



Bloomfield Hills Schools

AFSCME CONTRACT

**January 1, 2006
through
December 31, 2008**

63080
2008 12 31
AFL-CIO
CFTX

Comprehensive education at its finest.

Bloomfield Hills Schools Mission Statement and Core Values

The mission of Bloomfield Hills Schools is to enable learners to become architects of their futures, building on a foundation of scholarship, citizenship, service, and integrity.

Students

Safe Learning Environment

We will provide all learners with an environment that is physically, emotionally, and intellectually safe, and that encourages inquiry and self-expression.

Choices

We will offer learning choices that develop each student's intellectual, emotional, social, creative, aesthetic, and physical dimensions.

Purpose and Meaning

We will provoke self-reflection so that students may find meaning and purpose in life.

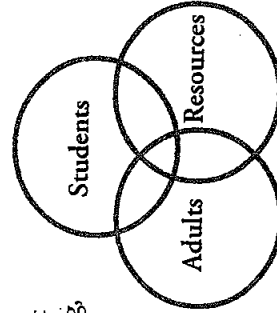
Adults

Passion for Learning

We embrace an attitude, willingly expressed, that relishes wonder, craves knowledge, seeks meaning, loves challenge, and pursues innovation.

Responsibility

We will engage in continuous growth and improvement, make decisions that enhance student learning, and provide opportunities for the community to learn with us.



Resources

Mission-Centered Use of Financial Resources

We will direct our resources toward our mission in ways that balance our core values and our priority commitment to our students.

Securing the Future

We will secure our financial base by developing partnerships to enhance human and material resources.

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ARTICLE 1 - AGREEMENT

This Agreement entered into this 6th day of June 2006 and effective January 1, 2006 between the Board of Education of the Bloomfield Hills School District, Oakland County, Michigan, hereinafter referred to as the "Employer" or as the "Board," and Michigan State Council #25, American Federation of State, County and Municipal Employees, AFL-CIO and its Local Union #1628, hereinafter referred to as the "Union."

ARTICLE 2 - RECOGNITION

In accordance with all applicable provisions of Act 379 of the Public Acts of 1965, as amended, the School Board recognizes the Union as the sole and exclusive representative for the purpose of collective bargaining with respect to rates of pay, wages, hours, and other terms and conditions of employment for the term of this Agreement of all staff of the School District included in the Bargaining Unit described below:

all custodial, maintenance, food service, grounds, transportation staff, bus aides (excluding Wing Lake bus aides) and lunch room custodial aides, part-time weekend custodians (as provided in Article 11(A)(3) of the contract) excluding supervisors and all other staff.

ARTICLE 3 - REPRESENTATION

A. Current List of Officers, Representatives and Stewards to be Provided to Employer

The Union will furnish the Employer with a list of the names of its officers, staff representative and stewards and will keep the list current as to any changes that may occur.

B. Steward Representation

Employees in the bargaining unit will be represented by stewards, selected as the Union may determine, as follows:

- One chief steward
- One steward for Transportation (mechanics, drivers and bus aides)
- One steward for Food Service
- One steward for Custodial, Maintenance, Grounds, and Lunchroom Custodial Aides

C. Alternate Steward

An alternate steward may be designated, but shall function only in the absence of the regular steward.

D. Qualifications for Union Officials and Stewards

To qualify as an official or for a stewardship in the Union, the employee must have completed the probationary period.

E. Union Grievance Committee

The Employer recognizes a Union Grievance Committee, which shall be composed of the Chief Steward and the three (3) department stewards. The function of the Grievance Committee shall be to advise staff, to review all grievances filed and determine if they should be processed through the grievance procedure, and to participate in the grievance procedure meetings as necessary and as arranged with the Employer. However, the department stewards only have the right to process a grievance through Step One of the grievance procedure. For all succeeding steps of the grievance procedure, as set forth in Article 8, the Chief Steward shall be in charge of processing the grievance.

ARTICLE 4 - UNION SECURITY & DUES CHECK-OFF

A. Union Security

1. All current employees covered by the Agreement and all new employees hired, rehired, or transferred into the bargaining unit, on or after their 60th day of employment, shall be given the opportunity to voluntarily elect whether to join the Union or to refrain from joining.

As a condition of continued employment, all employees shall either become a member of the Union and pay dues, or shall pay an amount equal to the Union's initiation fee and a monthly service fee. The initiation fee and monthly service fee are equal to the regular monthly membership dues of the Union and is related to the Union's core representational activities. All employees have the right to join, not join, maintain or drop their membership in the Union as they see fit. The Union recognizes, however, that it is required to represent all employees included within the Collective Bargaining Union without regard to whether or not the employee is a member of the Union.

2. Employees hired, rehired, or reinstated in the unit shall, within five (5) days after the sixtieth (60th) working day following their employment or reinstatement in the unit, as a condition of continued employment, tender the initiation fee and periodic monthly dues or tender the monthly service charge for the duration of this Agreement.
3. The Board shall not be liable for the remittance or payment of any sum other than that constituting actual deductions made from the wages earned by the individuals as authorized in writing. Further, Local 1628 shall protect, indemnify and save the Board harmless against any and all claims, demands, costs, suits and any other forms of liability that may arise out of, or by reason of, action taken or not taken by the Board for the purpose of complying with this Article.

B. Dues Deduction

The employer agrees to deduct the Union membership dues, or the service charge each month, from the pay of those individuals who request, in writing, that such deductions be made. Dues will be deducted from the second pay of each month. The treasurer will notify the payroll department no later than January 1st of each year of the monthly dues amount for each employee. Those individuals not authorizing a payroll deduction must remit such dues or service charge directly to the Union.

For those employees who are scheduled to work less than 12 months, the treasurer will notify the Payroll Department, no later than July 10th of each year, who should not have dues deductions during the months of July or August. The treasurer will notify the Payroll department, no later than August 30th of each year, of any staff member who should have their deduction amount changed due to Transportation run pick, changes in standard work hours or annual days.

The Payroll Department will provide the treasurer reports that include: name, position and standard hours on or before the following dates: December 15th, June 30th and August 20th.

ARTICLE 5 - RESERVATION OF RIGHTS

A. Retention and Reservation of Rights

The Board of Education, on its own behalf and on behalf of the electors of the School District, hereby retains and reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the Constitution and Laws of the State of Michigan, including, but without limiting the generality of the foregoing, the rights:

1. To the executive management and administrative control of the School system and its properties and facilities, and the activities of its staff.
2. To hire all staff and, subject to the provisions of law, to determine their qualifications and the conditions for their continued employment, or for dismissal or demotion; and to promote and transfer all such individuals.
3. To determine the hours of employment and the duties, responsibilities and assignment of staff with respect thereto, and the terms and conditions of employment.

B. Exercise of Rights

The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules and regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the terms of this Agreement, and then only to the extent such specific and express terms are in conformance with the Constitution and Laws of the State of Michigan.

ARTICLE 6 - SENIORITY

A. Seniority Shall be by Department

Seniority of all individuals shall commence with the date of the latest hire by the Bloomfield Hills School District. Seniority shall be by department: (1) Custodial, (2) Maintenance, (3) Transportation, (4) Grounds, (5) Food Service, (6) Transportation Mechanical, and (7) Lunchroom Custodial Aide (8) Bus Aides, and (9) part-time weekend Custodians (as provided in Article 11(A)(3)).

1. Temporary Move Up

Temporary move up to garage service position may be staffed by bus drivers on the extra time list; and for custodial services by custodial staff.

2. Departmental Seniority Frozen Upon Transfer

Effective January 1, 1982, employees who transfer from one department to another department shall have their seniority frozen at the amount earned as of the last day worked in the department from which the employee transferred.

3. Departmental Seniority Begins Accruing on First Day Worked in Department

Employees who transfer between departments shall begin accumulating seniority in the department to which they are transferring, from the first day worked in that department. (There is no seniority in a specific building).

4. Total Length of Service Determines Salary and Fringe Benefits

Total length of service in the District will be used for determining salary placement and fringe benefits for those eligible.

5. Seniority May Only Be Maintained in Two Departments

No employee shall maintain seniority in more than two (2) departments at the same time.

6. Determining Seniority in Event of Tie

When more than one (1) employee is hired on the same date, seniority will be determined by alphabetical sequence using the last name, at the date of hire, first name and middle name in that order.

B. Seniority Lists

1. The seniority list for each department will show the names, date of hire, departmental seniority, and job title of all staff of the department entitled to seniority.
2. The Employer will keep the seniority lists up to date by providing each building and the Union with a current copy each November and May.

3. The Board will provide the treasurer with the names of new hires upon completion of the probationary period.

C. Probationary Period

1. **The First 180 Full Work Days Are Probationary**

The first one hundred eighty (180) full work days of employment shall be probationary. During the first sixty (60) full work days of employment, the employee shall have no seniority, leave days or other benefits. If the employee is absent, the probationary period is extended by the number of days absent. The employer has the right to discharge and discipline probationary staff and this action is not subject to the grievance process.

2. **Leave Days and Other Benefits Begin After Sixty Full Work Days**

Leave days will be available upon the satisfactory completion of sixty (60) full work days and may be used as provided in Article 15. Life insurance and short term disability and eligibility for holiday pay will also commence for eligible employees upon the satisfactory completion of the sixty full work days as provided in Article 18. Health, dental, vision, and long term disability (LTD) will be effective for eligible employees on the first day of the month after satisfactory completion of the sixty (60) full work days as provided in Article 18. Employees will be eligible for the assignment of overtime upon the completion of 60 full work days as provided in Article 12 (Overtime).

3. **Seniority Status**

If the employee is continued in employment beyond the one hundred eighty (180) working day probationary period, the employee shall acquire the status of regular staff and seniority shall be established from the first probationary day worked. The employee shall be credited with earned leave days from the first probationary day worked.

4. **Union Representation**

The Union shall represent probationary staff for purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment. The Board shall be the sole judge of the qualifications of probationary staff for continued employment.

D. Loss of Seniority

An employee shall lose seniority and be terminated if:

1. The employee quits or is discharged and the discharge is not reversed.
2. The employee fails to report for work within ten (10) working days from the date of mailing of notice for recall and fails to present a satisfactory reason to the Board.
3. The employee is laid off for a period exceeding two years.

4. The employee fails to return to work upon the expiration of a leave of absence and fails to present a satisfactory reason to the Board.
5. The employee is absent for three (3) consecutive working days without notice or approval.
6. The employee fails to return to work within two (2) years after commencing a medical leave or workers compensation leave as provided in Article 18(C)(6)&(7).
7. Dual seniority employees laid off from Food Services or lunchroom custodial aide will retain their seniority unless they resign their position in the department or refuse recall.

E. Employment Status

1. Transfer or Promotion to a Position Out of the Bargaining Unit

An employee who transfers or is promoted to a position under the employer not included in the AFSCME bargaining unit shall have accumulated seniority frozen as of the day the employee leaves the bargaining unit.

2. Return to Bargaining Unit

If the employee returns to the bargaining unit, reinstatement will be in the same job classification with the group classification held prior to leaving the bargaining unit, provided the employee has the seniority to hold the job and there is a vacancy. The employee may also assume the first position available in a lower classification, provided seniority allows. The time spent out of the bargaining unit will not be counted toward seniority within the unit.

3. Calculation of Salary, Vacation and Longevity Upon Return to Unit

Employees who leave the bargaining unit but still remain employed by the Board of Education and who re-enter the bargaining unit shall have total years of service with the Board of Education counted as the basis in determining salary placement, vacation and longevity.

F. Posting and Bidding

1. Vacancies Posted for Five Days

Vacancies will be posted for a period of five (5) working days in all departments, during which time employees who desire the position may apply by bid (except as defined in Article 11(B)(6) - Posting of Bus Driver Vacancies That Occur During the School Year.) Each posting will state the position, classification, department, location and number of hours to be worked, where to obtain bid forms and where to send bids.

2. Positions Posted After Six Months

The positions of employees who are absent from work for a period of six (6) months or more will be posted for bidding. If the employee returns to work within the six (6)

month period, but does not work a minimum of ten (10) work days for reasons related to the same injury or illness, the six (6) month period will continue to run.

G. Filling Vacancies

1. Promotion, Demotion or Transfer

Promotion, demotion, or transfer to any position included in the bargaining unit shall be accorded to the senior qualified bidder with a satisfactory work record in that department. The employee must be able to work and perform the essential functions of the job on the start date scheduled by the District. If the position is filled by a current bargaining unit member, positions will be filled within twenty (20) work days of end of posting period – unless a date is specified in job posting.

Qualifications include:

- (1) ability to perform the job according to the job description and/or posting,
- (2) the staff needs of the receiving building or department, and
- (3) satisfactory attendance record (including punctuality),
- (4) for promotions and transfers to another department:
 - (a) may be required to establish his/her ability to meet the job requirements through a physical exam (paid by the Board) and successfully completing any qualification testing requirements stated in the job posting and;
 - (b) meeting the posted qualifications and educational requirements before the end of the job posting period.

The Board will consult with the Union when establishing new qualification testing requirements.

2. If Bid Not Received from Within the Department

If bids are not received from employees within the department and a senior qualified staff member is not available for the position, the vacancy shall be awarded to the senior qualified bidder who has the longest length of service within the bargaining unit.

3. Reassignment by Mutual Agreement

An employee not eligible for transfer or demotion, may be reassigned by mutual agreement of the parties to a position for which there are no other senior qualified bidders. No employee will be moved by mutual agreement if there is a senior qualified bidder with greater departmental seniority. Transfer by mutual agreement of the parties is not subject to the grievance procedure by any member of the bargaining unit or the Union.

4. Involuntary Reassignment

An employee may be involuntarily reassigned at the discretion of administration. The reassignment will be to a position for which there are no other senior qualified bidders. If the individual objects to the involuntary reassignment, he/she may request a review by

the union president, vice president, or chief steward and the Assistant Superintendent for Human Resources and Labor Relations.

5. **Transfer to Another Department**

Employees desiring a transfer from one department to another shall have a satisfactory work record, meet the qualifications of (G)(1) above and have a minimum of two (2) years current service to the District. The two years of current service may be waived by Administration after consultation with the Union. At the time of bidding, such applicants shall have the required skills and successfully demonstrate knowledge of the work of the position for which application is made. The departments are custodial, maintenance, grounds, food service, transportation, lunch room custodial aide, and bus aide.

6. **Trial Period**

If the employee is awarded the department transfer, said staff member shall have a thirty (30) working day trial period to demonstrate the ability to satisfactorily perform the duties of the job. During the trial period, the employee may not bid on another position. Frozen seniority will be available to the employee at the completion of the trial period.

If the employee declines the department transfer, or is deemed unsatisfactory, said staff member will be restored to the former position, school or bus run.

7. **No More Than Three Employees May Transfer Into a Department from Outside a Department (Except Food Service)**

There will be no more than three (3) AFSCME employees transferred into a department from outside said department during a calendar year except for the food service department. If a ten (10) month employee is selected for transfer to another department, the assignment will not be initiated until a satisfactory replacement is secured or on the sixteenth (16) working day, whichever comes first.

8. **Staffing Food Service Positions from Outside Department**

Staffing of food service positions from outside the department will be on an alternating basis starting with a transportation staff member or bus aide first, followed by a non-bargaining unit member next, each calendar year. Should the first position posting be unbid by a bargaining unit member, the position may be staffed from outside the unit with the next position going to a transportation staff member or bus aide.

Transportation employees shall be given preference by seniority for a food service position over employees who have not worked as a substitute in food service for at least 30 working days prior to the job posting. Further, the Employer is not required to place more than one person per middle school and three persons per senior high, from the Transportation Department, in the Food Service Department.

9. **Employees may not use seniority in two departments to work more than eight scheduled hours per day.**
No employee shall exercise seniority in two departments concurrently to work more than eight (8) regular scheduled hours per day.
10. **Bidding on Multiple Positions**
If more than one position is posted at the same time, an employee may bid on more than one position, showing a preference for the posted openings.
11. **Posting of Vacancies Created by Promotion or Transfer**
Vacancies created by promotion and department transfer will be posted immediately upon successful completion of the trial period.
12. **Transfer or demotions may occur only two times per year.**
A change in position through transfer or demotion shall not occur more than twice per calendar year.
13. **Filling of Posted Positions**
Except for unusual circumstances, posted positions will be filled within ten (10) working days after the end of the posting period.
14. **Employees on Leaves of Absence Exceeding Fifteen Days May Not Bid on Vacant Positions.**
Employees on leaves of absence (e.g. non-compensable leaves, short term disability, or workers compensation leaves) that exceed fifteen days, may not bid on vacant positions unless they can perform the essential functions of the position on the posted starting date of the position.

H. Thirty Day Trial Period For Promotion

An employee who is awarded a promotion within the department will be given up to a thirty (30) working day trial period in which to demonstrate the ability to satisfactorily perform the duties of the job. If the employee declines the promotion, or is deemed unsatisfactory, the employee will be restored to the former position, school, or bus run. During the trial period, the employee may bid on another position.

I. Trial Period Rate

During the trial period, the employee will receive the rate of pay for the job being performed.

J. Successful Bidder

Should the senior qualified bidder refuse the position, or not complete the trial period, the next senior qualified bidder from the posting will be considered for the vacancy. If the transfer is a "promotion", the bidder will not be compensated at the higher rate of pay until he/she actually begins

working in the new position. If the bidder does not assume the position within thirty (30) days after it is awarded, the position will be awarded to the next senior qualified bidder.

