

AGREEMENT

This Agreement is between the Whitehall District Schools, a state agency (hereinafter referred to as the "Employer"), and the Whitehall District Schools Bus Drivers and Custodial Personnel, Whitehall Educational Support Personnel Association, MEA-NEA (hereinafter referred to as the "Union").

PURPOSE AND INTENT

The general purpose of the Agreement is to set forth terms and conditions of employment to promote orderly and peaceful labor relations for the mutual benefit of the UNION and EMPLOYER, through cooperative effort by said parties and their respective bargaining representatives, which is hereby encouraged to the fullest degree of friendly relations.

To these ends the Employer and the Union encourage to the fullest degree, friendly and cooperative relations between the respective representatives at all levels and among all employees in the best interest of students and the total school program in the application of this Agreement, and in each of the provisions of this contract such intention shall be implied.

ARTICLE I **RECOGNITION**

Pursuant to and in accordance with all applicable provisions of Act 379 of the Public Acts of 1965 of the State of Michigan, as amended, herein referred to as the "Act", the Employer does hereby recognize the Whitehall Educational Support Personnel Association MEA-NEA, to be the exclusive representative of all full-time and part-time bus drivers, food service drivers, custodians, maintenance personnel, and transportation mechanics as certified, excluding all office clerical, supervisors, as defined in the Act, substitutes, and all others for purpose of collective bargaining in respect to rates of pay, wages, hours of employment, and other conditions of employment.

ARTICLE II
MANAGEMENT RIGHTS

The conduct of school administration, management and operation of its properties and facilities and the direction of its working force are vested in the Employer.

Except as otherwise restricted or modified in the Agreement, or by the Act, the foregoing functions are recognized to include, among others, the right to hire, promote or demote; to transfer and discharge; to layoff for sufficient reasons; to retire employees in accordance with Board Policy 3070, A., revised 5/82; to determine schedule of hours of work and school term; and to make and enforce reasonable rules and regulations to promote safety, efficiency, discipline, order and protection of the Employer's employees, operations, and property from injury, damage or other loss from any source.

The exercise of the foregoing powers, rights, authority, duties, and responsibilities by the Employer, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited by the specific and express terms of this Agreement and only to the extent such specific and express terms are in conformance with the Constitution and Laws of the State of Michigan and the Constitution and Laws of the United States.

ARTICLE III
UNION SECURITY

- A. Employees covered by this Agreement on the effective date, who are members of the Union and employees who become members thereafter, shall as a condition of continued employment continue membership in the Union for the duration of this Agreement.
- B. 1. The Union agrees that it shall admit all bargaining unit members to its membership without discrimination by reason of race, religion, color, national origin, sex, marital status, age, height, weight, membership or participation in the lawful activities of the Union, or handicap unrelated to the individual's ability to perform the duties of the position.
2. Each bargaining unit member shall, as a condition of employment, upon satisfactory completion of the probationary period or the effective date of this Agreement, whichever is later, join the Union or pay a service fee to the Union equivalent to the amount of dues uniformly required of the members of the Union, less any amounts not permitted by law. The bargaining unit member may authorize payroll deduction for such fee. In the event 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 under the procedure provided below.

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

3. The Procedure in all cases of nonpayment of the service fee shall be as follows:
- a) The Union shall notify the bargaining unit member of noncompliance by certified mail, return receipt requested. Said notice shall detail the noncompliance and shall provide ten (10) days for compliance, and shall further advise the recipient that a request for wage deduction may be filed with the board in the event compliance is not effected.

- b) If the bargaining unit member fails to remit the service fee or authorize deduction for same, the Union may request the board to make such deduction pursuant to paragraph a) above.
 - c) The board, upon receipt of request for involuntary deduction, shall provide the bargaining unit member with an opportunity for a due process hearing limited to the question of whether or not the bargaining unit member has remitted the service fee to the Union or authorized payroll deduction for same.
4. Pursuant to Chicago Teacher's Union v Hudson, 106 S Ct 1066 (1986), the Union has established an "Objections To Political-Ideological Expenditures - Administrative Procedures." Those administrative procedures (including the timetable for payment) apply only to non-union bargaining unit members. The remedies set forth in those procedures shall be exclusive and unless and until such procedures (including any administrative or judicial review thereof) shall have been availed of and exhausted no dispute, claim or complaint by an objecting bargaining unit member concerning the application and interpretation of this article shall be subject to the grievance procedure set forth in this Agreement.
 5. Due to certain requirements established in recent court decisions, the Union represents that the amount of the fee charged to non-members, along with other required information, may not be available and transmitted to non-members until mid-school year (December, January or February). Consequently, the parties agree that the procedures in this article relating to the payment or nonpayment of the representation fee by non-members shall be activated upon expiration of the objection period for non-members of the fee for that given school year.
 6. The Union will certify at least annually to the Employer, fifteen (15) days prior to the date of the first payroll deduction for professional fees and at least fifteen (15) days prior to the date of the first payroll deduction for service fees, the amount of said professional fees and the amount of service fees to be deducted by the Employer, and that said service fee includes only those amounts permitted by the Agreement and by law. It is expressly agreed that the Employer shall have no obligation to make involuntary deduction of service fees under this section until such time as the Union shall furnish the Employer with verification that the Union's "Objections To Political-Ideological Expenditures - Administrative Procedures" have been approved by the court of record in Lenhart v Ferris Faculty Association-MEA/NEA, 643 F Supp 1306 (WD Mich, 1986). Further, the Union promptly agrees to notify the Employer of any future litigation where an order has been issued preventing the Union from implementing its "Objections To Political-Ideological Expenditures - Administrative Procedures" or any successor procedures pertaining to the

same subject matter. In such event, the Employer shall have the right to suspend the involuntary wage deduction procedure specified herein for non-union bargaining unit members.

7. The Union shall indemnify and save the board harmless against and from any and all claims, demands, suits, or other forms of liability that may arise out of or by reason of action taken by the board for the purpose of complying with the Union Security/Agency Shop Provision of this article. The Union shall, when the board is sued individually or jointly, make available competent legal counsel for such defense at the expense of the Union and the Michigan and National Education Associations. The Union shall have the right to negotiate a settlement with any bargaining unit member who challenges the Union Security/Agency Shop article provisions under this article.

ARTICLE IV
UNION DUES - PAYROLL DEDUCTIONS

- A. The employer will deduct the uniformly-levied dues of Union members upon receipt of a properly executed authorization for deduction of dues, assessments, and contributions to the Union, as established by the Union. The authorization for dues deduction shall continue in effect from year-to-year unless revoked. Pursuant to such authorization, the Employer shall deduct one-tenth (1/10) of such dues, assessments and contributions from a regular salary check of the bargaining unit member each month for ten (10) months, beginning in September and ending in June for each year, provided the earnings of said employee for that pay period exceed the amount of such dues. The Employer shall promptly disburse such deductions as directed by the Association along with an alphabetical list of the names, addresses and the amount deducted of all employees from whom deductions have been made. The Employer further agrees to notify the Union President of the names of employees for whom deductions were not made and the reason why, and the names and addresses of all new hires since the date of the previous month's remittance of dues.

- B. Upon appropriate written authorization from the employee based upon a uniform payment schedule, the Employer will deduct from the salary of any employee and make appropriate remittance for annuities, credit union, United Way, U.S. Savings Bonds, MEA-FS and MESSA programs not fully Employer paid.

- C. When a new bargaining unit member is employed by the district, the district shall inform the Union in writing within five (5) working days following the new employee's first day of work. The notice shall include the name and assignment of the employee.

