may be suspended, with pay, until a hearing is held with the representative. If

during the discipline meeting the situation is found not to warrant suspension the employee shall be made whole.

- G. No employee shall be discharged or disciplined without just cause.
- H. In the event a complaint or charge is made by any person or group against an employee the individual shall be given full information with respect thereto and with respect to investigation conducted by the Board.
- I. The Board shall provide liability insurance for its employees while they are acting within the scope of their duties.
- J. The duties of an employee shall not be transferred to regularly employed persons of the Board not in the bargaining unit, except in cases of emergency. The TRANSPORTATION DIRECTOR may drive bus only in emergencies or circumstances where sending a regular bus driver will cause undue financial hardship, but not to include any regularly scheduled extracurricular event. The transportation director shall inform the driver's representative before trip is taken; such trips to be called "special trips."
- K. The district will have and administer a policy that prohibits sexual harassment.
- L. The Code of Student Conduct will be distributed to all students and staff at the beginning of each school year.
- M. Participation in Site-Based Decision-Making (SBDM) is voluntary. No SBDM/School Improvement (SIP) committee shall engage in collective bargaining. All employees who participate in SBDM/SIP activities (meeting/training) which are scheduled during an employee's regular work day shall be released from duties without loss of time or pay.

ARTICLE 6

SENIORITY (Probationary Employees)

- A. New employees hired in the unit shall be considered probationary employees for the first sixty (60) days worked. When an employee finishes the probationary period, he shall be entered on seniority list of the unit from the first day worked. There shall be no seniority among probationary employees. Sick leave and personal leave benefits do not apply during the probationary period.
- B. The Association shall represent probationary employees for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment and other conditions of employment as set forth in this Agreement, except for probationary employees discharged and disciplined for other union activity.
- C. Highest seniority for employees hired on the same date shall be determined by a drawing conducted by the Association with a District Representative and the employees concerned present.

ARTICLE 7

SENIORITY

- A. Seniority shall not be affected by the age, race, sex, marital status, or dependents of the employee.
- B. The seniority list on the date of this Agreement will show the date of hire, names and job titles of all employees of the unit entitled to seniority.
- C. The Employer shall prepare, maintain, and post the seniority list. The initial list shall be prepared and posted in all buildings of the District within thirty (30) work days after the effective date of this Agreement with revisions and updates posted semiannually thereafter. A copy of the seniority list and subsequent revisions shall be furnished to the Association.
- D. Seniority shall be within classification, in accordance with the employee's last date of hire. Classification shall be: Food Service Personnel, Custodian/Maintenance, Office Personnel, Transportation, Paraprofessional Personnel.
- E. Employees having continuous employment beginning in districts which have consolidated into the Tahquamenon Area School District or those persons who shall become Tahquamenon Area School District employees as a result of any future consolidation, which may take place shall be given rank on the seniority list as of the date of most recent employment in respective districts. The seniority rank shall be within respective classification grouping.
- F. Any employee commencing employment prior to January 1, and who has been employed for at least ninety (90) working days shall have for the purpose of vacation and salary adjustment a full year by the next June 30, following their employment.

ARTICLE 8

LOSS OF SENIORITY

An employee shall lose his seniority for the following reasons only:

- A. The employee quits.
- B. The employee is discharged.
- C. Is absent without notifying the Employer. In proper cases, exceptions will be made. If the first unnotified absence is for one day or less, the employee shall receive a written warning. After a second such absence, the Employer will send written notification to the employee at his last known address that he has lost his seniority, and his employment has been terminated. If the disposition made on any such case is not satisfactory, the matter shall be referred to the Grievance Procedure.
- D. The employee does not return to work when recalled from layoff as set forth in the recall procedure.
- E. Employee remains in a non-bargaining unit position for more than six (6) months.

ARTICLE 9

LAYOFF AND REDUCTION IN PERSONNEL

- A. When the employer determines that a reduction in the work force is necessary due to decrease of work or reduction in financial resources, there shall be no reduction in the work hours of an employee without prior notification and prior consultation with the Association.
- B. Upon determination by the Employer that a reduction in work force is necessary, the Employer shall meet with the proper Association representatives at least thirty (30) days prior to the effective date of layoff or reduction in hours. At such meeting, the Employer shall submit a list of the number of employees scheduled for layoff or reduction in hours, their names, seniority, job titles, and work location.
- C. When layoff takes place, probationary employees not entered on the seniority list shall be laid off first. Thereafter, employees having seniority shall be laid off in the inverse order of their seniority. By classification, the least senior employee on the seniority list shall be laid off first.

In the event of a layoff or reduction of hours, senior employees shall have the right to bump positions within that classification only. The administration shall post a list of available positions. Within ten (10) days after posting, the staff and administration shall meet. The most senior persons may then exercise their right of seniority to fill a posted position until all positions are filled.

