

<p>FRANKENMUTH SCHOOL DISTRICT</p> <p>SPECIAL EDUCATION AIDE</p> <p>WAGE AND BENEFITS SCHEDULE 2009-2010 SCHOOL YEAR</p>
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The designation "Special Education Aide" indicates an aide who works 178 days a year with the work days assigned by the Principal and/or the Director of Special Education.

The Building Principal and/or the Director of Special Education shall fix the time schedule. Director of Special Education will annually notify the Superintendent of employee annual work schedules.

Act of God Days

Special education aides should not report for work on days when school is called off because of bad weather, unless requested to do so by the Building Principal and or Director of Special Education.

Vacancies

When a Special Education Aide leaves employment of the District, any current Aide may apply in writing within five (5) days of the vacancy notice. The administration will review the qualifications of all candidates for the position. In cases where, in the opinion of the administration, applicant's qualifications are essentially equal, preference will be given to the employee with the most seniority.

Pay Rate

Special Education Aide			
Step	2009/2010	2010/2011	2011/2012
0	\$9.24	\$9.33	\$9.47
1	\$9.61	\$9.70	\$9.85
2	\$9.93	\$10.03	\$10.18
3	\$10.27	\$10.37	\$10.53
4	\$10.61	\$10.72	\$10.88
5	\$10.95	\$11.06	\$11.23
6	\$11.29	\$11.40	\$11.57

FRANKENMUTH SCHOOL DISTRICT WILL NOT DISCRIMINATE IN EMPLOYMENT OR OTHER MATTERS ON THE BASIS OF RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, AGE, MARITAL STATUS, MEDICAL CONDITION, HANDICAP, OR ANY OTHER LEGALLY PROTECTED STATUS.

FRANKENMUTH SCHOOL DISTRICT

STANDARDS OF BEHAVIOR

All School District Employees:

In compliance with Federal rules (Drug Free Schools and Communities Act Amendments P.L. 101-226), the following information is provided as a part of the work agreement and as a part of the official Board Policies.

- A. Possession of illicit drugs and alcohol on school grounds or on school buses or in school facilities or at school activities is strictly forbidden. Such possession will be grounds for disciplinary action as described in item D below.
- B. Use of such illicit drugs and alcohol while at work for the District or appearing for work under their influence shall be cause for disciplinary action.
- C. Sale of such illicit drugs or alcohol to other employees, students, or others on school grounds or buildings will be cause for immediate dismissal from employment with the right of due process.
- D. Disciplinary Sanctions:
 - 1. Possession of illicit drugs or alcohol on school property or use of such drugs or alcohol while at work or reporting for work under their influence, first offense:
 - a. Four-week layoff without pay and enrollment in an appropriate rehabilitation program. Such program must be completed prior to completion of disciplinary sanctions.
 - 2. Second offense:
 - a. Dismissal from employment. Employees accused of such actions shall have the right of due process.