ARTICLE V
STEWARDS AND ALTERNATE STEWARDS

- A. For the purpose of handling complaints and grievances each department shall be represented as follows:
1. Bus Drivers One (1) steward
and
One (1) alternate
steward
 2. Custodial Employees One (1) steward
and
One (1) alternate
steward
 3. For the purpose of this article only, the transportation mechanics shall be considered part of the bus drivers department, the maintenance personnel shall be considered part of the custodial department.
- B. In the event that a problem or grievance should arise, a steward or alternate shall investigate the problem or grievance in the following manner:
1. A bus driver steward or alternate shall not investigate a complaint, or present or handle a grievance during the employees regularly scheduled bus run time, or during any other period when by doing so the regularly scheduled transportation of students to and from classes or other normal and customary school activities would be interrupted or unattended.
 2. A custodial steward or alternate shall not investigate a complaint or present or handle a grievance during any period which would cause any building to be left without custodial attendance under the regular schedule set for such work.
 3. Before any steward shall leave regularly scheduled work to investigate a complaint or handle a grievance the steward shall inform the immediate supervisor of such requirement and the estimated time involved, which request, subject to the foregoing regulation (Article V, Section B-1, 2, & 3) shall be granted.
 4. Stewards shall be paid at their regular rate of pay for all authorized time spent for complaints and grievances during their regular working

hours as outlined above, subject to the foregoing regulations (Article V, Sections B1,2,3, &4).

5. A current list of stewards, alternates and members of the grievance Committee shall be furnished to the Employer by the employees.

ARTICLE VI
GRIEVANCE PROCEDURE

- A. It is the intent of the parties to this Agreement to prevent grievances and to settle any that may occur as fairly and promptly as practical. The time limits required at all steps are important in resolving problems or carrying out the Grievance Procedure. It is understood by both the Union and Employer that when an employee does not advance a problem or grievance to the next step within the specified time limit the problem or grievance has been resolved. Failure of the Employer to answer within the time limits shall be deemed a denial of the grievance and it may then be appealed to the next step.
- B. A grievance is any dispute, controversy or difference between the Union and Employer with respect to the meaning, interpretation or application of any specific article or section of this Agreement or any terms or provisions thereof.
- C. Grievances shall be presented to the Employer during the daytime hours of 8:30 a.m. to 4:30 p.m., on Monday through Friday.
- D. Grievances will be processed in the following manner and within the stated time limits:
1. Step One

An employee with a problem or grievance shall discuss it with the immediate supervisor within seven (7) working days following the day on which the event first occurred; the steward may be present. In cases involving loss of wages, may be presented within eleven (11) working days following date of such loss with the objective of solving the matter informally.
 2. Step Two

If the matter is not resolved to the satisfaction of the employee at Step One, the steward shall submit the grievance in writing to the immediate supervisor on approved grievance forms within ten (10) working days after the informal meeting. The immediate supervisor shall give a written reply to the grievance within ten (10) working days. The written grievance shall contain the following:

- a) It should be signed by the grievancer(s) or the Union.
- b) It should contain the facts giving rise to the alleged violation.
- c) It should specify the section or sub-sections of the Agreement alleged to have been violated.
- d) It should contain the date of the alleged violation.
- e) It should specify the relief sought.

3. Step Three

If the matter is not resolved to the satisfaction of the employee at Step Two, the grievance shall be reviewed by the Union's Grievance Committee. If the Union or the employee wish to carry the matter further, the grievance shall be submitted to the superintendent or a designated representative within the ten (10) working days following the immediate supervisor's reply. The superintendent or a designated representative shall give a written reply to the grievance within ten (10) working days.

4. Step Four

Within fifteen (15) days from receipt of the written grievance by the Board, the Board or a Board Review Committee established by the Board, shall meet with the Association's Grievance Chairperson, and/or the grievant(s) for the purpose of arriving at a mutually satisfactory solution to the grievance. A written decision of the Board or Board Review Committee shall be rendered to all principal parties concerned within five (5) days following the meeting of the Board Review Committee.

5. Step Five

If the decision of the Board of Education is not acceptable to the Union, then the Union may, within thirty (30) days of the date of the decision, make a written request to the Board (by delivery to the Secretary of the Board) for arbitration of the grievance, providing such grievance relates to the application or interpretation of this Agreement or disciplinary matter.

- a) After receipt of the Union's request for arbitration, the Employer and the Union shall meet within seven (7) calendar days after the date of receipt of the notice from the Union, in an attempt to make one last effort to resolve the issue. If they are unable to resolve the dispute at that point, the Union may file at

the appropriate office of the American Arbitration Association a formal demand for arbitration provided said dispute involves an alleged violation of a specified article and/or section of this Agreement.

If the Union fails to exercise the privilege of arbitration within a ten (10) workday period following the "last effort" attempt to resolve the dispute, then the grievance shall be deemed resolved.

If the parties are unable to agree upon an arbitrator, (experienced and knowledgeable in school administration and financing) the arbitrator shall be appointed by the American Arbitration Association.

The Arbitrator so selected will confer with the parties and hold hearings promptly and will issue a decision not later than twenty (20) days from the date of the close of the hearing. The Arbitrator's decision shall be in writing and shall set forth the findings of fact, reasoning and conclusions on the issues submitted.

Hearings shall be held at Whitehall, Michigan, in accordance with the rules of the American Arbitration Association.

- b) The powers of the Arbitrator are expressly limited as follows:
- 1) The arbitrator shall have no power to add to, subtract from, disregard, alter or modify any of the terms of this Agreement.
 - 2) The arbitrator shall have no power to establish salary scales or change any existing salary schedules.
 - 3) The arbitrator shall have no power to hear or decide issues other than the one expressly disclosed in the original grievance.
 - 4) The arbitrator's authority shall be limited to deciding whether a specific article and section of this Agreement has been violated and shall be subject to, in all cases, the rights, responsibilities and authority of the parties under the Michigan General School Laws, or any other national or state laws. The arbitrator shall not usurp the functions of the Board of Education or the proper exercise of its judgment and discretion under law and this Agreement.
 - 5) The Arbitrator shall have no power to hear or decide any

matter properly within the jurisdiction of any other state agency.

- 6) The decision of the arbitrator shall be final and binding if within the scope of the arbitrator's authority.
 - 7) The fees and expenses of the arbitrator shall be shared equally by the Employer and the Union. Either party may demand that the evidence and proceedings shall be stenographically reported and the cost thereof and all other expenses shall be borne by the party incurring them, including their own witnesses, provided they furnish the arbitrator and the other party copies of the evidence and proceedings.
 - 8) No party, other than the Union, may invoke the arbitration request or process.
- c) An employee may present a grievance to the Employer and have the grievance adjusted, without intervention of the Union or its bargaining representative, if the adjustment is not inconsistent with the terms of this Agreement, provided that the Union has been given as opportunity to have representation present at such adjustment.

ARTICLE VII
REPRIMANDS & DISCHARGES

- A. The employer reserves the right to reprimand an employee whose conduct and work performance is unsatisfactory. Discipline of personnel under the provisions of this Agreement will be conducted in accordance with the basic concepts of due process. Any such discipline shall be progressive in nature, except in cases such as theft, possession of illegal drugs, intoxicants, and reckless disregard of self or others while on duty. A copy of the written disciplinary action given the employee will be given the Union according to the terms of this contract. Any complaint made against employees shall be promptly called to his/her attention and a corrective procedure given to the employee.

- B. Employees shall be notified in writing if they are reprimanded of any subject matter which may be construed as detrimental to the employee's job security or future promotion or transfer, and on all matters which will become part of the employee's personnel record.

- C. In the event the Employer does take disciplinary action, the employee shall receive a written statement of the disciplinary action within three (3) work days of the initiation of the disciplinary action. In all events of dismissal action the Employer shall send a copy of the Employer's statement to both the Union President and employee.

- D. No employee shall be disciplined, up to and including discharge, without just cause. Discipline, up to and including discharge of a probationary employee shall not be subject to this provision.

- E. In the event an employee is discharged:
 - 1. The discharged employee shall have the right to meet with the steward before the employee is required to leave the property of the Employer.
 - 2. Upon request, the Employer or a designated representative, will discuss the discharge with the employee and the steward.
 - 3. Should the discharged employee consider the discharge to be improper, a complaint shall be presented in writing to the Employer within two (2) regularly scheduled working days of the employee's receipt of the written specific grounds for the discharge. The Employer's designated

representative will review the discharge and give its answer within three (3) regularly scheduled working days after receiving the complaint. If the decision is not satisfactory to the Employee, the matter shall be referred to Step Three of the Grievance Procedures.