K. Bus Driving Summer Jobs

All drivers wanting summer work will sign up on the summer driving list. The available runs will be filled on a seniority basis from the drivers who signed up on the summer driving list. The driver must be able to assume the position on the scheduled start date. The list will be available five (5) working days prior to the end of the school year, or as soon as possible if all the available jobs are not known by that date. It is understood that summer bus drivers only get paid for the hours worked, do not accumulate leave or vacation days during summer work, and are ineligible for short term disability or to use accumulated leave or vacation days for absences during summer work.

L. Preferential Seniority to Union Officials

Seniority of Union officials: notwithstanding their position on the seniority lists, Local President, Chief Steward and the Department Steward(s) shall have the highest seniority within their departments in case of layoff. Retention in case of layoff will be premised on the ability to do the work with no trial period.

M. Layoff

1. **Probationary Employees Laid Off First**

In the event that it becomes necessary to reduce the number of employees through layoff from employment, probationary staff in the affected positions and departments will be laid off first.

2. **Employees in Affected Positions and Departments Removed Next**

In the event layoff of regular seniority staff becomes necessary, those employees in the affected positions and departments shall be removed first; except food service where dual seniority employees will be removed first in seniority order.

3. **Exercise of Departmental Seniority**

Any employee so removed may exercise department seniority to remove the least senior staff member in the same or lower classification, provided the employee who has the seniority, can satisfactorily meet the standards and is capable of performing the work without a trial period.

4. **Use of Frozen Seniority**

If an employee is unable to remove any staff member within a department, and the employee has frozen seniority in another department, the employee shall use only the frozen seniority to remove any least senior staff in the same or lower classification in the department to which the employee is returning.

5. **Unplaced - Least Seniority Staff**

The least seniority staff who remain unplaced after the reduction in force has been finalized and bumping completed, will be laid off.

6. **Ten Day Notice of Layoff**

Employees to be laid off for an indefinite period of time will be given at least ten (10) working days notice of layoff. Copies of layoff notices will be sent to the Local president on the same date the notices are issued to affected employees.

N. **Recall (for all employees except bus aides)**

1. **Recall in Reverse Departmental Order**

Recalls in any department will be in reverse order, that is, a senior laid off employee will be given priority of work over a junior laid off employee, provided the employee is capable of performing the work. All staff having seniority in the department will be recalled before any new staff are hired or any former probationary staff are rehired. Each employee is responsible for keeping the employer advised in writing of any change of address and will not be excused for failure to advise the employer, in writing, of change of address.

2. **Notice of Recall**

Notice of recall shall be sent to the employee at the last known address, as shown on the employer's records, by registered or certified mail. If an employee fails to report to work within ten (10) working days from date of mailing of notice of recall, the employee shall be considered as having quit.

O. **Bumping (for all employees except bus aides)**

1. **The Bumping Process**

Any employee may bump (take the job of) the least senior employee holding the same job title. In the event there is no less senior employee or same job title, the employee may displace the least senior employee in the same pay grade. If there is no least senior employee, that employee may bump the least senior person in any lower classification with shift preference. Employees who bump into the same pay grade or lower classification must be able to perform the work satisfactorily without a trial period.

(a) **Bus Drivers and Food Service Employees**

Bus drivers and Food Service employees will follow the procedure in this article but may displace the least senior in their classification or any lower classification with equal hours or lower, as close as possible if equal hours are not available.

2. **When Bumping May Be Initiated**

Bumping may be initiated when the employee finds that one of the following circumstances occur:

- a. The Employer abolished the position.
- b. The employee is bumped by a higher seniority staff member.
- c. The Employer changes the job description and the rate of pay.
- d. The Employer reduces the hours of work by more than one-half of one hour of those employees working 6 hours or more per day.
- e. The employee returns after a leave of over six (6) months and finds their job assigned to another employee.

3. **Individual Bumps**

The employee must bump within 24 hours of knowledge of the displacement. This time limit does not include Saturday, Sunday, or holidays. Upon failure to exercise the bump granted by conditions numbered a, b, and e, above, the employer may place the employee. Upon failure to bump granted by conditions c and d the employee shall remain on the same job and lose the bumping right.

4. **Multiple Bumps**

In the event of multiple bumps, such bumps will be made simultaneously at one meeting. All employees will be given ten working days written notice which will include the date, time and location of said meeting. The employee must be present or may elect to have a Union officer represent them in the case of sickness or vacation. In the case of multiple bumps, the employee or their representative must make their bump at the time of the meeting and the bump will be final. If the employee fails to attend or send a representative to the meeting, the union and employer shall mutually agree to place the employee. Any employee who fails to attend or send a representative to the meeting is not entitled to grieve the outcome of the bumping process.

5. **Bus Drivers Returning from Leave After Run-Pick**

Bus drivers returning from medical leave after run-pick will return as a relief driver. If seniority permits, the returning employee may bump the least senior mid-day driver, with comparable hours held at the time the leave began.

6. **Return from Leave of Absence of Less Than Six Months**

Employees returning from a leave of absence, except as defined above in Section O-5, of less than six months during a school year shall be returned to their former position.

P. **Bus Aides:**

Status of Employment

Bus aides are "as needed" employees. The Transportation Department, after consulting with the Director of Special Education, will determine whether the service of a bus aide is needed.

Layoff and Recall

The Board reserves unto itself all management rights to determine the conditions under which bus aides will be laid off and recalled. When exercising this authority, however, the Board shall consider such factors as the qualifications required for the existing or remaining positions as it determines, the needs of the students and building, and the experience and seniority of the bus aides.

Notice of Recall

Notice of recall shall be sent to the employee at the last known address, as shown on the employer's records, by registered or certified mail. If an employee fails to report to work within ten (10) working days from the date of mailing of notice of recall, the employee shall be considered as having quit.

ARTICLE 7 - NON-SENIORITY STAFF

A. Temporary Staff

Temporary staff (those hired for a period of 90 working days, or less) are not part of the bargaining unit and are not covered by the provisions of this Agreement. Any employee hired on a temporary basis to work during recess periods, such as winter, spring and summer, will be employed to supplement the regular work force. Employment for the above recess periods will occur between the dates, as listed:

- Spring: week before and week after the spring break
- Summer: May 1st to September 30th
- Winter: week before and week after the winter break

B. Substitute Staff

Substitute staff are not part of the bargaining unit and are not covered by the provisions of this Agreement, and will be those people hired only to replace regular staff. Substitutes will not be used to supplement the regular work force, but only to replace regular staff who are not working and who are expected to return to work at a later date. In no circumstance shall such replacement by a substitute exceed six (6) months in duration for a given position. Upon the six-month period being completed, the position staffed by a substitute will be posted for bidding.

C. Substitute staff may be used to replace regular staff who are released to attend activities such as in-service, seminars or workshops.

D. Contracting With Third Parties Under Public Act 112 of 1994

Section 15(3)(f) of the Public Employees Relations Act, as amended by Public Act 112 of 1994 (MCL 423.215), provides that collective bargaining between a public school employer and a bargaining representative of its employees shall not include any of the following subjects: the decision of whether or not to contract with a third party for one or more non-instructional support

services; or the procedures for obtaining the contract; or the identity of the third party; or the impact of the contract on the individual employees or the bargaining unit. Section 15(4) provides that the matters described in subsection (3) are prohibited subjects of bargaining between a public school employer and a bargaining representative of its employees, and for the purposes of this act, are within the sole authority of the public school employer to decide.

1. **Position of the Board**

It is the position of the Board that the provisions in Article 7 with respect to the use of temporary and permanent staff are an illegal subject of bargaining under P.A. 112 of 1994 and are unenforceable insofar as they place any limitation on hiring or retention of non-instructional staff. As unenforceable provisions, they should be removed from the contract.

2. **Position of the Union**

It is the position of the Union that Public Act 112 of 1994 does not apply to the provisions in Article 7 concerning the use of substitute and temporary staff, and therefore, the provisions should not be removed from the contract.

ARTICLE 8 - GRIEVANCE

A. Procedure

Any complaint by an employee concerning the application, meaning, interpretation or alleged violations of this Agreement, or concerning any disciplinary action, shall be processed as follows:

No grievance shall be processed unless it is presented within five (5) working days of its occurrence, or knowledge of its occurrence. The time limits set forth in Steps One through Four may be extended for good cause shown, or mutual consent of the parties.

1. **Step One - Meeting with Department Manager**

An employee who believes they have been unjustly dealt with or that any provision of this Agreement has not been properly applied or interpreted may discuss the complaint with the department manager with or without the assistance of the steward, at the option of the employee. Any adjustment made must be consistent with the provisions of the contract. The parties shall make every effort to reach a satisfactory settlement. The employee may discuss the complaint with the Union steward before discussion with the department manager. The meeting will be held between the grievant and the department manager, with optional attendance by one additional member from the Board and Union, upon mutual agreement. The department manager shall render an oral decision at the conclusion of the meeting or within five (5) working days of the meeting.

2. **Step Two - Written Grievance By Union and Response By Department Manager**

If the matter is not satisfactorily settled, the Chief Steward must submit a written grievance to the department manager within five (5) working days of the Step One response. The written grievance shall state the nature of the grievance, the date of the matter complained of and the identity of the employee(s) involved. Within five (5) working days of the Step Two appeal, the department manager must render a written decision to the Chief Steward and the grievant.

3. **Step Three - Grievance Processed By the Personnel Department**

If the department manager's decision is not acceptable to the Union, the Chief Steward will refer the grievance to the Union, which may process the grievance to Personnel within five (5) working days of the response at Step Two. A meeting between at least two (2), and not more than four (4), representatives of the Union and representatives of the Board shall take place within five (5) working days. The aggrieved employee must be available to testify, if requested by either party.

Personnel shall have five (5) working days from the date of the meeting to render a written decision on the grievance, to the president, Chief Steward, or the grievant.

4. **Step Four - Arbitration**

a. **Referral to Arbitration**

The Union may refer the matter to arbitration, provided that notice (Voluntary Demand for Arbitration) to refer the matter is received in the American Arbitration Association office within thirty (30) calendar days from the date of the written decision at Step Three. Upon mutual agreement, a third-party arbitrator may be selected who will schedule a hearing and render a decision within the confines of the arbitration language of this Master Agreement.

b. **If Parties Unable to Agree on Arbitrator**

If the parties are unable to agree on a third-party arbitrator, the party seeking arbitration shall file a request with the American Arbitration Association to submit a list of qualified arbitrators. The arbitrator shall then be selected according to the Rules of the American Arbitration Association.

c. **Arbitrator to Render Decision Within Thirty Days From the Close of Hearing**

The arbitrator shall hear the grievance in dispute and shall render a written decision within thirty (30) calendar days from the close of the hearing. The arbitrator's decision shall set forth the findings and conclusions with respect to the issues submitted to arbitration. The arbitrator's decision shall be final and binding upon the Employer, the Union, and the employee(s) involved.

d. Authority of Arbitrator

The arbitrator shall have no authority except to pass upon alleged violations of the expressed provisions of this Agreement and to determine disputes involving the application or interpretation of such expressed provisions. The arbitrator shall have no power or authority to add to, subtract from, or modify any of the terms of this Agreement. The arbitrator shall not render any decision which would require or permit an action in violation of Michigan School Laws.

e. Fees and Expenses

The arbitrator's fees and expenses shall be shared equally by the parties. The expenses and compensation for attendance of any staff member, witness, or participant in the arbitration shall be paid by the party calling such individual, witness, or requesting such participant.

B. Grievance Conditions

1. Earnest Effort to Settle Grievances

An earnest effort shall be made by both sides to settle any grievance at Step One, and, if necessary, at each subsequent step.

2. Investigation of Grievance

Before commencing the investigation of any grievance (that requires action during working hours), the steward shall get the permission of the supervisor. The investigation, presentations, or consultation on grievances should be carried on outside working hours whenever possible. If a steward must use working time to investigate a grievance, it shall be done as expeditiously and with as little interruption of work as possible. The appropriate Union representatives may be allowed time off the job without loss of time or pay, with the approval of the department manager, to meet, or the meeting will be scheduled at a non-work time.

3. Expedited Grievance

Upon mutual agreement of both Union and Board, a grievance may be expedited and moved to a higher level for hearing.

ARTICLE 9 - DISCIPLINARY ACTION

All discipline shall be handled in a discreet manner. The parties recognize and agree to the principle of progressive discipline. The parties also agree that this article is not applicable to an employee during the probationary period.

A. Types of Discipline

1. Written Reprimand

The Employer may issue a written reprimand. The Board shall provide a copy of the reprimand to the employee, Chief Steward, and Department Steward.

2. **Disciplinary Layoff (suspension with or without pay)**

The Employer may issue a disciplinary layoff. (A disciplinary layoff may also be called a suspension with or without pay.) The Board shall provide a written explanation of the disciplinary action, containing the reason and the discipline, to the employee, Chief Steward, and Department Steward. This confirmation of action shall be provided within three working days of the incident.

3. **Immediate Suspension**

The Employer may issue an immediate suspension to an employee, with a notice to the employee and the Chief Steward that a hearing is to take place to review the situation and determine what disciplinary action, if any, should be taken. The immediate suspension will be implemented only if the Employer feels that the employee must be removed from District property. The hearing shall take place as soon as the Employer, staff member, and Union representative(s) can be present, but in no case later than three working days after the incident.

The Employer shall provide a written reason for the suspension to the Chief Steward and the employee as soon as possible, but in no case later than the close of the next business day, or thirty minutes prior to the hearing, whichever comes first.

4. **Decision on Disciplinary Action**

The Employer shall provide a written decision as to the disciplinary action, if any, up to and including discharge, within three working days of the hearing.

B. Appeal of Discipline

The appropriate steward shall receive prompt oral notification of disciplinary layoff or suspension. The disciplined staff member shall be allowed to discuss the discipline with the appropriate steward.

Should the disciplined employee, or the Chief Steward, consider the discipline to be improper, a written grievance shall be presented through the Chief Steward, to the Board within five (5) regularly-scheduled working days after the written decision. Disciplinary layoff or discharge shall be referred to the third step of the grievance procedure; written reprimands to the first step.

C. Personnel File Content

Should a disciplinary action be reversed through the grievance procedure, the employee's file will be purged of information concerning the alleged incident.

An employee may make a written request to the Assistant Superintendent for Human Resources and Labor Relations to have the file purged of detrimental statements.

ARTICLE 10 - SPECIAL CONFERENCES

A. Special Conferences are Established

"Special conferences," are established for the purpose of improving relationships. The special conferences are not to be construed or utilized as a grievance or "gripe" session. The special conferences are to be utilized solely as a constructive basis for important matters, and are not to be considered as negotiations.

B. Arrangements for Special Conferences

Special conferences will be arranged between the local Union President and the Employer by mutual consent of the parties. Such conferences shall be between two or three representatives of the Employer and two or three representatives of the Union (a Council representative may be present at such conference). Arrangements for the conference shall be made in advance, and a written agenda of the matters to be discussed shall be presented at the time the conference is requested. The names of the persons to be present shall be submitted prior to the conference. Matters discussed at special conferences shall be confined to those included in the agenda. An employee shall not lose time or pay for time spent in a special conference during the regular working day.

C. Union May Meet Prior to Special Conferences

The representatives of the Union may meet at a place designated by the Employer on the Employer's premises for at least one-half hour (but not to exceed one hour) immediately preceding the special conference.

ARTICLE 11 - WORKING HOURS

Schedule of Shifts

The work day shall commence with the start of the first shift and shall consist of up to three (3) shifts, as required, within twenty-four (24) hours. The schedule of shifts shall be as follows:

A. Operating/Custodial, Maintenance, and Grounds

1. Starting Times

Starting times will be determined by the Employer, within the hours listed below. All shifts shall consist of eight (8) consecutive hours, including a paid thirty (30) minutes lunch period.

The work day shall consist of eight (8) hour shifts between the hours of:

3:00 a.m. - 5:00 p.m.

Day Shift (first shift)

2:00 p.m. - 1:30 a.m.

Afternoon Shift (second shift)

10:30 p.m. - 8:30 a.m.

Midnight Shift (third shift)

6:00 p.m. - 2:00 a.m.

Pool Custodians Only

In the event of a change in position shift hours, a five (5) working day notice shall be provided.

2. Exception to 8 Hour Day: Custodial Positions

Exception: The Employer may establish less-than-eight (8) hour but not less than four (4) hour positions in the custodial department where less than eight (8) hour positions do not presently exist. Should the Employer require the creation of less than eight (8) hour positions, the Employer will consult the Union.

These exceptions shall be restricted to no more than five (5) employees working in the secondary schools.

3. Exception to Eight (8) Hour Day: Part time/weekend Custodial Positions

The employer may establish up to six (6) part time/weekend custodial positions. The positions may be required to obtain a pool license. Such employees will have no benefits as provided in the contract for regular employees, including no leave days, holidays (no floating holiday) and no insurance benefits.

4. Fox Hills Schedule

The Employer may schedule positions at Fox Hills at times other than shift hours defined above.

B. Transportation

1. Length of Day

a. Regular Full-Time Bus Drivers - Five and One-Half Hours

Regular full-time bus drivers in the Transportation Department are guaranteed five and one-half (5 1/2) hours of work or pay each day they are regularly scheduled and timely report for work (including being on the job for all hours scheduled). (However, this provision is subject to section (11)(B)(1)(b) below concerning 4-hour bus driving positions for employees hired after April 7, 1998.)

1. No Additional Pay for Additional Runs During Scheduled Shift

In return for this guarantee there shall be no additional pay for additional runs made during the scheduled shift. The driver will be paid the hourly rate for all hours worked in excess of the guarantee, subject to the overtime provisions of this Agreement.

