



**COLLECTIVE BARGAINING AGREEMENT**

**BETWEEN**

**THE NORTHVILLE PUBLIC SCHOOLS**

- and -

**THE NORTHVILLE FEDERATION  
OF PARA EDUCATORS**

**August 24, 2017 – August 23, 2019**

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## **PREAMBLE**

This Agreement is made by and between the Board of Education of the Northville Public Schools, hereinafter referred to as the "District," and the Northville Federation of Para Educators hereinafter referred to as the "Union."

## **PURPOSE**

The parties hereto recognize that the District is a unit of government engaged in the education of boys and girls; and that the District has obligations to the citizens, taxpayers and employees as well as to the State of Michigan, to operate efficiently, economically and prudently, and to maintain adequate and uninterrupted service to the public and the children therein. The District will expect that the Union will contribute through its abilities and experience and that of its individual members toward maintaining adequate and uninterrupted service to the District and the children therein.

It is the intent and the purpose of this Agreement to provide orderly collective bargaining relations between the District and the Union, to secure prompt and fair disposition of grievances, to eliminate interruptions of work and to improve and promote the most efficient and productive operation of the District. In consideration of this mutual understanding and the Agreement hereinafter set forth, it is mutually understood between said District and said Union as follows.

## **ARTICLE I: BARGAINING UNIT**

### **1.00 Bargaining Unit**

The District recognizes the Union as the sole and exclusive bargaining representative for all full-time Para Educators employed in the Special Education Program; excluding Lunchroom Supervisors, Library Assistants, Bus Aides, Assistants in the Regular Education K through 12 Program, Supervisors, Principals, Assistant Principals, confidential employees, and all other employees of the Northville Public Schools not included above.

1.01 Union

1. Neither membership in the Union (electing to pay dues) nor election to pay any optional service fee shall be compulsory. Under no circumstance will any unit employee may be required to elect either option.

2. Save Harmless

The Union shall indemnify and save the District, District Administrators and Board of Education Members, harmless against any and all claims, demands, suits, judgments, damages other forms of liability or expense that may arise out of or by reason of action taken by the District for the purpose of complying with this Article, including all court costs and reasonable legal fees of the District's counsel.

**ARTICLE II: UNION AND PARA EDUCATOR RIGHTS AND RESPONSIBILITIES**

2.01 Bulletin Boards

The District shall allow the Union to use space on a bulletin board in each building owned or leased by the District for posting notices of Union recreational and social affairs, Union elections and appointments, and Union meetings and educational classes. Other notices may be posted with the permission of the building supervisor.

2.02 Wearing of Insignias.

Membership insignia or pins appropriate for normal wear may be worn by employees covered under this Agreement.

2.03 Use of Building Facilities

After providing appropriate notice to the District, the Union shall have the right to use a designated area of a building owned or leased by the District for the purpose of conducting Union meetings at reasonable hours before or after the Para Educator work day. If the Union desires to meet at a time other than during the normal working hours of the building custodian, it shall pay any additional custodial costs incurred by the District.

2.04 Required Meeting During Working Hours

Employees who attend meetings, conferences, negotiations, hearings, etc. shall only be paid if required by the District to attend such meetings during their regular working hours.



2.05 Union Officials in School Buildings

Union employees or officials shall be permitted to transact Union business on school property after securing the permission of the building supervisor.

2.06 Mailboxes and Telephones

In buildings owned or leased by the District, the District agrees to make available to employees covered under this Agreement, mailboxes and a telephone, if available, for local calls only.

2.07 Union Mail

Mail from the Union shall be identified as such before it shall be put in the school mailboxes. With this exception, the Union shall have the right to distribute and place mail in the mailboxes. The District shall in no way be held liable for any loss or damage to the Union distributed mail.

2.08 Union Use of Equipment

The Union may use equipment owned by the District as provided below:

- A. All work will be done before or after working hours or at duty free times.
- B. Prior approval of equipment use must be requested from the building supervisor.
- C. The use of approved equipment is not to interfere with the instructional program or administrative needs.
- D. All work done will be in keeping with the purpose of this Agreement.
- E. The Union agrees to provide supplies and material used.
- F. The Union agrees to reimburse the District for the repair of such equipment as a result of damage due to negligence on the part of the Union.

2.09 Representation When Meeting With Administrators

Para Educators shall, at their request, be entitled to the presence of a Union representative when said Para Educator is called to meet with an administrator or supervisor, for the intended purpose of an official reprimand or disciplinary action regarding his/her performance. If a meeting is scheduled for such a purpose, the Para Educator will be so informed beforehand. Normally expected evaluations of performance are excluded from this clause.



2.10 Equal Employment Opportunity

The parties recognize and agree that neither shall discriminate against any employee because of race, religion, color, creed, sex, age, national origin, political belief, disability, marital status or membership in, or association with the activities of the Union.

2.11 Special Conferences

Special conferences for important matters will be arranged between the Local President and designated representatives of the District upon request of either party. The date and time of the conference shall be mutually agreed upon, but both parties recognize the importance of holding important conferences as early as possible.

2.12 Human Resources File

Para Educators shall have the right to review their Human Resources file in the presence of the Superintendent or his designee. Upon their request, they may be accompanied by a Union representative. The Para Educator shall have the right to answer any material filed and his/her answer shall be attached to the file copy. Records concerning whether a Para Educator has filed a grievance shall not be kept in his/her Human Resources file but shall be kept separately.

2.13 Information for Collective Bargaining and Contract Supervision

Upon the written request of the Union, the District shall provide available County Allocation Board budgets, the annual financial report, student membership and census data, relevant agreements and contracts with the County and State involving special education program students, and other available information, statistics and records, not deemed confidential by the School District, necessary in order for the Union to properly negotiate agreements and to enforce the terms of this Agreement.

2.14 District Mail Service

Union notices, intended for all members of the bargaining unit and which are approved by the Director of Special Services, shall be delivered to respective building Union representatives at time when other Central Office mail is distributed to a particular building.

2.15 Released Time

Upon the approval of the chief Human Resources administrator or his/her designee, and on such terms and conditions as he/she may set, the President of the Union and/or

his/her designee shall be permitted during working hours to attend grievance meetings and to conduct other business which relates to the enforcement of the terms and conditions of this Agreement. At any time during the life of this agreement, should such release time become unlawful or prohibited, this section shall no longer be in effect.

2.16 Agenda and Minutes of the Board of Education Meetings

Upon the written request of the Union, the District shall provide a copy of official minutes of public Board meetings and available Board agendas.

2.17 Right to Consult with Administrator

Nothing in this contract shall be construed to prohibit any Para Educator Union representative, or Union committee from consulting with administrative officials at mutually scheduled times.

2.18 Presentation of Instructional Material

Para Educators shall be free to present instructional materials which their teacher and administrator consider pertinent to the subject and consistent with course objectives. They shall also be entitled to freedom of discussion within the classroom on all matters which the Para Educator and their teacher consider relevant to the subject under study, except where determined inappropriate by the Administrator.

2.19 Memos and Notices

Whenever the District issues a memo or notice of a general nature, the memo or notice shall be posted and the Union will be given a copy.

2.20 Employee Contracts

Any contract between the District and an individual employee within the bargaining unit shall be expressly subject to the terms and conditions of this Agreement.

2.21 Teaching Direction and Work Related Requests

It shall be the responsibility of the building administrator and/or classroom teacher to provide instruction, supervision, and direction to a Para Educator regarding his/her duties and further, Para Educators are expected to comply with work related requests and to accept the teaching direction of the classroom teacher and building supervisor.

2.22 Responsibility to the District



The Union, recognizing its professional responsibilities, agrees to use its influence to encourage all Para Educators and the Para Educators agree to perform efficient work and service, to utilize their time and all equipment furnished by the District to the best of their advantage, to protect the District's property and interests, and to cooperate with the District and the employees in all departments in promoting the welfare of the District and improving its service.

#### 2.23 Responsibility to Honor Board Policies and Administrative Regulations

It is the responsibility of the Para Educators covered under this Agreement to honor Board policies and administrative regulations. Para Educators covered under this Agreement shall not assume administrative or supervisory authority.

#### 2.24 Vaccination

All Para Educators shall be offered the opportunity to voluntarily receive the Hepatitis vaccine series at the District's expense provided that the Para Educator agrees to have the vaccine administered at the Clinic, Hospital or site designated by the District. If the Para Educator chooses to have their own doctor administer the vaccine, the District shall pay only that amount equal to the fee charged by the District's designated provider. The Para Educator must agree to receive the total vaccine series in order to be eligible. It shall be the responsibility of the Para Educator to have the vaccine immunity checked thirty (30) days following the final series of inoculations. Any Para Educator who does not observe the regulations regarding Hepatitis B Vaccination will be responsible to reimburse the District the cost of the vaccine. Those Para Educators choosing not to receive the vaccine must sign the "Refusal for Hepatitis B Immunization" form.

A titer shot and/or booster will be administered at district expense five (5) years after the initial HEP B immunization.

If the Para Educator had the Hepatitis vaccine series at the District's expense and during subsequent and continuing employment with the District, discovers that he/she does not have the antibodies, the Para Educator, upon request, may receive the Hepatitis vaccine series one additional time at the District's expense.

