

Contractual Agreement between
AUTRAIN-ONOTA PUBLIC SCHOOLS

Board Of Education

And

Support Staff Employees

Effective September 7, 2005
Through September 6, 2008

AuTrain-Onota Public School
N8790 Deerton Road
P.O. Box 105
Deerton, MI 49822

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INTRODUCTION

The following terms as listed in the Agreement between the AuTrain-Onota Public School Board of Education and the Support Staff Employees Bargaining Unit should be interpreted as follows:

- Administration/Administrator refers to Superintendent, Administrator, Principal, or designated official.
- Board refers to Board of Education of AuTrain-Onota Public School.
- Bargaining Unit refers to support staff employees of the district.

Article I: Staffs' Rights

The provisions of this agreement shall be applied without regard to race, creed, color, national origin, sex or marital status.

Article II: Right of the Board

The support staff recognizes that the Board has responsibility and authority to manage and direct, on behalf of the public, all the operations and activities of the school district to the full extent authorized by law, provided that such rights and responsibilities shall be exercised by the Board in conformity with the provision of this Agreement.

Article III: Compensation

- A. The hourly wages for new employees, covered by this agreement, are set forth in Schedule A, which is attached and incorporated in this Agreement.
- B. Hourly wages for contracted employees are in effect at the start of each fiscal school year.
- C. The following legal holidays shall be observed as a paid holiday, and all schools closed.
 - 1. New Year's Day
 - 2. Memorial Day
 - 3. Labor Day
 - 4. Thanksgiving Day
 - 5. Christmas Day
- D. When a current regular part-time or full-time employee, who has been employed in the District for three (3) years or more, substitutes for another support staff employee, the rate of pay will be the employee's current rate of pay or the existing substitute rate, whichever is higher.

Article IV: Benefits

Support Staff are eligible for medical, long-term disability and the choice of dental or vision coverage for employees who are employed over 35 hours per week. Benefits and insurance coverage are outlined in Schedule C.

Article V: Leave Pay

- A. All support staff will be granted ten (10) sick/personal leave days per year, accumulative to twenty-five (25) days. A maximum of five (5) personal days may be taken at one time.
- B. Each support staff members shall be given written notice at the beginning of the school year as to the amount of sick leave s/he has accumulated.
- C. Support staff is given the option of being paid half-pay for unused sick days at the end of the school year, to a maximum of five (5) days.

Article VI: Terminal Leave

A support staff employee, that has been employed by the District for seven (7) or more years, will receive half-pay for unused sick days, accumulative to a maximum of twenty-five (25) days upon leaving employment at the district. If the employee is leaving employment because of criminal behavior, there is no terminal leave pay due the employee.

Article VII: Staff Evaluation

An employee evaluation for support staff will be done on a yearly basis by the Administration.

Article VIII: Duration of Agreement

- A. This agreement shall be effective as of August 26, 2005 and shall continue in effect until the 26st of August 2008. Negotiations between parties shall begin at least 60 days prior to the contract expiration date. If, pursuant to such negotiations, an agreement on the renewal or modification is not reached prior to the expiration date, this agreement shall expire at such expiration date unless it is extended for a specific period or periods by mutual written agreement of the parties.
- B. Copies of this agreement titled "Contractual Agreement between the AuTrain-Onota Public School and the Support Staff Employees" shall be printed at the expense of the Board within 30 days after the agreement is signed and presented to all support staff employees now employed, hereafter employed or considered for employment by the Board. All school district personnel policies or

**SCHEDULE A: BEGINNING HOURLY WAGES FOR NEW EMPLOYEES/
and SUBSTITUTE EMPLOYEE WAGES**

| | |
|-----------------------|--------|
| Bus Drivers | \$9.00 |
| Custodial | 8.00 |
| Maintenance | 8.00 |
| Secretarial | 8.00 |
| Cook | 8.00 |
| Library | 8.00 |
| Paraprofessional Aide | 8.00 |

SCHEDULE B: BENEFITS AND INSURANCE

The Board shall make a contribution of the proper rate per month and annual deductible for eligible full-time support staff employees. SET SEG serves as the plan administrator for the following negotiated health insurance carriers:

1. Medical Coverage & Prescription Coverage (employee and spouse and/or family)
 - Blue Cross/Blue Shield of Michigan, Flexible Bluegroup PPO, High Deductible Health Plan
2. Health Savings Custodial Account (HSA) (employee)
 - BASIC plan in conjunction with Fifth Third Bank
3. Dental (employee)
 - SET SEG / Fortis Benefits Ultra-Dent Plan
4. Vision (employee and spouse and/or family)
 - Spectera Network Plan
5. Long-Term Disability (employee)
 - SET SEG Long-Term Disability (payable after a 3-month absence from work due to sickness or disability as defined by the plan.)