2. Regular Schedule for Bus Drivers Hired Before April 7, 1998

The regular schedule for bus drivers hired before April 7, 1998 will be a guaranteed five and one-half hours per day. Subject to the provisions of Article

11(B)(2)(e) (minimum hour requirements when K-12 is not in session), special education and co-curricular drivers will have a schedule including the five and one-half (5 1/2) hour guarantee, but contingent on runs required.

3. Noon Bus Runs

Noon runs, other than a.m. pick up and p.m. take home, shall be scheduled for not less than two (2) hours.

b. Four Hour Bus Driver Positions for Employees Hired After April 7, 1998

1. Scheduled Number of Hours

Bus drivers hired after April 7, 1998, may be scheduled for five and one-half (5 1/2) hours per day or four (4) hours per day. Any employee scheduled for less than five and one-half hours per day is not eligible for insurance benefits. Four hour employees will receive paid holidays and compensable leave days.

2. Employees May Bid on Five and One-Half Hour Positions

Employees hired as four (4) hour drivers may bid on five and one-half (5 1/2) hours per day positions in accordance with Article 6 - Seniority (G) - Filling Vacancies.

3. Bus Runs Posted As Four (4) Hour Runs

If a run is posted as a four (4) hour run, the successful bidder on the run will receive four (4) hours of pay regardless of their date of hire, and will receive no benefits except paid holidays and compensable leave days. No employee hired prior to April 7, 1998, will be required to accept a four (4) hour bus run.

c. Extended School Year

Drivers working the extended school year (for days scheduled other than when the regular school year is scheduled) are guaranteed a minimum of four (4) hours and a maximum of five and one-half (5 1/2) hours of work or pay each day they are scheduled and timely report for work.

2. Special Education Drivers

One to three runs may be necessary, depending on transportation services required.

a. Classification of Bus Runs

Runs are classified as morning, mid-day and afternoon.

b. Driver Hours May Vary

Special education driver hours may vary from regular drivers' schedules, depending upon pupil needs and runs required; that is, morning hours (a.m.) may not be the same as afternoon hours (p.m.).

c. **Drivers Regularly Scheduled for Three Runs Per Day Will Receive Two Hours Pay for Mid-Day Run**

Special education drivers regularly scheduled for three (3) runs per day will receive two hours pay for the mid-day run. Overtime will not be scheduled daily, however, hours may vary to average 40 hours per week.

d. **Varied Schedule**

Trip runs and days of work are subject to the schedule and/or calendar of the school, center, organization, or agency being served. This may require working days other than the regular school district calendar to become eligible for holiday pay.

e. **Minimum Hour Requirement When K-12 Not In Session**

Special education drivers who are scheduled and timely report to work during days when regular K-12 classes are not in session will be paid for a minimum of two hours when working either a morning or afternoon run. If the driver is scheduled for both a morning and afternoon run, the driver will receive five and one-half (5 1/2) hours of work or pay for each day they are regularly scheduled and report to work.

3. **Co-curricular Drivers**

a. **Minimum and Maximum Hours**

Co-curricular drivers will be scheduled for a minimum of five and one half (5 1/2) hours between 2:00 p.m. and 7:30 p.m. and to a maximum of eight hours between 2:00 p.m. and 10:00 p.m.

b. **Definition of Co-curricular Drivers**

Co-curricular drivers will be those drivers taking athletic trips from the athletic department.

c. **Notice of Scheduled Changes**

The driver shall receive 48-hour advance written notice of regular schedule changes.

d. **Work Days May Vary**

Trip runs and days of work are subject to the schedule and/or calendar of the school, center, organization, or agency being served. This may require working days other than the regular school district calendar to become eligible for holiday pay.

e. **Reporting Time When Not Assigned to Co-curricular Run**

When co-curricular drivers are not assigned to co-curricular runs, the drivers shall report to work during the normal day at the time specified by the director of transportation.

f. **When Co-curricular Bus Run Assigned As Charter Run**

If a co-curricular driver is assigned to work during the regular day because no co-curricular activities are scheduled, and the transportation department is notified of a co-curricular bus run for that day, the run will be assigned as a regular charter run if the activity begins after 4:30 p.m., not as a co-curricular run. The run will be called out over the radio and assigned to the highest senior driver with the lowest hours of those volunteering.

4. **Driver Preparation**

a. **Two Runs Per Day**

Drivers who are regularly scheduled for two or more runs per day will be provided thirty (30) minutes per day for completing pre-trip inspection, gassing, cleaning and warm-up as defined in the Transportation Expectation Handbook.

b. **One Run Per Day**

Drivers who are regularly scheduled for one run per day will be provided fifteen (15) minutes per day for completing pre-trip inspection, gassing, cleaning and warm-up as defined in the Transportation Expectation Handbook.

5. **Run Assignment**

a. **Selection of Bus Routes At Beginning of School Year By Seniority**

Drivers will select their routes by seniority before returning to work at the beginning of each school year. After a driver has selected a route it cannot be taken away except by mutual agreement with the driver, or if there is a performance concern, after discussion between management and the union. The type of bus assigned will be indicated on the posting. However, the Employer retains the right to make any and all necessary changes or adjustments to those routes selected. Drivers who pick a Way Elementary School or extended year school route must be available to start work on the date and time that the route starts. Drivers who pick a special education run which is assigned to an out-of-district or the Wing Lake program, which may start before the Bloomfield Hills school year starts, must be available to drive a route on the start date, he/she must pick a route they will be available to when the run is scheduled to start. If a driver is not available to drive a route on the start date, he/she must pick a route they will be available to drive on the start date of the route.

b. **Date of Run Selection Will Be Posted in June**

The date on which runs will be selected for the coming school year, will be posted one week prior to the close of school in June.

c. **Procedure for Drivers Who Cannot Attend Run Selection**

Any driver who cannot report to make a run selection on the date posted will notify the Transportation Department by letter, in advance, of the intent to continue to drive for the coming school year. The letter may also authorize a designee to select a run for the absent driver.

d. **Consequences for Failure to Follow Procedure for Run Selection**

Those drivers who submit a letter of intent, but do not indicate a designee for selection in advance, will be assigned runs and buses after the bidding has been completed. Those drivers who fail to attend the posted bidding date and to send a letter of intent, will be subject to termination.

6. **Posting of Bus Runs That Occur During the School Year**

The procedure for filling new and vacated bus runs that occur during the school year is:

- a. The runs shall be posted for a period of two (2) working days.
- b. Drivers may sign for the runs and such runs shall be filled on a seniority basis from the employees who signed the posting as long as the driver is able to perform the essential functions or duties required on the route and the driver has a satisfactory attendance record.
- c. In the event of driver absence, the Transportation Steward may place a bid for the driver.
- d. The driver awarded the run shall not be able to request the old run back.
- e. If more than one run is posted at a time, drivers may submit bids on a choice basis.

7. **Dinner Reimbursement - Charter Runs**

Bus drivers shall be reimbursed to a maximum of \$5.00 for lunch, \$7.00 for dinner, providing such trips occur during the meal hours and proof of purchase is submitted to the Transportation Office.

Drivers working charters from 11 a.m. - 12 noon shall be reimbursed for lunch and from 5:30 - 6:30 p.m. for dinner. Drivers working co-curricular (athletic trip) return runs will not receive the lunch and dinner reimbursement.

8. **Driver Lunch**

Bus drivers whose primary run is six (6) hours or more per day shall receive a thirty (30) minute paid lunch period, that does not interfere with the transportation of students. Hours spent during kindergarten and special education runs, shuttles, buster, office, custodial work, early dismissals, etc., will not be included in this calculation.

9. **Garage Schedule**

a. **Day Schedule**

The day schedule for Transportation garage staff will be an eight (8) consecutive hour day falling between the hours of 6 a.m. and 4 p.m., which includes a paid one-half (1/2) hour lunch period.

b. **Afternoon Schedule**

The afternoon schedule for Transportation garage staff and helpers will be an eight (8) consecutive hour day falling between the hours of 2 p.m. and 12 a.m. which includes a paid one-half (1/2) hour lunch period.

c. **Swing Shift**

A mechanic's swing shift may be scheduled between the hours of 8 a.m. and 6 p.m.

10. **Compensation for Driver Certification Testing**

Seniority drivers will be compensated a minimum of two (2) straight time hours to a maximum of three (3) hours for driver certification testing. Additional time may be paid subject to the sole approval of the Transportation Manager. Payment of additional straight time hours for certification purposes will not be subject to the grievance procedure.

11. **Time for Vehicle Check and Gassing**

Charters originating in-district at schools west of Telegraph Road from the Transportation Department will have thirty (30) minutes for vehicle check, gassing and travel time. Charters originating in-district at schools east of Telegraph Road from the Transportation Department will have fifteen (15) minutes for vehicle check, gassing and travel time.

12. **Bus Aides Work Schedule**

a. **"As needed" Employee Status**

Bus aides are "as needed" employees. Bus aides will be assigned duties when the manager of the Transportation Department, in consultation with the Director of Special Education, determines that the services of a bus aide is needed on a particular route.

b. **Staffing of Bus Aides**

The Transportation Manager will solely determine the number of bus aides who will be assigned, the work schedule and the total number of hours the bus aides will work. The hours may increase, decrease, or be eliminated, during the school year or from year-to-year based on need as determined by Administration.

The Transportation Manager will also solely determine the assignment of bus aides to specific busses. The assignment will be made based upon the needs of students, staff and the effective administration of the school district, as determined by Administration.

- c. **Bus Aide Lunch**
If applicable, lunch period is unpaid.

C. Food Service

1. Work Schedule

- a. **Starting Time for Day Shift Established at Each Building**
A regular starting time for the day shift will be established at each school installation. Assignments in each shift will be made in accordance with requirements for utilization of employees within classifications.
- b. **Flexibility in Work Schedules**
The parties agree that the nature of the food service function in school buildings requires a degree of flexibility in work schedules. The Union agrees that deviations to accommodate legitimate work objectives may be made by the Board of Education, and the Board agrees to strive sincerely to confine such changes to real need, but otherwise to maintain the integrity of the basic established work shift.

2. Staffing

- a. **Staffing of Service Operations**
Staffing of the individual food service operations will be mutually discussed between the kitchen leader, department steward and the Manager of Food Services prior to the opening of school each year. The hours assigned per facility will be based on student participation, lunches prepared and unique features of the respective program and facility. The Manager of Food Services will make the final determination concerning the total number of hours per facility.
- b. **Use of Substitutes for Banquets and Similar Occasions**
Substitutes may be used for banquets and similar occasions as follows:
 - (1) First, any extra-time because of extra preparation and clean up or absenteeism will be equalized as evenly as possible within the facility.
 - (2) After employees have been moved to absorb the extra hours, substitutes may be used to fill the positions left open.
 - (3) This section applies to the Food Service Department and is an exception to Article 7, section B concerning substitute staff.

c. **Shared Time Server Positions**

The Board may create shared time positions for the server positions and any decision to create, continue or terminate a shared time position shall be the District's prerogative.

Salary and benefits for the shared time positions will include the regular hourly rate and holiday pay for the employee scheduled to work but not other benefits defined in the collective bargaining agreement.

D. **Lunch Room Custodial Aide**

1. **Work Schedule**

A regular starting time for the lunch room custodial aide will be established at each facility. Lunch room custodial aides will only work on days that lunch is scheduled unless otherwise directed by their supervisor.

The parties agree that the nature of the food services function in a school facility requires a degree of flexibility in work schedules. The Union agrees that directions to accommodate legitimate work objectives may be made by the Board of Education, and the Board agrees to strive sincerely to confine such changes to real need, but otherwise to maintain the integrity of the basic established work shift.

2. **Staffing**

There will be a maximum of two employees per facility. Lunch room custodial aides will generally work two (2) hours per day but may work up to four (4) hours per day if approved by the Supervisor and the Assistant Superintendent for Human Resources and Labor Relations.

E. **Grounds**

1. **Reassignment to Other Positions**

Where conditions warrant, as determined by management, grounds personnel may be reassigned to other work positions. The employer will provide five (5) working days written notice of any change in the assignment unless the change is mutually agreed upon by the employee and the employer.

2. **Assignment of Up To Three (3) Grounds Employees to Custodial**

a. **Reassignment from Grounds to Custodial**

Management may assign up to three (3) grounds employees to work in the custodial department for up to six months of each 12-month period. When not working in the capacity of a grounds employee, the employees will perform duties in the custodial department. The assignment to either the grounds or custodial department shall be at the discretion of the Employer. The

reassignment will be based on seniority. For example, the least senior grounds/custodial individual shall be moved first.

b. Starting Times

When the grounds employees in these three positions are assigned to the custodial department, their starting times (shift) will be established by the Employer as provided by Article 11 - Working Hours, Section A. In the event of a change in position shift hours, a five (5) working day notice will be provided unless the change is mutually agreed upon by the employer and the employee.

c. Seniority

The seniority of the reassigned grounds employees is in the grounds department, and overtime assignments shall be in the grounds department. However, if the Employer determines there is an emergency in the custodial department, the reassigned employees will be available to work the overtime.

d. Rate of Pay

The pay of the reassigned grounds employees shall be determined by their grounds rate or per "Move Up Rate of Pay" provisions of Article 11, paragraph F.

e. Overtime Charged on Grounds Overtime List

All overtime will be charged on the grounds overtime list, including emergency overtime in the custodial department.

3. Commercial Drivers License (CDL)

All current grounds employees who have a valid Commercial Drivers License (CDL) are required to maintain a valid CDL as a condition of employment for a position in the grounds department. Any employee hired for or transferring to a grounds department position are required to have a valid CDL endorsement at the time of bidding for the position.

F. Move-Up Rate of Pay

Employees required to work in a higher classification shall receive the rate of pay for that classification, beginning the first day.

G. Break Time

1. Employees regularly scheduled to work eight (8) hours per day will receive two (2) ten-minute breaks per day.
2. Employees regularly scheduled to work four (4) hours or more, but less than eight (8) hours, per day will be entitled to one fifteen (15) minute break per day.

3. The lunch period will be scheduled as close to the middle of the shift as possible.

H. Work Week

The work week shall be Monday through Friday.

ARTICLE 12 - OVERTIME

A. Definition of Overtime

All work performed in excess of forty (40) hours in a scheduled work week, or performed in excess of eight (8) hours a day will be paid at the rate of time and one-half. All work performed on Saturday will be paid at time and one-half. All work performed on Sundays and holidays will be paid at the rate of double-time. The holiday rate will be in addition to the holiday pay. Exceptions to this paragraph are the following:

1. **Part-time/Weekend Custodial Employees:** Part-time/weekend custodial employees will not be paid at the rate of time and one-half for work performed in excess of eight (8) hours per day or on Saturday, nor will such employees receive double time for work performed on Sundays and holidays. (Note: See Article 11(A)(3)).
2. **Holiday Pay when Holiday Falls on Saturday:** When one of the enumerated holidays falls on Saturday, double time will be paid only when the actual holiday is worked. (For example, if the actual holiday is on a Saturday and the District is closed on Friday to celebrate the holiday, the employee will be paid time and one half for Friday and double time for working on Saturday, the actual holiday.)
3. **Food Service:** Food service employees will be eligible for overtime at the time they exceed forty (40) hours of work in a given week within their assigned department. Food service employees will be paid time and one-half for Saturday work and double time for work performed on Sundays or holidays.
4. **Transportation:** Bus drivers will be eligible for overtime at the time they exceed eight (8) hours per day, or forty (40) hours per week, or any time Saturday.
5. **Lunch Room Custodial Aide:** It is not the intent to have overtime in these positions, and any overtime that is required will be staffed by the custodial department.
6. **Bus Aides :** Overtime will be paid at the rate of time and one-half for work over 40 hours per week. Overtime will be paid in compliance with the Fair Labor Standards Act. All overtime will be assigned by the Transportation Manager. No other provisions of Article 12 are applicable to bus aides.

7. **Probationary Employees Eligible for Overtime after 60 Work Days:** Probationary employees will be eligible for overtime upon the satisfactory completion of 60 work days. The seniority date for the purpose of overtime will be the first probationary day worked.

B. Distribution of Overtime

1. **Custodial, Maintenance and Grounds Overtime Lists Established on a Rotation Basis**

The custodial, maintenance and grounds departments will have lists established on a rotation basis for overtime work. The list(s) will be based upon the seniority of the employees submitting their desire to work overtime.

- a. **Distribution of Overtime:** Distribution of overtime within the custodial, maintenance and grounds departments will be offered as defined below.
 - 1) **First Choice:** First choice of overtime will be given to employees assigned to the building where the activity is scheduled.
 - 2) **District Wide Overtime List:** If the personnel need for a scheduled activity cannot be filled by the building staff, overtime will be offered from a district wide overtime list.
 - 3) **Overtime Offered First to Employees with Lowest Hours on Overtime List:** Employees who have the lowest number of hours charged on the overtime list will be offered the overtime first.
 - 4) **Equalization of Overtime Lists:** The lists shall be equalized as much as possible each six-month period.

Employees not rotated and who are bypassed shall be scheduled for the next overtime within ten (10) working days after the error is brought to the attention of the employer. Should an elementary custodian be bypassed, work will be scheduled within twenty (20) working days.

- 5) **Overtime Lists:** The lists shall be as follows:

- Custodial by building
- District wide custodial
- Maintenance by classification
- Grounds by classification
- Auxiliary grounds lists

- 6) **Assignment of Overtime to Custodial Staff Working in Two Buildings:** Custodial staff working in a position where their regularly-scheduled daily working hours are divided between two (2) buildings, shall only be entitled to building overtime in one (1) of those buildings. The employee will select the single building in which he/she wishes to work when submitting notification of his/her wish to work overtime.

The building selection may only be made once each calendar year. This choice has no affect on the district wide overtime list.