#### 2.25 Over the Counter Medication Reimbursements

The District will reimburse the employee for the over the counter medication for the treatment of ringworm, pink eye and/or head lice under the following conditions:

- The employee is diagnosed by a physician or clinic.
- The exposure occurs following a confirmed case(s) in students with whom the employee is assigned to work.
- The employee submits a receipt for reimbursement



2.26 Intent to Terminate Employment

The Para Educators covered under this Agreement agree to notify the Human Resources Office, in writing, as soon as possible of any intent to terminate employment with the District. It is recognized by the Para Educators that they have an ethical responsibility to notify the District of their resignation at least two weeks prior to their expected last day of employment.

2.27 Emergency Situation

For the protection of students, a sufficient number of Para Educators will be expected to remain on duty in the event of an emergency situation as determined by the Building Supervisor or his/her designee.

2.28 Absence from the Building

Para Educators will not leave their buildings during working hours, with the exception of their duty-free period. Para Educators will inform the Supervising Teacher if they leave the building. In the event the building supervisor has concerns about a unit employee's compliance with this provision, said employee may be required to return to the process of notify the building office when leaving the building.

2.29 Absenteeism and Tardiness

Absenteeism or tardiness shall be avoided whenever possible.

2.30 Open House Attendance

The Para Educators will attend the Open House (the full duration scheduled) of the building to which he/she is assigned, and shall receive a \$25 stipend for the time beyond the regular work day. Stipends do not add to the employee's base wages.

**ARTICLE III: DISTRICT RIGHTS**

3.01 It is expressly agreed that all rights which ordinarily vest in and have been exercised by the District, except those which are clearly and expressly relinquished therein by the District, shall continue to vest exclusively in and be exercised exclusively by the District without prior negotiations with the Union either as to the taking of action under such rights or with respect to the consequence of such action during the term of this Agreement. Such rights shall include, by way of illustration and not by way of limitation, the District's right to:

A. The management and administrative control of the school system, its properties and facilities; the direction and assignment of work, including but not limited to

the establishment and enforcement of District rules; to hire, promote, discharge, discipline, layoff and recall employees, schedule hours of work, and to maintain discipline and efficiency; establish the educational program, curriculum, organization and structure of the schools and the location of the schools; introduce new pedagogical innovations, textbooks and instructional materials; determine the prescribed courses of study and the means of providing a comprehensive program to the students.

- B. The exercise of the foregoing powers, rights, authority, duties and responsibilities by the District, the adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific terms of this Agreement.

#### **ARTICLE IV: GRIEVANCE PROCEDURE**

##### 4.01 Definition of Grievance

- A. A grievance is defined as an alleged violation, misapplication or misinterpretation of a specific Article and Section of this Agreement.
- B. The term "Para Educator" may include a group of Para Educators who are similarly affected by a grievance.
- C. The term working days, when used in this Article, shall mean the extended SEP scheduled instructional days and teacher work days according to the school calendar as adopted by the School District.

##### 4.02 Para Educator's Right to Present a Grievance

An individual Para Educator shall have the right at any time to present his/her own grievance to the District and to have the grievance fully adjusted as long as the adjustment is not inconsistent with the terms of this Agreement, and the bargaining representative has been given the opportunity to be present at such adjustment. If the adjustment is in writing, the bargaining representative shall receive a copy.

##### 4.03 Step 1 - Informal - To Building Supervisor

Any Para Educator having a grievance shall within ten (10) working days after the occurrence of the alleged violation, or when the employee knew or should have known of the occurrence of the alleged violation, but in no event more than twenty (20) working days after the occurrence of the alleged violation, first discuss this matter



with their Building Supervisor, openly identifying the discussion as Step 1. Such discussion shall take place during non-teaching hours or other mutually agreeable times, with the object of resolving it informally. The Supervisor shall give his decision to the Para Educator within five (5) working days from the date of the informal discussion.

4.04 Step 2 - Formal - To chief Human Resources administrator

If the grievance is not resolved in Step One, the Para Educator and the Union may reduce the grievance to writing, and present the grievance to the chief Human Resources administrator for his/her written answer. The written grievance shall be on a form attached to this Agreement, must be filed within five (5) working days after the date of the Supervisor's oral answer in Step One, and shall be signed and dated by the Para Educator(s) and Union President, or his/her designee. The chief Human Resources administrator shall give the Para Educator an answer, in writing, no later than ten (10) working days after receipt of the written grievance.

4.05 Step 3 - To the Superintendent

If the grievance is not resolved in Step Two, the Para Educator and Union may, within five (5) working days after the answer in Step Two, appeal the grievance to the Superintendent of Schools. The appeal shall be in writing and shall be signed by the Union President and/or the Para Educator (if applicable). The Superintendent or the designee shall give the Union an answer, in writing, no later than ten (10) working days after receipt of the written grievance.

If the grievance at Step 3 is pertaining to a termination or dismissal, the para educator shall have the right to appeal to the Superintendent with an explanation in writing, attached to the grievance form, or a scheduled meeting with the Superintendent. The timing of such meeting shall be at the Superintendent's discretion and availability. The Superintendent shall have (10) ten working days after such meeting to give the Federation an answer in writing.

4.06 Step 4 - Arbitration

If the grievance is not satisfactorily resolved in Step Three, the Union may submit the grievance to arbitration by filing a Demand for Arbitration, with a copy to the other party, in the Detroit Offices of the American Arbitration Association within five (5) working days after the decision in Step Three is rendered. The Demand for arbitration, the selection of an Arbitrator, and all arbitration proceedings shall be in accordance with the Rules of the American Arbitration Association governing labor arbitration.

The Arbitrator's decision shall be final and binding upon the District, the Union, and the Para Educator or Para Educators involved.



4.07 Powers of the Arbitrator

The Arbitrator shall have no power or authority to add to, subtract from or modify any of the terms of this Agreement and shall not substitute his/her judgment for that of the District where the District is given discretion by the terms of this Agreement or by the nature of the area in which the District was acting.

4.08 Filing Fee and Costs of Arbitration

The filing fee and the cost for the services of the Arbitrator, including per diem expenses, shall be paid by the losing party. All other expenses shall be borne by the party incurring them, and neither party will be responsible for the expense of witnesses called by the other.

4.09 Time Limits

Any grievance not advanced to the next Step by the Para Educator and Union within the time limit in that step, shall be deemed abandoned. Time limits may be extended by mutual agreement of the Board and the Union in writing; then the new date shall prevail.

4.10 Back Wages

Except in the case of payroll error, the District shall not be required to pay back wages more than five (5) days prior to the date a written grievance is filed.

- A. All claims for back wages shall be limited to the amount of wages that the employee would otherwise have earned, less any unemployment or other compensation that he may have received from any source during the period of back pay. Such employee shall have the burden of showing that he was actively seeking employment during such time.
- B. No decision in any one grievance shall require a retroactive wage adjustment in any other grievance, unless such grievance has been designated as a representative grievance by mutual written agreement by the parties.

4.11 Grievances Occurring Prior to the Effective Date or After Termination of Agreement

Any grievance occurring during the period between the termination date of this Agreement and the effective date of a new Agreement shall not be processed. Any grievance which arose prior to the effective date of this Agreement shall not be processed.

4.12 Settlement of Grievance

Any written agreement reached between the District and the Union representative is binding on all Para Educators affected and cannot be changed by any individual.

4.13 Processing of Grievance During Non-Working Hours

Grievances arising under this Article shall be processed during non-working hours unless mutually agreed otherwise.

4.14 Processing of Grievance After Resignation

No grievance shall be filed or processed further by a Para Educator or the Union after the effective date of the Para Educator's resignation.

4.15 Representation

Any party to a grievance shall have the right to employ and be represented by legal counsel and the American Federation of Teachers of Michigan, but a party shall not be accompanied nor represented by an officer, executive, delegate, representative, or agent in any capacity of any organization other than the Union (except as stated above).

**ARTICLE V: NO STRIKE CLAUSE**

5.01 No Strike or Work Interference

The Union and the Para Educators agree that during the entire life of this Agreement there shall be no sanctioned or condoned strike, sit-down, stay-in, slow-down or work interference or curtailment of any kind for any reason.

5.02 Action by Union

The Union further agrees that it will take prompt action to prevent or stop unauthorized strikes, sit-downs, stay-ins, slow-downs, or work interference or curtailments of any kind by notifying the Para Educators and the public that it disavows these acts.

5.03 Discipline Including Discharge of Para Educator

The Union agrees that the District has the right to discipline (including discharge) any or all Para Educators who violate this Article and accordingly the severity of the discipline may not be reduced in an arbitration proceeding under this Agreement.



5.04 Legal Remedies

The Board of Education, in the event of violation of this Article, shall have the right, in addition to any other remedies available at law, to obtain injunctive relief for breach hereof against the Union and Para Educators, provided, however, that if the Union promptly disclaims, in writing, within forty-eight (48) hours, to the Board and publicly, responsibility for any activity prohibited thereby, it will not be liable for damages therefore.

**ARTICLE VI: SENIORITY, LAYOFF AND RECALL, GENERAL WORKING CONDITIONS**

6.01 Probationary Period

During a Para Educator's first ninety (90) days of active work, exclusive of leaves of absence, he/she shall be considered to be in a period of probation.

6.02 Definition of Seniority

Seniority shall be defined as length of service in the bargaining unit, after completion of the probationary period, exclusive of layoff and unpaid leave days (exceptions listed in 8.02A and 8.06A). During such layoff and/or unpaid leave periods, seniority shall not continue to accrue but shall be "frozen" from the commencement date to the termination date of the layoff and/or leave.