- F. Prior to taking disciplinary action toward an employee, the Employer will hold a conference with the affected employee and a representative of the Union (i.e. union steward, alternate, or union representative) of the employee's choice.

ARTICLE VIII
SENIORITY, LAYOFF, AND RECALL

A. Probationary Employees

1. New employees hired in the unit shall be considered as probationary employees for the first sixty (60) working days of their employment. Administrators may add as additional thirty (30) working days after the employee and steward are notified regarding a questionable evaluation. The working day's probationary period shall be accumulated within not more than one (1) year. When an employee completes the probationary period, the employee shall be entered on the seniority list of the unit as of the date of the position is awarded. There shall be no seniority among probationary employees.
2. Probationary employees shall be subject to this agreement in respect to rates of pay, wages, hours of employment and other conditions of employment. A probationary employee may be discharged, disciplined, transferred, laid off for any reasons other than lawful union activity without recourse to the Grievance Procedure.

B. Application of Seniority.

1. Seniority shall be on a departmental basis, in accordance with the employee's last date of hire.
2. Seniority preference shall be granted to custodians within their department, willing and able to work a regular full schedule, and to bus drivers willing and able to work a full morning and afternoon regular schedule (noon runs shall qualify as a morning or afternoon schedule). No present or future employee shall be hired, re-hired or transferred who cannot work the regular schedule as above defined.
3. All present employees who are now employed by the Whitehall District Schools who work less than the regular schedule shall be considered a regular employee so long as there is no change in their present status.
4. If regular employees are not available, substitutes may be used.
5. When an employee is awarded a position, the employee shall be provided with a packet outlining the benefits for which the employee is eligible.

Upon successful completion of the probationary period, the employee will return the benefits application to the business office for processing.

C. Seniority Lists.

1. Seniority shall not be affected by race, sex, marital status, age, physical characteristics or dependents of the employee.
2. The seniority list on the date of this Agreement will show the names and job titles of all employees of each department.
 - a) custodians
 - b) bus drivers
 - c) maintenance personnel/grounds keeper
 - d) transportation mechanics
3. The Employer shall furnish the Union President with any changes of the seniority list monthly.

D. Loss of Seniority.

An employee shall lose seniority for the following reasons:

1. The employee quits.
2. When a bus driver is unable to perform the responsibility of the classification due to a change in primary employment, the employee shall maintain but not accumulate seniority for the purpose of bidding on a vacancy in the department for which the employee is qualified for a period of one (1) year.
3. The employee is discharged and the discharge is not reversed through the procedure set forth in this Agreement.
4. The employee is absent for three (3) consecutive working days without notifying the Employer. After such absence, the Employer will send written notification to the employee at the last known address appearing in the Employer's records that the employee has lost seniority, and employment has been terminated. In proper cases, exceptions may be made.

5. If the employee does not return to work when recalled from layoff as set forth in the recall procedure.
6. Return from sick leave and leaves of absence will be treated the same as four (4) above.

E. Seniority of Stewards.

Notwithstanding their positions on the seniority list, stewards in the event of a layoff of any type shall be continued at work as long as there is a job in their department for which they qualify and shall be recalled to work in the event of a layoff on the first open job in their department for which they qualify. This provision shall apply only during the steward's term of office. Once the person leaves the office, he/she shall return to his/her original position on the seniority and/or layoff list.

F. Seniority of Officers.

Notwithstanding their position on the seniority list, the president, vice president, financial secretary and recording secretary of the local unit in the event of layoff shall be continued at work as long as there is a job in their department for which they qualify. This provision shall apply only during the officer's term of office. Once the person leaves the office and serves no longer in any officer capacity, he/she shall return to his/her original position on the seniority and/or layoff list.

G. Layoff Defined

1. The word "layoff" means a reduction in the working force. It is hereby specifically recognized that it is within the sole discretion of the board to reduce its program and/or staff and that the procedures set forth in this Article shall be used in laying off personnel.
2. If it becomes necessary for a layoff, the following procedures will be mandatory in each department.
 - a) Probationary employees will be laid off first, and then,
 - b) Employees with the least seniority within their department will be the next to be laid off.
3. Employees to be laid off for an indefinite period of time will have at least twenty-one (21) calendar days notice of layoff except in cases of

impossibility because of emergency to do so. The local unit president shall be issued a list from the Employer of the employees being laid off on the same date the notices are issued to the employees.

H. School Year Layoffs/Reductions/Restructuring Procedure

1. The Employer shall select the position(s), if any, to be eliminated. The least senior employees shall be laid off, if necessary. Those employees whose positions have been eliminated shall select positions on a seniority basis from those vacated by the layoff, or restructuring.

Summer Layoff/Reductions/Restructuring Procedure

Should a reduction in hours or position(s) or a restructuring of positions custodial/maintenance employee(s) occur, a job auction shall be held. Where there has been a reduction in posted hours and/or benefits, elimination of a position, or a significant change in working conditions (i.e. shift change), all the employees from the most senior employee to the least senior employee shall have the right, on a seniority basis, to select any position held by a less senior employee. When all positions are filled, any remaining persons shall be laid off. This procedure shall also be used during the summer following a school year layoff. Meeting dates shall be set prior to the end of each school year. The Association president shall be notified by June 1. Permanent assignment shall not be awarded until all bumping has taken place.

2. Any displaced employee not present at the job auction shall give his/her proxy to another employee or waive his/her right to bump and may be placed by the Employer in any vacant position for which they possess the qualifications to perform in the position.

I. Recall Procedures.

When the working force is increased after a layoff, employees will be recalled in reverse order of layoff. Notice of recall shall be sent to the employee at the last known address appearing in the Employer's records by registered or certified mail. If an employee fails to report for work within ten (10) days from date of mailing of notice of recall, the employee shall be considered a quit.

ARTICLE IX
ASSIGNMENTS AND VACANCIES

A. Shift Preference.

Shift preference shall be based on seniority and the ability of the employee to perform the necessary requirements for the shift.

B. Assignment of bus routes.

Assignment of bus routes shall be based on seniority and the ability of the employee to perform the necessary requirements for the assignment.

C. Posting and Bidding Procedure.

1. A vacancy shall be defined as any previously filled position or newly created position the district intends to fill.
2. If a vacancy in a previously filled position is going to be filled, it shall be posted within fifteen (15) working days of the position being vacated. Vacancies will be posted for a period of seven (7) working days. In the event that the position is not posted in the above timelines, the Association president will be notified in writing as soon as possible, but in no case longer than fifteen (15) days of the rationale of the delay.
3. Bidding. Any bargaining unit member may sign the posting during the seven (7) days period.
4. The District declares its support of a policy of promotion from within its own staff, including promotion to supervisory and executive levels, providing the employee has the necessary qualifications. In filling a vacancy, consideration will be given to all applicants. Seniority in the classification shall be the determining factor if two or more employees are equally qualified. The district reserves the right to hire the best-qualified person, be that a current employee or a new hire.
5. An employee awarded a change in position shall serve a trial period in the new position. During the trial period the employee may decide to return to his/her former position. Trial periods will be for a period of ten (10) working days unless a different period is mutually agreed upon between the supervisor and the affected employee.

6. The position shall be awarded or denied within seven (7) working days after the posting period.

D. Emergency Situation.

1. In the event an employee is unable to perform the regular duties due to an emergency situation, if the employer chooses to fill the position, the employer shall fill the position on a temporary basis until the employee returns to the position or vacates the position. Upon completion of employment equal to the probationary period in a position as a temporary employee, the employee shall be considered a bargaining unit member.
2. Supervisor and employees not covered in the bargaining unit shall not perform work which is normally performed by employees in the bargaining unit except in an emergency or when there are no employees in the bargaining unit reasonably available.

E. Transfers.

If an employee is transferred to a position under the employer not included in the local unit, and is thereafter transferred again to a position within the local unit, the employee shall have accumulated seniority while working in the position to which the employee was transferred. Employees returning to the local unit under the above circumstances shall retain all rights accrued for the purposes of any benefits provided for in this agreement.

ARTICLE X
COMPENSATION

A. 1. Wages

2009-10 – no increase, however steps are in effect.

2010-11 – no increase, however steps are in effect.