- 7) **Acceptance Then Rejection of Overtime:** Employees who accept overtime will have a double charge in the event said overtime is rejected later than 10 a.m. the day following the date on which the overtime was accepted.
- 8) **When More Than Nine Hours of Overtime in One Day is Required:** If more than nine hours of overtime in one day is required, the overtime will be assigned to two or more employees with no single shift to exceed nine hours. The overtime will be offered according to the overtime provisions of Article 12(B)(1).

b. **Assignment of Pool Check and Building Overtime at High Schools**

- 1) **Assignment of Overtime When the Same Employee is Eligible to Select Pool Check and Building Overtime:** If an employee who is eligible for both building and pool check overtime turns down the building overtime, the employee will be deemed to have declined the pool check overtime also. This means that the employee will be charged on the overtime list with the building hours and pool check call-in hours or actual time, which ever is greater. If the employee accepts building overtime, the employee will only be charged for one hour on the pool check overtime list, instead of the three hour normal pool check overtime charge.
- 2) **Assignment of Overtime When the Employee Scheduled to Work Building Overtime Is Not Qualified to Perform Pool Check**
If the employee scheduled to work building overtime is not qualified to perform the pool check, a second employee with the least number of hours on the pool check overtime list will be scheduled and the actual time worked or call in time, whichever is greater, will be charged on the pool check overtime list.

2. **Food Service**

- a. **Extra Time Assigned on Rotation Basis:** Extra time in the Food Service Department will be assigned on a rotation basis within the department. (The

term extra time means the same as the term overtime.) The employee with the least number of hours will be offered extra time first, providing the employee is qualified to do the work. However, the Food Services Manager will select the Kitchen Leader, if needed, to be in charge of the event requiring food service staff, despite the Leader's position on the rotation list. The employee will be charged with hours worked and placed back on the rotation list accordingly.

- b. **First Choice:** First choice of extra time will be given to staff members assigned to the building where the activity is scheduled.
- c. **District Wide Extra Time List:** If the personnel needed for a scheduled activity cannot be filled by the building staff, extra time/overtime will be offered from a district wide extra time list.
- d. **Extra Time Offered First to Employees with Lowest Hours on Extra Time List:** Employees who have the lowest number of hours charged on the extra time list will be offered the extra time first.
- e. **Equalization of Extra Time Lists:** Lists shall be equalized as much as possible each six-month period.

3. **Transportation**

Transportation will have one (1) list established on a rotation basis for Charters and extra time. This list shall be referred to as the Extra Time List. This list will be zeroed out each January 1st and will start the rotation per paragraph H of this Article.

Anyone refusing five (5) consecutive charter trips will be removed from the Extra Time List. Anyone wishing to be placed on the Extra Time List, must do so in January when the list is zeroed out or at the beginning of the school year in August. Any new driver wishing to be added to the list can do so any time once the probationary period has been completed. *(This section does not apply to an individual who is on an approved leave of absence – such as short term disability or FMLA leave).*

- a. **Distribution of Extra Time:** Distribution of extra time to the drivers will be offered as follows:

1) **Lowest Hours**

The driver with the lowest number of hours charged on the extra time list will be offered the overtime first.

2) **More Than One Charter or Extra Time Run Available at the Same Time**

If there is more than one (1) charter or extra time run available at the same time, the driver whose turn it is in rotation will be offered the run with the most hours and this shall continue until all charters are picked.

3) Charters Scheduled To Start During Regular Scheduled Hours

The charters scheduled to start during regular scheduled hours will be assigned to relief drivers. Regular drivers will be assigned charters, except for those runs assigned to co-curricular drivers that start before, between, or after a driver's regular scheduled hours. For charters beginning immediately prior to, or immediately after scheduled runs, drivers will receive their scheduled hours and hours beyond regular scheduled time will be paid as charter time.

4) Unassigned Charters

If there is an unassigned charter that must be covered, the charter will be offered to the first driver immediately available. Should there be more than one driver immediately available, the driver having the least number of hours on the extra time list will be offered the charter first.

5) Post Charters in Advance if Possible

Charters will be posted at least twenty-four (24) hours in advance if possible, or as soon as possible after that.

6) Charters Occurring During the Summer

Charters occurring during the summer will be distributed by telephone according to other procedures outlined in this Article.

7) Weekend Charters

Weekend charters will normally be assigned on Wednesdays. (If Wednesday is a holiday, charters will be assigned on the next work day.) If an employee is absent when the assignment is made, the employee is not eligible for the charter. The employee must also be at work the full day on the Friday immediately preceding the weekend charter to be eligible to work a weekend charter. Otherwise, the charter will be assigned to the next eligible employee.

8) Assignment of Drop off and Pick up of Charter

When a charter is scheduled to take a team or group to a location, drop them off and return at a later time to pick up the team or group, the same driver shall be assigned to both the drop off and pick up if the layover time is six (6) hours or less. If the layover time is more than six (6) hours, the charter will be split with one driver assigned to take the group or team and a different (or second) driver being assigned to return the group or team.

- b. **Chargeable Extra Time Hours:** Hours charged will be hours that could have been earned whether worked or refused. A "No" answer constitutes a turn.

C. Chargeable Overtime

Overtime/extra time will be charged to an employee as a "No" answer under the following circumstances:

1. **Employee is on Leave Over Five Consecutive Working Days**
When an employee is on a compensable or non-compensable leave (sick days, temporary leave, short- or long-term disability, personal leave) in excess of five (5) consecutive working days.
2. **Weekend Extra Time - Friday Absence**
Employees who accept weekend extra time but do not work it because of a Friday absence from his/her regularly scheduled hours, will be double charged for each occurrence.
3. **Chargeable Overtime Applicable to Transportation Only**
 - (a) **Charter Trips**
The following shall occur on rotation of Transportation Charter Trips:
 - (1) A driver who, on the day of the charter, turns down a previously accepted charter, will be charged with twice the hours of that charter.
 - (2) A driver who fails to report for a previously accepted charter will be charged with three times the hours of that charter.
 - (b) **Relief Drivers Assigned to Runs on Temporary Basis**
Relief drivers who are assigned to runs on a temporary basis shall be charged on the extra time list for all hours worked in excess of 5 1/2 hours per day.
 - (c) **Refusals and Last Minute Charters**
Refusals and last-minute charters will be offered to the next driver on the charter list who is not already assigned. If a driver's charter is canceled, he/she will be assigned to the next unassigned charter. Once a charter is assigned to a driver, it cannot be taken away. If a driver gets to the start of the charter and it is canceled, the driver will receive two hours pay.
 - (d) **Noon Run or Early Dismissal**
Drivers will be charged on the extra time list if they take a noon day run or early dismissal, if it is not part of the run on which they bid. Drivers will be charged on the extra time list any time they do not drive the early dismissal of their assigned run both regular and special education, unless they are already driving a bus on their own mid-day or regular bus run; or have an approved compensable day.

Mid-Day Absences

Midday absences will be assigned on a voluntary basis. Only the driver accepting the assignment per this section (12(C)(3)(d)) will be charged on the extra time list. If more than one driver volunteers, the driver with the lowest hours will be assigned the run.

If there are no volunteers, the least senior driver will be assigned to cover the run.

(e) **Hours in Excess of Eight (8) Hours Per Day**

Drivers will be charged for all hours worked in excess of eight (8) hours per day.

(f) **Co-curricular and Farm Drivers**

Co-curricular and farm drivers will be charged on the extra time list for any hours over his/her posted run.

(g) **Starting Busses, Bus Washing, and Custodial Cleaning**

Hours worked such as starting busses, bus washing and custodial cleaning derived from the extra time list will be charged.

D. Non-Chargeable Overtime

Employees shall not be charged on the overtime or extra time list in the following circumstances (however, the circumstances will be noted on the overtime/extra time lists):

1. Not home (but caller speaks with someone other than the staff member).
2. Busy phone.
3. No one at home.
4. When the employee is on vacation.
5. Bus drivers working in bid positions such as office work, cleaning, buster, etc.
6. When the employee is working overtime in his/her own assignment and refuses district wide overtime (not applicable to Transportation).
7. Employees already working during the shift for which overtime is required.

A bus driver will not be charged on the extra time list for hours worked in regular posted runs whether temporary or permanent.

8. Executive board members, bargaining unit stewards or negotiating team members who are attending a local union meeting, a grievance hearing or a negotiating session.

E. Overtime Qualifications

1. Compensable leave days and unworked holidays will count as days worked in the computation of overtime.
2. Overtime pay will not be pyramided, except holiday overtime is in addition to holiday pay.

F. Minimum Pay for Reporting as Scheduled

When an eight-hour employee reports for work as regularly scheduled, the Employer shall pay a minimum of three (3) straight-time hours. In the event an eight-hour employee is sent home because of no work, time paid shall be for three (3) hours or actual time worked, whichever is greater. For employees working less than eight hours per day the guarantee will be two hours pay.

G. Call-In Time

1. **Minimum Hours**

For those employees regularly scheduled to work eight (8) hours per day, the call-in time shall be a minimum of three (3) hours per day; and for those employees regularly scheduled to work less than eight (8) hours per day, the call-in time shall be a minimum of two (2) hours per day.

2. **Charter Bus Runs**

Bus drivers will be paid for all hours worked for charter runs that begin immediately before or after scheduled bus runs. That is, drivers will be paid for their scheduled hours and hours beyond regular schedule time will be paid as charter time.

Charters requiring a driver to make a third trip to work during the day will provide a minimum guarantee of two hours.

- a. The two-hour guarantee will apply if a driver appears for work and the charter is canceled or rescheduled without prior notice to the driver.
- b. The two-hour guarantee will apply for charters beginning 10 a.m. and ending before 1 p.m.

All charters require a vehicle safety check.

3. **Co-curricular Evening Return Runs**

A call in time of three (3) hours will be provided to each driver required to return during the evening to make a co-curricular return run.

H. Rotation of Overtime/Extra Time List(s)

1. Original List Will Begin At Zero

The original extra time/overtime list(s) will begin at zero (0) hours, with the rotation of such list(s) beginning with the highest seniority employee and continuing to the lowest seniority employee, after which the regular rotation with the employee with the lowest hours will begin as stated and set forth elsewhere in this Article.

2. Placement on List at Later Date

Employees who are placed on the extra time/overtime list(s), after the original list is developed, will be charged with the highest hours on that list. In the Transportation Department, however, when a regular bus driver is placed on such list at a later date, the driver will be charged with only the highest hours of a regular driver, not those hours of co-curricular, special education or substitute drivers.

3. Employee May Withdraw Name from Overtime/Extra Time List

An employee who does not want overtime/extra time may withdraw his/her name from the rotation list, but his/her hours will still be kept as a matter of record. No employee may go back on the rotation list with less hours in which they went off.

4. Removal from Extra Time List if Refuse 5 Consecutive Charter Trips

Any employee refusing five (5) consecutive charter trips will be removed from the Extra Time List. Anyone wishing to be placed on the Extra Time List must do so in January when the list is zeroed out or at the beginning of the school year in August. Any new driver wishing to be added to the list can do so any time once the probationary period has been completed. *(This section does not apply to an individual who is on an approved leave of absence – such as short term disability or FMLA leave).*

I. Overtime/Extra Time Assigned By Seniority If No Qualified Volunteers

If overtime work is deemed necessary and no qualified employees volunteer to work overtime, the overtime will be assigned based on seniority. (e.g. the least senior qualified person will be assigned to work the overtime.)

J. The work week for computation of overtime will be Monday 6 a.m. through Monday 6 a.m.

ARTICLE 13 - GENERAL PROVISIONS

A. Class Reimbursement

Reimbursement for tuition and books will be provided for those employees approved to attend school providing course work is completed with a passing grade of “C” or its equivalent. Reimbursement is subject to the course work being directly related to the employee’s current assignment, and having written approval prior to enrollment from the Assistant Superintendent for Human Resources and Labor Relations. The total annual reimbursement for the entire bargaining

unit will not exceed \$7500. The annual cap on reimbursement does not apply to the cost of tuition, books and licenses required for employment and approved by the school district for reimbursement. (Note: Bus aides are not eligible for class/tuition reimbursement).

Application and supporting information for tuition reimbursement shall be filed with the Human Resources Department by June 30 of each year. Contingent on the total reimbursement requested, there may be a proration.

B. Facilities and Site Care

Custodians shall not be required to mow lawns, trim shrubs, or landscape grounds except as follows: (1) Custodians may be required to maintain flower beds and courtyards; (2) Custodians shall also be responsible for cleaning sidewalks and entrance ways of snow and debris, and shall police grounds when requested by management.

Day custodial staff shall be responsible for grounds maintenance such as mowing lawns, trimming and weeding shrubs and flowers per the mutually agreed upon site plans dated 1/6/86.

C. Tools and Replacements

Employees' personal tools which are broken through normal use on the job will be replaced by the School Board at no cost to the employee, provided the broken tool is presented to the appropriate manager to verify damage. Tools provided by the District that are damaged or lost due to proven employee negligence will be replaced at the employee's expense.

D. Mileage for Personal Vehicles

Employees approved to use their personal transportation for school business will be provided a mileage reimbursement equal to the current IRS Rate as posted by the school district.

E. Uniforms

1. The Employer will provide aprons for all food service staff.
2. Mechanics and helpers in transportation will be provided clean uniforms on a daily basis at no cost to the employee.
3. The employer will provide uniform shirts for all full time custodial, electrician, plumber, general maintenance, mechanical and grounds staff. A total of six (6) shirts will be supplied on an annual basis. Employees will be required to wear the uniform shirt as part of the regular job assignment. The shirts are to be returned to the Maintenance Department when ready to be discarded or when the employee terminates employment.

F. Bulletin Boards

The Employer will provide one bulletin board in each building, apart from student sections of the building and in a location approved by the department manager for use by the Union in posting Union notices.

G. Transportation Department

1. Grace Period

A grace period of six (6) minutes shall be granted to bus drivers at the beginning of each a.m. and p.m. clock-in time, but not more than three (3) times per year.

2. Copies of Bus Repairs for Assigned Bus

Bus drivers shall keep a copy of all bus repairs written by them for their assigned bus. The bus driver shall continue to receive verification from the head mechanic stating the bus is completely repaired before driving again.

3. Parking for Drivers Assigned Night Charter Bus Runs

A place inside the fence will be available for parking drivers' cars, if they have night charters. This is for the protection of the drivers and their vehicles.

H. Commercial Driver License

The Board will reimburse seniority employees required to hold a commercial driver license by the District for the full cost of renewal of said license. If an employee quits before June 15 of the School year in which the license was renewed, the cost of said license will be deducted from the employee's last check.

I. Contracts

The Employer will print the contract and provide for a copy for each employee.

ARTICLE 14 - LEAVES OF ABSENCE (non-compensable)

A. Family and Medical Leave

The Family and Medical Leave Act (FMLA) of 1993 provides that an unpaid leave of absence may be granted for a maximum of twelve (12) work weeks during any twelve (12) month period for family medical or personal medical reasons. (Appendix D to the contract contains the regulation applicable to FMLA leave.)

B. Child Care Leave

1. Non Paid Leave

Child care leave shall be considered a non-paid leave. The unpaid child care leave of absence will be granted for a maximum of one year (12 months). FMLA leave for the birth of a child or for placement of adoption or foster care must conclude within twelve (12) months of the birth or placement

2. Notification and Reinstatement Upon Return From Leave

An employee desiring to return from leave shall notify the human resources manager (in the Assistant Superintendent for Human Resources and Labor Relations) in writing, and provide the appropriate personnel form approving the return to work and indicating that the employee is able to perform the functions of the position. Such notice shall be provided no less than fifteen (15) calendar days prior to the desired return date. Provided the leave does not extend beyond the number of weeks for which the employee is eligible under the FMLA, reinstatement shall be to the same or a comparable position and one for which the employee is qualified.

3. Placement If Leave Exceeds Leave Eligibility Under FMLA

If the leave exceeds the amount of leave an employee is eligible for under FMLA, the return to work shall be as provided in section F of this Article concerning Return From Leave.

4. Leave for Adoption or Paternity

In accordance with the Family and Medical Leave Act, a twelve (12) week leave of absence is available in cases of adoption or paternity. The leave of absence in such cases shall commence on the date of placement for adoption or birth of the child.

C. Military Leave

1. Reinstatement From Military Leave

Any employee who enters into active service of the Armed Forces of the United States and upon the termination of such honorable service, shall be offered re-employment, provided he/she reports for work within ninety (90) days after discharge. Employment may be in the previous position held or a similar position of like status and pay, unless the circumstances have changed as to make it impossible or totally unreasonable to do so. In this event the employee will be offered employment in line with seniority as may be available, and which he/she is capable of doing.

2. Reinstatement of Probationary Employee

A probationary employee who enters the Armed Forces and meets the foregoing requirements must complete the probationary period and, upon successfully completing it, will have seniority equal to the time spent in the Armed Forces.

D. Personal Leave

1. Six Month Leave of Absence May Be Granted

A personal leave for a period of up to 6 months may be granted without pay contingent upon the recommendation of the department manager and approval of the Assistant Superintendent for Human Resources and Labor Relations. Such request must be filed a minimum of two weeks in advance of the date requested. Leaves for personal reasons that exceed one (1) month in duration will be without fringe benefits. A substitute may be employed during the leave period.

2. Return From Personal Leave

The employee will be returned to the classification held at the time the leave was initiated.

3. Personal Leave Requests Not Subject To Grievance Procedure

Personal leave requests are contingent on District needs and will not be subject to the grievance procedure.

E. Leaves for Union Business

1. Conditions

Not more than three (3) employees will be granted leaves for Union business at the same time and an employee shall not be granted a leave for Union business more than two weeks per calendar year. Such leaves require at least one week notice and shall only be granted when the departmental operation can be continued with no interruption.