- D. Employees to be laid off or reduced in hours will receive at least fourteen (14) calendar days advance notice of the layoff.
- E. There will be no overtime in excess of ten (10) continuing work days if there is an employee who is laid off and who is qualified to perform the work assignment.
- F. Insurance being paid by the Board shall be paid through the end of the month following the month in which the layoff occurred.
- G. An employee on layoff status shall retain seniority rights attained at the time of layoff. Laid off employees may continue their health, dental, vision and life insurance benefits by paying the regular monthly per subscriber group rate premium for such benefits to the employer so long as the insurance carrier, by policy, permits individual payment at group rate after time allotted in F.
- H. A laid off employee shall be allowed to "bank" or "retain" unused sick days up to contractual limits.

ARTICLE 10

RECALL PROCEDURE

When the working force is increased after a layoff, laid-off employees will be recalled according to seniority within their respective classification groups, with the most senior employee on layoff being recalled first. Notice of recall shall be sent to the employee at the employee's last known address by registered mail. If a laid-off employee fails to report to work within ten (10) calendar days from verification of receipt he shall be considered a quit. Employees will remain on the layoff list for three (3) years from their last day of employment. Thereafter, the laid-off employee can extend that time

on the layoff list on a yearly basis by providing written notice before June 30 of each subsequent year.

ARTICLE 11

TRANSFER

- A. Transfer of Employees: If an employee transfers to a position under the Employer, not included in the bargaining unit, and thereafter, within six (6) months, transfers back to a position within the bargaining unit, he shall have accumulated seniority while working in the position to which he transferred. Employees transferring under the above circumstances shall retain all rights for the purpose of any benefits provided in this Agreement. Any employees remaining in a non-bargaining unit position after six (6) months shall lose all seniority rights.
- B. If an when operations or divisions or fractions thereof are transferred from one location to another for a period of more than thirty (30) calendar days, employees affected will be given the opportunity to transfer on the basis of seniority, desire and classification. Location exchange will be allowed in such cases.

ARTICLE 12

JOB POSTINGS AND BIDDING PROCEDURES

- A. All vacancies and newly created positions including additional hours within the bargaining unit shall be posted for five (5) working days prior to filling of the vacancies. Employees interested shall apply in writing within the five (5) posting days. The job shall be awarded or denied within seven (7) working days after the last date of the posting period. All vacancies of newly created permanent positions within the bargaining unit shall be filled on the basis of seniority and qualifications. The vacancies will be posted, setting forth the minimum requirements for the position in a conspicuous place on bulletin boards in each building. Lateral transfers not involving a raise in pay will be made only with prior approval of the Employer. The senior employee applying for the position including additional hours who meets the minimum requirements shall be granted up to four (4) weeks trial period to determine his/her ability to perform the job.
- B. The job shall be awarded or denied within seven (7) working days after the posting period. The Association president shall receive notification of all bargaining unit applicants for the position and the successful candidate. In the event the senior applicant is denied the job, reasons for denial shall be given, in writing, to the employee and the Association representative. In the event the senior applicant disagrees with the reasons for denial, it shall be a proper subject for the grievance procedure. The employer shall furnish the president with a copy of each job posting at the same time the postings are posted on the bulletin boards.
- C. Transfers shall be made on the following basis:

STEP 1: First consideration shall be given to employees in the district in the same classification series who meet the minimum qualifications for the job under consideration. In the event there is more

than one applicant for transfer, consideration shall be given the employee with the most seniority in the classification series.

STEP 2: In the event the transfer is not made under Step 1, consideration shall next be given to other employees in the bargaining unit who meet the minimum qualifications for the job under consideration. In the event there is more than one applicant for the transfer, consideration shall be given the employee with the most seniority in the bargaining unit. When a vacancy or newly created position occurs after the beginning of a semester and the position is awarded to a current bargaining unit member the transfer may become effective at the beginning of the next semester after the employer and the Association hold a special conference to examine the circumstances.

STEP 3: If no interest is shown within the bargaining unit during the interval posting period, or if applicants from within the bargaining unit do not meet the minimum qualifications for the job under consideration, the manner in which the job will be filled will be at the sole discretion of the Employer.

- D. Individual bargaining unit members, on request shall receive a copy of any and all job postings via the U.A. mail during summer vacation. All vacancies shall be posted on the district website. Vacancies shall be emailed to all bargaining unit members.
- E. During the trial period the employee shall have the opportunity to revert back to the employee's former classification. If the Employer determines through evaluation that the employee is unsatisfactory in the new position, the employee shall revert back to the employee's former classification. In the event the employee disagrees it shall be a proper subject for the Grievance Procedure.
- F. During the trial period, employees will receive the pay rate of the job they are performing.

ARTICLE 13

UNPAID LEAVES OF ABSENCE

- A. Upon written application and subject to legal requirements including the Family and medical Leave Act, leaves of absence for periods not to exceed one (1) year will be granted, in writing, without loss of seniority, for:
 - 1. Serving in any elected or appointed position, public or union;
 - 2. Child care leave;
 - 3. Illness leave (physical or mental);
 - 4. Prolonged illness in immediate family;
 - 5. Education leave;
 - 6. Other, as may be deemed appropriate by the Board.