6.03 Placement on Seniority List

After completion of the probationary period, Para Educators shall be placed on a seniority list as of the first day worked. Seniority for Para Educators who have the same first work day shall be determined by the last four digits of the Para Educator's social security number with the higher social security number having priority over the lower number.

6.04 Posting of Seniority List

Within two (2) months following the commencement of the academic school year, the district shall provide copies of a current seniority list. This list shall be posted on District's Intranet. The Union shall be provided with a copy one week in advance of the seniority list being sent to the buildings.

If written notification is not received by the chief Human Resources administrator from either the Union or the individual Para Educator, within ten (10) working days



from the posting date, it shall be presumed that the list is accurate and no further appeal shall be allowed.

6.05 Termination of Seniority

A Para Educator shall be terminated and lose seniority rights if he/she:

- A. Quits.
- B. Is discharged.
- C. Is laid off for a period of three (3) years or the Para Educator's seniority at the time of layoff, whichever is less.
- D. Fails to accept recall from layoff or fails to report for work at the designated time after acceptance of recall.
- E. Has an unexcused absence from work without properly notifying the District according to the call-in procedure set forth in 6.10 of this Article.
- F. Has an unexcused absence for two (2) consecutive working days for reasons which are not acceptable to the District.
- G. Fails to return from an authorized leave of absence, vacation or sick leave at the designated time unless the designated time has been mutually extended in writing by the Union and District.
- H. Is removed from the bargaining unit.

6.06 Discipline of Probationary Para Educator

In the period of the ninety (90) days of active work probation the chief Human Resources administrator or his designee, shall have the right to discipline, discharge or suspend the probationary Para Educator and such action will not be subject to the grievance procedure. After the first thirty (30) days of probation, the probationary Para Educator has the right to be represented by the Union.

6.07 Discipline of Seniority Para Educator

A seniority Para Educator shall not be suspended or discharged for reasons that are arbitrary or capricious.

The District shall retain the sole right to establish, adopt, publish, change, amend and enforce reasonable rules for employees to follow. The District shall retain the right to warn, reprimand, suspend and/or discharge any and all seniority Para Educators for stated reasons that are not arbitrary or capricious.

6.08 Layoff and Recall

- A. In the event that the District determines that it is necessary to reduce the number of Para Educator(s) through lay off the Para Educator(s) with the highest seniority will be given the opportunity to accept a voluntary lay off.

If there are no volunteers, the Para Educator with the lowest seniority will be laid off first, and shall be given no less than 5 days notice of the layoff before it takes effect.

When a position within the bargaining unit is declared vacant or Para Educators are to be recalled from lay off, the Para Educator with the highest seniority currently on lay off will be the first recalled by the District.

If there is a Para Educator with higher seniority whose Leave of Absence has ended and who has given proper written notification to the District of their wish to return they will be given first opportunity for the position(s).

- B. During layoff, neither wages nor fringe benefits will be paid, nor will sick days or wage increments or seniority accrue, but upon recall unused sick days and seniority held at the start of the layoff shall be reinstated.
- C. In the event a Para Educator on layoff is mailed a notice of recall, by certified mail, return receipt requested, to his/her last known address on file in the Office of Human Resources, and such Para Educator does not notify the chief Human Resources administrator in writing, by certified mail, return receipt requested, within 48 hours after such offer, of his/her acceptance, then such Para Educator shall have no further rights of reinstatement unless approved by the chief Human Resources administrator in writing. It is understood that it is a Para Educator's responsibility, while on layoff, to keep the Office of Human Resources informed in writing of his/her current address and his/her failure to do so constitutes a waiver of his/her reinstatement rights.
- D. The 48 hour limitation in which the Para Educator has to notify the District of his/her acceptance, as set forth in Section C above, may be waived by mutual written agreement between the Union and the District.
- E. The President shall be notified of layoffs and recalls.



- F. A para educator's assignment upon recall from layoff will be made after the Supervisor has given consideration to any known requests for transfer into the existing vacancy. It will be the Supervisor's sole discretion to determine placement after giving consideration to any such transfer requests that are known with 48 hours of the vacancy.

6.09 Address and Telephone Number

It shall be the responsibility of each Para Educator to notify the District of any change of address or telephone number. The Para Educator's address and telephone number, as it appears on the District's records, shall be conclusive when used in connection with all notices to Para Educators.

6.10 Call-In Procedure

When a Para Educator is unable to be in school on any given day, he/she shall contact AESOP. This notification shall be not less than ninety (90) minutes prior to his/her reporting time except in the event of an emergency situation. In the event the Para Educator knows that he/she will not be able to return to work the next day, he/she shall report this fact to his/her Building Supervisor, or the Supervisor's designee, before 2:00 p.m. of the day of his/her absence. Failure to follow the above referenced call-in procedure shall mean that the absence shall be unauthorized and the Para Educator shall not be paid for that day.

6.11 Building Closings

In any situation (such as severe weather, hazardous road conditions, heating plant failure, etc.) when in the opinion of the Superintendent of Schools, it is necessary to discontinue classes for pupils in any one school building or in the entire District, information will be provided through a designated radio station or by telephoning the Para Educator sixty (60) minutes before reporting time. It is expected that Para Educators will report to work at the regular time and location for assignment unless notified otherwise by the Superintendent or his designee of their reassignment.

6.12 Reporting Child Abuse and Neglect

All Para Educators shall review the appropriate Administrative Policies and procedures for reporting child abuse and neglect in compliance with the Child Protection Law.



6.13 Postings and Job Descriptions

The District agrees to post Para Educator job openings and descriptions. The Para Educators may have input in all changes to the job description. The final decisions remain solely with the administration.

6.14 Equipment and Supplies

Para Educators shall have access to available instructional equipment and supplies deemed by the District to be necessary in the performance of their duties.

6.15 Periodic Excess Staffing

Para Educators (who are in excess due to classroom ratio, or one-on-one student is absent) shall be temporarily reassigned where needed. All classrooms in the respective school shall participate on a rotating basis at the discretion of the building administration. The classroom with the lowest student ratio should generally be used first.

6.16 Behavior Objectives

Para Educators shall not be responsible for writing or developing behavior objectives or lesson plans. However, they are expected to work with and assist the teacher in this endeavor.

6.17 Treatment of Students

Para Educators will not use corporal punishment and will not verbally or physically abuse students.

6.18 Quarantine

No Para Educator shall be required to work in a classroom or building which has been quarantined by the Director of Special Services. However, in the event of quarantine, all affected Para Educators shall be required to report to their Building Supervisor prior to the start of their work day to receive their assignment.

6.19 Health Care Services

The parties agree that Para Educator staff may be directed to perform certain nursing or health care services. Services required will vary. Prior to performing these procedures, the Para Educator will be provided training by the school nurse or another health care professional. The Para Educator may request further training. The decision to assign these procedures to a Para Educator is dependent upon the individual needs of the student and is made by the school nurse. Supervision by the school nurse shall be available.

6.20 Continuity in the Classroom

The District shall, when in its judgment it is beneficial to the student, attempt to provide on an on-going basis, continuity in the classroom of specific Para Educators with specific students.

6.21 Early Dismissal

On the last day of the work week, days preceding a holiday, or school recess, Para Educators may leave the building when all students assigned to their classroom have left school property. In the periodic event that it is determined by the administration that a student must stay after school, past the end of the Para Educator's regular work day, the Para Educator may leave only after obtaining approval from the Supervisor or Assistant Supervisor.

6.22 Evaluations

All seniority Para Educators will receive a written performance evaluation from the supervisor and classroom teacher, a minimum of once each three (3) years. The administrator completing the evaluation will attempt to apply reasonable discretion in considering input from the teacher in the event a conflict exists between the teacher and Para Educator.

6.23 Duty Free Period

Every attempt will be made by staff to take the full duty free lunch period. A Para Educator who is unable to take a thirty (30) minute duty free lunch period because of student related activities shall obtain prior approval of their supervisor if they wish to leave thirty (30) minutes early at the end of that work day. This provision shall only apply to the regular school year, not the summer program.



For those employees who work the summer program, every attempt will be made to take the 15 minute break. In the event that it cannot reasonably be taken, the employee may leave 15 min early that day after all students assigned to their classroom have left school property.

In no event may the thirty (30) minute duty free period be taken at the end of the school day if this action will prohibit the attendance of a Para Educator at meetings, or other activities necessary to the operation of the program.

If the Para Educator is unable to take the thirty (30) minutes at the end of the day on the date that the time was lost, he/she will be allowed to carry the thirty (30) minutes over to another day. Every attempt will be made to take the time within one (1) week of the occurrence. However, in no event shall the time be carried beyond a period of one (1) month from the original occurrence. Prior approval of the building supervisor shall be required. With regard to regularly scheduled student events, approval may be granted for the full semester. Written permission will be secured in advance.

If the thirty minutes is not available due to student attendance hours or transportation schedules, the duty free period may be taken in two (2) fifteen minute periods.

#### 6.24 Mentor Program

1. Mentors for newly hired Para Educators in their first year of employment may be selected by the Supervisor from a list of Para Educators who have volunteered to serve and received all satisfactory ratings (or higher) on the most recent performance evaluation. Every effort will be made to assign mentor Para Educators to work with new hires within the same program (SCI, SXI, DD) and at the same location of assignment. Criteria for mentor Para Educators will be qualifications established by the administration. No Para Educator may serve as a mentor to more than one mentee in any school year. The selection process is not subject to the grievance arbitration process.
2. Disputes that may arise between the mentor and mentee will be resolved by the Supervisor and the Federation with the ultimate decision for mentor reassignment determined solely at the Supervisor's discretion.
3. District-approved mentoring conducted by mentor Para Educators, beyond the work day, will be compensated based on the following stipend amount:

1<sup>st</sup> year mentor: \$300

Provided that all required mentoring records and documentation are submitted, mentor stipends will be paid by June 30<sup>th</sup>. There shall be no further



compensation for serving as a mentor and no Para Educator will be required to serve in the role. Mentoring requirements must be satisfied outside of the work day.

