

Capac School Service Association

Educational Support Personnel

Sandra Hepner, President

Coreena Malburg, President

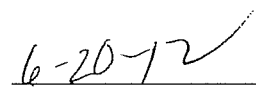
The Capac School Service Association and the Capac Community Schools Board of Education agree to enter into a tentative agreement to extend, for the 2012-2013 contract year, the existing Master Agreement as adopted June 23, 2011. Further, Article XXIII is to be amended as follows:

ARTICLE XXIII MISCELLANEOUS PROVISIONS

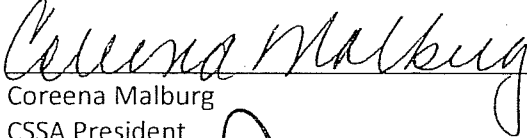
B. On scheduled attendance days if the students are not present because of conditions not within the control of school authorities, employees will not be required to be present. It is understood that rescheduled inclement weather days shall be considered as part of the regular school year and employee shall be paid for those days. Work days may be rescheduled by the Board in the event such is necessary in order to meet the minimum number of student instructional days as required by law. If students are sent home after the school day has begun due to any reason other than inclement weather, employees may be required to work. If state law changes so that the district is not required to make up snow days, then the employees will not be required to work or to make up said days, and will suffer no loss of wages, benefits, or leave days. **If all other employees agree to only be paid for the first two days, as defined above, the members of this unit will also only be paid for the first two days.**



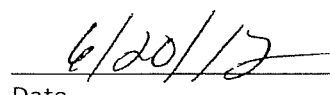
Sandra Hepner
CSSA President



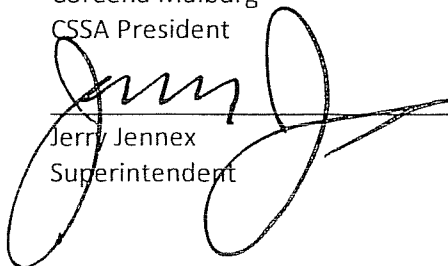
Date



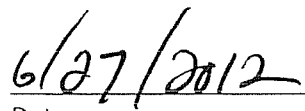
Coreena Malburg
CSSA President



Date



Jerry Jennex
Superintendent



Date

Capac School Service Association

Educational Support Personnel

Sandra Hepner, President

Coreena Malburg, President


June 23, 2011

To: Capac Community Schools Board of Education
Superintendent Jerry Jennex

This notice serves to inform you that the membership of the Capac Schools Service Association voted in agreement to the terms of the contractual concessions provided for in the proposal that the CSSA & Mr. Jennex signed June 9, 2011, *and* the subsequent counter-proposal that Mr. Jennex presented as the Board's "final offer" of June 17, 2011.

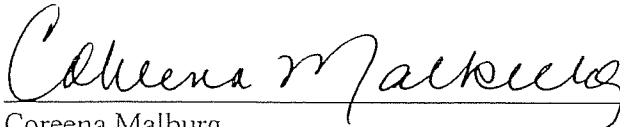
This Agreement further provides that the Administration shall not seek bids or pursue privatization of the CSSA membership for the 2011-2012 contract year.

While not contractually binding, it is the hope of the Association that, *should* the District's financial projections be less bleak than was anticipated at the time of this agreement, we could revisit the agreement.



Sandra Hepner

6-23-11
Date



Coreena Malburg

6-23-11
Date

Board Counter Proposal to ESP Proposal

June 17, 2011

1. Reduce pay by 10% for all instead of proposed 5% for all and 6% for secretaries.
2. Reduce secretarial vacation by two additional days (to 10).
3. Remove "return" language in ESP proposal.
4. Accept all other provisions of ESP proposal.

Capac ESP – CMO Proposal
June 9, 2011

The concessions in this agreement return to the 2010 – 2011 contractual provisions on August 19, 2012.

The intent of the above language is so that the Association is able to work collaboratively, with the District, during the state educational funding uncertainty. It is not a loss in wage and benefits beyond August 19, 2012. The negotiations for the 2012 – 13 school year will begin with everything returned. This is in no way intended to restrict the Association's or District's future negotiations.

The Board agrees not to seek bids or privatize this unit until this agreement has expired.

Judy Kendall's cost has been subtracted from all figures prior to determining savings.

*The 5% wage reduction [redacted] slk. JJ

*The secretaries are reducing by an additional 1% = 6% [redacted] slk. JJ

*Unit reductions

*20% Insurance contribution or reduction of cash in lieu 200/400 eff 9-1-11 "No \$130 annual contribution" slk JJ

*Contractual Clothing

*Unemployment Savings

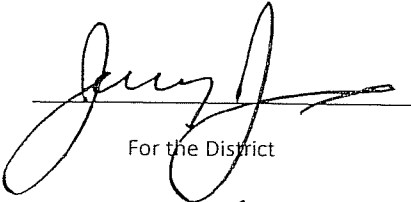
*Reduction in vacation days for 5 for custodians and 5.5 for secretaries

*Reduction in 1 sick day for all members in the unit

*loss of .75 per hour stipend

*Snow removal done by custodial staff

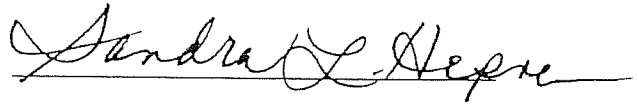
*The savings from [redacted] retiring and being hired back through PCMI slk. JJ
8 hours per day @ \$14.00 per hour for 200 days