A second leave of absence request for the same purpose may be approved at the Board's discretion if such a request is made within twelve (12) months of the return from the initial leave or if required by law.

After a one (1) year unpaid leave of absence, employee must notify district in writing at least sixty (60) days prior to end of said leave, of intent to return to work or request a second leave. If the employee fails to communicate their intentions at the expiration of the leave, the employee shall be considered as "resigned" from the position.

- B. Employees shall accrue seniority while on any leave less than ninety (90) calendar days, however, if a leave is in excess of ninety (90) calendar days, seniority shall be frozen at the time of the leave as granted by the provisions of this Agreement. An employee on leave shall be returned to the position he held at the time the leave of absence was granted or to a position to which his seniority entitles him.

ARTICLE 14

ASSOCIATION RIGHTS

- A. The Association and its representatives shall have the right to use Board buildings at reasonable hours for meetings which do not interfere with the assigned functions of the regular program. No charge shall be made for use of the buildings prior to the beginning of the work day nor until 10:00 p.m.
- B. The Association shall be permitted to transact official Association business on Board property at all reasonable times, provided that it shall not interfere with, or interrupt, normal operations. The Association agrees to follow normal scheduling procedures for use of said facilities.
- C. Whenever an employee is scheduled, during working hours, to participate in conferences, meetings, or negotiations, he/she shall suffer no loss of pay, and when necessary, substitute service shall be provided.
- D. The Employer shall provide up to eight (8) days per year of release time for the conducting of Association business as deemed appropriate by the Association President.
- E. The Board minutes and agenda of all regular/special meetings shall be posted on the school district website.

ARTICLE 15

RATES FOR NEW JOBS

When a new job is created the Employer will notify the local Association President of the classification and rate structure. In the event the Association does not agree that the classification and rate are proper, it shall be subject to negotiations.

ARTICLE 16

JURY DUTY

An employee who serves on jury duty or is subpoenaed will be paid the difference between his/her pay for jury duty or witness fee and his/her regular pay. Any compensation received as a jurist or witness, excluding expenses, shall be remitted to the School District Business Office.

ARTICLE 17

WORKER'S COMPENSATION (On-the-Job Injury)

- A. Each employee will be covered by the applicable Worker's Compensation laws and the Employer further agrees that an employee being eligible for Worker's Compensation will receive, if requested by the employee in writing, in addition to his Worker's Compensation an amount to be paid by the Employer sufficient to make up the difference between Worker's Compensation and his net weekly income up to the exhaustion of his sick leave.

ARTICLE 18

WORKING HOURS, WORK LOADS, AND ASSIGNMENTS

- A. All working conditions, hours, or assignments shall be based on Board approved job descriptions. Job descriptions shall be developed by the Department Supervisor, the Union Steward in a classification, and his or her designee. Job descriptions shall be made available to each Association member within thirty (30) days of the ratification of this Agreement.
- B. Custodian hours may be changed with the approval of the Superintendent of Schools or his designee which shall be mutually advantageous to both the custodian and the Board.
- C. Employees in the classification of Custodial/Maintenance who work at or after 3:00 p.m. shall receive, in addition to their regular pay, \$.50 per hour for all hours worked on a shift. Shift differential shall not be used in computing any payments for hours not worked. Custodial/Maintenance employees will utilize a time sheet/time clock for payroll computation.
- D. There shall be no split shifts in these classifications excluding transportation employees.
- E. Overtime for employees shall be on a rotating basis. Overtime for employees will be one and one half times the employees' regular rate of pay, shall be paid for all time worked in excess of the employee's contracted weekly 40 work schedule.
- F. If employees are required to administer medications, perform medical procedures or provide health-related services to a student, which requires specialized medical training, the district shall:
 - 1. Provide appropriate training to affected employee(s).
 - 2. Provide the employee with written instruction as to the procedure.

3. Provide a name and telephone number of the person to contact regarding the medication or procedure.
- G. All members shall receive a paid fifteen (15) minute break during the first part of the work day, a minimum one-half (1/2) hour duty free lunch, and for all eight (8) hour employees, a fifteen (15) minute break during the last part of the workday. The custodial/maintenance staff shall have a choice, upon mutual agreement between the supervisor and employee, to have either a one-half (1/2) hour or a one (1) hour duty free, uninterrupted lunch period.
- H. During the June – August period when school is not in session for students employees may work ten (10) hours per day four (4) days per week provided there is custodial staff present Monday thru Friday.
- I. Bargaining unit members shall be reimbursed for the cost of licenses or the renewal of licenses required for the bargaining unit member to perform their job or position. Bargaining unit members shall be reimbursed for test expenses incurred to satisfy mandated ESEA and state certification requirements. Payment shall be made when certification requirements have been met.
- J. In the event a bargaining unit member substitutes for an administrator, supervisor or manager, etc., then that bargaining unit member shall be compensated for hours worked beyond the bargaining unit member's normal working hours up to the minimum hours the administrator works. This compensation shall be at the bargaining unit member's rate of pay. At the discretion of the bargaining unit member the employee may elect to take compensatory time instead of wage for the additional hours worked.
- K. The district will compensate employees for three (3) additional hours per year, at the employee's current rate of pay, for any required online or in-district training.