4. The major responsibility of a mentor Para Educator will be to assist and support the mentee in the components of the mentor-mentee program that is established by the District. It is not the responsibility of the mentor employee to be involved in the formal written evaluation of the novice Para Educator. Communications involving the Evaluation Process between the mentor and the Administration concerning the mentee will be with the consent of the mentee. The mentee will be present when these discussions occur if requested. The formal written evaluation process is the responsibility of the Administration.

## **ARTICLE VII: VACANCIES AND TRANSFERS**

### 7.01 Definition of Vacancy

A vacancy is a position that arises by virtue of a newly created position, a resignation, a termination, or an approved leave of absence (excluding FMLA) exceeding six (6) consecutive weeks. If a vacancy occurs during the shortened days of the summer program, the position may be filled by the Director of Human Resources on a temporary basis until the start of the new school year.

### 7.02 Posting of Vacancies

Whenever the chief Human Resources administrator declares a vacancy in the bargaining unit, the vacancy shall be published on the District web portal for employment opportunities. A copy of the posting will be provided to the Local Union President.

### 7.03 Bidding on Vacancies

Whenever two or more applicants, whose qualifications are equal, both bid on the posted vacancy, preference shall be given to the applicant with the greater seniority within the District if the chief Human Resources administrator or his designee agrees.

### 7.04 Transfer Requests

Para Educators who desire to transfer either within a building or to a different building due to a vacancy within the school year, shall file a request for transfer with Human Resources, their current Supervisor and to the Supervisor of the building with the

vacancy. Every effort will be made to place the Para Educator, into the vacancy. The Union President will be notified prior to the vacancy made public by posting on staff bulletin board and on the District website.

Transfer requests will be kept on file until the commencement of the academic student school year.

7.05 Vacancies While Para Educators are on Layoff

The provisions of Section 7.02, 7.03 and 7.04 of this Article shall not apply in the event there are Para Educators on layoff.

7.06 Decision of Director of Human Resources

The decision of the chief Human Resources administrator or his designee regarding the filling of vacancies under Section 7.03 and 7.04 shall be final and binding.

7.07 Temporary Filling of Vacancy

Until a qualified applicant is selected, the chief Human Resources administrator or his/her designee may fill a vacancy on a temporary basis but, if the temporary employee applies for the vacancy, he shall not be considered to have greater qualifications than other applicants.

7.08 Conflict Between Teacher and Para Educator

In the event a problem exists between a Para Educator and other members of his/her team, every effort shall be made to resolve the problem. The Para Educator may initiate a meeting with the other members of the team. If the problem cannot be resolved within the classroom team, a meeting between the Supervisor and the classroom team may take place with the Para Educator and the Para Educator's Union Representative if requested by the Para Educator.

**ARTICLE VIII: LEAVE OF ABSENCE**

8.01 Sick Leave

- A. All full-time seniority Para Educators shall be entitled to earn sick leave for personal illness at the rate of one (1) day per month of active work during the K-12 school year. Those working the full summer ESY program may earn two additional days.



- B. Any sick leave not used by the end of each school year shall be added to the sick leave available for the following year, up to the maximum defined in this Article (VIII, E - 4).
- C. In the event of an absence of a Para Educator due to personal illness or disability in excess of three (3) consecutive working days, then, at the Para Educator's expense, the Superintendent, or designee, may require the Para Educator to provide a physician's statement setting forth the specific illness or disability and the expected length of the absence.

Note: When a Para Educator's used sick days and used family illness days (non-FMLA) from the prior school year combined total 10 or more absences, the Office of Human Resources may require such physician statement at the employee's expense for each sick or family illness absence in the current year that exceeds 5 such absences.

- D. A Para Educator who has exhausted their sick bank shall not be permitted to take any days off without pay unless the Para Educator receives prior approval from their supervisor prior to entering the absence into AESOP. The Para Educator must provide written documentation of a legitimate reason for the absence upon return. Failure to comply with this requirement may result in discipline, up to and including dismissal.
- E. Para Educators shall be entitled to an incentive program recognizing good attendance.

Days Absent: Zero to Two (0 – 2): (\$500) for the regular school year and one hundred (\$100.00) for the Summer Program.

Three to Four Days Absent (\$200) for the regular school year and \$0 for the Summer Program.

1. Days absent under this section shall include sick days, Family Illness, Business Days beyond the three (3) days provided in 8.03 Business Days, and days off without pay.
2. Days missed due to a workers compensation injury shall not be counted in computing attendance incentive days. Maternity leave, for which the Para Educator has sufficient sick days in their sick leave bank to cover, shall not be counted in computing attendance incentive days.
3. The Para Educator must have banked five (5) sick days to be eligible



for this incentive program.

4. Sick leave may be accumulated up to a total of one hundred thirty (130) days. Exception: Para Educators who have over 130 days of accumulated sick leave as of August 23, 2017 shall be allowed to maintain their respective amount without additional allocation until the balance is 130 days or below.

Note: The total days to be accumulated in the employee sick bank do not include the days that are front loaded for the current year, for those who are eligible for front loading.

- F. Sick days shall be front loaded to the Para Educator's bank at the beginning of the academic school year. Newly hired Para Educators will have their sick days front-loaded to their bank beginning in the second 2<sup>nd</sup> year of employment provided that they have a minimum of six (6) days remaining in their bank at the end of their first year of employment. Para Educators hired in the beginning of the second (2<sup>nd</sup>) semester will need a minimum of three (3) days remaining in their bank at the end of their first year of employment.
- G. A physician's verification of personal or family illness may be requested by the Office of Human Resources at the employee's expense, when the employee's absence extends a weekend, or immediately precedes or follows a vacation or a District holiday.

#### 8.02 Extended Sick Leave

- A. Any Para Educator whose personal illness extends beyond the period compensated under 8.01A. above, and has a minimum of one (1) year continuous employment in the School District, shall be granted a health leave, upon written request and a physician's recommendation, for the time period necessary for the Para Educator to recover from the illness or disability, but in no event shall the leave exceed a maximum of one (1) year without the discretionary approval of the Board of Education, or its designee. Any health leave granted under this Section A shall be without pay or fringe benefits, seniority accrual (seniority ceases to accrue on the eleventh day if the leave exceeds thirty (30) consecutive work days), or sick day accrual. Written notice of intention to return to work with a doctors release with no restrictions shall be given in writing to the Office of Human Resources at least five (5) days prior to the expiration of the granted leave. Failure to provide said written notice shall operate as a resignation and a waiver of the Para Educator's right to employment in the School District.

- B. If a Para Educator reasonably expects that he/she will be unable to perform his/her normal daily duties and functions for more than ten (10) working days due to personal illness or disability, he/she shall immediately notify the Office of Human Resources of this fact, and shall provide the Office of Human Resources, at his/her expense, with a physician's statement setting forth the specific illness or disability, the date the Para Educator's disability will commence, and the expected length of the absence. In the case of a disability due to pregnancy, it is expected that a Para Educator will comply with this section at least six (6) months before the expected date of birth.
- C. In the event a Para Educator is unable to perform his/her normal daily duties and functions for more than ten (10) working days due to personal illness or disability, then the Superintendent, or his/her designee, may periodically require the Para Educator, at the Para Educator's expense, to submit a physician's statement verifying the continued medical necessity for the Para Educator's absence and, again, setting forth the specific illness or disability and the expected length of the absence.
- D. In all cases where the Para Educator has been absent for more than ten (10) working days, the Para Educator shall provide the Office of Human Resources, before returning to work, a physician's statement certifying that the Para Educator has recovered from the illness or disability and is able to continue to perform his/her normal daily working duties or functions
- E. In order to protect the children of the District, upon the request of the chief Human Resources administrator, or his/her designee, the School District, may at its expense, have a Para Educator take a physical or mental examination to determine whether involuntary sick leave is warranted providing, however, that the Union is informed of this action and given an opportunity, upon request, to review the matter with the chief Human Resources administrator. Time lost for the purpose of such examination shall be without loss of pay or sick leave earned.
- F. The chief Human Resources administrator, or his/her designee, may, at any time, require a Para Educator, at the District's expense, to be examined by a District appointed physician to determine if the Para Educator is disabled or ill to the extent he/she is unable to perform his/her normal daily duties and functions.
- G. If a Para Educator's leave of absence due to illness or disability was fully compensated by paid sick days from the Para Educator's sick bank, and the leave of absence did not exceed twelve (12) weeks or sixty (60) school days, then, upon submission to the District of the appropriate physician's statement, the Para Educator shall be assigned to his/her same position, if he/she returned



to work in the same school year that the leave was granted. However, if the fully compensated leave of absence either exceeded twelve (12) weeks or sixty (60) school days or the leave carried over into two (2) school years, then, upon submission to the District of the appropriate physician's statement, the Para Educator shall be returned to work and assigned by the Superintendent, or his designee, to the first available position in the bargaining unit.