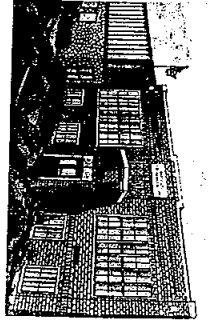
Benefit eligible support staff employees have the choice of either Dental coverage (employee only) OR Vision coverage (employee and spouse and/or family.)

It is further agreed that if a less expensive insurance coverage can be found, it will be studied by a panel of school board members and benefit-eligible group members to determine the extent of its comparability to the current plan. In the event that it is determined equal, the benefit-eligible group members retain the right to continue with the plan(s) administered by SET SEG and to pay the difference.

The intent here is to give the Board the right to 'shop around' for an equal policy at a lower premium. The intent of the benefit-eligible group members is to make sure of the equality of coverage.

It is also established that coverage of the current insurance plans are agreed to under the current plan terms. The intent here is to insure that SET SEG and/or the insurance carriers do not add additional benefits under their plans and expect the Board to pay for these benefits without negotiations.

Cash in Lieu of Benefits : The Board agrees to pay \$1060.00 to any full-time support staff member in lieu of medical, dental, vision, and long-term coverage for a benefit-eligible employee. The \$1,060 is the amount agreed upon for the Cafeteria Plan.



AUTRAIN-ONOTA PUBLIC SCHOOL

2005-2006

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|------|----|----|----|----|----|----|--------|----|----|----|----|----|----|-----------|----|----|----|----|----|----|---------|----|----|----|----|----|----|
| July | | | | | | | August | | | | | | | September | | | | | | | October | | | | | | |
| S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 | 1 | 2 | 3 | 4 | 5 | 6 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 25 | 26 | 27 | 28 | 29 | 30 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | |
| 31 | | | | | | | 28 | 29 | 30 | 31 | | | | | | | | | | | 30 | 31 | | | | | |

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| November | | | | | | | December | | | | | | | January | | | | | | | February | | | | | | |
| S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 27 | 28 | 29 | 30 | | | | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 29 | 30 | 31 | | | | | 26 | 27 | 28 | | | | |

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|-------|----|----|----|----|----|----|-------|----|----|----|----|----|----|-----|----|----|----|----|----|----|------|----|----|----|----|----|----|
| March | | | | | | | April | | | | | | | May | | | | | | | June | | | | | | |
| S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 26 | 27 | 28 | 29 | 30 | 31 | | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 28 | 29 | 30 | 31 | | | | 25 | 26 | 27 | 28 | 29 | 30 | |

Marking Periods

- October 7—Interim Reports
- November 11—End of 1st marking period
- December 9—Interim Reports
- January 27—End of 2nd marking period
- March 3—Interim Reports
- April 7—End of 3rd marking period
- May 12—Interim Reports
- June 7—End of 4th marking period

8:10am — School Starts
 11:30am-12noon Lunch
 3:00pm — School Dismissal

176 Student Days
 181 Teacher Days

AUTRAIN-ONOTA PUBLIC SCHOOL
 N8790 Deerton Road
 P.O. Box 105
 Deerton, MI 49822
 Phone (906) 343-6632 Fax (906) 343-6633

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|-----------|---------------|---|
| SEPT | 2 | Professional Development Day NO SCHOOL (Teachers Only) |
| | 5 | Labor Day |
| | 6 | Professional Development Day NO SCHOOL (Staff Only) |
| Wednesday | 7 | FIRST DAY OF SCHOOL (K-6) |
| Friday | 9 | FIRST DAY OF PRESCHOOL class |
| OCT | 14 | Professional Development Day NO SCHOOL |
| NOV | 23 | 1:30 Dismissal |
| | 24 | Thanksgiving Break—NO SCHOOL |
| | 25 | Thanksgiving Break—NO SCHOOL |
| DEC | 20 | full day school— Christmas Break Begins: after Dismissal |
| | Dec 21-Dec 31 | Christmas Break—NO SCHOOL |
| JAN | 2 | Break continues—NO SCHOOL |
| | Tuesday 3 | School Resumes |
| FEB | | |
| MARCH | 20-24 | Spring Break—NO SCHOOL |
| | 27 | School Resumes |
| APRIL | 14 | Easter Break—NO SCHOOL |
| | 17 | Easter Break—NO SCHOOL |
| MAY | 29 | Memorial Day—NO SCHOOL |
| JUNE | 7 | LAST DAY OF SCHOOL (K-6) |
| | 8-9 | School Picnic—1:00pm Dismissal Professional Development Day (Teachers only) |