ARTICLE 19

BEREAVEMENT LEAVE

- A. In the event of a death in the immediate family, employees may take up to five (5) days to make necessary arrangements and/or to attend the funeral with pay not chargeable to the employee's allowance of sick days.
- B. The immediate family shall be defined as husband, wife, children, father, mother, father-in-law, mother-in-law, grandfather, grandmother, grandchildren, brother, sister, brother-in-law, sister-in-law, or any other relative or non-relative living and making his/her home in the employee's household.

ARTICLE 20

SICK LEAVE

- A. School year employees (employees who work during the school calendar year) shall receive ten (10) days sick leave at the beginning of the school year based on hours worked per day. All other

employees shall receive twelve (12) sick leave days also based on the hours worked per day. Employees shall accumulate sick leave based on hours worked per day. Sick leave shall be used in cases of personal illness and illness in the immediate family. Sick leave may be used to attend the funeral of a friend, or for any other approved reason. Prior sick days accumulated shall be converted to hours based on proration of hours worked.

- B. Sick days are accumulated to one thousand one hundred fifty-two (1,152) hours. Any employees having an accumulation of at least one thousand one hundred fifty-two (1,152) hours at date of retirement shall be compensated at the rate of twenty dollars (\$20.00) per day (based on a six hour day) for each unused sick day earned an unused in excess of the one thousand one hundred fifty-two (1,152) hours. A day earned will be a day compensated for regardless of assignment.
- C. After ten (10) years of service, and in the event an employee's employment is terminated through retirement or resignation, the employer agrees to pay one-half (1/2) of the employee's hourly rate of pay for each hour of accumulative sick leave to the employee to a maximum of one thousand one hundred fifty-two (1,152) hours or two hundred fifty dollars (\$250.00), whichever is the greater amount. No employee that leaves due to disciplinary action shall receive this benefit.
- D. In the event of an employee's death, the employer agrees to pay one-half (1/2) of the employee's hourly rate of pay for each hour of accumulative sick leave to the employee's designated beneficiary up to a maximum of one thousand one hundred fifty-two (1,152) hours or two hundred fifty dollars (\$250.00), whichever is the greater amount.
- E. All school employees, regardless of hours worked, shall be granted unpaid leave covered under the Family and Medical Leave Act of 1993 (FMLA) upon request and approval by the Board or its designee. It is understood that the amount of leave necessary shall be the number of days at that employee's normal work hours. No employee shall receive more than twelve (12) weeks multiplied by hours worked during any twelve (12) month period, as specified by FMLA. Any employee who pays a portion of their health insurance premium shall continue to be responsible for this amount during FMLA.
- F. In the event of catastrophic or long term illness, Support Staff employees shall have the right to donate sick leave hours to another support staff employee with the Superintendent's approval.

ARTICLE 21

PERSONAL BUSINESS DAYS

- A. Each school year employee shall be allowed three (3) personal days, based on their hours worked per day, which shall be taken at the discretion of the employee.
- B. Employees working two hundred (200) days or more shall be allowed four (4) personal days, based on their hours worked per day, which shall be taken at the discretion of the employee.
- C. The employee shall give three (3) school days' notice, except in the case of emergency. No more than three (3) employees within the bargaining unit may take business days on the same date unless approved by the administration. Business days shall be issued on a first come, first served basis. In

the event that three (3) employees have made application for business days on one date and an additional employee or employees request a day because of emergency, the additional employee or employees shall be granted said day, with the approval of the superintendent or the superintendent's designated agent.

- D. Unused personal time shall be credited towards the employee's accumulated sick leave effective June 30, of each year.
- E. Requests immediately preceding and following vacation periods, must have administrative approval: Thanksgiving, Christmas, Easter, Memorial Day.