In the event an illness or disability necessitates that a Para Educator be absent more school days than what is compensated by the Para Educator's sick bank, and the Para Educator was granted an unpaid leave under Section A. above, then, upon submission to the District of the appropriate physician's statement, the Para Educator shall be entitled, following recovery, to be assigned by the chief Human Resources administrator, or designee, to the first available position within the bargaining unit for which the chief Human Resources administrator, or his designee, determines he/she is qualified.

- H. Notwithstanding any other provision of this Article, to the contrary, in the event a Para Educator is requested, in writing, by the School District, at any time, to fill an available position in the bargaining unit following the Para Educator's recovery from the illness or disability, and the Para Educator does not report to work in that position on the designated date set forth in the notification, then such Para Educator shall have no further rights of reinstatement, and the Para Educator's failure of acceptance shall be treated as resignation of employment.
- I. When a Para Educator has taken a health leave of absence, he/she shall, upon re-employment, be placed on the same position on the salary schedule held prior to the leave of absence.
- J. Notwithstanding any other provision of this contract to the contrary, compensation for sick days shall only be paid to the Para Educator if he/she would have been otherwise scheduled to work, but for the illness or disability.
- K. If the Para Educator's absence is, or can be reasonably expected to be, more than thirty (30) working days, and the School District disputes the fact that the Para Educator is unable to work, the Union or the School District may appeal this issue to the American Arbitration Association by filing a Demand for Arbitration with the American Arbitration Association, and simultaneously serving a copy upon the other party. The Demand for Arbitration shall set forth the nature of illness or disability which is in dispute.
- L. Upon the filing of the Demand for Arbitration, the American Arbitration Association shall submit to the parties a list of five (5) or more arbitrators who shall be physicians specializing in the illness or disability which is in dispute.



Within fifteen (15) calendar days after receiving the list of physician arbitrators, the parties shall return the list to the American Arbitration Association, setting forth their choice of the arbitrator in order of preference. If the parties do not agree upon an arbitrator, then the physician arbitrator shall be selected by the American Arbitration Association in any other manner it deems best.

- M. In cooperation with the parties, the American Arbitration Association shall establish a hearing date, and the arbitrator shall hold a hearing and render his/her decision within thirty (30) calendar days after the hearing has been closed.
- N. It shall be the sole and only function of the arbitrator, after due investigation, to render a decision whether the Para Educator was ill or disabled to the extent that he/she was, remains, or will be disabled to the extent that he/she was, is, or will be unable to perform his/her daily duties and functions. If the arbitrator's decision is in favor of the School District, the arbitrator's decision shall require the Para Educator to return all monies expended by the School District in paying any salary and fringe benefits during the time the Para Educator was not disabled or ill. Any disciplinary action the School District shall take shall not be decided by the arbitrator under this provision.
- O. The cost of the services of the physician arbitrator, including per diem expenses, and the costs for filing the Demand for Arbitration, shall be borne equally by the School District and the Union. All other expenses shall be borne by the parties incurring them and neither party will be responsible for the expenses of the witnesses called by the other.
- P. There shall be no appeal from the physician arbitrator's decision. It shall be final and binding on the Association, its members, the Para Educator involved, and the School District if the decision is within the scope of the physician arbitrator's authority as set forth above.
- Q. If the School District disputes the illness or disability of the Para Educator, and the absence of the Para Educator will be, is, or was reasonably expected to be less than thirty (30) working days, then the issue shall be resolved according to law and will not be subject to resolution by Section L. above.
- R. As used herein, the term physician shall mean a licensed physician M.D., or a licensed osteopath O.D., or to a hospital or clinic wherein the Para Educator was treated by a licensed physician or osteopath.

### 8.03 Business Days

- A. A full-time seniority Para Educator, whose prior school year absences did not exceed 10 sick / family illness days (non-FMLA) shall be entitled to one (1) day during each half of the standard school year for time necessary to conduct a business transaction which is impossible to do on a weekend, during a school recess or after the Para Educator's hours of work. Those who exceed that 10 day threshold in the prior year will earn one such day during the standard school year, not one per semester. The request for a business day shall be made in writing at least five (5) days prior to the requested date. Except in the case of an emergency (on the day of usage), the Para Educator must call and talk to their Supervisor, or the building Secretary (Administrative Assistant) to inform them of the use of an emergency business day. The Supervisor will create an absence for the emergency business day into the AESOP system. The Supervisors and the Office of Human Resource will explore the possibility of allowing Para Educators to use AESOP to enter their sub request once prior Supervisor approval is confirmed. Personal business days may not be taken immediately preceding or following a holiday, a weekend in conjunction with a holiday, or school recess. Unused business days shall be added to the Para Educator's sick bank at the beginning of the school year as established in the calendar adopted by the School District. When a Para Educator's absences in consecutive years exceed 10 non-FMLA days per year, there shall be no business days provided for the subsequent school year. This provision will take effect in the 2016-17 school year.
- B. Under extenuating circumstances, two (2) consecutive business days may be requested by a Para Educator. Any such request shall be in writing stating the reason for the request and submitted to the Office of Human Resources a minimum of five (5) working days prior to the dates requested. The granting or denial of two (2) consecutive business days shall be at the sole discretion of the District and not subject to the grievance procedure.
- C. During the course of a year, extenuating circumstances may require an additional day(s). Said day(s) may be granted with the prior approval of the chief Human Resources administrator. However, appropriate verification satisfactory to the District must be submitted beforehand. Said days will be subtracted from the employee's sick bank. The granting or denial of additional days will be at the sole discretion of the District and not subject to the grievance procedure.



8.04 Funeral Leave

- A. A regular full-time Para Educator shall be allowed three (3) days per school year, not deductible from their earned sick leave, for time necessary for attendance at the funeral of a member of the Para Educator's immediate family. For purposes of this article, immediate family shall be defined as father, mother, spouse, parent of spouse, sister, brother, grandparent, child, grandchild, step-parents, step-child, step-brother/sister, foster child living in the home and legal guardian. If the funeral is two hundred (200) miles or more from the Para Educator's home, they shall be granted one (1) additional day. The Para Educator shall submit written documentation of attendance if requested to do so by the District.
- B. When death occurs to the following seniority Para Educator's relatives: brother-in-law, sister-in-law, aunt, uncle, niece, nephew, the Para Educator shall be excused one (1) day, the day of the funeral. This day would not be deducted from the employee's sick bank. Written documentation shall be provided if requested by the District.

8.05 Military Leave

Military leave of absence, without wages or fringe benefits, shall be granted to any regular full-time Para Educator who shall be inducted, or who shall enlist, for one period of enlistment for military duty in any branch of the Armed Forces of the United States, including being called to active duty in the United States Reserves. A Para Educator shall be reinstated to the first available vacancy provided he applies for reinstatement within sixty (60) days after release from such military service.

8.06 Jury Leave

- A. A regular full-time Para Educator shall be granted a leave of absence not deductible from his/her earned sick leave for jury duty and/or a subpoena to appear in court.
- B. A Para Educator who serves on jury duty on a scheduled work day shall endorse the juror's pay over to the Northville Public Schools, minus the mileage allowance and will be paid their regular pay rate for the day(s).
- C. The District reserves the right to ask to have the Para Educator excused from jury duty and the Para Educator agrees to assist the District in this effort if requested.

8.07 Union Business Days

The Union will be entitled to five (5) days per school year for Union business. Said days must be requested in writing by the Union President and have the prior approval of the chief Human Resources administrator before they are utilized. Said days will not be granted for processing grievances at any level (including arbitration) or for collective bargaining. Any union release time shall not be reported to ORS as service credit hours unless the District is reimbursed for the ORS contributions for that time by the end of the school year in which the release time occurred.

8.08 Other Leaves

- A. Leaves of absence without wages, fringe benefits or seniority accrual (seniority ceases to accrue if the leave exceeds ten (10) consecutive work days), other than those listed above, may be granted at the discretion of the Director of Human Resources. The request for a leave shall be in writing stating both the reason and length of the leave.
- B. Written notice of intention to return shall be given in writing to the chief Human Resources administrator at least thirty (30) days prior to the expiration of any granted leave. Failure to provide said written notice shall operate as a resignation and a waiver of the Para Educator's right to employment in the School District.
- C. Upon expiration of the granted leave and timely and proper notice to the chief Human Resources administrator, the Para Educator shall be assigned to a vacant position for which, in the judgment of the chief Human Resources administrator he/she is fully qualified and has the ability to perform.
- D. When a Para Educator is granted such a leave of absence, he/she shall, upon re-employment, be placed on the same position on the salary schedule held prior to leave of absence and sick days held at the start of the leave shall be reinstated.

8.09 Family and Medical Leave Act

The District shall grant, per year, unpaid leaves up to a total of twelve (12) weeks or sixty (60) days under the terms and conditions as described herein.

- A. Employees are eligible for up to twelve (12) weeks or sixty (60) days of unpaid leave if they have been employed by the District for at least twelve (12) months prior to the commencement of the leave and have worked at least twelve hundred and fifty (1250) hours during the year preceding the start of the leave. When unpaid leave is foreseeable, the employee will provide the



District with a minimum of thirty (30) days prior written notice. The notice will include the reason for the leave, the beginning date and expected ending date.