2009-2010 and 2010-2011 salary schedule

	<u>step 1</u>	<u>step 2</u>	<u>step 3</u>	<u>step 4</u>	<u>step 5</u>
Bus Driver Regular	\$11.16	\$12.82	\$14.76	\$16.95	\$17.27
Custodian	\$11.16	\$12.82	\$14.76	\$16.95	\$17.27
Spec. Ed Driver	\$11.55	\$13.29	\$15.28	\$17.58	\$17.91
Maintenance	\$12.00	\$13.81	\$15.88	\$18.27	\$18.73
Grounds	\$12.00	\$13.81	\$15.88	\$18.27	\$18.73
Mechanic	\$12.00	\$13.81	\$15.88	\$18.27	\$18.73
Driver Standing	Driving rate or \$12.13, whichever is lower				

2. Advancement.

Employees will advance to the next step of the salary schedule on their anniversary date.

3. An incoming experienced employee may be placed at a step, no higher than Step 4, which is mutually agreeable to the employee and the District. The step placement cannot exceed the actual years of experience. The employee shall sign a statement waiving rights to any subsequent reconsideration of step placement. Steps beyond four may be granted with the agreement of the employee, District and the Union.

- B. All bus drivers shall receive their regular rate for driving duty on field trips and a straight-time hourly for standing time. "Standing time" is defined to mean that period of time on field trips from the time of unloading at the destination away from the Whitehall School District until reloading time.

- C. Special education drivers required to assist with special education students during "standing time" shall receive their regular rate of pay per hour.

D. Bus drivers assigned an Elementary and Secondary run will be paid a minimum of two (2) hours. Bus drivers will be guaranteed one (1) hour of pay at the regular rate for an individual run.

E. Emergency Closing of School.

1. For bus drivers: If school is closed due to an emergency situation caused by an Act of God, bus drivers will be paid for their regular schedule of hours at their regular rate of pay. Days that are rescheduled will not entitle the employee to additional pay. Days shall be rescheduled only if needed for the purposes of state aid.
2. All Others: If an employee reports to work and is sent home thereafter, the employee shall receive a minimum of four (4) hours work or four (4) hours pay. Custodians shall be allowed to count the portion of the day they are snow-bound against sick leave. The leave time will not count against the "sick day bonus".
3. If an employee refuses work so offered, the employee shall receive no pay.
4. Should an employee's scheduled holiday occur on a day when his/her classification is not required to report because of an emergency or Act of God, then that holiday may be rescheduled by the employee.

F. Field Trips.

1. Field trips are those runs outside of the regular bus run schedule, and may be assigned by the bus supervisor on a rotating basis among all drivers who sign up for field trips at the beginning of each school year, provided they are initially qualified for the trip and can adequately handle same in the opinion of the bus supervisor. In the event that the supervisor does not feel a driver can adequately handle a trip, reasons will be documented and will be subject to the grievance procedure. For the purpose of rotation, a list shall be posted at the beginning of each school year of those employees who have signed up for field trips in seniority order (most senior employee being first) and rotated thereafter. Bus drivers who refuse or are not available for field trips shall be charged with the trip. The Board will maintain two (2) trip boards as in previous years, one for regular field trips, and one for other trips.
2. Bus Drivers will be guaranteed one (1) hour of pay at the regular rate for field trips.

3. If a field trip is canceled with less than one (1) hour notice, the assigned driver shall be paid two (2) hours at the regular rate if that driver is unable to drive their regular route because of the cancelled trip or it is not during regular route time.
 4. Drivers who have been assigned a field trip during their regular run and the field trip is canceled with one (1) or more hours notice shall be eligible to take their regular run.
 5. If a field trip is canceled, the driver shall be eligible for the next field trip.
 6. To the extent possible, all field trips will be posted five (5) days, in advance and shall be selected in rotation by the drivers forty-eight (48) hours prior to the starting time of the field trip.
 7. If a driver does not sign for a field trip within the stated time, the bus supervisor may select a driver by seniority, or if no regular driver is available, a substitute driver may be used.
 8. If a bus driver is not available for a field trip because the driver is on vacation, illness or an appointment for a professional or health reason, the driver will not be charged with a refusal on the trip board but will receive a "line." A line is defined as a continuation, not a yes or a no. If a driver signs for a trip on one board and is in rotation for a trip on another board that conflicts with the trip they had signed for, they will receive a line.
 9. Summer Field Trips

Before the school year ends, the Supervisor will post a list of all drivers by seniority. Drivers will indicate their availability for field trips and fill out contact information.

Trips will be posted on Monday for the following week. The drivers are responsible each Monday for signing any trips that they are available to drive. The Supervisor will call drivers on Tuesday and award trips.

If there are emergency trips that were not posted on Monday, the Supervisor will call the next driver on the rotation until the trip is filled.

Drivers may sign or not sign trips at their discretion, without penalty.
 10. Drivers taking Hartland Health Care field trips will be paid at the Special Education Rate.
- G. If an employee is required to stay overnight, the Employer shall provide for the

lodging. Such lodging shall be at least a private room and the Employer shall pay a pre-approved amount for such room (including applicable taxes) upon receipt of an invoice approved by the transportation supervisor.

H. Meal Allowance.

The Employer shall provide a meal allowance as follows:

Breakfast	\$ 5.00
Lunch	\$ 7.00
Dinner	\$10.00

Meal allowance shall apply to all field trips with a duration of six (6) hours or more, or when the run time and trip time combined is six (6) or more consecutive hours, provided that only one meal will be paid for each six (6) hours of trip time. Meals must be taken within the time frame of the trip. The employee shall turn in to the Employer paid receipts for reimbursement when they have accumulated a minimum of \$20.00 in receipts. Lesser amounts may be turned in for reimbursement during the final week of the student's school year. In no way shall this section interfere with the field trips. If the time between the run and field trip is (15) fifteen minutes or less, it will be considered to be consecutive hours for the purpose of this section.

I. Shuttles

Shuttles will be posted at the beginning of each year, or when they become known. They will be posted individually (a.m., noon, or p.m.), or in a combination with other shuttles if the times are continuous. A shuttle may be assigned to a run without being posted only if it is immediately before or after the run and does not increase the run time over one (1) hour for a single run and two (2) hours for a double run. Shuttles that occur during the normal a.m. or p.m. routes will be posted as a route. All shuttles will be awarded to the highest seniority driver signing the posting provided that the shuttle when combined with the other regular hours worked will not exceed eight (8) hours.

Any consistent transportation of students from one location to another that is not considered a field trip or regular route, shall be considered a shuttle.

J. The Employer agrees to pay the cost of the operator's license including the CDL and any endorsements necessary for the purpose of qualifying as a bus driver.

- K. Bus drivers shall be paid at the regular rate for a maximum of three (3) hours per year for compiling the student list and redrawing the route maps. If there are changes to routes during the school year, additional time shall be paid to the drivers to redraw maps if the supervisor requests that the maps be redrawn.

- L. Each driver assigned to four or fewer regular runs per day will be paid an additional twenty (20) minutes per day for pre-tripping, cleaning, and fueling the bus. In the event that the district begins to utilize on-site fueling, the pre-trip pay shall be reduced to fifteen (15) minutes per day. Drivers assigned additional runs or field trips that require pre-tripping will be paid an additional five (5) minutes per run or trip.

- M. Longevity shall be defined as the total number of years of service to the district as a regular employee. Longevity shall be paid to the employee on the first payroll following the employee's anniversary date (providing the employee notifies the payroll department in writing one week in advance of the anniversary.)
 - 1. Employees working at least thirty (30) hours or more per week will receive the following pro-rated up to forty (40) hours per week:

At least 10 years but less than 15 years	\$550
At least 15 years but less than 20 years	\$700
At least 20 years or more	\$850

 - 2. Employees working at least fifteen (15) hours or more per week but less than thirty (30) hours per week will receive the following pro-rated up to but not including thirty (30) hours per week:

At least 10 years but less than 15 years	\$300
At least 15 years but less than 20 years	\$375
At least 20 years or more	\$450

- N. Any custodial/maintenance personnel called in after regular work hours on an emergency basis will be paid a minimum of two (2) hours pay.