ARTICLE 22

HOLIDAYS AND INCLEMENT WEATHER

- A. Employees shall be paid for regularly scheduled days which are canceled due to an act of God and are not required to be rescheduled to maintain the District's receipt of full state aid payments. The school administration will notify employees of school cancellations as soon as possible.
- B. School year hourly employees will receive pay for four (4) holidays. The holidays are: Thanksgiving, Christmas, New Years and Good Friday. All other employees shall be allowed a four (4) hour work day the day before Christmas and New Years if those days fall on a week day. In case of an emergency, the employer may request that the day be extended with commensurate time off for extended time on the days before Christmas and New Years.
- C. Employees working two hundred (200) days or more will not report to work on scheduled holidays during their scheduled work year. When holidays fall on a Saturday or Sunday, the preceding Friday or the following Monday shall replace that day. (Christmas, New Years, Fourth of July). All employees who are required to work during the aforementioned holidays shall be paid two (2) times their regular scheduled rate of pay.
- D. Employees will not report to work on days of inclement weather conditions unless required to do so and if required to do so employees will receive either compensatory time off at a mutually agreed upon time or regular rate of compensation. In the event the day after Thanksgiving and November 15 are part of days not in session, they shall be compensated.
- E. A holiday shall be defined as Christmas Day, New Years Day, Thanksgiving, Good Friday, Memorial Day, July 4th and Labor Day. On these occasions when drivers are asked to drive on a predefined holiday, they will be paid 1.5 times their hourly rate, his rate is an average of *"idle time" and hourly rate pay.

*Idle time is 65% of hourly rate.

ARTICLE 23

VACATIONS

- A. Secretaries shall receive all in year vacations, a minimum of twenty (20) days.
- B. Custodians/Maintenance
 - 0-2 years – 1 week
 - 3-5 years – 2 weeks
 - 6-9 years – 3 weeks
 - 10 years and over – 4 weeks
- C. Vacations shall be scheduled at any time during the year.

ARTICLE 24

INSURANCE COVERAGE

Insurances:

- A. The employer agrees to provide MESSA PAK ABC Plan 1 with a \$1,300/\$2,600 deductible and SuperSaver Rx plan program for the employee and the employee's family (as defined by the insurance carrier) for a full twelve (12) month period.
 - 1. Employees shall have paid insurance coverage prorated on a six (6) hour day.
 - 2. Employees employed on a less than full-time basis shall receive insurance benefits on a prorated basis.
 - 3. Employees will pay twenty percent (20%) of the annual PAK premium.
 - 4. The employee's twenty percent (20%) share of the insurance premium will be payroll deducted through a qualified Section 125 Plan in the following manner:
 - a. For those electing twenty-six (26) pays, the employee's share will be deducted from the employee's pay in twenty-six (26) equal installments throughout the calendar year, beginning January 1, 2013.
 - b. For those electing twenty (20) pays, the employee's share will be deducted from the employee's pay in twenty (20) equal installments throughout the academic year, beginning January 1, 2013.
 - 5. The district shall pay eighty percent (80%) of the total cost of the MESSA PAK A health premium described below and provide eighty percent (80%) of the annual deductible funding to the employee's "Health Equity" Health Savings Account for each plan year and deductible year for the duration of this agreement. The district's share of the deductible shall be paid as follows:

- a. The employer's portion of the HSA contribution will be deposited in twelve (12) equal installments on the first of each month, into the employee's "Health Equity" Health Savings Account.
 - b. If an employee requests an advance on the district's portion of his/her HSA funds for medical services that count toward the deductible the school district will advance the requested amount into the account within fourteen (14) days.
 - c. Should an employee request an advance, as described above, the district will continue paying its monthly HSA obligation to the employee until the full eighty percent (80%) contribution is reached.
6. Employees may contribute through payroll deduction and electronic transfer additional money toward their "Health Equity" Health Savings Account up to the maximum amounts followed by Federal law.
 7. The district's Section 125 Plan shall include the provisions necessary for pre-tax contributions to employee's HSA accounts administered through Health Equity.
 8. It is understood by the parties that in the event Federal requirements for minimum deductible amounts required for an HSA exceed current deductible attached to MESSA ABC Plan 1, the annual deductible attached to the Plan will automatically be increased to those Federally required minimum levels.
 9. All other non-health MESSA PAK A and PAK B benefits shall be fully paid by the district.
 10. In the event that more affordable MESSA options are available, the association has the right to change coverage, maintaining the 80/20 legislative amounts.

PLAN A (for employees needing health insurance)

Insurances:

- a. The board agrees to provide MESSA PAK ABC Plan 1 and SuperSaver Rx Plan or MESSA PAK PLAN B for each employee.
- b. If an employee elects MESSA PLAN B or PLAN C the employee shall be eligible to participate under the district's Flexible Benefits Plan. (Cafeteria Plan Document, Section 125 of the Internal Revenue Code of 1986). Upon annual completion of the Election of Cafeteria Plan Benefits and Salary Reduction Agreement, subscribers of Plan B and Plan C will be eligible for available health/life options and cash-in-lieu of benefits up to an amount of one hundred fifty dollars (\$150.00) as outlined in the plan.
- c. The cash-in-lieu health benefits amount will be five thousand dollars (\$5000) per school year (September through June) paid on a bi-weekly basis over twenty (20) or twenty-six (26) pays as the employee elects for their regular contract and prorated over the school year.