2. Return To Same Classification

The employee will be returned to the classification held at the time the leave was initiated.

F. Return from Leave

1. Notification

An employee desiring to return from an unpaid leave shall so notify the Human Resources Department in writing, and provide a physician's statement approving a return to work. Such notice shall be provided no less than fifteen (15) calendar days prior to the desired return date. Placement will be made on or before the eleventh (11) working day, excluding holidays.

2. Reinstatement and Placement

Reinstatement shall be to the same or a comparable position and one for which the employee is qualified. Placement made shall be premised on Article 6, Section O, Bumping. In the event this option is not available or is not exercised by the employee, placement will be made by the department manager.

3. **Bus Driver Returning After Run Pick**

A bus driver returning from an unpaid leave after run pick will be assigned a relief driver position.

ARTICLE 15 - COMPENSABLE LEAVE DAYS

A. Definition

Paid leave time will be provided in order to protect the employee's income during periods of unavoidable absence. The Board's primary concern is for periods of personal illness; however, in appropriate circumstances, compensable days for family illness, bereavement, emergencies and personal business constitute legitimate usage.

B. Accumulation

Employees scheduled for two (2) hours or more per day shall be entitled to a leave day accumulation of ten (10) days per year for regular twelve (12) month employees, and nine (9) days per year for regular ten (10) and eleven (11) month employees. This annual leave will be earned by non-probationary staff and will be extended to probationary staff upon satisfactory completion of sixty (60) full work days. The earning of days each year will cease when the employee reaches the maximum number of days for which they are eligible. The earning of leave days each year shall be at the rate of one day per month until an employee reaches the maximum days as defined above. One-half the leave days for which the employee is eligible on an annual basis will be granted on January 1, and the remaining one-half will be granted on July 1 of each calendar year. The number of leave days for new hires will be pro-rated according to the date of first employment as regular staff.

Unused leave days remaining at the end of June each year shall be banked and accumulated to a maximum of 180 days.

C. Use of Leave Days

Leave may be used for personal or family illness, bereavement, religious holidays, emergencies and personal leaves as specified below. For all absences, the employee is required to notify the appropriate department manager, or designee, upon first knowledge of the necessity for the absence. The use of leave days must be approved by the department manager and will be strictly confined to the legitimate purposes specified in the schedule which follows immediately.

1. **Personal Illness:** Bona fide physical inability to report for and discharge duties.
2. **Family Illness:** Bona fide need due to illness of the staff members spouse, children, parents or grandchildren.

3. **Bereavement:** Up to three (3) days will be approved for each funeral in the immediate or secondary family. Employees will be excused from normally scheduled working days (excluding Saturdays, Sundays and holidays) immediately following the date of the death in question, for the purposes of attending to funeral arrangements (providing the employee attends the funeral). Additional paid days will be approved dependent on family relationships, circumstances, and/or travel involved, as determined by the Human Resources Department, provided such additional leave days are available in the current or accumulated leave bank.
 - a. **Definition of Immediate and Secondary Family:** An employee's immediate family shall include children, spouse, parents, brother, sister, aunt, uncle, grandparents or grandchildren. Secondary family shall include brother-in-law, sister-in-law, mother-in-law and father-in-law or a person residing in the employee's home.
 - b. **Bereavement Leave for Non-Family Member:** Up to one day per school year may be used from current leave for the death of an individual other than immediate family. If current leave days are unavailable, bank days may be used.
4. **Religious Holidays:** Up to three (3) days per school year from an employee's current unused leave allocation may be used for religious purposes.
5. **Inclement Weather:** Employees are expected to report for work on a regular basis. In the event school is closed due to inclement weather and staff are told not to report for work, employees in the custodial, maintenance, and grounds departments, and the mechanics and garage service attendants in the transportation department, may charge a maximum of two (2) days per school year against unused leave days. Transportation drivers, food service workers, and lunch room custodial aides may charge a maximum of four (4) days per school year against unused days in the employee's leave bank.
6. **Personal Leave:** Up to three (3) days per school year from current leave may be used for personal leave. Personal leave, in all cases except unforeseen emergency, requires at least two (2) days advance notice to the immediate supervisor. Personal leave cannot be utilized the day before or immediately following a holiday, vacation, recess, or the beginning or ending of the school year, unless approved by the department manager.
7. **Worker's Compensation Supplement:** If an employee is absent from work and is receiving Worker's Compensation, the Board will pay the employee the difference between the amount paid by Worker's Compensation Insurance and the employee's regular daily rate, and will charge the supplemental pay to the employee's leave accumulation proportionately for a period equivalent to the nearest half day. In no case will the Board supplement extend beyond the employee's accumulated leave earned as of the last day worked.

The employee must notify the employer, in writing, if leave days are to be used to supplement Worker's Compensation.

8. **Leave Day Deduction:** Leave days will be prorated for staff members who are absent from work due to disability, unpaid leave, discharge or termination. Should a staff member leave employment, a proration of days earned, versus used, will be calculated and a reduction, if any, shall be made in the staff members last pay.

D. Proof of Illness/Ability to Return to Work May Be Required After Two Consecutive Absences

Proof of illness or of ability to return to work on a district provided form, signed by a physician and approved by the Assistant Superintendent for Human Resources and Labor Relations, may be required beyond the second consecutive day of absence.

E. Jury Duty

If an employee is called to serve on jury duty, he/she must notify the Human Resources Department within 24 hours after receipt of the notice and provide the Human Resources Department with a copy of the jury summons. Employees who serve on jury duty will receive the regular straight time wage for the time the employee reports for or performs jury duty, provided the employee would have normally been scheduled to work during such time. Upon completion of jury service, if there is time remaining on the employee's regular shift, the employee shall report to work. If an employee reports to jury duty at a time that is different from his/her regular shift, the employee is expected to report to work at their regular time. This section applies to all employees regardless of the shift assigned. The time spent on jury duty will not be deducted from the employee's accrued leave days.

To be eligible for the jury duty pay, the employee must furnish the Human Resources Department with written verification of any pay received from the court and the dates that jury duty service was performed. The employee must also provide a check or money order payable to Bloomfield Hills Schools for the full amount of the jury fee paid, excluding any mileage or travel fees, within two weeks after the completion of jury duty.

F. Maternity Leave

1. **Notify Personnel Department**

The employee, upon learning of the pregnancy, must no later than the fourth month of pregnancy, notify the human resources manager in the Personnel Department. The required leave forms will then be forwarded to the employee. The employee and the physician must complete the forms verifying the estimated date of confinement and the employee's ability to continue employment. A written request for leave of absence indicating the date on which the leave is to be initiated shall be provided on or before the end of the sixth month. An employee who desires to remain on the job must maintain a satisfactory attendance record and must provide verification from the physician of ability

to perform the functions of the job. If these conditions are not met, the administration will initiate the leave.

2. Short Term Disability

Medical leave related to pregnancy and childbirth is treated as short term disability according to the short term disability provisions in Article 18(D). The short term disability leave shall begin as soon as the physician completes the appropriate forms certifying that the employee is unable to perform the functions of the job.

G. Scheduling of Elective Medical Procedures

Employees are required to schedule elective medical procedures to occur when school is not scheduled to be in session unless otherwise required by law.

ARTICLE 16 - HOLIDAYS

A. Eligibility

Paid holidays will be granted to each employee who has satisfactorily completed sixty (60) work days and is scheduled for two (2) hours or more per day. To be eligible for holiday pay, the employee must work the scheduled hours on the working days immediately previous to and following the holiday, except where the employee has received permission from the department manager, subject to the approval of the Assistant Superintendent for Human Resources and Labor Relations, in advance, or is on a compensable leave as defined in Article 15, Section A, of the Agreement.

Holiday pay will be based on the employee's scheduled hourly rate and regular work day (not to exceed eight (8) hours).

B. Designated Holidays

(1) The following days will be designated as paid holidays for twelve (12) month employees:

New Year's Day	Thanksgiving
Good Friday	Friday after Thanksgiving
Memorial Day	Christmas
Independence Day	Christmas Eve
Labor Day	New Year's Eve

(2) The following days will be designated as paid holidays for ten (10) and eleven (11) month employees:

New Year's Day	Friday after Thanksgiving
Good Friday	Christmas Eve
Memorial Day	Christmas

Thanksgiving

New Year's Eve

INDEPENDENCE DAY AND LABOR DAY: In the event a ten (10) or eleven (11) month employee is scheduled to work and works at least two or more days in the week immediately before and after Independence Day or Labor Day, the employee will receive holiday pay for that holiday.

C. When Holiday Falls on Weekend

When one of the enumerated holidays shall fall on Sunday, then Monday shall be deemed the holiday. When one of the holidays falls on Saturday, then Friday shall be deemed the holiday. Should the holiday schedule and the school calendar conflict, the Board and the Union will mutually agree to change the dates to be observed as holidays.

D. Floating Holiday

Each employee who is regularly scheduled to work a minimum of 5 1/2 hours per day, will receive one (1) floating holiday each school year (July 1 through June 30). Use of the day is subject to the following provisions:

- The day may only be taken during the following times when K-12 instruction is not in session: winter break, mid-winter break, spring break, and other non-instructional days (full days) during the school year.
- Employees will request the use of the floating holiday on a Temporary Leave Request form. Use of the floating holiday requires at least two (2) days advance notice and approval of the immediate supervisor.
- If the floating holiday is not utilized during the school year, it shall not be carried over for use in the following year.
- New employees shall be eligible for the floating holiday on the July 1 immediately following the date of hire as a regular employee in the bargaining unit. However, a probationary employee is not eligible for the floating holiday until the completion of 60 full work days.

ARTICLE 17 - VACATIONS

A. Vacation is Earned from July 1 through June 30

1. Twelve Month Employees

Vacation for all twelve month employees is earned during the period July 1 through June 30, for use during the school year immediately following the year in which the days are earned. Those employees who have less than one year of service shall have their vacation earning

computation premised on the number of months of service, and all others with more than one year of service shall follow the established earning schedule.

2. Ten and Eleven Month Employees

Vacation earned by ten (10) and eleven (11) month employees (ie. food service, transportation employees and bus aides) shall be paid in the same school year in which the vacation is earned.

B. Regular Full Time Twelve-Month Employee Vacation Earning Schedule

Regular full-time twelve-month employees scheduled five and one half (5 ½) hours or more per day shall earn vacation pay in accordance with the following schedule. Years of service will be determined, for vacation earning purposes, as of June 30 of the earning year.

Under one year: One day per month of service up to a maximum of five (5) days per year.

One through five years: One day per month of service up to a maximum of ten (10) days per year.

Six through twelve years: One and one-half (1 1/2) days per month of service up to a maximum of fifteen (15) days per year.

Thirteen through nineteen years: Two (2) days per month of service up to a maximum of twenty (20) days per year.

Twenty years or more: **(1) For employees hired prior to June 3, 2003:** Two (2) days per month of service to a maximum of twenty (20) days per year. One additional day for each year of service over 20 years up to a combined maximum of twenty-five (25) days per year. **(2) For employees hired on or after June 3, 2003:** Two (2) days per month of service to a maximum of 20 days per year.

C. Regular Eleven-Month Employee Vacation Earning Schedule

Regular full-time eleven-month employees scheduled five and one half (5 ½) hours or more per day shall earn vacation pay in accordance with the following schedule. Years of service will be determined, for vacation earning purposes, as of June 30 of the earning year. A regular full-time eleven-month employee is someone who is scheduled to work more than 200 days per year.

Under one year: One day per month of service up to a maximum of 5 days per year.

One through five years: One day per month of service up to a maximum of 9 days per year.

Six through twelve years: One and one-half (1 1/2) days per month of service up to a maximum of thirteen and one half (13 1/2) days per year.

Thirteen through nineteen years: Two (2) days per month of service up to a maximum of eighteen and one half (18 1/2) days per year.

Twenty years or more: (1) For employees hired prior to June 3, 2003: Two (2) days per month of service to a maximum of twenty-one (21) days per year. (2) For employees hired on or after June 3, 2003: Two (2) days per month of service to a maximum of eighteen and one-half (18 ½) days per year.

D. Regularly Scheduled School Year Ten-Month Employee Vacation Earning Schedule

1. Regularly Scheduled Employees Other Than Bus Aides

All regularly scheduled school year, ten-month employees scheduled five and one half (5 1/2) hours or more per day shall earn vacation with pay in accordance with the following schedule. Years of service will be determined, for vacation earning purposes, as of June 30 of the earning year.

Under one year: One day per month of service up to a maximum of five (5) days per year.

One through five years: One day per month of service up to a maximum of eight (8) days per year.

Six through twelve years: One and one-half (1 1/2) days per month of service up to a maximum of twelve (12) days per year. Thirteen through nineteen years: Two days per month of service up to a maximum of seventeen (17) days per year.

Twenty years or more: (1) For employees hired prior to June 3, 2003: Two days per month of service up to a maximum of twenty-one (21) days per year. (2) For employees hired on or after June 3, 2003: Two days per month of service up to a maximum of seventeen (17) days per year.

2. Bus Aides:

Bus aides who are regularly scheduled during the school year to work five and one-half (5 ½) hours or more per day shall earn up to five (5) days of vacation pay per school year as follows:

- One half day per month of service up to a maximum of five (5) days per school year.

E. Scheduling of Vacations

The Employer will schedule vacations during the vacation period in accordance with individual choice to the extent possible, subject to operation requirements. In general, regular full-time twelve-month staff shall schedule vacations during the time school is not in session. However, the

department manager may grant exceptions and allow vacations during the time school is in session. Eligible ten month and eleven month employees may use vacation on days when they are not scheduled to work.

F. Proration of Vacation Days

1. Layoff, Retirement or Quit with Notice

An employee who is laid off, retires, or quits with notice of one week or more (but not one who quits without notice or is discharged), will receive any unused vacation earned from the preceding year and not taken, plus vacation earned from the preceding July 1 as defined in Sections A, B, C and D of this article. The vacation days will be prorated by months of service. Twelve-month employees who are entitled to earn one additional vacation day for each year of service over 20 years (up to a combined maximum of 25 vacation days per year) will have the additional days prorated by the number of months worked. (For example, an employee entitled to twenty-five (25) vacation days who retires six (6) months into the next school year will be paid as follows:

Two days per month for six months of service	=	12 days
Five days prorated over twelve months	=	<u>2.5 days</u>
Total:		14.5 days

2. Recall from Layoff

A recalled employee who received prorated payment for vacation days at time of layoff will have those days deducted from the vacation earning if the employee is recalled in the same year laid off.

3. Non-Compensatory, Disability, and Workers' Compensation Leaves in Excess of Two Months

Proration of vacation days will also apply to employees who are absent from work on non-compensatory leaves, disability, and Workers' Compensation in excess of two (2) months.

G. Basis for Determining Vacation Pay

Vacation pay will be based on the employee's hourly rate and regular work day (not exceeding eight (8) hours) immediately prior to the vacation period.

ARTICLE 18 - INSURANCE BENEFITS

A. Benefit Eligibility

1. Compliance with insurance company regulations

The Board will provide a Cafeteria Benefits plan (*Educated Choices*) that includes coverages and benefits defined in this Article for eligible employees. Employees must fully comply

with insurance company regulations regarding qualification for benefits in order to receive benefits.

2. Commencement and Duration of Coverage

Commencement and duration of coverage, nature and amount of benefits, and all other aspects of coverage shall be as set forth in the Group Policy and the rules and regulations of the carrier and the employer. The Employer's only responsibility shall be payment of the premiums for the benefits specified in this article.

An employee will be eligible for insurance benefits when he/she has satisfactorily completed sixty (60) full work days. The coverage shall be effective the first day of the month following satisfactory completion of the sixty (60) full work days. Coverage shall remain in effect for the duration of the agreement as long as the employee is actively employed by the Board. Benefits shall terminate at the end of the month in which the employee last works or exhausts Family and Medical Leave Act leave. Benefits also terminate when an employee commences long term disability leave or has been on worker disability compensation leave exceeding one year.

B. Double Coverage

1. Double Coverage Is Prohibited

Double coverage is prohibited. No employee shall have coverage under both the District's health insurance plan and the health insurance plan of a spouse or other family member. Employees shall periodically be required to complete a census form which will identify health care coverage available or provided to the employee's spouse or family members in order to ensure compliance with double coverage prohibition.

2. Thirty Days to Elect Coverage

Employees or family members who are covered under another health insurance plan shall have thirty (30) calendar days to elect to continue coverage under that policy and to drop the District's coverage or to continue coverage with the District. If coverage with the District is elected, the employee must certify to the District that he/she has been dropped from other coverage. Should an employee fail to make the election in a timely fashion, the District shall have the right to drop the employee (and his/her eligible dependents) from the District provided health plan upon thirty (30) calendar days notice to the employee.

3. Submitting False Information

Employees who submit false information shall be subject to discipline up to and including discharge. If an employee deliberately submits false information and receives coverage, the District may recover lost premiums through payroll deductions.

4. Loss of Coverage with Another Health Benefits Carrier

In compliance with and subject to carrier provisions, an employee covered for health benefits through another carrier may transfer into the Bloomfield Hills Schools group should

coverage be lost. Application must be made to the Employee Benefits office within 30 days of the loss of coverage in order to be eligible for benefits with Bloomfield Hills Schools.

C. Cafeteria Benefits Plan - *Educated Choices*

The Board will provide a Cafeteria Benefits plan which will encompass all benefits coverages and benefits for employees who are eligible for and select such benefits. The Cafeteria Benefit plan will include the following options:

1. Life Insurance

The Board will pay the premium to provide, without cost, to each regular scheduled employee working five and one half (5 ½) hours or more per day (**other than bus aides**) (seven (7) per day in the Food Service Department), a group life insurance policy and accidental death and dismemberment insurance in the amount of \$40,000.