- O. Custodians and drivers required to perform work normally performed by a higher paid classification will receive the hourly rate of pay for the other classification while doing such work.

ARTICLE XI
WORKING HOURS

A. Custodians

1. The regular full working day shall consist of eight (8) hours per day.
2. The regular full working week shall consist of five (5) consecutive eight-hour working days excepting Sunday for a total of forty (40) hours.
3. Any shift that regularly begins on or after 4:00 a.m., but before 11:00 a.m., shall be considered as the first shift. Any shift that regularly begins on or after 11:00 a.m., but before 7:00 p.m., shall be considered as the second shift. Any shift that regularly begins on or after 7:00 p.m., but before 4:00 a.m., shall be considered as the third shift.
4. The Employer shall have the right to set the start of any shift provided that a notice of at least two (2) weeks is posted before that change of said shift and provided further, that change in shifts are not utilized by the Employer to deprive employees of benefits contained in the Agreement and also provided that said two (2) weeks posting may be waived by mutual agreement between the Employer and the employee or employees involved.
5. A. Employees on the first shift shall be entitled to a one-half (1/2) hour lunch period for which they will not be paid.

B. Employees on the second and third shift shall be entitled to a one-half (1/2) hour lunch period for which they will be paid.
6. Eight (8) hour Employees may take a "15-minute break" for each four (4) hours worked.
7. Employees who are unable to report for work at the assigned starting time must notify the custodial supervisor, the assistant superintendent for business, or the business office prior to the employee's assigned starting time.
8. Any bargaining unit member working in a "floater" position, shall be paid at the wage rate for the work to which the employee is assigned at the time.

B. Bus drivers.

1. A regular driver will be defined as a driver who bids on and receives a regular run.
2. Regular bus runs shall consist of picking up and delivering of students along an established route to and from school, as may be established or changed by the Employer as in its judgment and discretion seems desirable or necessary.
3. Prior to the start of each school year bus drivers shall be advised of all routes listed and of their approximate length. All runs shall be posted, setting forth the route as listed and the approximate length. The posting shall include detailed information (i.e. route maps including stops, projected times for route/run or shuttle and student lists as known) for each route/run and shuttle. Bus drivers shall be permitted to select them on a seniority basis two weeks prior to the start of school, provided however, a driver after being on the run cannot adequately handle the same, such driver shall either be disqualified for the assignment or be removed therefrom. The regular posting procedure shall be used when vacancies or new runs exist during the school year.
4. After the initial adjustment, any route or shuttle that increases time by fifteen (15) minutes or more or the route or shuttle time would result in a change in benefit eligibility for any driver, said route or shuttle will be posted and bid on by seniority. Any driver that is decreased in time by fifteen (15) minutes or more, or whose decrease in time causes a loss of benefits, may bump a less senior driver to recover their lost time.
5. Employees who are unable to report to work at the assigned starting time must notify the bus supervisor, the assistant superintendent for business, or the business office prior to the employee's assigned starting time.

C. Maintenance personnel - Grounds Keeper.

1. The regular full working day shall consist of eight (8) hours per day.
2. The regular full working week shall consist of five (5) consecutive eight (8 hour working days excepting Sunday for a total of forty (40) hours.
3. Any shift that regularly begins on or after 4:00 a.m., but before 11:00 a.m., shall be considered as the first shift. Any shift that regularly begins on or after 11:00 a.m., but before 7:00 p.m., shall be considered as the second shift. Any shift that regularly begins on or after 7:00 p.m., but before 4:00 a.m., shall be considered as the third shift.

4. The Employer shall have the right to set the start of any shift provided that a notice of at least twenty-four (24) hours is provided to the employee before the change of said shift and provided further, that change in shifts are not utilized by Employer to deprive employees of benefits contained in this Agreement and also provided that said twenty-four (24) hours notice may be waived by mutual agreement between the Employer and the employee or employees involved.
5. Employees on the first shift shall be entitled to a one-half (1/2) hour lunch period for which they will not be paid.

Employees on the second and third shifts shall be entitled to a one-half (1/2) hour lunch period for which they will be paid.
6. Employees may take a "break" in the first half and second half of their shift. Such break shall be for fifteen (15) minutes.
7. Employees who are unable to report for work at the assigned starting time must notify the maintenance supervisor or the business office prior to the employee's assigned starting time.

D. Transportation mechanics

1. The regular full working day shall consist of eight (8) hours per day.
2. The regular full working week shall consist of five (5) consecutive eight (8) hour working days excepting Sunday for a total of forty (40) hours.
3. Any shift that regularly begins on or after 4:00 a.m., but before 11:00 a.m., shall be considered as the first shift. Any shift that regularly begins on or after 11:00 a.m., but before 7:00 p.m., shall be considered as the second shift. Any shift that regularly begins on or after 7:00 p.m., but before 4:00 a.m., shall be considered as the third shift.
4. The Employer shall have the right to set the start of any shift provided that a notice of at least two (2) weeks is posted before the change of said shift and provided further, that change in shifts are not utilized by the Employer to deprive employees of benefits contained in this Agreement and also provided that said two (2) weeks posting may be waived by mutual agreement between the Employer and the employee or employees involved.
5. Employees on the first shift shall be entitled to a one-half (1/2) hour lunch period for which they will not be paid. Employees on the second and

third shift shall be entitled to a one-half (1/2) hour lunch period for which they will be paid.

6. Employees may take a "break" in the first half and second half of their shift. Such break shall be for fifteen (15) minutes.
 7. Employees who are unable to report for work at the assigned starting times must notify the transportation supervisor or the transportation dispatcher prior to the employee's assigned starting time.
- E. Bus drivers and custodial/maintenance employees shall attend and be paid for attending mandatory meetings (including IEPC meetings when their presence is required) when called by the Employer. Compensation shall be at the hourly rate. Attendance at meetings is mandatory unless the absence is pre-approved by the supervisor or the meeting is posted as voluntary. The Employer will give five (5) working days notice of the meeting unless it is an emergency situation.
- F. Compensatory time may be given instead of overtime pay if agreeable to the employee. Such time shall be at time and one half. Compensatory time to be used within the year accrued.

ARTICLE XII
OVERTIME

Overtime shall be paid to custodians and regular bus drivers as follows:

- A. Time and one-half will be paid as follows:
1. For all hours worked over eight (8) hours per day.
 2. For all hours worked over forty (40) hours per week.
 3. For all hours worked on Saturday outside of the regular workday or for all hours worked on the sixth (6) day.
- B. Double time will be paid as follows:
1. For all hours worked on Sunday.
 2. For all hours worked on holidays defined in this Agreement.
- C. In the event that custodial/maintenance overtime services are required, the opportunity for overtime shall be shared between employees with the goal of equalizing hours between those employees who are qualified and willing to work the hours. The following procedure will be used to rotate hours:
1. All custodians who are interested in working extra hours will notify the Supervisor that they are interested in working overtime. These names will be placed on the overtime rotation chart by building, with a separate chart for maintenance, starting with the highest seniority employee.
 2. Building usage permits will be posted in each building on Monday for the following weekend's activities. Employees interested in working the activity shall sign the building permit. The overtime shall be first offered to the highest seniority employee who is assigned to the building where the overtime will be worked. If the individual accepts the assignment, refuses the work or is unavailable, they will be charged with the hours worked. If the employee refuses the work, it shall be offered to the next highest seniority custodian assigned to the building. If there are no building custodians available to work, the hours will be offered to a maintenance worker.
 3. When the next opportunity arises, it will be offered to the next most senior employee in the building and so on. When the rotation has been completed, the next available hours will be offered to the highest seniority employee with the least hours, with every attempt

being made to equalize hours among those employees willing to work overtime.