MESSA ABC Plan 1 with a \$1,250/\$2,500 deductible SuperSaver Prescription Plan

Long Term Disability 60%

	\$2,500 maximum
	180 calendar days modified fill
	Freeze on Offsets
	Alcoholism/Drug-Addiction 2 year
	Mental/Nervous 2 year
Delta Dental	100/80/80: \$1,500
Negotiated Life	\$20,000 AD&D
Vision	VSP-3+

Plan B (for employees not needing health insurance)

Delta Dental	100/80/80: \$1,500
Vision	VSP-3+
Negotiated Life	\$20,000 AD&D
Long Term Disability	60%
	Same as above

In the event a National Health Care Program is enacted that would affect the benefits in this agreement, both parties would agree to meet and negotiate over the impact of such a program on the above benefit package.

Or

ABC 1 with 20% coinsurance, ABC r/x

ARTICLE 25

CONSOLIDATION OR ELIMINATION OF JOBS

The Employer agrees that any consolidation or elimination of jobs shall not be effected without a special conference held not less than thirty (30) days before the implementation of such consolidation or elimination of jobs.

ARTICLE 26

DISTRIBUTION OF AGREEMENT

The Employer agrees to make available to each employee a copy of this Agreement and to provide a copy of the same agreement to all new employees entering the employment of the Employer.

ARTICLE 27

EMPLOYER RIGHTS

- A. In order to carry out its responsibility for the development and operation of education programs providing the best possible educational opportunity for the Tahquamenon Area School District consistent with community resources, the Employer retains and reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon and vested in the Employer by law including by way of illustration, and not by way of limitation the following:
1. The supervision, direction, and control of the management and administration of the school system, its properties and facilities.
 2. The right to hire all employees and subject to the provisions of the law to determine their qualifications, to discharge, demote or otherwise discipline employees for reasonable and just cause and to promote and transfer employees.
 3. Direct the work of all personnel, determine the number of shifts and hours of work.
 4. The right to determine the size of the work force, including the right to lay off employees.
 5. Adopt rules and regulations.
- B. The exercise of the foregoing powers, rights, duties and responsibilities by the employer and the adoption of policies, rules, regulations and practices in the furtherance thereof, shall be the exclusive prerogative of the Employer except as otherwise limited by express provisions of this Agreement.

ARTICLE 28

SUBCONTRACTING

- A. The Superintendent will meet and consult with the Association President and/or their representative before subcontracting work out.

ARTICLE 29

MISCELLANEOUS

- A. Employees shall receive their pay checks by eleven o'clock (11:00 a.m.) every other Friday with twenty (20) or twenty six (26) pays per year at employee request.
- B. The Employer will make available a copy of the employee's accumulated sick leave at the start of each year in the second pay check in September.
- C. The parties agree to attach copies of the calendar to the contract.
- D. The employer agrees to provide employees with an itemized statement of extra duty pay.
- E. Each employee shall have the option of selecting to have checks mailed or picked up on the payday. Such selection shall be in writing.
- F. Cameras installed on busses will be used to assist the driver in maintaining a safe and orderly environment. Should taping bring into question a driver's behavior, the issue will be discussed by the transportation director and the driver concerned.

ARTICLE 30

APPENDICES

The following appendices are incorporated and made a part of this Agreement:

- Appendix A- Classification and Rates
 - Food Service Personnel
 - Paraprofessional Personnel
 - Custodian/Maintenance
 - Office Personnel
 - Transportation
- Appendix B- Calendar
- Appendix C- Letter of Agreement – Addenda

ARTICLE 31

WAIVER

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 District and the Association, for the life of this Agreement, each voluntarily and unqualifiedly waives the right and agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject 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.

ARTICLE 32

BUS DRIVERS

- A. Bus drivers are expected to operate school buses in a safe manner as per their CDL training. Moving violations subject to conviction as outlined in the Michigan CDL manual will be handled by law enforcement. For minor violations, drivers will be subject to due process procedures as outlined in the Support Personnel Contract.
- B. Unless otherwise permitted, all busses shall remain at the TAS Bus Garage for the school day.
- C. Portal Pay shall be defined as compensation which will be paid to the drivers whose routes start at a location other than the TAS Bus Garage, for the time it would take to return the bus from the Newberry School to the starting point of the route at the beginning of the school day and returning the bus to the Newberry School to transport students home at the conclusion of the school day. Portal pay compensation shall be the employees' regular pay rate.
- D. All bus routes shall be compensated at a minimum of one (1) hour's pay per route plus warm-up time.
- E. Warm-up/Pre-trip inspection/Clean-up time shall be forty (40) minutes per day. (twenty (20) minutes at the beginning of the day and twenty (20) minutes at the conclusion of the day)
- F. Drivers keeping buses at home and operating engine block heaters in cold weather will be reimbursed one hundred twenty five dollars (\$125) per bus annually for electrical costs.
- G. Drivers with more than two (2) years' experience shall be reimbursed for mileage and meal expenses necessary to keep their driving certification current. The regular hourly rate will be paid for instruction time required.
- H. Pay Schedule – Extra Trips
 - 1. Bus drivers shall be paid at the regular rate as per their regular hourly rate. For time in excess of their regular runs, the bus drivers shall be paid at their regular hourly rate per schedule while

driving. "Waiting time" between extra driving events (i.e.: athletic contests, field trips, etc.) shall be paid at the rate of sixty-five percent (65%) of the driver's regular rate of pay.