For the District

6/9/2011

Date



For the Association

Date



Jerry Jennex
Superintendent

Deborah Lewis
Business Manager

Capac Community Schools

P.O. Box 700 - 403 North Glassford Street
Capac, Michigan 48014
(810) 395-3710 • FAX (810) 395-4858

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Walter W. Lentz, Treasurer
Norman McDunnah, Trustee
Barry S. Geliske, Trustee
Dwayne Loper, Trustee

TO: Mrs. Sandy Hepner, CSSA President

FROM: Jerry Jennex, Superintendent

JJ 1/4/2012

DATE: January 4, 2012

SUBJECT: CSSA Contract Pages 35, 36, 37 Showing Wage Concessions

Enclosed please find Pages 35, 36, and 37 of the CSSA Contract showing the wage concessions made by the CSSA members for the 2011-12 school year. Payroll has been receiving inquiries as to what exactly are the current wages for your membership so we are providing these changes to you. Please feel free to share copies with your membership if you want.

If you have any questions, feel free to contact me at your convenience.

Enclosure

ARTICLE XXIV
SALARY SCHEDULES (SHOWING 10% DECREASE CONTRACT CONCESSIONS)

2008-09 0% increase on all salary schedules
 2009-10 0% increase on all salary schedules
 2010-11 0% increase on all salary schedules
 2011-12 0% increase on all salary schedules

Custodians	2008-09 - 2011-12	2011-12 less 10%
Probation	\$11.75	\$10.57
Rem. 1 st Year	\$12.25	\$11.02
Year 2	\$13.74	\$12.37
Year 3	\$14.28	\$12.85
Year 4	\$14.77	\$13.29
Year 5	\$15.37	\$13.83
Head Bldg. Custod.	\$16.42	\$14.78
Skilled Maintenance	\$18.06	\$16.25

All Custodians whose shift commences at 1:00 p.m. or later shall be paid a shift premium of \$.20
 \$.18 per hour.

All Custodians whose shift commences at 10:00 p.m. or later shall be paid a shift premium of
 \$.25 \$.225 per hour.

Secretaries and Media Technicians	2008-09 - 2011-12	2011-12 less 10%
Probation	\$11.75	\$10.57
Rem. 1 st Year	\$12.26	\$11.02
Year 2	\$13.74	\$12.37
Year 3	\$14.28	\$12.85
Year 4	\$14.77	\$13.29
Year 5	\$15.26	\$13.83
Year 6	\$16.42	\$14.78

*Effective 2001-02 Secretaries and Media Technician beginning Year 6 will be placed on the
 Head Bldg. Custodian Schedule.

**ARTICLE XXIV
SALARY SCHEDULES (CONTINUED)
(SHOWING 10% DECREASE CONTRACT CONCESSIONS)**

Cooks	2008-09 – 2011-12	2011-12 less 10%
Probation	\$9.28	\$ 8.35
Rem. 1 st Year	\$9.60	\$ 8.64
Year 2	\$10.41	\$ 9.37
Year 3	\$10.71	\$ 9.64
Year 4	\$11.00	\$ 9.90
Year 5	\$11.13	\$10.02

Effective with the 2005-06 school year, the High School Cook shall be paid a stipend of \$-.75 **\$.67** per hour as reflected in the following table

High School Cook	2008-09 – 2011-12	2011-12 less 10%
Probation	\$10.03	\$ 9.03
Rem. 1 st Year	\$10.35	\$ 9.31
Year 2	\$11.16	\$10.04
Year 3	\$11.46	\$10.31
Year 4	\$11.75	\$10.57
Year 5	\$11.88	\$10.69

Paraprofessionals	2008-09 – 2011-12	2011-12 less 10%
Probation	\$9.28	\$ 8.35
Rem. 1 st Year	\$9.60	\$ 8.64
Year 2	\$10.41	\$ 9.37
Year 3	\$10.71	\$ 9.64
Year 4	\$11.00	\$ 9.90
Year 5	\$11.13	\$10.02

Beginning School Year 2000-01, new employees will be required to have 200 documented hours to qualify for the paraprofessional schedule.

ARTICLE XXIV
SALARY SCHEDULES (CONTINUED)
(SHOWING 10% DECREASE CONTRACT CONCESSIONS)

Effective with the 2005-06 school year, the Middle School Library Paraprofessional shall be paid a stipend of \$~~.75~~ \$.67 per hour.

MS Library Paraprofessional	2008-09 - 2011-12	2011-12 less 10%
Probation	\$10.03	\$ 9.03
Rem. 1 st Year	\$10.35	\$ 9.31
Year 2	\$11.16	\$10.04
Year 3	\$11.46	\$10.31
Year 4	\$11.75	\$10.57
Year 5	\$11.88	\$10.69

Aides	2008-09 - 2011-12	2011-12 less 10%
<u>Instructional</u>		
Probation	\$8.74	\$7.87
Rem. 1 st Year	\$8.93	\$8.04
Year 2	\$9.74	\$8.77
Year 3	\$9.89	\$8.90
Year 4	\$10.04	\$9.04
Year 5	\$10.42	\$9.38
<u>Non-Instructional</u>		
Probation	\$8.56	\$7.70
Rem. 1 st Year	\$8.78	\$7.90
Year 2	\$9.57	\$8.61
Year 3	\$9.71	\$8.74
Year 4	\$9.85	\$8.86
Year 5	\$10.23	\$9.21