4. In the event that no regular custodian is willing to work extra duty, maintenance staff shall be offered the extra duty. If no maintenance staff are willing to work the extra duty, substitute employees may be used. In the event no substitutes are available, the Board may require the lowest seniority custodian to work the extra duty.
- D. Regular drivers who wish to substitute shall be selected as follows:
1. For high school runs, substitute drivers will be selected on the basis of a seniority from drivers not having a high school run.
 2. For special education, vocational education (tech run), and kindergarten runs, substitute drivers will be selected on a seniority basis at the beginning of each school year and will serve as the permanent substitute driver for the school year for the run selected.
 3. In the event a permanent kindergarten substitute driver is not available for a run, the substitute will be selected on a seniority basis from the other permanent kindergarten substitute drivers.
 4. In the event a permanent special education substitute driver is not available, the substitute will be selected on a seniority basis from the other permanent special education substitute drivers.
 5. In the event a permanent vocational education (tech run) substitute driver is not available, the substitute will be selected on a seniority basis from the other permanent vocational education substitute drivers.

ARTICLE XIII
HOLIDAYS

- A. Non-Probationary Custodians shall be paid their current rate of pay based on eight (8) hours per day for the following holidays:

New Year's Day
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Friday following Thanksgiving Day
Day before Christmas Day
Christmas Day
Day before New Year's Day
The employee's birthday
Full day as agreed between employer and union in summer when school is not in session

- B. Non-Probationary Bus drivers shall be paid their current rate of pay based upon their assigned regular runs for the following holidays:

Independence Day for year-round drivers
Thanksgiving Day
Day after Thanksgiving Day
Day before Christmas Day
Christmas Day
Day before New Year's Day
New Year's Day
When school is in session on Good Friday, any driver losing pay because noon runs are canceled, will be compensated for any loss of pay.
Memorial Day
Labor Day - if school starts before Labor Day

The employee's birthday

(employees having a birthday during periods of normal unemployment or the first week of school may, at their option, select their birthday-holiday declaring the date to their immediate supervisor by October 15th of each year. If a bus driver's birthday falls during the months of May or June, the transportation supervisor may reschedule the day at a time that would be more convenient to the school district - considering the desires of the bus drivers - when the transportation needs make the giving of a day off difficult.) The employee's birthday must be taken as a full day.

Floating holiday at the discretion of the employee, subject to the approval of the supervisor.

- C. Non-Probationary Maintenance Personnel and Transportation Mechanics with seniority shall be paid their current rate of pay based upon their current assigned hours per day for the following holidays:

- New Year's Day

- Memorial Day

- Independence Day

- Labor Day

- Thanksgiving Day

- Friday following Thanksgiving Day

- Day before Christmas Day

- Christmas Day

- Day before New Year's Day

- The Employee's Birthday

- Floating holiday as agreed between the employer and union in summer when school is not in session.

- D. Holidays or birthdays falling on Sunday will be observed on Monday. Holidays or birthdays falling on Saturday will be observed on Friday by the above employees who work a normal Monday through Friday schedule. Those working a Tuesday through Saturday schedule will observe the holiday on Saturday.

- E. Holidays shall only be paid to employees who are actively working or are on paid leave from the school district.

ARTICLE XIV
VACATION

A. Vacation Period.

Half-time employees to be pro-rated after one (1) year employment; a twelve-month bus driver will receive the same vacation schedule as the custodians. For drivers, only years of service as twelve month drivers will count toward vacation credit. A driver who drives both special education and regular runs during the course of the calendar year shall be paid a composite rate for the vacation period. The composite rate shall be based on the amount of time spent driving in each category.

Employees other than bus drivers shall be entitled to the following vacation time and vacation pay:

1. Two weeks per year from 1 year through 6 full years.
2. Three weeks per year from the beginning of the 7th year through the 12th full year.
3. Four weeks per year from the beginning of the 13th year and over.

Half-time employees to be pro-rated after one (1) year employment; a twelve-month special education bus driver will receive the same vacation schedule as the custodians.

B. Vacation Pay.

Vacation pay shall be based on the employee's regularly scheduled hours and paid at the regular rate of pay for each week of vacation.

C. Vacation Schedule

1. Summer vacations shall be scheduled between June 15th and August 15th of each year. Employees may take vacation days during spring break and/or Christmas break. Vacation preference shall be granted on the basis of seniority and the schedule of vacations shall be completed by May 15th of each year.

Vacation may be used at other times of the year, provided it is approved by the superintendent of schools or the assistant superintendent for business.

2. The number of employees taking vacation on the same day or days shall be determined in accordance with the needs of the system.
3. Vacations will be taken in a period of consecutive days.
4. When a holiday or birthday is observed by the employee during a scheduled vacation, the vacation will be extended one day continuous with the vacation.
5. If an employee is laid off or retired, he will receive any unused vacation credit including that accrued in the current calendar year. A recalled employee who received credit at the time of layoff for the current year will have such credit deducted from his vacation the following year.
6. Maintenance personnel and transportation mechanics shall schedule vacations, in writing, with their respective supervisors two (2) weeks in advance. Approval is at the discretion of the supervisors.

ARTICLE XV
LEAVES

A. Sick Leave

1. Sick leave allowance shall accrue at the rate of one day per month of service not to exceed twelve (12) days per year, accumulative to two hundred twenty (220) days for employees other than bus drivers. Sick leave without loss of pay may be used for personal illness. Up to ten (10) days per year may be used for illness to a member of the immediate family, or for paternity leave. Additional days may be requested through the Assistant Superintendent for extenuating circumstances. Immediate family shall be defined as: spouse, children, or parents. Sick leave without loss of pay may be used for medical or dental appointments of the employee.
2. Sick leave allowance shall accrue for bus drivers at the rate of one day per month of service, not to exceed ten (10) days per year, accumulative to one hundred forty (140) days without loss of pay. Except a twelve (12) month special education bus driver will be allowed twelve (12) sick days per year accumulative to two hundred twenty (220) days.
3. Absences over and above accumulated sick leave days shall result in loss of pay for each day.
4. The employer reserves the right to require verification of sickness where the record indicates possible abuse of the provision.
5. For the purpose of this section, to be eligible to accrue a sick leave day, an employee must work eleven (11) workdays or more in a month. Paid sick leave days, holidays, vacation days and funeral leave days shall be counted as days worked.
6. Upon severance of employment as a result of death or retirement, or after ten (10) years of service or disability retirement under social security standards, the Employer agrees to pay the employee or to the employee's beneficiary one-half (1/2) of the accumulated sick leave computed at the employee's prevailing rate, not exceeding one thousand four hundred dollars (\$1,400) to be direct deposited by the employer in the form of a on-elective employer contribution to a 403(b) plan account of each eligible employee's choice, except that no contribution shall cause an employee to exceed the limitations of section 415 (c) of the Internal Revenue Code. Contributions that exceed the section 415(c) limitations shall be deposited for each affected employed in the following calendar year and in each subsequent year

until all amounts due have been deposited by the employer. However, no employer contributions may be deposited in any year that is later than the fifth calendar following the year in which the employee terminates employment with the school district. The 403(b) policy (and the 403(b) plan document, if any, shall provide that all employees are eligible to retire from the school district for the purpose of the district's 403(b) plan and hence may withdraw 403(b) contributions at any time before or after termination of employment to the extent allowable by the Internal Revenue Code.

7. The Employer shall notify each employee in writing by October 15th of the number of sick leave days accumulated as of the preceding June 30th.

B. Funeral Leave.

All employees shall receive funeral leave with pay not to be deducted from sick leave in the case of a death as follows:

1. Immediate family (spouse, child, stepchild, mother, father, sister, brother, step-mother, step-father, grand parents, and grand children), up to five (5) working days per occurrence.
2. Near relative (mother-in-law, father-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, and foster children), three (3) working days.
3. Should additional time off be required due to extenuating circumstances such as, but not limited to, the employee's close relationship with the deceased or traveling distance, the employee shall be given the time off to be deducted from sick leave. If the employee has insufficient sick leave accrued he/she will be given time off without pay.

C. Leave of Absence.

1. Leaves of absence without pay not to exceed one (1) year will be granted without loss of seniority for:
 - a) Maternity leave.
 - b) Illness leave (personal).
 - c) Prolonged illness in immediate family (spouse or child).
 - d) One member of the union elected to attend a function of the MEA or NEA, such as conventions or educational conferences shall be allowed time off without pay for a period not to exceed one week to attend such conferences and/or conventions.