2. On overnight trips, the driver shall be compensated for driving time or eight (8) hours per day, whichever is greater. When trips of three hundred (300) miles or more one way must be made without an overnight then two (2) drivers will be assigned.
3. All qualified bargaining unit members gaining seniority as bus drivers shall be allowed to sign up for extra in-district and out-of-district extra-curricular trips. The extra-curricular trips will be covered in the following manner:
 - a. Drivers who wish to drive extra trips (in-district and out-of-district) during the school year, must sign up within seven (7) working days of the beginning of the school year. (New drivers – within seven (7) working days after completion of probationary period) These extra-curricular trips will be posted at the bus garage and the drivers have the right to accept or decline. The following is how trips will be awarded:
4. Drivers who sign up will be numbered according to seniority.
5. All trips numbered consecutively whether in-district or out-of-district as they are received in the director's office. Drivers will be given twenty-four (24) hours' notice whenever possible.
6. Drivers assigned to a trip will see that the trip is covered or will call the director's office as soon as possible.
7. During May, drivers may sign up for the summer trips. The same procedure will then be followed as during the school year. Fall sports are defined as "school year" trips.
8. If a trip is posted while a driver is off work then that driver is not eligible to drive and the next person in rotation on the extra-curricular trip assignment list shall receive the assignment. If no drivers sign up, then:
 - a. All other qualified bargaining unit members on a rotating basis who have the proper certification
 - b. All regular sub drivers.
 - c. Other certified drivers.
9. In-district and out-of-district extra-curricular trips will be compensated at no less than two (2) hours per trip plus pre-trip time.
10. When drivers are asked to take "Extra Trips" and there has been an error in scheduling or communication from administration, they will be compensated a flat-rate of thirty dollars (\$30.00).

ARTICLE 33

DURATION OF AGREEMENT

The terms and conditions of this Agreement shall be effective upon September 1, 2018, and continue in full force and effect until June 30, 2021.

- A. If either party desires to amend and/or terminate this Agreement, it shall sixty (60) days prior to the above termination date, give written notification of same.
- B. If neither party shall give such notice, this Agreement shall continue from year to year thereafter, subject to notice of amendment or termination by either party, on sixty (60) days written notice prior to the current year's termination date.
- C. An emergency manager appointed under the Local Government and School District Fiscal Accountability Act, 2012 Public Act 436, is authorized to reject, modify, or terminate this Agreement.

In Witness Whereof, the parties have executed this Agreement by their duly authorized representatives the day and year first written above.

By _____

President of the Board

By _____

President of the Association

By _____

Secretary of the Board

By _____

Secretary of the Association

APPENDIX A
SALARY SCHEDULE

Tahquamenon Area Schools Support Personnel Association

Classification and Rates of Pay

<u>Paraprofessional Personnel</u>			2017-2018	2018-2019	2019-2020	2020-2021
				.50	.25	.10
Step 1	(1 st Year)		\$12.19	\$12.69	\$12.94	\$13.04
Step 2	(2 nd Year)		\$12.53	\$13.03	\$13.28	\$13.38
Step 3	(3 rd Year)		\$12.86	\$13.36	\$13.61	\$13.71
Step 4	(4 th Year)		\$13.20	\$13.70	\$13.95	\$14.05
Step 5	(5 th Year)		\$13.65	\$14.15	\$14.40	\$14.50

<u>Office Personnel</u>			2017-2018	2018-2019	2019-2020	2020-2021
				.25	.10	.10
Step 1	(0-2 Years)		\$12.35	\$12.60	\$12.70	\$12.80
Step 2	(3-5 Years)		\$14.06	\$14.31	\$14.41	\$14.51
Step 3	(6-9 Years)		\$15.76	\$16.01	\$16.11	\$16.21
Step 4	(10-12 Years)		\$17.46	\$17.71	\$17.81	\$17.91
Step 5	(13+ Years)		\$19.16	\$19.41	\$19.51	\$19.61

<u>Transportation</u>			2017-2018	2018-2019	2019-2020	2020-2021
				.10	.10	.10
Step 1	(0-3 Years)		\$16.74	\$16.84	\$16.94	\$17.04
Step 2	(4-9 Years)		\$16.90	\$17.00	\$17.10	\$17.20
Step 3	(10-13 Years)		\$17.05	\$17.15	\$17.25	\$17.35
Step 4	(13-17 Years)		\$17.24	\$17.34	\$17.44	\$17.54
Step 5	(17+ Years)		\$17.41	\$17.51	\$17.61	\$17.71

<u>Longevity</u>			Year 1	Year 2	Year 3
After 5 years			\$350.00	\$350.00	\$350.00
After 8 years			\$550.00	\$550.00	\$550.00
After 10 years			\$750.00	\$750.00	\$750.00
After 12 years			\$950.00	\$950.00	\$950.00
After 15 years			\$1150.00	\$1150.00	\$1150.00
After 20 years			\$1350.00	\$1350.00	\$1350.00

No later than thirty (30) calendar days after the ratification by both parties of the 2018-2021 Master Agreement each regular scheduled employee shall be granted a single, off-schedule, one-time payment of one hundred dollars (\$100.00). This payment will be made on the regular pay period closest to the thirty (30) day requirement.

