

Whitmore Lake Public Schools Board of Education Contract Proposal  
Paraprofessional/Kids Club/Food Service  
December 11, 2013

Because of recent changes to law due to the implementation of the Affordable Care Act, the WL Board of Education proposes the following changes to the Paraprofessional/Kids Club/Food Service contract, beginning January 1, 2014:

1. All holidays will be unpaid days, beginning January 1, 2014.
2. There will be 5 (five) furlough days each school year (July 1 – June 30) equivalent to 5 (five) working days. "Snow Days" and/or "Act of God" days will be used first for furlough days through March 31<sup>st</sup>. All furlough days must be scheduled a minimum of one week in advance with the building principal and must be taken before May 31 of each school year. Furlough days are not to be taken during the last week of August or the first week of school each year. No more than 2 days can be taken together in the same week.
3. All "Snow Days" or "Act of God" days will be unpaid hours. Should school be cancelled during the day, members will be paid for actual time worked until the time they are released.
4. No member will be allowed to work more than 29.5 hours per week on average beginning January 1, 2014. Overtime or extra work time will not be allowed for any reason unless the weekly hourly average, as determined by the business office, remains at 29.5 hours per week or less for the measurement period each year.
5. Those working in the summer months may find their subsequent following school year scheduled hours reduced further to balance out the weekly average to 29.5 hours or less.
6. No extra work or stipends (i.e. "Schedule B", Community Recreation, summer school, substituting for others, etc.) will be allowed unless the total hours overall still average to less than 29.5 hours per week during the measurement period each year, as determined by the business office.
7. The district retains the right to schedule paraprofessionals. The work year may no longer reflect the student calendar if it does not allow (with the above) the ability for the district to keep staff members at an average of 29.5 hours.
8. A sick, personal business or unpaid day may be used if an "Act of God" or "Snow Day" occurs after all furlough days have been taken.
9. In exchange for #1-6, above, an amount equal to the following will be added to each seniority level:
  - a. An amount of \$.83 per hour will be added to the pay scale for Step 15 or higher.
  - b. An amount of \$.81 per hour will be added to the pay scale for Steps 10, 11, 12, 13 and 14.
  - c. An amount of \$.78 per hour will be added to the pay scale for Steps 7, 8, 9.
  - d. An amount of \$.75 per hour will be added to the pay scale for Steps 4, 5, 6.
  - e. An amount of \$.71 per hour will be added to the pay scale for Step 3.
  - f. An amount of \$.68 per hour will be added to the pay scale for Step 2.
  - g. An amount of \$.65 per hour will be added to the pay scale for Step 1.

Date: 12/4/13 For the Union:

Date: 12/11/13 For the Board:

Michele Cole

Kimberley A. Hart

Alexandra Atkins

Anne Loquinto