2. The Union President shall be allowed time off without pay to attend regular monthly chapter or local meetings that are scheduled during working hours.
3. Employees shall retain but not accrue seniority while on leaves of absence in accordance with this section and shall be returned to the position they held at the time the leave was granted.
4. At the beginning of each work year, the Union shall be credited with five (5) working days to be used by employees who are officers of the Union, such use to be at the discretion of the Union. The Union shall pay the cost of the substitute.

D. Personal Leave

Two (2) days personal leave will be allowed to each non-probationary employee provided they are working or on paid leave. One (1) of the days shall be undeclared (i.e., the employee shall not be required to state why the day is being requested or be required to prove what the day was used for. It is agreed that the other personal leave day will be provided for legitimate business, professional and family obligations which cannot be met outside regular working hours. Typical of these obligations, although not all inclusive, are: court appearances, scheduled medical appointments, religious holidays and college graduation exercise for family members. This provision for declared or restricted personal leave is not to be used for the pursuit of sporting or recreational interest, hobbies, avocations, other gainful employment, shopping or such activities as yard maintenance. No personal business leave days shall be taken on any day immediately preceding or immediately following a vacation period, except in a case of necessity, when reasonably demonstrated for approval. Personal leave will be allowed only for the portion of the day required. Total personal leave in a year may accumulate to sixteen (16) hours for custodians. Bus drivers, maintenance personnel and transportation mechanics will accumulate their regular daily hours times two (2).

- E. All leaves for bus drivers must be taken in increments of A.M. runs/P.M. runs/Kindergarten runs. Drivers with accumulated paid leave will have preference for approval of leave time prior to any unpaid leaves which may, or may not, be granted at the supervisor's discretion.

F. Family and Medical Leave Act

Employees meeting the eligibility criteria under the Family Medical leave Act (FMLA) shall be eligible for up to twelve (12) weeks of unpaid leave for the following reasons:

1. Incapacity due to pregnancy, prenatal care or childbirth;
2. to care for the employee's child after birth, or placement for adoption or foster care;
3. to care for the employee's spouse, child, or a parent who has a serious health condition;
4. for a serious health condition that renders the employee unable to work;
5. to fulfill military family leave commitments (including up to 26 weeks of military exigency leave).

The Employer shall continue all health insurance benefits during Family and Medical leave. Such leave may be taken on an intermittent or reduced schedule basis when medically necessary. Upon return from leave, the employee shall be returned to the position held at the beginning of the leave or an equivalent position with equivalent benefits, pay, and other terms and conditions of employment, should the employee's original position no longer exist.

It is the intent of the parties to this Agreement to comply with the provisions of the Act, not to enhance any such provisions.

ARTICLE XVI
MISCELLANEOUS

A. Jury Duty.

An employee who serves on jury duty will be paid the difference between the pay for jury duty and the employee's regular pay. Moneys received from the court for expenses shall not count as pay. If the employee appears for jury duty and is excused prior to noon, the following procedure shall be followed:

1st Shift Employee - Will be expected to work no more than four (4) hours that day.

2nd Shift Employee - Will be expected to work no more than five (5) hours that day.

Any employee selected to serve on a jury will not be required to report to work that day.

B. Veterans.

All State and Federal Laws applicable to the employment of veterans will apply.

C. Temporary, Irregular and Substitute Employees.

1. A temporary irregular employee is one who does not work a regular scheduled shift. Such employees shall not work in excess of twelve (12) hours per week except those persons under Federal Programs or except during periods of the year when schools, colleges or universities are not in session. In no case will temporary employees be employed on a full-time basis in excess of one hundred and twenty (120) days. Nor shall they be used to deprive regular employees of benefits contained in this Agreement.

2. Substitute Employees.

A substitute employee is one who is used on an intermittent call-in basis only, to fill in for employees on a daily basis due to absence caused by vacation, sickness or call-ins and shall not be regularly assigned. It is expressly understood that a substitute shall not be used to replace, displace, or take the place of regular employment when other regular employees are available. Further they shall not be covered by this

Agreement; nor shall they acquire seniority, except they shall receive the starting rate of the position they are performing.

3. Temporary Regular Employees

A temporary regular employee is an employee who fills a position for a bargaining unit member who is on an extended leave of absence or vacation of thirty (30) days or more. When the district becomes aware of a temporary position of thirty (30) days or more, it will be posted and awarded to the most senior qualified bargaining unit member who applies; if no bargaining unit member applies, it may be filled from outside the bargaining unit. When the employee returns from the leave of absence, he/she shall return to his/her original position. A person who is employed as a regular temporary employee who serves for sixty (60) continuous working days or more in one position will be considered to have served his/her probationary period. If the School District decides to hire him/her in the same classification, the time spent as a temporary regular employee will count toward seniority.

D. Computation of Back Wages.

No claim for back wages shall exceed the amount of wages the employee would otherwise have earned at the regular rate.

E. On-The-Job Injury.

Each employee will be covered by applicable Workmen's Compensation Laws and the Employer further agrees that any employee being eligible for Workmen's Compensation will receive, in addition to Workmen's Compensation income, an amount to be deducted from the employees' sick leave sufficient to make up the difference between Workmen's Compensation and regular take-home pay until the employee returns to work or sick leave is used up.

F. Computation of Payroll.

Payrolls shall be computed from 12:01 a.m. Sunday to 12:00 p.m. midnight Saturday, and to be paid the following Friday every two (2) weeks.

G. Strike Prohibition.

During the term of this Agreement, neither the Union, nor any of its members, nor any person acting on their behalf, shall cause, authorize, support or take part in any strike, (i.e., the concerted failure to report for duty, the stoppage of work, or abstinence in whole or in part from the full, faithful and proper performance of such employee's duties of employment) for any purpose whatsoever and shall not support strikes, as above defined, by any other organized or unorganized groups within the system.

H. Agreements Contrary to Law.

If any provision of this Agreement or any application of all or any part of a provision shall be found contrary to law, then such provision, or part thereof, or application thereof, shall be deemed invalid, but other provisions hereof shall continue in full force and effect.

I. Test and Examinations.

The Employer agrees to pay the full cost for TB test, x-rays and examinations if required by the Employer.

J. Non-contributory Retirement.

The Employer shall assume the employee contribution of Michigan School Employees Retirement as provided for non-contributory retirement.

K. Uniforms

1. The Employer shall provide each custodian, maintenance helper and transportation helper, with three (3) sets of uniforms (shirts and pants) upon employment. In addition, the Employer shall provide one (1) new uniform (shirt and pants) per school year or as needed. The uniform pant shall be of good quality permanent press material. The uniform shirt will be knit (golf style) or permanent press material which will coordinate with the pants, as determined by the employer. Uniforms must be worn by all employees during regular working hours, subject to adjustment which might be made for weather conditions.
2. The Employer shall provide one (1) pair of coveralls in September of each year for all transportation and maintenance personnel.

3. One (1) jacket with school insignia will be purchased by the employer for each regular bus driver on an every odd calendar year basis for the duration of the contract. In the event a coat is purchased for the driver, the driver will be expected to wear said jacket when on duty, weather permitting. Jackets shall not be worn within reason when off duty.

L. School Improvement

1. All matters pertaining to wages, hours, and other terms and conditions of employment, including the negotiation of an agreement on behalf of the employee shall be the sole responsibility of the Whitehall Educational Support Personnel Association (WESPA).

Any plans, strategies, or objectives which conflict with the Master Agreement will require mutual agreement between the WESPA and the Whitehall Board of Education.

2. The WESPA shall approve any and all bargaining unit representatives to any district or building committee formed for the purpose of School Improvement.
3. The participation in the above mentioned plans shall be voluntary on the part of the bargaining unit members.

M. Perfect Attendance/Sick Day Bonus

1. Those employees considered full time, using two (2) or fewer sick days from October 1 through September 30 of the next year are eligible for a bonus as follows:

- | | |
|------------------------------|-------|
| a. 0 sick days used | \$250 |
| b. 1/2 to 1 sick days used | \$200 |
| c. 1 1/2 to 2 sick days used | \$150 |

2. Those employees considered less than full time that are eligible for the bonus will have their bonus amount pro-rated based upon their scheduled hours worked.
3. Bonus amounts will be paid on the second payroll in October.