- B. Eligible employees may take up to twelve (12) weeks or sixty (60) days of unpaid leave for one or more of the following reasons:
1. Because of the birth of a son or daughter of the employee and in order to care for such son or daughter.
  2. Because of the placement of a son or daughter with the employee for adoption or foster care.
  3. In order to care for the spouse, son, daughter, step child, legal ward or parent, of the employee, of such spouse, son, daughter, step child, legal ward or parent has a serious health condition which requires inpatient care in a hospital, hospice, or residential medical care facility; or continuing treatment by a health care provider.
  4. The employee's own serious health condition that makes the employee unable to perform the functions of the employee's position.
  5. To address certain qualifying exigencies permitted under the FMLA when the employee's spouse, son, daughter or parent is on active duty or called to active duty status in the National Guard or Reserves in support of a contingency operation.

Additionally, for leaves of the type described in (6) below, an employee is eligible for up to 26 workweeks of unpaid leave in a single 12-month period:

6. To care for a member of the Armed Forces (including the National Guard or Reserves) who has a serious injury or illness incurred in the line of duty on active duty that may render the service member medically unfit to perform his or her duties for which the service member is undergoing medical treatment, recuperation, or therapy; or is in outpatient status; or is on the temporary disability retired list. Only 12 of the 26 weeks may be for a FMLA-qualifying reason other than to care for a covered service member.

The District may require medical certification of the serious health condition from the health care provider. Certification, if required, must include the date on which the condition commenced, the probable duration of the condition, the appropriate medical facts regarding the condition, and a statement that the employee either is needed to

care for the person or is unable to perform the functions of his/her position.

The District, at its expense, may designate a second health care provider to provide a second opinion.

Upon return to work, the District may require a written notification from the health care provider certifying that the employee is able to resume work.

When both spouses are employed by the Northville Public Schools, the combined amount of leave for birth, adoption, foster placement or illness of a parent will be limited to twelve (12) weeks in any twelve (12) month period. Entitlement for child care end after the child reaches age one (1) year or twelve (12) months after the adoption or placement.

In the event that an employee shall require intermittent or reduced leave under the terms of the Family and Medical Leave Act, the District will work with the employee to arrange a mutually agreeable leave schedule according to the provisions of Section 102B and Section 108C of the Family and Medical Leave Act of 1993. The decision of the District shall be final.

Upon the employee's return from leave, he/she will be restored either to the position of employment previously held or an equivalent position with equivalent employment benefits, pay and other terms and conditions of employment. Assignment of the employee shall be the decision of the Board.

Health benefits will be continued during the leave under the same conditions and at the same level as if the employee were employed. (See Article X – 10.01)

Seniority will continue to accrue during the leave.

The District, at its sole option, may require the employee to use accrued paid sick leave prior to beginning an unpaid leave under the Family and Medical Leave Act. No employee will be required to draw their personal accrued sick bank below a total of twenty (20) days.

#### 8.10 Educational Leaves

Any Para Educator requesting an Educational Leave for the purpose of taking courses or completing student teaching will submit a request in writing to the chief Human Resources administrator, along with documentation providing proof of the courses to be taken and the specific period of dates for the duration of the leave requested. If approved, the Para Educator shall have no expectation of returning to a position within the unit until such time as a position becomes available through a vacancy. Said Para Educator shall have no right to unemployment benefits during the period of the leave,



and/or during any period in which the Para Educator is waiting for a position to return to. If eligible for medical insurance prior to the start of the leave, and if electing continued coverage, the Para Educator will be responsible for the full cost of medical insurance coverage (subject to COBRA rates and duration) during such a leave and until such time as a position may become available.

## **ARTICLE IX: COMPENSATION**

- 9.01 The wages of Para Educators covered by this Agreement are set forth in Appendix A and cover steps 1 through 13. The wage schedule shall reflect the furlough days and the changes in the SEP program, now based on the regular K-12 school year calendar. Para Educators hired to work the 20 day summer program will be compensated on a per diem basis.

### 2017-18

The parties agree that all unit employees will be migrated to the new wage schedule, replacing all prior wage scales. Effective upon ratification of the 2017-2019 agreement, each bargaining unit employee will be placed on the new wage schedule's step or partial step increment and resulting in each unit employee's 2016-2017 base wage rate increasing no less than (2.5%) two and half percent during the 2017-2018 year. Once migrated to the new wage scale, there shall be no other wage scale increase or movement during the 2017-2018 year.

### 2018-19

In the event that Board of Education approves a budget for the 2018-19 school year that projects a General Fund Balance of 15% of the General Fund expenditures or higher (including the cost of the contingent increase in compensation detailed below), the following shall apply:

All eligible employees will advance one half step.

In the event that the Board of Education approves a budget for the 2018-19 school year that projects a General Fund Balance of less than 15% but more than 11% of the General Fund expenditures (including the cost of the contingent increase in compensation detailed above), the following shall apply:

All employees will receive an off-schedule payment equivalent to 1.5% that does not add to the employee's base wages. Payment of the 1.5% off schedule payment will be divided into two equal lump sum payments within the payroll at or following the end of each semester.

In the event that the Board of Education approves a budget for the 2018-19 school year that projects a General Fund Balance of less than 11% of the General Fund expenditures (including the cost of the contingent increase in compensation detailed above), the following shall apply:

All employees will remain at the 2017-18 base wage rate with no increase or movement on the wage scale during 2018-2019 (wage freeze.)

For both 2017-18 and 2018-19: Any employee receiving suspension without pay or an unsatisfactory evaluation in the year preceding the effective date of wage increases if any may be denied eligibility for any increase in base wage rates. Such determination will be made by the chief Human Resources administrator in consultation with the employee's supervisor.

Para Educators will take two (2) unpaid furlough days in each of the two school years to be taken on non- student days. All Para Educators will take the furlough days on the same dates to be determined in consultation with the District.

#### 9.02 Adjustments to the Salary Schedule

The Steps in the salary schedule of 1 through 13 are based upon years of employment in the District. Adjustments from one Step to the next shall be made only at the commencement of any academic school year. The proper Step to be granted at the commencement of any academic school year to employees hired after ratification will be determined in accordance with the following formula. Steps are frozen for 2017-18 and the possibility of a half step in 2018-19 is subject to the formula in 9.01.

0 - 79 paid days the preceding academic year	= no credit
80 -185 paid days the preceding academic year	= 1/2 step credit
186 paid days or more the preceding academic year	= 1 step credit.

#### 9.03 Previous Outside Experience or Education at Time of Hire

The District, at its sole discretion, may hire a Para Educator on Step 1-3 of the salary schedule in recognition of outside experience or an earned degree from an accredited college or university. In the event that the administration determines the only suitable candidate for a vacancy has experience and/or qualifications that call for a placement above Step 3, the District may exercise discretion in placing a new hire on Step 4, but not more than twice annually. Consideration may be given to any adjustments that may be determined to be equitable for those employees who had the same experience and qualifications (at that time of hire) that are currently at a lower step increment, at the District's discretion, after consultation with the union. The exercise of District discretion pursuant to this provision shall not be subject to the grievance arbitration procedure.

#### 9.04 Extra Credit Pay

The District agrees to pay an additional ten percent (10%) of a Para Educator's salary commencing the academic school year following the Para Educator's completion of half (1/2) of the number of credits necessary to earn a four-year college degree from an accredited university or college. Provided, however, the Para Educator seeking extra credit pay must first receive the prior approval of the Superintendent or his designee of the course taken or, if the courses were taken prior to the time of hire, the extra credit pay shall be at the discretion of the Superintendent or his/her designee.



9.05 \$25.00 Compensation Payment

Para Educators, as in the case with all instructional personnel, will assume an active role in supervising students throughout their work day.

On any day that a substitute is not available and the staff to student ratio falls below that which is established as necessary within the state ratios,\* the Para Educator(s) working in that room will receive a payment of twenty-five dollars (\$25.00) for the full day (a.m. & p.m.) or twelve dollars and fifty cents (\$12.50) for a half (½) day. Para Educators may request payment for increments of time as described in this section that are less than half day, but are at least an hour in duration, not less. Such payment requests must be submitted with specific documentation for review by the Supervisor. If verified by the Supervisor, such payments are to be processed once the equivalent of a full day increment has been achieved. If at the end of the regular school year, a Para Educator has accumulated a half day or more, but less than a full day increment, the Para Educator may submit that time for payment.

If additional staff have been assigned to the building, or a one-on-one student is absent, these staff will be declared surplus and may be assigned to the classroom where the staff to student ratio is below that assigned.

\*Note: Ratio for the Dual Diagnosed program (DD) will follow SXI guidelines: 3:1.

9.06 Longevity

After 2 years	\$ 300
After 5 years	\$ 650
After 10 years	\$1,300
After 15 years	\$1,700
After 20 years	\$2,250
After 25 years	\$2,700

Said sum will be paid with the first paycheck in December to persons who qualify for the longevity stipend by the thirty first (31<sup>st</sup>) of December.

9.07 Mileage Allowance

Para Educators will be paid at the rate established by the Board of Education policy for approved use of their personal automobile on school business.

9.08 Bi-Weekly Salary Payments

Para Educators shall be paid in bi-weekly installments according to the negotiated SEP Standard Schedule. Starting with the 2012-13 school year, Para Educators may choose between 21 and 26 pays to the extent allowable under applicable law or regulation.

9.09 Hourly and Daily Rate

A Para Educator's daily rate shall be determined by dividing his/her base salary by the negotiated SEP calendar of work days for the Standard K12 school year.

A Para Educator's hourly rate will be determined by dividing his/her base salary by the appropriate number of hours.

9.10 Damage to Personal Property

- A. If, in the performance of his/her regular or assigned duties, a Para Educator suffers damage to his/her personal property (excluding money, jewelry, automobile or delicate clothing), the District shall either repair, replace or make a cash reimbursement to the Para Educator based upon the fair market value at the time of the damage.