(a) **Additional Life Insurance:** Each employee working five and one half (5 ½) hours or more per day (other than bus aides) (seven (7) hours per day in the Food Service Department) will have the option to purchase additional life insurance with pre-tax dollars (if permitted by IRS rules), to a maximum of \$300,000 (if permitted by the insurance company) at the beginning of each Flex Election period. Any amount in excess of \$50,000 will be considered as additional imputed income in compliance with current IRS regulations. Evidence of insurability will be required after the initial enrollment period.

(b) **Dependent Life Insurance:** Each employee working five and one half (5 ½) hours or more per day (other than bus aides) (seven (7) hours per day in the Food Service Department) will have the option to purchase life insurance for their spouse and/or dependents with after-tax dollars at the beginning of each Flex Election period. The coverage shall be offered in the amount of \$5,000 and \$10,000. Evidence of insurability will be required after the initial enrollment period.

2. Medical/Hospitalization Insurance

For each regularly scheduled employee (other than bus aides) working five and one half (5 1/2) hours or more per day (seven (7) hours per day in the Food Service Department) who makes proper application to participate in the Cafeteria Benefits Plan (*Educated Choices*), the employer shall pay the premium for the following (**See Article 18 (C)(2)(e) for Bus Aides**)

(a) **Eligibility Requirements and Benefits from January 1, 2006 through October 31, 2006**

The eligibility requirements and benefits provided in the January 1, 2003 through December 31, 2005 Agreement remain in effect during the time period of January 1, 2006 through October 31, 2006.

(b) Preferred Provider Organization (PPO)

Effective November 1, 2006 full family, two person or individual coverage for the Blue Cross/Blue Shield Community Blue PPO Option 1 with no deductible will be provided for eligible employees. The prescription drug co-pay is \$10.00 generic and \$15.00 brand name drugs. The applicable riders are located in Appendix A to this agreement. A brief description of the insurance riders is attached for informational purposes as Appendix B, and a Summary of Benefits is attached as Appendix C. (Appendix B is not part of this contract.)

(c) Contribution

Employees eligible for health care will pay a contribution of \$250 (single) or \$500 (two persons or family) (includes bus aides).

(d) Health Risk Assessment: On November 1, 2006 employees eligible for and enrolled in the District provided health plan will have a Board contribution of \$200 (single) or \$400 (two persons or family) made to their Cafeteria Benefit Plan to offset the contribution. Provided that the employee and spouse (if applicable) participate in the District sponsored annual Health Risk Assessment Plan, the contributions will continue in each subsequent year while the contract is in place. (Note: if only the spouse or employee participate in the Health Risk Assessment, the amount of the Board contribution will be \$200.)

(e) Bus Aides: Bus aides regularly scheduled to work twenty-five (25) hours or more per week will have the premiums paid for single subscriber BC/BS Community Blue Option 1, term life insurance in the amount of \$25,000 and AD&D in the amount of \$25,000. No other benefits will be provided. Bus aides will participate in the Health Risk Assessment under the same terms as other AFSCME employees.

(f) Cash in Lieu of Health Insurance

The employer shall provide a Cash in Lieu of Health insurance option each year for those individuals who are eligible for but who do not elect the employer-provided hospital/medical insurance. This option shall be in the amount of \$500 for one person, \$600 for two persons, and \$700 for full family.

3. Short-Term Disability

The Board will self insure or pay the premium to provide without cost, to each regular scheduled employee working five and one half (5 1/2) hours or more per day (seven (7) hours per day in the Food Service Department) the following short-term insurance:

A weekly accident and sickness benefit that will provide sixty-six and two-thirds percent (66 2/3%) of gross salary, not to exceed \$700 per week, after a fourteen (14) calendar day waiting period, for a maximum of twenty-six (26) weeks. Benefits will be paid only when the employee is absent from scheduled work. Benefits will not be paid when the employee is

not scheduled to work, such as during summer recess. Bus aides are not eligible for this benefit.

4. Dental

The board will pay the premium to provide, without cost, for each employee working five and one half (5 1/2) hours or more per day (seven (7) hours per day in the Food Service Department) a dental plan with Class I benefits of 100%, Class II benefits of 75%, Class III benefits of 75% with a maximum of \$1000 per person per year, and an orthodontic Class IV coverage of 50%, not to exceed \$1200 per person per lifetime under 19 years of age. Bus aides are not eligible for this benefit.

5. Vision

The Board will pay the premium to provide vision coverage, without cost, to employees who work five and one half (5 1/2) hours or more per day (seven (7) hours per day in the Food Service Department). The vision care program is defined in the *Educated Choices* workbook and provides a percentage reimbursement for services, including examination, lenses and frames, premised on a co-pay program within established reasonable and customary fee limitations. Bus aides are not eligible for this benefit.

6. Long-Term Disability

a. The Board will provide, without cost, to each regular scheduled employee working five and one half (5 1/2) hours (other than bus aides) or more per day (seven (7) hours per day in the Food Service Department) the following long-term disability coverage:

(1) Benefit: A monthly benefit for long-term disability of sixty percent (60%) of monthly earnings, not to exceed \$2,500.00 per month, to the employee who is unable to work due to extended absence as a result of sickness or injury. The benefits shall commence after six (6) months of such absence and will be payable until the employee returns to work, reaches age 65 or is deceased, whichever comes first. The monthly benefit shall be determined by dividing the employee's regular annual salary by twelve (12) months.

(2) Offset: The amount received from the insurance carrier will be reduced by any primary or secondary remuneration received during the benefit period from the employer, the Michigan Public School Employees' Retirement System, the Federal Social Security Act, Railroad Retirement Act, Veterans' Benefits, or other such pensions.

(3) Separation From Employment: On the date an employee commences long term disability (LTD) leave, the employee's position will be posted and no longer be held open for the employee. If the employee is medically able to return to work within 18 months of the date of the commencement of the leave, the employee will be placed in the same or comparable position for which the employee is qualified. Placement shall be made in accordance with Article 6,

Section O, Bumping. In the event this option is not available or is not exercised by the employee, placement will be made by the department manager. The Assistant Superintendent for Human Resources and Labor Relations will determine whether an employee is qualified for a position.

The employee must supply a physician's authorization permitting the employee to return to his/her job and may be required to have a return-to-work examination by a physician or medical facility designated by the District. If the employee's physician and the District's physician or medical facility do not agree that the employee is medically able to return to his/her job, the controversy shall bypass the grievance procedure and the employee shall be examined by a mutually agreed upon physician or medical facility or if the parties do not mutually agree, by a third party physician at Beaumont Hospital in Royal Oak and this decision shall be final and binding. The cost of the exam shall be shared equally by the employee and the employer. This paragraph does not apply to an employee who retires.

If the employee does not return to work on or before 18 months from the commencement of the LTD leave, the employee will be separated from employment with Bloomfield Hills Schools.

7. Flexible Spending Account - Educated Choices

The option to enroll in a flexible spending account is available to every employee who is regularly scheduled to work 20 hours or more per week. In accordance with Internal Revenue Service regulations, any staff member who is eligible to receive cash payment in lieu of hospitalization insurance must enroll in the flexible spending account in order to receive this benefit.

a. Health Care Reimbursement Account

Eligible employees will have the option to participate in a pre-tax Health Care Reimbursement Account as defined by the Internal Revenue Service and as outlined in the *Educated Choices* Workbook.

b. Dependent Care Reimbursement Account

Eligible employees will have the option to participate in a pre-tax Dependent Care Reimbursement Account as defined by the Internal Revenue Service and as outlined in the *Educated Choices* Workbook.

8. Worker's Disability Compensation (available to all employees)

The Board shall provide Worker's Disability Compensation benefits to those employees eligible as provided by Michigan Law. The use of leave days to supplement the employee's income while on Worker's Compensation is defined in Article 15, Section C-7, of this Agreement.

E. Separation from Employment

If an employee on Workers Disability Compensation leave does not return to work within six months from the date of the commencement of the leave, the employee's position will be posted and will not be held open for the employee. However, if the employee is medically able to return to his/her job within two years after commencement of leave, the employee will be placed in the same or a comparable position for which the employee is qualified. Placement shall be made in accordance with Article 6, Section O, Bumping. In the event this option is not available or is not exercised by the employee, placement will be made by the department manager. The Assistant Superintendent for Human Resources and Labor Relations will determine whether the employee is qualified for a position.

The employee must supply a physician's authorization permitting the employee to return to work and may be required to have a return-to-work examination by a physician or medical facility designated by the District. If the employee's physician and the District's physician do not agree that the employee is medically able to return to work, the controversy shall bypass the grievance procedure, and the employee shall be examined by a mutually agreed upon physician or medical facility, or if the parties do not mutually agree, by a third party physician at Beaumont Hospital in Royal Oak and this decision will be final and binding. The cost of the exam shall be shared equally by the employee and the employer. If the employee retires during this time period, this paragraph does not apply.

If the employee does not return to work on or before two years of the date of the commencement of the leave, the employee will be separated from employment with Bloomfield Hills Schools.

F. Carrier Selection

Carrier selection shall remain the prerogative of the District, subject to the terms and conditions of this Article.

ARTICLE 19 - HEALTH

A. TB Tests

To provide continuing health and safety protection for students and school personnel, employees shall provide health certificates and submit to physical examinations as follows:

If required by the Board, as a condition of continued employment, each employee shall be required to file the results of a chest x-ray examination or tuberculin skin test showing negative results. The results of this test must be filed with the Human Resources Department.

B. Health Examination

1. Pre-employment Costs Paid by Applicant

All pre-employment costs for physical examinations, including x-rays, will be done at the applicant's expense.

2. Required Physical Examinations of Seniority Staff

The Board will assume the cost of physical examinations, including x-rays, required by law or the Board, of seniority staff. The Board reserves the right to select the examining physician.

3. Transportation Employees - Proof of Ability to Drive Must Be Provided Prior to Run Selection

Prior to the selection of runs by the Transportation staff, the individual driver must present an approved physical examination to the Manager of Transportation to verify the ability to drive. Any driver who has not passed the annual physical exam prior to the run selection date will not be allowed to make a selection. Once a driver passes a physical examination after the selection date, that driver will be assigned a run or a relief driver position.

C. Challenge of Physical Examination

If the report of the individual's attending or examining physician is challenged by the Board, or if the Union challenges the report of the examination by the Board physician, then the following procedure shall be followed: (This section does not apply to employees who have applied for or are receiving Worker's Disability Compensation)

1. The protesting party may elect to require the affected staff member to be examined by a physician of the protesting party's choice, at the protesting party's expense.
2. If the reports of the two examining physicians are in disagreement or conflict, the controversy shall bypass the grievance procedure and, instead, the affected employee shall be examined at the equally-shared cost of the Board and employee by a third-party physician at Beaumont Hospital in Royal Oak or by a physician mutually selected by the parties.

The third-party physician's determination shall be binding on both parties.

D. Annual CPR Requirement for Bus Aides

Annual CPR certification is required for bus aides in order to continue in a bus aide position. A bus aide who does not have current CPR certification will lose his/her employment rights. The District will provide the class or access to a class on an annual basis.

E. Compliance with Asbestos and Hazardous Materials Legislation

The District and the Union mutually agree to comply with applicable State and Federal legislation concerning asbestos and hazardous materials.

ARTICLE 20 - SEVERANCE

Upon severance of employment after one year's service, for reasons of death, retirement, or quit with proper notice of not less than two weeks, but not an employee who quits without notice or is discharged, a severance payment for each unused leave day, up to the maximum of 180 days, will be made by the Board of Education as defined in the schedule described below.

1 year through 4 years	30%
5 years through 10 years	50%
11 years through 20 years	65%
21 years through 30 years	80%
31 years, plus	90%

ARTICLE 21 - RATES FOR NEW JOBS

The Board of Education shall have the sole right to establish new positions in the bargaining unit and establish a classification and rate structure applicable thereto. In the event the Union does not agree that the rate of pay established for a new position is proper, the Union shall have the right to submit the matter to negotiations. If the Union negotiates a higher rate than the established rate, the employee in that position will be paid retroactive pay to the date the job was established.

ARTICLE 22 - NO STRIKE/NO LOCKOUT

The Union will not authorize, sanction, condone, participate in or acquiesce in, nor will any member of the bargaining unit take part in, any strike as defined in Michigan Public Act 336 of 1947, as amended by Michigan Public Act 112 of 1994 as follows: "the concerted failure to report for duty, the willful absence from one's position, the stoppage of work, or the abstinence in whole or in part from the full, faithful and proper performance of the duties of employment, for the purpose of inducing, influencing or coercing a change in the conditions, or compensation, or the rights, privileges or obligations of employment". For employees of a public school employer, strike also includes an action described in this subdivision that is taken for the purpose of protesting or responding to an act alleged or determined to be an unfair labor practice committed by the public school employer.

No lockout of staff shall be instituted by the Employer during the term of this Agreement.

ARTICLE 23 - CONFORMITY TO LAW

This Agreement is subject in all respect to the laws of the State of Michigan with respect to the powers, rights, duties and obligations of the Employer, the Union, and staff members in the

bargaining unit, and in the event that any provision of this Agreement shall at any time be held to be contrary to law by a court of competent jurisdiction from whose final judgment or decree no appeal has been taken within the time provided for doing so, such provision shall be void and inoperative; however, all other provisions of this Agreement shall continue in effect.

ARTICLE 24 - SHIFT PREMIUM

Employees assigned to the second shift, afternoons, shall receive a shift premium of fifteen cents (15¢) per hour; and those assigned to the third shift, midnights, shall receive a shift premium of twenty cents (20¢) per hour. Employees whose regularly scheduled starting times are between the hours of 3:00 a.m. to 4:00 a.m. will be paid a third shift premium. Those premiums shall be in addition to the regular hourly rate.

The shift differential will be paid to co-curricular drivers who work during the established hours for second shift.

The shift premium for the second and third shifts shall be eliminated during summer and holiday recess periods, when second and third shift staff are assigned to the first shift.

ARTICLE 25 - CROSSING GUARD DUTY

Custodial employees will be required as part of their regular assignment to work as crossing guards in the event that the Employer determines that such an assignment is necessary. The crossing guard assignment will be assumed by the Group Leader or the Head Night Custodian--in other words, the shift leader--on the shift when crossing duties are required. A modification of regular assignment, for absence or other reasons, may be made with the approval of the building principal.

The employee who assumes the crossing guard duty will be paid \$2.00 per crossing session. (For example, morning, noon, and afternoon crossing duties are each considered a separate session).

ARTICLE 26 (A) - SALARY SCHEDULES

(1) 2006 Salary Schedule for Employees hired on or before 6/3/2003

Maintenance	Start	Probation	6 Month	1 Year	15 Years
Master Mechanical	\$23.75	\$24.37	\$25.04	\$26.19	\$26.59
Master Electrician	\$26.01	\$26.62	\$27.46	\$28.43	\$28.83
Master Plumber	\$26.01	\$26.62	\$27.46	\$28.30	\$28.83
Elec./Plumber Journeyman	\$22.78	\$23.43	\$23.85	\$24.29	\$24.43
Mech. 1 / Journeyman	\$22.09	\$22.72	\$23.16	\$23.95	\$24.30
Mechanic 1/Master Mechanical	\$23.75	\$24.37	\$25.04	\$25.71	\$26.59
Gen. Maint. Journeyman	\$21.66	\$22.11	\$22.55	\$22.95	\$23.29
General Maintenance	\$18.86	\$19.48	\$19.92	\$20.26	\$20.45
Helper	\$16.62	\$17.24	\$17.78	\$18.16	\$18.48
Custodial	Start	Probation	6 Month	1 Year	15 Years
Group Leader - High School	\$18.46	\$19.09	\$19.60	\$19.99	\$20.39
Group Leader - Middle School	\$18.11	\$18.75	\$19.20	\$19.56	\$19.94
Group Leader - Elementary	\$17.63	\$18.25	\$18.81	\$19.16	\$19.52
Head Night - High School	\$17.63	\$18.25	\$18.79	\$19.10	\$19.52
Head Night - Middle School	\$17.29	\$17.94	\$18.46	\$18.85	\$19.23
Head Night - Elementary	\$17.05	\$17.67	\$18.18	\$18.53	\$18.90
Day Swing Custodian - High School	\$16.72	\$17.34	\$17.84	\$18.24	\$18.60
Swing Custodian	\$16.57	\$17.20	\$17.63	\$18.12	\$18.46
Custodian	\$16.40	\$17.04	\$17.52	\$17.89	\$18.25
Laundry Attendant/Custodian	\$16.40	\$17.04	\$17.52	\$17.89	\$18.25
Grounds	Start	Probation	6 Month	1 Year	15 Years
Grounds Attendant 1 - Mechanical	\$18.89	\$19.52	\$19.90	\$22.47	\$22.68
Grounds Attendant 1 - Spec. License	\$18.76	\$19.35	\$19.75	\$19.98	\$20.35
Grounds Attendant 1	\$18.41	\$19.01	\$19.42	\$19.64	\$20.02
Grounds Attendant 2 - Truck Driver	\$17.20	\$17.84	\$18.33	\$18.77	\$19.09
Grounds Attendant 3	\$16.40	\$17.04	\$17.52	\$17.89	\$18.25
Transportation	Start	Probation	6 Month	1 Year	15 Years
Mechanic 1 / Group Leader	\$23.77	\$24.38	\$25.50	\$26.19	\$26.59
Mechanic 1 ASE Certified	\$21.50	\$22.34	\$22.79	\$23.60	\$23.80
Mechanic 1 NON ASE Certified	\$21.17	\$21.77	\$22.16	\$22.48	\$22.68
Mechanic 2	\$16.81	\$17.42	\$17.89	\$18.33	\$18.64
Garage Service Attendant	\$16.40	\$17.04	\$17.52	\$17.89	\$18.25
Bus Driver	\$16.40	\$17.04	\$17.52	\$17.89	\$18.25
Food Service	Start	Probation	6 Month	1 Year	15 Years
Kitchen Leader - High School	\$15.08	\$15.68	\$16.20	\$16.52	\$16.89
Kitchen Leader - Middle School	\$14.58	\$15.19	\$15.67	\$16.03	\$16.37
Cook/Baker - High School Prepack	\$12.85	\$13.41	\$14.01	\$14.34	\$14.68
Head Cashier - High School	\$12.72	\$13.31	\$13.86	\$14.20	\$14.55
Cashier	\$12.58	\$13.17	\$13.72	\$14.08	\$14.42
Salad Maker High School Prepack	\$12.72	\$13.31	\$13.86	\$14.20	\$14.55
Kitchen/Utility Helper	\$12.37	\$12.94	\$13.29	\$13.88	\$14.20
Elementary Server	\$12.37	\$12.94	\$13.29	\$13.88	\$14.20
Lunchroom Custodial Aide	\$12.37	\$12.94	\$13.29	\$13.88	\$14.20
Truck Driver	\$16.40	\$17.04	\$17.52	\$17.89	\$18.25