Any bargaining unit member is eligible for severance subject to the following qualifications:

- a. Must have fifteen (15) years or more of service in the Whitehall District Schools and be retiring from school service.
- b. Cannot be on Social Security, LTD, or Worker's Compensation at the time early retirement is chosen unless this restriction is waived by the Board.
- c. Notification of retirement and written resignation must be received by the Superintendent's Office prior to April 15 of each year for any retirement effective in the same calendar year, unless the April 15th restriction is waived by the Board.

The Board shall pay to the bargaining unit member an amount equal to the following for his/her years of service in Whitehall District Schools (not to exceed 30 years) Formula: (years of service) times (average annual salary for the previous 3 years) times (.0045) Such amount shall be paid on or before the 1st day of the 2nd month following the employee's retirement effective date into a 403(b) account in the employee's name.

ARTICLE XVII
INSURANCE

- A. The Board shall provide to all members of the bargaining unit who work at least thirty (30) hours per week, exclusive of field and athletic trips, and at least the regular school district calendar, the following MESSA-PAK for a full twelve (12) month period for eligible member and his/her entire family and his/her eligible dependents. The employer shall sign an Employer participation agreement.

Employees must work a minimum of thirty (30) hours per week consistently, for one month in order to be eligible for insurance. At the time that an employee ceases to work consistently, thirty (30) hours per week, insurance will be carried by the district for the remainder of the month and one additional month before terminating insurance coverage. In the event that the employee severs their employment, insurance shall be carried through the remainder of the month in which they sever their employment and one additional month. If an employee retires and is eligible for insurance under MPSERS, insurance shall be carried by the District only through the month in which they retire.

The eligible member not electing MESSA-PAK Plan A or MESSA-PAK Plan C will select MESSA-PAK Plan B.

Plan A: For eligible members needing health insurance:

Super Care I with a \$5/10 prescription card and a \$100/\$200 deductible

Beginning April 1, 2010 - \$10/20 prescription card

Delta Dental Plan (with COB) E/007/(80/80/80) \$1300

Vision (with COB) VSP-3

Negotiated Life \$30,000; AD&D WOP

Employees shall pay the straight rate difference between SCI \$5/10 Rx with \$100/200 annual deductible and MESSA Choices II \$5/10 Rx per year based on the employee's level of coverage (Single, 2-Person, or Full Family), with those co-pays being \$505.92 annually for Single, \$1,138.68 annually for 2-Person, and \$1,265.16 annually for Full Family coverage for the 2007-08 school year, and changing to reflect the new rates each subsequent year thereafter on a pre-tax basis toward the cost of the health insurance.

OR

Plan C: For eligible members needing health insurance:

MESSA Choices II, \$5/10 Rx, beginning 4-1-10, \$10/20 Rx card

Adult Immunization Rider

Delta Dental Plan (with COB) E/007/(80/80/80) \$1300

Vision (with COB) VSP-3

Negotiated Life \$30,000 ; AD&D WOP

Employees shall pay \$260.00 per year on a pre-tax basis toward the cost of health insurance.

Plan B: For eligible members not needing health insurance:

Delta Dental Plan with (COB) E10071(80180180) \$1300

Vision (with COB) VSP-3

Negotiated Life \$30,000 ; AD&D WOP

Those selecting Plan B shall receive three hundred dollars (\$300) per month in cash. This can be applied toward other insurance options or an annuity of their choice. The increase in the lieu amount shall be effective at the same time as other insurance provisions and shall not be retroactive.

- B. 1. For those employees working less than thirty (30) hours per week, exclusive of field and athletic trips, and at least the regular school district calendar, the employer shall pay a prorated share of the cost of the monthly premium for single subscriber MESSA Super Care I or single subscriber MESSA Choices II (with the Adult Immunization Rider) \$10/20 Rx card beginning 4-1-10 for the employee only. The pro-ration shall be based on thirty (30) hours. In the event the employee enrolls in MESSA Super Care I, the employee shall pay the difference in cost between the two plans as noted under Plan A above. Any amounts exceeding the employer subsidy shall be payroll deducted.
2. The employer will provide Delta Dental Plan E10071(80180180) \$1300 annual maximum family including internal and external coordination of benefits fully paid by the employer for all employees working at least fifteen (15) hours per week, exclusive of field and athletic trips, for the regular school district calendar, and their eligible dependents.
3. The employer shall provide without cost to the bargaining unit member MESSA Term Life Insurance protection in the amount of \$30,000, that shall be paid to the bargaining unit member's designated beneficiary. The plan shall include accidental death and dismemberment (AD&D) and waiver of premium (WOP) to all employees working at least fifteen (15) hours per week, exclusive of

field and athletic trips, for the regular school district calendar.

4. The employer shall provide MESSA VSP-2 Silver vision insurance fully paid for by the employer for all members of the bargaining unit, who work at least fifteen (15) hours per week but less than thirty (30) hours per week, exclusive of field and athletic trips, and the regular school district calendar, and their eligible dependents.
- C. For the purpose of this Article any change in the present special education runs shall be subject to negotiations for coverage.
 - D. In the event an employee is absent because of illness or injury and is eligible for Worker's Compensation, the Employer's contribution will continue to provide the above insurance coverage during the continuation of Worker's Compensation Benefits, but no longer than two (2) years from the date of injury or illness so covered.
 - E. In the event that an employee is absent because of illness or injury, the Employer's contribution to the above insurance shall terminate three (3) months after the month in which the employee's leave is used up.
 - F. The above hospitalization-surgical-medical insurance shall be provided for bus drivers who are willing and able to have the premium deducted from their payroll check.

ARTICLE XVIII
UNION RIGHTS AND RESPONSIBILITIES

- A. The Employer agrees that it will not discriminate against an employee covered by this Agreement because of their race, creed, religion, color, national origin, age, sex, marital status and physical characteristics or handicap.

- B. Nothing contained herein shall be construed to deny or restrict to the employee rights as granted under the Michigan General School laws or applicable State or Federal laws and regulations.

- C. Employees may have access to their own personnel files provided:
 - 1. The employee submits a written request at least forty (40) hours in advance, to review the file.
 - 2. The employee may have a union representative present.
 - 3. An employee or a union representative shall review the personnel file while a representative of the administration is present.

- D. Employees shall not be prevented from wearing union insignia on or off the school premises.

- E. The Union may display union materials in custodial cribs and in the bus garage within designated areas.

- F. Use of school facilities by the Union will be allowed. Scheduling of the facilities will be done through normal school procedures.

- G. The Board agrees to furnish the Union upon written request, any information which is available under the Freedom of Information Act. The Union shall pay ten cents (\$.10) a copy for reproduction of materials.

- H. Bus drivers shall be responsible for understanding and complying with all provisions of the bus driver manual.

- I. Custodians shall be responsible for understanding and complying with all provisions of the custodial manual.

- J. The Employer agrees to the employee's rights with respect to hours, wages, terms and conditions of employment conferred by laws of Michigan or the Constitutions of Michigan and the United States.

- K. Freedom of Information Act Request (FOIA)

If a FOIA request is made for an employee's personnel file, information specific to an employee, or information specific to the bargaining unit contract, the employee and the Association President will be notified of the request. The District will automatically request the 10-day extension provided under the law for requests for personnel files or information specific to the employee.

ARTICLE XIX
DURATION OF AGREEMENT

This agreement shall be effective as of September 15, 2009, and shall continue in effect until the 15th day of September, 2011.

Any custodian employed in the District prior to 01-01-2000 shall be eligible for active employment with the District for the term of this Agreement.

IN WITNESS WHEREOF, the parties hereto have set their hand this day of

BOARD OF EDUCATION OF
WHITEHALL DISTRICT SCHOOLS

WHITEHALL DISTRICT SCHOOLS
BUS DRIVERS AND CUSTODIAL
PERSONNEL, WHITEHALL
EDUCATIONAL SUPPORT
PERSONNEL ASSOCIATION,
M EA-N EA:

President

President

Secretary

Secretary

Superintendent

Representative

Date

Date