No reimbursement shall take place:

1. If the Para Educator's negligence contributed to the damage.
  2. The damage for a single occurrence was less than twenty dollars (\$20.00).
  3. The Para Educator failed to file a written claim form, provided by the district, within ten (10) working days from the date of damage occurring.
- B. In no event shall the total accumulated reimbursement for any one Para Educator exceed two hundred dollars (\$200.00) in an academic school year, except for medically prescribed items (i.e. eye glasses, hearing aids) for which a maximum of \$400 shall apply.



9.11 Worker's Compensation

Any employee who is absent from work due to an injury or disease compensable under the Michigan Worker's Compensation Act will receive from the Board of Education the difference between the allowance under the Act and his/her regular salary for a period of time that funds from his/her accumulated sick leave bank will provide, but not to exceed one year.

In addition, the Board of Education will pay either the regular or the difference between the regular salary and the allowance under the Act for all working days prior to the eighth day after the injury or disease without loss or credit from the sick leave bank.

When the employee returns, one-half of the sick days used from his/her sick leave bank during the leave will be returned to the sick leave bank. No Para Educator will be required to draw their sick leave bank below 5 days based on a worker's compensation leave.

To be eligible for reimbursement under the terms of this Article, the employee must have worked for the Northville Public Schools for one calendar year in a Para Educator position.

9.12 Summer SEP Program

A Para Educator who volunteers to work the 20 day summer SEP program, is then assigned to work in the program and successfully completes the summer program without absence (excluding Bereavement days and Jury Duty) shall be paid a \$250 stipend at the conclusion of the summer program. A Para Educator who is involuntary assigned to work the summer and successfully completes the program without absence shall be paid half the stipend.

**ARTICLE X: INSURANCE**

10.01 Health Insurance

Effective August 24, 2017, the Employer shall pay not more per month towards the medical plan than the following amounts: \$528.73 single; \$1,105.74 two person and \$1,442.00 family. Employees currently enrolled in one of the District's existing medical plans will continue in that plan thru December 31, 2017. There will be no employer contribution to the Health Savings Account. Any employee pre-payment from January through August 2017 will reduce the employee contribution September through December 2017.

Effective January 1, 2018 through December 31, 2018, and continuing each January 1 thereafter during the life of this agreement, the employer's monthly cost shall increase not more than the PA 152 percent increase for the medical plan benefit year published by the State Treasurer. Employees electing medical plan coverage shall pay the difference in cost via payroll deduction pursuant to the District's IRS section 125 plan and there shall be no employer contribution to the health savings account.

Eligible employees may elect to enroll in one of the following plans:

The options are HDHPs and allow pre-tax employee contribution elections to an HSA.

Plan A – Simply Blue 1350/2700 PPO (HDHP – no employer HSA prefunding)

Plan B – Simply Blue 2000/4000 PPO (HDHP – no employer HSA prefunding)

Plan C – Blue Care Network 1350/2700 HMO (HDHP – no employer HSA prefunding)

Plan D – Blue Care Network 2700/5400 HMO (HDHP – no employer HSA prefunding)

These plan options, rates and the respective employee contributions are estimated only and will be subject to adjustment based on updated claims experience that influence the illustrative rates, as well as any adjustments to the statutory Hard Cap amounts. Any changes will be communicated through Open Enrollment. Such adjustments in the employee costs based on these factors shall not be subject to challenge or grievance. In the event that other medical plan options become available during the term of this agreement, the parties agree to meet to consider such additional options. The parties may mutually agree in writing to modify or add to the plan options without re-opening this entire agreement. In any case, the District's contributions will not exceed the amounts outlined above.

Prior to Open Enrollment for the 2019 plan year, the District agrees to present multiple plan options for eligible employees to begin January 1, 2019. The District shall not pay more towards annual medical costs than the hard cap limits established pursuant to section 3 of the Publicly Funded Health Insurance Contribution Act.

Any claim settlement between the employee and the above carrier will not be subject to the grievance arbitration procedure. The District's obligation is limited to paying its stated monthly contribution towards the annual medical costs.

Each bargaining unit employee receiving health insurance during all or any portion of a calendar month will contribute by pre-tax payroll deduction a monthly amount equal to the difference between the District's contribution and the actual cost of the



coverage. The cost of the health insurance for these purposes shall include the then-current illustrative renewal rates and all other related District expenses and contributions.

Unit employees and/or dependents who have their primary health coverage provided through the employer of their spouse will not be entitled to duplicate payment on the same benefit pursuant to the above, nor will they be eligible for any applicable District contribution to the HSA, if any. If the employee should lose such coverage, they will become eligible for benefits of this agreement without penalty.

If during the life of this agreement the Federal Government issues new regulations under PPACA which would lead to the District paying any type of tax, penalty or fee, this contract shall be re-opened for further negotiations, in order to include such costs under PA 152. Likewise, the District may elect to provide additional plan options in order to comply with PPACA.

In order to be eligible for the full District contribution towards medical insurance, full time shall be considered 30 hours or more each week, or the minimum number of hours mandated by PPACA, whichever is higher, for a period not less than the standard school calendar. The District contribution for employees who are scheduled to work less than 30 hours but more than 20 hours shall be pro-rated. Such employee will pay the difference between the prorated employer contribution and the actual cost of the plan. In the event that PPACA increases the threshold hours for coverage during the term of this agreement, the employee shall maintain coverage, if eligible, until the open enrollment following the effective date of such an increase.

The District will pay a pro-rated share of the health insurance premium of part-time employees whose assignment exceeds an average of four (4) hours per day (but is less than full-time as previously defined) and constitutes a work year of at least one hundred and eighty (180) days, provided that they agree to pay all costs beyond the employer's prorated contribution through payroll deduction.

Eligible employees scheduled to work a minimum of thirty (30) hours per week and not less than the standard school calendar *may* enroll in the District provided health care plan provided they pay their portion of the costs as defined in this agreement.

Any employee working less than 20 hours shall not be eligible for the District provided health care.

Full family coverage is limited to spouse and eligible children under age 26.

The maximum wait period for medical insurance after the date of hire shall be 80 calendar days.

The hospitalization benefit provided for in Section 10.01 shall be by way of a fringe benefit with no cash reimbursement for those employees who do not qualify.

In order to avoid double hospitalization coverage, Para Educators will be required to certify, in writing to the District at the time of enrollment, that they are not covered by the District's carrier under a spouse's, parents', or guardian's insurance plan (Para Educators who become covered subsequent to their enrollment shall notify the Human Resources Office of this fact). Employees who are covered under a separate insurance plan issued by the District's carrier, providing substantially the equivalent benefits as the District's plan, shall be required to sign a group waiver and notice of current coverage card.

Both parties agree to comply with the Affordable Care Act and agree that the district may make adjustments based on any future rulings, findings and government guidance on compliance.

It is the responsibility of the unit employee to notify Human Resources of any change in coverage eligibility.

Employee premium contributions shall be by payroll deduction which is hereby authorized.

In the event an employee is eligible for the employer health insurance but elects not to take it because he/she is covered by another employer-paid group health plan, and subsequently loses his/her coverage under the other plan, then said employee shall be allowed to enroll in one of the employer paid plans and said coverage shall become effective at the beginning of the next billing period. Verification of coverage or loss thereof shall be required.

Employees who opt out shall also be eligible to enroll in the District's health insurance plan during the annual open enrollment.

**Health Care Opt Out:**

Eligible Para Educators who elect to decline the District medical/dental coverage will receive payment of one thousand (\$1,000.00) according to the following schedule:

For the period between

1. July 1 and December 31 – five hundred (\$500.00) payable on the second pay in January
2. January 1 – June 30 five hundred (\$500.00) payable on the second pay in June



The eligible Para Educator must show proof of minimal essential coverage (MEC) insurance elsewhere that meets the requirements of the Affordable Care Act, not obtained through the marketplace, to qualify for the incentive. For first pay period, show proof of insurance no later than June 30<sup>th</sup>, and second pay period no later than January 31<sup>st</sup>.

*If it is determined by the State Treasury, applicable law or through a legal ruling that such cash in lieu payments are subject to PA 152 hard caps calculations, this provision will be null and void. The District's decision on this provision will not be subject to grievance.*

#### 10.02 Term Life Insurance

The District will pay the premiums to provide thirty thousand (\$30,000) of term life insurance, including accidental death and dismemberment, for those full-time employees regularly scheduled to work thirty (30) hours or more per week.

#### 10.03 Dental Insurance

The School District will select an insurance carrier and pay the premium to provide the following co-insurance dental benefits:

- Class I (Diagnostic Services, Preventive Services, Palliative Treatment)
- Class II Restorative Services, Endodontic Services, Periodontic Services, Oral Surgery, Repairs, Adjustments and Relining of Dentures and Bridges, Adjunctive General Services)
- Class III (Construction and Replacement of Dentures and Bridges)

Class I, II and III insurance dental benefits as described above will be provided at a benefit level of seventy five percent (75%) to full-time Para Educators and their eligible dependents after the Para Educator has completed one (1) year of continuous employment in the School District. Class I, II and III benefits shall be limited to one thousand (\$1,000.00) per year per member.

Orthodontic Rider - Effective with the first day of September 1988, the District will provide an orthodontic rider with the above insurance carrier to cover dependent children through age eighteen at a fifty percent (50%) benefit level (co-pay) with a one thousand (\$1,000) maximum per eligible member.