2007 Salary Schedule for Employees hired on or before 6/3/2003

Maintenance	Start	Probation	6 Month	1 Year	15 Years
Master Mechanical	\$24.34	\$24.98	\$25.66	\$26.84	\$27.25
Master Electrician	\$26.66	\$27.29	\$28.15	\$29.14	\$29.55
Master Plumber	\$26.66	\$27.29	\$28.15	\$29.01	\$29.55
Elec./Plumber Journeyman	\$23.35	\$24.02	\$24.44	\$24.90	\$25.04
Mech. 1 / Journeyman	\$22.64	\$23.29	\$23.74	\$24.55	\$24.91
Mechanic 1/Master Mechanical	\$24.34	\$24.98	\$25.66	\$26.35	\$27.25
Gen. Maint. Journeyman	\$22.20	\$22.66	\$23.12	\$23.52	\$23.87
General Maintenance	\$19.33	\$19.96	\$20.42	\$20.77	\$20.96
Helper	\$17.04	\$17.67	\$18.22	\$18.61	\$18.94
Custodial	Start	Probation	6 Month	1 Year	15 Years
Group Leader - High School	\$18.92	\$19.57	\$20.09	\$20.49	\$20.89
Group Leader - Middle School	\$18.57	\$19.22	\$19.68	\$20.04	\$20.44
Group Leader - Elementary	\$18.07	\$18.71	\$19.28	\$19.64	\$20.00
Head Night - High School	\$18.07	\$18.71	\$19.26	\$19.58	\$20.00
Head Night - Middle School	\$17.73	\$18.39	\$18.92	\$19.32	\$19.71
Head Night - Elementary	\$17.48	\$18.11	\$18.63	\$19.00	\$19.38
Day Swing Custodian - High School	\$17.14	\$17.78	\$18.28	\$18.70	\$19.07
Swing Custodian	\$16.99	\$17.63	\$18.07	\$18.58	\$18.92
Custodian	\$16.81	\$17.46	\$17.96	\$18.33	\$18.71
Laundry Attendant/Custodian	\$16.81	\$17.46	\$17.96	\$18.33	\$18.71
Grounds	Start	Probation	6 Month	1 Year	15 Years
Grounds Attendant 1 - Mechanical	\$19.36	\$20.00	\$20.39	\$23.04	\$23.25
Grounds Attendant 1 - Spec. License	\$19.23	\$19.84	\$20.25	\$20.48	\$20.85
Grounds Attendant 1	\$18.87	\$19.48	\$19.91	\$20.13	\$20.52
Grounds Attendant 2 - Truck Driver	\$17.63	\$18.28	\$18.79	\$19.24	\$19.57
Grounds Attendant 3	\$16.81	\$17.46	\$17.96	\$18.33	\$18.71
Transportation	Start	Probation	6 Month	1 Year	15 Years
Mechanic 1 / Group Leader	\$24.36	\$24.99	\$26.14	\$26.84	\$27.25
Mechanic 1 ASE Certified	\$22.04	\$22.90	\$23.36	\$24.20	\$24.39
Mechanic 1 NON ASE Certified	\$21.70	\$22.32	\$22.72	\$23.05	\$23.25
Mechanic 2	\$17.23	\$17.86	\$18.33	\$18.79	\$19.11
Garage Service Attendant	\$16.81	\$17.46	\$17.96	\$18.33	\$18.71
Bus Driver	\$16.81	\$17.46	\$17.96	\$18.33	\$18.71
Food Service	Start	Probation	6 Month	1 Year	15 Years
Kitchen Leader - High School	\$15.45	\$16.07	\$16.60	\$16.93	\$17.31
Kitchen Leader - Middle School	\$14.94	\$15.57	\$16.06	\$16.43	\$16.78
Cook/Baker - High School Prepack	\$13.17	\$13.74	\$14.36	\$14.70	\$15.05
Head Cashier - High School	\$13.04	\$13.64	\$14.21	\$14.56	\$14.91
Cashier	\$12.89	\$13.50	\$14.07	\$14.43	\$14.78
Salad Maker High School Prepack	\$13.04	\$13.64	\$14.21	\$14.56	\$14.91
Kitchen/Utility Helper	\$12.68	\$13.26	\$13.62	\$14.23	\$14.56
Elementary Server	\$12.68	\$13.26	\$13.62	\$14.23	\$14.56
Lunchroom Custodial Aide	\$12.68	\$13.26	\$13.62	\$14.23	\$14.56
Truck Driver	\$16.81	\$17.46	\$17.96	\$18.33	\$18.71

2008 Salary Schedule for Employees hired on or before 6/3/2003

Maintenance	Start	Probation	6 Month	1 Year	15 Years
Master Mechanical	\$24.95	\$25.60	\$26.30	\$27.52	\$27.93
Master Electrician	\$27.32	\$27.97	\$28.85	\$29.87	\$30.29
Master Plumber	\$27.32	\$27.97	\$28.85	\$29.73	\$30.29
Elec./Plumber Journeyman	\$23.93	\$24.62	\$25.06	\$25.52	\$25.67
Mech. 1 / Journeyman	\$23.21	\$23.87	\$24.33	\$25.16	\$25.54
Mechanic 1/Master Mechanical	\$24.95	\$25.60	\$26.30	\$27.01	\$27.93
Gen. Maint. Journeyman	\$22.76	\$23.23	\$23.69	\$24.11	\$24.47
General Maintenance	\$19.81	\$20.46	\$20.93	\$21.29	\$21.48
Helper	\$17.47	\$18.11	\$18.68	\$19.08	\$19.41
Custodial	Start	Probation	6 Month	1 Year	15 Years
Group Leader - High School	\$19.39	\$20.06	\$20.59	\$21.00	\$21.42
Group Leader - Middle School	\$19.03	\$19.70	\$20.17	\$20.55	\$20.95
Group Leader - Elementary	\$18.52	\$19.18	\$19.76	\$20.13	\$20.50
Head Night - High School	\$18.52	\$19.18	\$19.74	\$20.07	\$20.50
Head Night - Middle School	\$18.17	\$18.85	\$19.39	\$19.80	\$20.20
Head Night - Elementary	\$17.92	\$18.57	\$19.10	\$19.47	\$19.86
Day Swing Custodian - High School	\$17.56	\$18.22	\$18.74	\$19.17	\$19.55
Swing Custodian	\$17.41	\$18.07	\$18.52	\$19.04	\$19.39
Custodian	\$17.23	\$17.90	\$18.41	\$18.79	\$19.18
Laundry Attendant/Custodian	\$17.23	\$17.90	\$18.41	\$18.79	\$19.18
Grounds	Start	Probation	6 Month	1 Year	15 Years
Grounds Attendant 1 - Mechanical	\$19.84	\$20.50	\$20.90	\$23.61	\$23.83
Grounds Attendant 1 - Spec. License	\$19.71	\$20.33	\$20.75	\$20.99	\$21.38
Grounds Attendant 1	\$19.34	\$19.97	\$20.41	\$20.64	\$21.03
Grounds Attendant 2 - Truck Driver	\$18.07	\$18.74	\$19.25	\$19.72	\$20.06
Grounds Attendant 3	\$17.23	\$17.90	\$18.41	\$18.79	\$19.18
Transportation	Start	Probation	6 Month	1 Year	15 Years
Mechanic 1 / Group Leader	\$24.97	\$25.61	\$26.79	\$27.52	\$27.93
Mechanic 1 ASE Certified	\$22.59	\$23.48	\$23.95	\$24.80	\$25.00
Mechanic 1 NON ASE Certified	\$22.24	\$22.88	\$23.28	\$23.62	\$23.83
Mechanic 2	\$17.66	\$18.31	\$18.79	\$19.25	\$19.59
Garage Service Attendant	\$17.23	\$17.90	\$18.41	\$18.79	\$19.18
Bus Driver	\$17.23	\$17.90	\$18.41	\$18.79	\$19.18
Food Service	Start	Probation	6 Month	1 Year	15 Years
Kitchen Leader - High School	\$15.84	\$16.47	\$17.02	\$17.36	\$17.75
Kitchen Leader - Middle School	\$15.31	\$15.96	\$16.46	\$16.84	\$17.20
Cook/Baker - High School Prepack	\$13.50	\$14.09	\$14.72	\$15.07	\$15.43
Head Cashier - High School	\$13.37	\$13.98	\$14.57	\$14.92	\$15.28
Cashier	\$13.21	\$13.84	\$14.42	\$14.80	\$15.15
Salad Maker High School Prepack	\$13.37	\$13.98	\$14.57	\$14.92	\$15.28
Kitchen/Utility Helper	\$13.00	\$13.59	\$13.96	\$14.58	\$14.92
Elementary Server	\$13.00	\$13.59	\$13.96	\$14.58	\$14.92
Lunchroom Custodial Aide	\$13.00	\$13.59	\$13.96	\$14.58	\$14.92
Truck Driver	\$17.23	\$17.90	\$18.41	\$18.79	\$19.18

(2) 2006 Salary Schedule for Employees hired after 6/3/2003

Maintenance	Start	1 Year	5 Years	10 Years	15 Years
Master Mechanical	\$23.75	\$24.37	\$25.04	\$25.71	\$26.59
Master Electrician	\$26.00	\$26.62	\$27.46	\$28.30	\$28.83
Master Plumber	\$26.00	\$26.62	\$27.46	\$28.30	\$28.83
Electrician/Plumber Journeyman	\$22.78	\$23.40	\$23.84	\$24.29	\$24.44
Mech. 1 / Journeyman	\$22.10	\$22.71	\$23.16	\$23.61	\$24.30
Mechanic 1/ Master Mechanical	\$23.75	\$24.37	\$25.04	\$25.71	\$26.59
Gen. Maint. Journeyman	\$21.66	\$22.11	\$22.56	\$22.95	\$23.28
General Maintenance	\$18.86	\$19.48	\$19.92	\$20.26	\$20.45
Helper	\$16.62	\$17.24	\$17.68	\$18.13	\$18.48
Custodial	Start	1 Year	5 Years	10 Years	15 Years
Group Leader - High School	\$18.46	\$19.07	\$19.52	\$19.97	\$20.38
Group Leader - Middle School	\$18.11	\$18.73	\$19.17	\$19.62	\$19.95
Group Leader - Elementary	\$17.63	\$18.24	\$18.69	\$19.14	\$19.52
Head Night - High School	\$17.63	\$18.24	\$18.69	\$19.14	\$19.52
Head Night - Middle School	\$17.29	\$17.91	\$18.36	\$18.80	\$19.23
Head Night - Elementary	\$17.06	\$17.67	\$18.12	\$18.57	\$18.90
Day Swing Custodian - High School	\$15.90	\$16.35	\$16.80	\$17.14	\$17.48
Swing Custodian	\$15.68	\$16.13	\$16.58	\$16.91	\$17.26
Custodian	\$15.29	\$15.74	\$16.18	\$16.52	\$16.87
Laundry Attendant/Custodian	\$15.29	\$15.74	\$16.18	\$16.52	\$16.87
Grounds	Start	1 Year	5 Years	10 Years	15 Years
Grounds Attendant 1 - Mechanical	\$19.88	\$20.33	\$20.72	\$21.11	\$21.50
Grounds Attendant 1 - Spec. License	\$18.76	\$19.21	\$19.60	\$19.99	\$20.44
Grounds Attendant 1	\$18.41	\$18.80	\$19.20	\$19.59	\$20.01
Grounds Attendant 2/Truck Driver	\$17.19	\$17.64	\$18.03	\$18.42	\$18.81
Grounds Attendant 3/Truck Driver	\$15.29	\$15.90	\$16.35	\$16.80	\$17.14
Transportation	Start	1 Year	5 Years	10 Years	15 Years
Mechanic 1 / Group Leader	\$23.77	\$24.38	\$25.50	\$25.95	\$26.59
Mechanic 1 ASE Certified	\$21.50	\$22.34	\$22.79	\$23.24	\$23.80
Mechanic 1 NON ASE Certified	\$21.17	\$21.22	\$21.67	\$22.12	\$22.68
Mechanic 2	\$16.81	\$17.43	\$17.87	\$18.32	\$18.65
Garage Service Attendant	\$15.29	\$15.90	\$16.35	\$16.80	\$17.14
Bus Driver	\$15.29	\$15.90	\$16.35	\$16.80	\$17.14
Food Service	Start	1 Year	5 Years	10 Years	15 Years
Kitchen Leader - High School	\$15.06	\$15.62	\$16.02	\$16.41	\$16.89
Kitchen Leader - Middle School	\$14.56	\$15.12	\$15.51	\$15.90	\$16.37
Cook/Baker - High School Prepack	\$12.84	\$13.38	\$13.76	\$14.14	\$14.69
Head Cashier - High School	\$12.72	\$13.27	\$13.65	\$14.03	\$14.55
Cashier	\$12.62	\$13.16	\$13.54	\$13.92	\$14.42
Salad Maker High School Prepack	\$12.72	\$13.27	\$13.65	\$14.03	\$14.55
Kitchen/Utility Helper	\$12.35	\$12.89	\$13.27	\$13.65	\$14.21
Elementary Server	\$12.35	\$12.89	\$13.27	\$13.65	\$14.21
Lunchroom Custodial Aide	\$12.35	\$12.89	\$13.27	\$13.65	\$14.21
Truck Driver	\$15.29	\$15.85	\$16.24	\$16.63	\$17.14

2007 Salary Schedule for Employees hired after 6/3/2003

Maintenance	Start	1 Year	5 Years	10 Years	15 Years
Master Mechanical	\$24.35	\$24.98	\$25.67	\$26.36	\$27.25
Master Electrician	\$26.66	\$27.29	\$28.15	\$29.01	\$29.55
Master Plumber	\$26.66	\$27.29	\$28.15	\$29.01	\$29.55
Electrician/Plumber Journeyman	\$23.35	\$23.98	\$24.44	\$24.90	\$25.05
Mech. 1 / Journeyman	\$22.65	\$23.28	\$23.74	\$24.20	\$24.91
Mechanic 1/ Master Mechanical	\$24.35	\$24.98	\$25.67	\$26.36	\$27.25
Gen. Maint. Journeyman	\$22.20	\$22.66	\$23.12	\$23.52	\$23.87
General Maintenance	\$19.33	\$19.96	\$20.42	\$20.77	\$20.96
Helper	\$17.04	\$17.67	\$18.13	\$18.59	\$18.94

Custodial	Start	1 Year	5 Years	10 Years	15 Years
Group Leader - High School	\$18.92	\$19.55	\$20.01	\$20.47	\$20.89
Group Leader - Middle School	\$18.56	\$19.19	\$19.65	\$20.11	\$20.44
Group Leader - Elementary	\$18.07	\$18.70	\$19.16	\$19.62	\$20.01
Head Night - High School	\$18.07	\$18.70	\$19.16	\$19.62	\$20.01
Head Night - Middle School	\$17.72	\$18.36	\$18.81	\$19.27	\$19.71
Head Night - Elementary	\$17.48	\$18.11	\$18.57	\$19.03	\$19.38
Day Swing Custodian - High School	\$16.30	\$16.76	\$17.22	\$17.56	\$17.92
Swing Custodian	\$16.07	\$16.53	\$16.99	\$17.33	\$17.69
Custodian	\$15.67	\$16.13	\$16.59	\$16.93	\$17.29
Laundry Attendant/Custodian	\$15.67	\$16.13	\$16.59	\$16.93	\$17.29

Grounds	Start	1 Year	5 Years	10 Years	15 Years
Grounds Attendant 1 - Mechanical	\$20.38	\$20.84	\$21.24	\$21.64	\$22.04
Grounds Attendant 1 - Spec. License	\$19.23	\$19.69	\$20.09	\$20.49	\$20.95
Grounds Attendant 1	\$18.87	\$19.27	\$19.68	\$20.08	\$20.51
Grounds Attendant 2/Truck Driver	\$17.62	\$18.08	\$18.48	\$18.88	\$19.29
Grounds Attendant 3/Truck Driver	\$15.67	\$16.30	\$16.76	\$17.22	\$17.56