At the discretion of the employee the above amount may be paid to the employee's Health Maintenance Account. To have the money deposited in his/her account, the employee must notify the Association within the thirty (30) day time period.

APPENDIX B
CALENDAR

Tahquamenon Area Schools

2018-2019

School Year Calendar



September 18

Su	M	Tu	W	Th	F	Ga
						1
2	3	4	5	6	7	8
9	10	11	L	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	H	29
30						

October 18

Su	M	Tu	W	Th	F	Ga
	1	2	3	4	5	6
7	8	9	L	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

November 18

Su	M	Tu	W	Th	F	Ga
	1	2	3			
4	5	6	7	H	9	10
11	12	13	L	15	16	17
18	19	20	H	22	23	24
25	26	27	28	29	30	

December 18

Su	M	Tu	W	Th	F	Ga
						1
2	3	4	5	6	7	8
9	10	11	L	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

January 19

Su	M	Tu	W	Th	F	Ga
			1	2	3	4
5	6	7	8	L	10	11
12	13	14	15	H	H	19
20	21	22	23	24	25	26
27	28	29	30	31		

February 19

Su	M	Tu	W	Th	F	Ga
						1
2	3	4	5	6	7	8
9	10	11	12	L	14	H
16	17	18	19	20	21	22
23	24	25	26	27	28	

March 19

Su	M	Tu	W	Th	F	Ga
						1
2	3	4	5	6	7	8
9	10	11	L	14	15	16
17	18	19	20	21	H	23
24	25	26	27	28	29	30
31						

April 19

Su	M	Tu	W	Th	F	Ga
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	L	18	19	20
21	22	23	24	25	26	27
28	29	30				

May 19

Su	M	Tu	W	Th	F	Ga
			1	2	3	4
5	6	7	L	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

June 19

Su	M	Tu	W	Th	F	Ga
						1
2	3	H	H	H	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

 School in Session - Full Day
 H Half Day - Dismissal at 11:47am
 L Late Start - 9:30am

9/4 First Day of School
9/12 Late Start
9/28 Half Day
10/10 Late Start
10/12 No School
11/8 Half Day
11/14 Late Start
11/21 Half Day
11/22 - 11/23 Thanksgiving
12/12 Late Start
12/24 - 1/1 Winter Break
1/9 Late Start
1/16 - 1/18 Half Day - Exams
2/13 Late Start
2/15 Half Day
3/13 Late Start
3/22 Half Day
3/25 - 3/29 Spring Break
4/17 Late Start
4/19 - 4/22 Easter Break
5/8 Late Start
5/27 No School - Memorial Day
6/4 - 6/5 Half Day - Exams
6/6 Last Day of School

Start/Dismissal Times
Full Day 8:00am - 2:47pm
Half Day 8:00am - 11:47pm
Late Start 9:30am - 2:47pm

Late Start is second Wednesday of each month with the exception of April
 Visit us at taschools.org

APPENDIX C
BUS GARAGE MANAGER

ADDENDUM

1. The position of *BUS GARAGE MANAGER* shall, by the way of illustration and not limitation, be responsible for bus garage maintenance, minor bus repairs, bus cleaning, delivering the mail to the TAS administration building, the emptying of bus garbage and any other duties which may, from time to time, be reasonably assigned by the Director of Transportation.
2. The *BUS GARAGE MANAGER* shall be assigned to work during the regular school year. The hours shall be worked during the regular school day between the normal, daily bus runs. The number of hours worked in any one day shall be flexible during the work week.
3. The Director of Transportation may request the *BUS GARAGE MANAGER* to work on days and times when school is not in session (school year breaks and summer recess). The employee, at the employee's sole discretion, shall have the right to accept or reject the offer of additional employment.
4. The *BUS GARAGE MANAGER*, if also a TAS bus driver, shall be compensated with an annual stipend of \$4,500. If the *BUS GARAGE MANAGER* is not a driver for TAS, the compensation shall be the same stipend.
5. The compensation for *BUS GARAGE MANAGER* shall be paid on a bi-annual basis. The first payment for the school year shall be made on the last, regular pay period before the Winter Break. The second payment shall be at the first, regular pay period following the close of school for the Summer Recess.
6. This provision shall take effect 1/2/2018 and shall be prorated.

In Witness Whereof, the parties have executed this Agreement by their duly authorized representatives the day and year first written above.

By _____
President of the Board

By _____
President of the Association

By _____
Secretary of the Board

By _____
Secretary of the Association