The insurance carrier selected by the School District shall provide in its policy a provision of non-duplication or coordination of benefits, except that where two subscribers are enrolled under the same group, and are legally married to each other, they shall be enrolled under one application card and shall receive benefits under a single contract without coordination of benefits. This provision shall be subject to the terms and conditions specified in the District's dental policy and any claim settled between the Para Educator and the insurance carrier shall not be subject to the grievance procedure.

New hires will not be eligible for benefits until they have completed one (1) year of full-time employment.

#### 10.04 Long-Term Disability

The District will pay the premium, to provide long-term disability insurance for all full-time instructional Para Educators, but the District shall have the right to change the insurance carrier as long as the basic benefits and options set forth in the current policy continue in effect in any new policy issued by a subsequent carrier.

#### 10.05 Limitation of Liability

- A. The insurance benefits provided for in Section 10.01, 10.02, 10.03 and 10.04 of this Article shall be subject to the terms and conditions specified in the District's group insurance policies and any claim settlement between the Para Educator and the insurance carrier shall not be the basis of a grievance or subject to arbitration.
- B. The District, by payment of the premium payments and submission of the employees application required to provide the coverage as agreed upon, shall be relieved from all liability with respect to the benefits provided in this Article. The failure of an insurance company to provide any of the benefits which it has contracted for shall not result in any liability to the District or the Union.

#### 10.06 Insurance During Summer Recess

Instructional Para Educators employed to work a Standard SEP schedule shall receive the insurance coverages provided for in this Article during the traditional summer recess if the Para Educator has agreed to perform services the succeeding school year, the employee makes the applicable employee contributions and the Para Educator has not resigned, been laid off or terminated.



10.07 Vision Insurance

The District shall pay the full premium under the District's Vision Care Program for all full-time, seniority employees and their eligible dependents. In order to be eligible, the Para Educator must be regularly scheduled to work five (5) days per week, thirty-five (35) hours per week. New hires will not be eligible for benefits until they have completed one (1) year of full-time employment.

This provision shall be subject to the terms and conditions specified in the District's vision care policy and any claim settlement between the employee and the insurance carrier shall not be subject to the grievance procedure.

**ARTICLE XI: GENERAL PROVISION**

11.01 Work Year and School Calendar

The School District agrees to review and discuss the school calendar with the Union, but the District reserves the right to make the final decision.

1. The District and the Association agree that the 2017-2018 and 2018-19 school years will not constitute more than 186 work days and that Para Educators will be in the classrooms with the children for instructional purposes not less than 180 days. In addition, Para Educators employed for the summer extended school year program will work an additional 20 days. This provision is subject to change based on ACT 18 funding.
2. The normal work year for Para Educators will not include the Summer SEP Program.
3. The District agrees to post the necessary Para Educator positions for the Summer SEP Program by March 1 of each school year that are known to be needed for the summer at that time. Staffing may be adjusted following that date based on enrollment. Para educators may submit a letter of interest to the Office of Human Resources in the two (2) subsequent weeks. The number of positions will be posted. Assignments among those expressing an interest in working the Summer Program will be based on seniority.
4. In the event that an insufficient number of Para Educators apply for a particular position in the Summer Program, those positions will be assigned to Para Educators with the least seniority.
5. Para educators agree to complete any District required or mandated trainings.
6. For the 2018 Summer Program only, the District agrees to first consider those Para Educators who request to work the full 20 day summer program. If the number of

requests is insufficient to fulfill the number of Para Educators needed, consideration will be given to allow two willing Para Educators to split a Summer Program assignment with each committing to working a block of ten consecutive days (first ten days or last ten days) of the dates established for the Summer Program. If Summer Program vacancies still exist within the unit, those positions will be assigned to Para Educators with the least seniority who have not already volunteered. Involuntary assignments may be for either 10 or 20 days at the District's discretion based on need. Para Educators who fulfill a 10 day split without absence will be eligible for \$100, but will not be eligible for Summer Incentive pay under Article VIII Section E. Section 9.12 shall apply to all others. The District shall have no obligation to continue this Summer Program staffing approach detailed in this section (6) following the 2018 Summer Program and sections (1-5) may be enforced once again without being subject to the grievance arbitration process.

#### 11.02 Law Saving Clause

- A. If any provision of this Agreement shall at any time be held contrary to law by a court of last resort in the State of Michigan or of the United States, whichever is applicable or from whose judgment no appeal has been taken within the time provided for so doing, and, in that event, all other provisions of this Agreement shall continue in full force and effect.
- B. In the event this Agreement or any part of it shall at any time be held to be contrary to such law, under conditions stated above, the parties will meet to re-negotiate the items in question.

#### 11.03 Negotiation Procedures

- A. Negotiations for a new Agreement or modifications of the existing Agreement shall begin at a time, date and place mutually determined by the District and the Union.
- B. Neither party in any negotiations shall have any control over the selection of the bargaining representatives of the other party, and each party may select its representatives from within or outside the School District. While no final Agreement shall be executed without ratification by the District and Union, the parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals, make concessions and recommend ratification in the course of negotiations.
- C. After ratification of this Agreement, any contract alteration shall take effect upon ratification of both parties.



11.04 Entire Agreement

The parties acknowledge that during the negotiations which resulted in this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, this Agreement supersedes and cancels all previous Agreements and policies, either verbal or written and constitutes the entire Agreement between the parties.

11.05 Physical or Mental Examination

In order to protect the District, the District may require an employee to take a physical or mental examination from a District designated physician to determine whether the employee should be continued in employment, paid for days of illness, placed on voluntary or involuntary extended sick leave, or recalled from extended sick leave.

11.06 Snow Day Language

In the event that pupil instruction is not provided because of conditions not within the control of school authorities, such as severe storms, fires, epidemics, or health conditions as defined by the city, county, or state health authorities, the calendar shall be adjusted in order to insure proper number of student instruction days as required by law.

11.07 Conference/Visitation

The District agrees to budget two thousand (\$2,000) per year to enable Para Educators to attend District approved conferences and visitations to other schools. These funds will be used to cover the costs of substitutes, travel and conferences.

11.08 Professional Development

Professional Development days shall be scheduled during the Standard SEP calendar and regular work days and will include and be relevant to all Para Educators.

Para Educators will have responsibility for assisting the Supervisor in planning for appropriate activities in which Para Educators will participate, if the Supervisor determines the Professional Development will be separate from the teachers. Supervisors will take under consideration the desire for advanced notice necessary for planning and preparation. The Supervisors will provide guidance on available resources and necessary supplies.

**ARTICLE XII: TERMINATION and RE-OPENER**

12.01 Expiration Date

This agreement shall become effective August 24, 2017 and shall continue in full force and effect up to and including August 23, 2019. The District reserves the right to unilaterally modify the date of contract expiration to an earlier date in August 2019 should legislation take effect that allows school districts to move the start of school to before Labor Day, or should the District seek and obtain a waiver for a pre-Labor Day start.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals the day and date first above written.

NORTHVILLE PUBLIC SCHOOLS NORTHVILLE FEDERATION OF  
PARA EDUCATORS

By: <u>Mary K. Saltyk</u> Superintendent of Schools	By: <u>Wicki Honeycutt</u> President, N.F.P.
By: <u>Ann Rogers</u> Asst. Superintendent of HR Chief Negotiator	By: <u>Ginger Roeder</u> AFT Representative



Northville Public Schools - Cooke School  
Para Educator Wage Scale

Step	Regular Hourly Rate	K12 Year Salary Equivalent	Summer Per Diem	Step	Plus Extra Credit (10%) Hourly Rate	K12 Year Salary Equivalent	Summer Per Diem
1	15.09	19,439	75.46	1	16.60	21,383	83.01
1.5	15.38	19,804	76.88	1.5	16.90	21,768	84.50
2	15.66	20,169	78.30	2	17.20	22,153	86.00
2.5	15.94	20,534	79.71	2.5	17.50	22,538	87.49
3	16.23	20,899	81.13	3	17.80	22,923	88.99
3.5	16.51	21,264	82.55	3.5	18.10	23,308	90.48
4	16.79	21,629	83.96	4	18.40	23,693	91.98
4.5	17.08	21,994	85.38	4.5	18.69	24,078	93.47
5	17.36	22,359	86.80	5	18.99	24,463	94.97
5.5	17.64	22,724	88.21	5.5	19.29	24,848	96.46
6	17.93	23,089	89.63	6	19.59	25,233	97.95
6.5	18.21	23,454	91.05	6.5	19.89	25,618	99.45
7	18.49	23,819	92.47	7	20.19	26,003	100.94
7.5	18.78	24,184	93.88	7.5	20.49	26,388	102.44
8	19.06	24,549	95.30	8	20.79	26,773	103.93
8.5	19.34	24,914	96.72	8.5	21.09	27,158	105.43
9	19.63	25,279	98.13	9	21.38	27,543	106.92
9.5	19.91	25,644	99.55	9.5	21.68	27,928	108.42
10	20.19	26,009	100.97	10	21.98	28,313	109.91
10.5	20.48	26,374	102.38	10.5	22.28	28,698	111.41
11	20.76	26,739	103.80	11	22.58	29,083	112.90
11.5	21.04	27,104	105.22	11.5	22.88	29,468	114.39
12	21.33	27,469	106.63	12	23.18	29,853	115.89
12.5	21.61	27,834	108.05	12.5	23.48	30,238	117.38
13	21.74	28,000	108.70	13	23.68	30,500	118.40