Transportation	Start	1 Year	5 Years	10 Years	15 Years
Mechanic 1 / Group Leader	\$24.36	\$24.99	\$26.14	\$26.60	\$27.25
Mechanic 1 ASE Certified	\$22.04	\$22.90	\$23.36	\$23.82	\$24.39
Mechanic 1 NON ASE Certified	\$21.70	\$21.75	\$22.21	\$22.67	\$23.25
Mechanic 2	\$17.23	\$17.86	\$18.32	\$18.78	\$19.11
Garage Service Attendant	\$15.67	\$16.30	\$16.76	\$17.22	\$17.56
Bus Driver	\$15.67	\$16.30	\$16.76	\$17.22	\$17.56

Food Service	Start	1 Year	5 Years	10 Years	15 Years
Kitchen Leader - High School	\$15.44	\$16.01	\$16.42	\$16.82	\$17.31
Kitchen Leader - Middle School	\$14.92	\$15.50	\$15.90	\$16.30	\$16.78
Cook/Baker - High School Prepack	\$13.16	\$13.71	\$14.10	\$14.49	\$15.05
Head Cashier - High School	\$13.04	\$13.60	\$13.99	\$14.38	\$14.91
Cashier	\$12.93	\$13.49	\$13.88	\$14.27	\$14.78
Salad Maker High School Prepack	\$13.04	\$13.60	\$13.99	\$14.38	\$14.91
Kitchen/Utility Helper	\$12.65	\$13.21	\$13.60	\$13.99	\$14.56
Elementary Server	\$12.65	\$13.21	\$13.60	\$13.99	\$14.56
Lunchroom Custodial Aide	\$12.65	\$13.21	\$13.60	\$13.99	\$14.56
Truck Driver	\$15.67	\$16.24	\$16.65	\$17.05	\$17.56

2008 Salary Schedule for Employees hired after 6/3/2003

2008 Salaries for NEW HIRES after 6/3/2003

Maintenance	Start	1 Year	5 Years	10 Years	15 Years
Master Mechanical	\$24.96	\$25.60	\$26.31	\$27.02	\$27.93
Master Electrician	\$27.32	\$27.97	\$28.85	\$29.73	\$30.29
Master Plumber	\$27.32	\$27.97	\$28.85	\$29.73	\$30.29
Electrician/Plumber Journeyman	\$23.93	\$24.58	\$25.05	\$25.52	\$25.67
Mech. 1 / Journeyman	\$23.22	\$23.86	\$24.33	\$24.80	\$25.53
Mechanic 1/ Master Mechanical	\$24.96	\$25.60	\$26.31	\$27.02	\$27.93
Gen. Maint. Journeyman	\$22.76	\$23.23	\$23.70	\$24.11	\$24.46
General Maintenance	\$19.81	\$20.46	\$20.93	\$21.29	\$21.49
Helper	\$17.46	\$18.11	\$18.58	\$19.05	\$19.41
Custodial	Start	1 Year	5 Years	10 Years	15 Years
Group Leader - High School	\$19.39	\$20.04	\$20.51	\$20.98	\$21.41
Group Leader - Middle School	\$19.03	\$19.67	\$20.14	\$20.61	\$20.96
Group Leader - Elementary	\$18.52	\$19.17	\$19.64	\$20.11	\$20.51
Head Night - High School	\$18.52	\$19.17	\$19.64	\$20.11	\$20.51
Head Night - Middle School	\$18.17	\$18.81	\$19.29	\$19.76	\$20.20
Head Night - Elementary	\$17.92	\$18.57	\$19.04	\$19.51	\$19.86
Day Swing Custodian - High School	\$16.71	\$17.18	\$17.65	\$18.00	\$18.37
Swing Custodian	\$16.47	\$16.94	\$17.41	\$17.77	\$18.13
Custodian	\$16.06	\$16.53	\$17.00	\$17.36	\$17.72
Laundry Attendant/Custodian	\$16.06	\$16.53	\$17.00	\$17.36	\$17.72
Grounds	Start	1 Year	5 Years	10 Years	15 Years
Grounds Attendant 1 - Mechanical	\$20.89	\$21.36	\$21.77	\$22.18	\$22.59
Grounds Attendant 1 - Spec. License	\$19.71	\$20.18	\$20.59	\$21.00	\$21.47
Grounds Attendant 1	\$19.34	\$19.76	\$20.17	\$20.58	\$21.03
Grounds Attendant 2/Truck Driver	\$18.06	\$18.53	\$18.94	\$19.36	\$19.77
Grounds Attendant 3/Truck Driver	\$16.06	\$16.71	\$17.18	\$17.65	\$18.00
Transportation	Start	1 Year	5 Years	10 Years	15 Years
Mechanic 1 / Group Leader	\$24.97	\$25.62	\$26.79	\$27.26	\$27.93
Mechanic 1 ASE Certified	\$22.59	\$23.47	\$23.94	\$24.42	\$25.00
Mechanic 1 NON ASE Certified	\$22.24	\$22.30	\$22.77	\$23.24	\$23.83
Mechanic 2	\$17.66	\$18.31	\$18.78	\$19.25	\$19.59
Garage Service Attendant	\$16.06	\$16.71	\$17.18	\$17.65	\$18.00
Bus Driver	\$16.06	\$16.71	\$17.18	\$17.65	\$18.00
Food Service	Start	1 Year	5 Years	10 Years	15 Years
Kitchen Leader - High School	\$15.83	\$16.41	\$16.83	\$17.24	\$17.74
Kitchen Leader - Middle School	\$15.30	\$15.88	\$16.30	\$16.71	\$17.20
Cook/Baker - High School Prepack	\$13.49	\$14.06	\$14.46	\$14.86	\$15.43
Head Cashier - High School	\$13.37	\$13.94	\$14.34	\$14.74	\$15.28
Cashier	\$13.26	\$13.83	\$14.23	\$14.63	\$15.15
Salad Maker High School Prepack	\$13.37	\$13.94	\$14.34	\$14.74	\$15.28
Kitchen/Utility Helper	\$12.97	\$13.54	\$13.94	\$14.34	\$14.93
Elementary Server	\$12.97	\$13.54	\$13.94	\$14.34	\$14.93
Lunchroom Custodial Aide	\$12.97	\$13.54	\$13.94	\$14.34	\$14.93
Truck Driver	\$16.06	\$16.65	\$17.06	\$17.47	\$18.00

(3) BUS AIDES SALARY SCHEDULE

Step	0	1	2	3
Year 2006	\$9.24	\$9.92	\$10.62	\$10.98
Year 2007	\$9.47	\$10.17	\$10.89	\$11.25
Year 2008	\$9.71	\$10.42	\$11.16	\$11.54

ARTICLE 26B – SALARY SCHEDULE CLASSIFICATIONS

Classifications which include salary differentials for Journeyman, State License and State Masters License are premised on the holding of a valid and current Journeyman’s card or appropriate license from a recognized and approved agency.

ARTICLE 26C – SALARY SCHEDULE APPLICATORS LICENSE

Staff who hold a valid Applicators (Pool) License and are responsible for maintaining the pool shall receive an additional .28 per hour.

ARTICLE 26D – ROTATIONAL EMERGENCY CALL-IN TRANSPORTATION MECHANICS

During the school year, the District will establish a rotational emergency call in procedure for weekend work. The transportation mechanics will be on call up to one (1) weekend per month during the school year.

Mechanics on call will be required to carry a phone or pager provided by the District, and will be required to respond to the Transportation Department emergencies as related to bus breakdowns or mechanical needs of the vehicles.

Transportation mechanics shall be paid one hundred dollars (\$100) per weekend when on call.

ARTICLE 27 - GUARANTEE OF RIGHTS

The parties agree that there shall be no discrimination against any employee because of the employee’s race, creed, color, sex, national origin, age, marital status or disability. The parties agree that the application of this Agreement, employment standards and other working conditions as an employee of the Bloomfield Hills Schools shall be applied without discrimination.

ARTICLE 28 - DURATION OF AGREEMENT

This Agreement is effective on January 1, 2006 and shall continue in full force and effect until December 31, 2008. If either party desires to cancel, terminate, modify, amend, add to, subtract from, or change the Agreement, notice of such intent shall be served by the moving party upon the other no later than sixty (60) days prior to December 31, 2008, setting forth the intention to cancel, terminate, or reopen the Agreement, as the case may be. Such notice shall be served by registered or certified mail, return receipt requested. In the event of a timely reopening, the parties shall promptly arrange to meet for the purpose of negotiating either a successor Agreement or modify, amend, add to, subtract from, or change this Agreement as requested.

If neither side serves upon the other a timely notice to reopen the Agreement in the manner set forth herein, then the Agreement shall automatically be extended for a period of one (1) additional year, which extension shall be subject to the reopening and extension provisions set forth herein.

The parties reached a tentative Agreement on April 10, 2006. The Union ratified this Agreement on May 12, 2006, and the Board of Education approved the agreement on June 6, 2006.


The parties have executed this Agreement by their duly-authorized representatives.

Board of Education

Local 1628, AFSCME



Steve J. Weiss, President



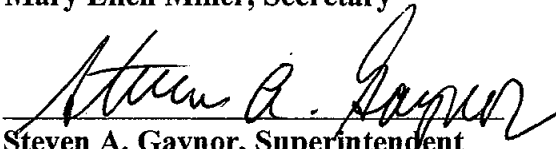
Diane Holden, President



Mary Ellen Miller, Secretary



Jane George, Vice President



Steven A. Gaynor, Superintendent



Kathy Sherrill, Staff Representative, Council 25

Letter of Understanding Pre-Pack Kitchen Leader

The Board of Education of Bloomfield Hills Schools ("The Board") and AFSCME Local 1628 ("The Union") agree to the following with respect to the position of Pre-Pack Kitchen Leader.

1. The position of Pre-Pack Kitchen Leader is established.
2. The position will be paid at the same rate as the High School Kitchen Leader position effective on the date of approval of the January 1, 2006 to December 31, 2008 collective bargaining Agreement.
3. The Pre-Pack Kitchen Leader has responsibilities for both the prepack kitchen as well as all satellite kitchens.
4. Mary Stauffer, the employee currently working in this position, will remain in the position. The position will not be posted.
5. No grievance will be processed by the Union with respect to this Agreement.

Clinton Barnett

Alane Holden

Assistant Superintendent for Human
for Bloomfield Hills Schools *Reserves &
Labor
Relations*

PRESIDENT
for AFSCME Local 1628

6/6/06
Dated

Letter of Understanding: Performance Evaluation Instrument and Alternative Workshift

The Board of Education of Bloomfield Hills Schools ("The Board") and AFSCME Local 1628 ("The Union") agree that upon written request of either party to reopen the January 1, 2006 – December 31, 2008 contract to:

1. Negotiate and develop performance evaluation instruments and,
2. Negotiate the development of a pilot program for an alternative work shift for certain employees, which would include:
 - a) The employee being considered to have completed his/her shift when all tasks are satisfactorily completed and,
 - b) The employee being paid for the full shift if the employee satisfactorily completes his/her tasks in less than the working hours allotted for that shift.

Christina Garrison

Shane Holder

Assistant Superintendent Sr
for Bloomfield Hills Schools *Human Resources
+ Labor
Relations*

PRESIDENT
for AFSCME Local 1628

Dated

6/6/06

Letter of Understanding Contract Reopener

The Board of Education of Bloomfield Hills Schools ("The Board") and AFSCME Local 1628 ("The Union") agree that upon written request of either party to reopen the January 1, 2006 – December 31, 2008 contract to:

1. Negotiate and develop performance evaluation instruments and,
2. Negotiate the development of a pilot program for an alternative work shift for certain employees, which would include:
 - a) The employee being considered to have completed his/her shift when all tasks are satisfactorily completed and,
 - b) The employee being paid for the full shift if the employee satisfactorily completes his/her tasks in less than the working hours allotted for that shift.



for Bloomfield Hills Schools



for AFSCME Local 1628

Dated

6/6/06

APPENDIX

1. APPENDIX A Group Enrollment & Coverage Agreement
2. APPENDIX B Health Insurance Riders
3. APPENDIX CDescription of Health/Dental/Vision/Prescription Benefits
4. APPENDIX D Family Medical Leave Act Procedures



APPENDIX A

Group Enrollment & Coverage Agreement Part A – Terms & Conditions

Blue Cross and Blue Shield of Michigan (BCBSM) will provide health care coverage to Members, i.e., eligible persons enrolled through the Group identified below and participating in the Group's employee welfare benefit plan providing health benefits (Group Health Plan or GHP), subject to the terms of applicable certificates and riders ("Certificates and Riders"), BCBSM's administrative and underwriting requirements, the Group Administrative Guide (Guide) and the following terms and conditions of this Group Enrollment & Coverage Agreement consisting of Part A-Terms and Conditions, Part B-Group Information, and Part C-Coverage Selection (Agreement):

- 1. Effective Date. This Agreement will become effective only when BCBSM returns a signed copy to the Group and applicable premiums are paid. This Agreement is effective on the date established by BCBSM and will continue unless terminated as provided in Section 16.
2. Group as Agent. For all purposes of this Agreement, including the payment of premiums, the Group is the agent for all Members. Notice by or to the Group will satisfy any notice requirements of this Agreement and applicable Certificates and Riders.
3. Premiums. The Group must pay all premiums at least one-month in advance of the relevant monthly period. The Group must pay all premiums related to any retroactive adjustments expressly permitted by underwriting rules. Refunds or retroactive credits of premium payments or retroactive additions or deletions of Members are not otherwise permitted under this Agreement. Except for any government-mandated surcharges or subsidies, all premium rates are guaranteed for the applicable benefit period then in effect. For an account with less than 100 enrolled contracts, if incorrect rates are identified, BCBSM will notify the account in writing that the rates will be corrected on the next available bill, 90 days following receipt of the notice of incorrect rates.

At its discretion, BCBSM may terminate this Agreement immediately if premiums are more than thirty (30) days past due, with termination of coverage retroactive to the date through which premiums were paid in full.

- 4. Eligibility. In order to be a Member, an enrolled individual must (A) meet the eligibility requirements set by the Group and the requirements of BCBSM's underwriting rules, Certificates and Riders, and Part B of this Agreement and (B) be either (i) a proprietor, partner or shareholder actively managing the Group's business, or (ii) a full time active employee of the Group working at least thirty (30) hours per week. If the Group is a "small employer" as defined in section 3701(p) of 2003 PA 88 (MCL 500.3701(p)), an employee who satisfies the definition of "eligible employee" under section 3701(h) (MCL 500.3701(h)), may be enrolled. A dependent of a Member shall also be deemed to be a Member if the dependent meets the requirements of (A) above.

The Group warrants that all enrolled individuals meet the above requirements, and that it will not enroll any ineligible individual. If an ineligible individual is enrolled, the Group agrees to indemnify and hold BCBSM harmless and reimburse BCBSM for all benefit payments made on behalf of such individual and any judgment, settlement, costs, expenses and reasonable attorney fees in connection therewith.

- 5. Enrollment Requirements. The Group will offer the coverage described in Part C of this Agreement to all eligible individuals as described in Section 4. To continue coverage, the number of eligible individuals enrolled in a Blue Family Benefit Program (Traditional, PPO, Blue Care Network, or any other program that BCBSM may establish) must at all times equal or exceed BCBSM enrollment, participation, and underwriting requirements. The Group agrees to provide BCBSM or its designee with all information required to conduct an annual underwriting review and a payroll audit. Under no circumstances will coverage be available if fewer than two eligible individuals are enrolled.

A husband and wife may be enrolled as a group only if a valid employee/employer relationship exists and can be documented by FICA and employee income tax withholding payroll records; otherwise, they must be enrolled as a single contract (two person or family).

- 6. Eligibility Information. The Group agrees to provide timely and accurate eligibility information, including Medicare status, and to identify all persons subject to the Medicare Secondary Payer statutes and regulations. The Group acknowledges that BCBSM will rely upon the accuracy of all eligibility information the Group provides, and the Group agrees to indemnify and hold BCBSM harmless against loss, claim or action, including costs, penalties and reasonable attorney fees, arising from the provision of inaccurate eligibility information.

- 7. Enrollment Applications. BCBSM will not accept Member applications for coverage not submitted according to procedures contained in the Guide. Rehires and persons renewing terminated memberships will be enrolled as new employees/Members. All applicable premiums, including those for any retroactive periods, must be paid before such persons shall be deemed to be eligible for coverage.

- 8. PA 350 Claims Dispute Procedures. A Member who disagrees with how a claim was processed may take advantage of BCBSM's routine inquiry procedures. A Member who is still dissatisfied must exhaust all steps of the internal grievance procedures established pursuant to Part 4 of 1980 PA 350 (MCL 550.1401 et seq., as amended) or, if the GHP is subject to the Employment Retirement Income Security Act of 1974 (ERISA), the procedures established pursuant to 29 CFR Part 2560, before seeking other remedies. A Member dissatisfied with the results of the internal grievance procedure may be entitled to request an external review from the Office of Financial and Insurance Services as provided in 2000 PA 251 (MCLA 550.1901 et seq., as amended), or may file suit in a court having jurisdiction as set forth in Section 15. If the GHP is subject to the Employee Retirement Income Security Act of 1974 (ERISA), a Member may also have a right to file a claim under § 502(a) of ERISA.

Continued on reverse side

The Group agrees with all the terms and conditions as stipulated in this Agreement and in the specified Blue Cross and Blue Shield of Michigan Health Care Certificates(s) and Rider(s)

Group Name (Full Legal Name): BLOOMFIELD HILLS BOARD OF ED
List of Groups: 67201-669

Customer ID: 112357

Group Health Plan Name:
Signature of Group Executive on behalf of the Group and the Group Health Plan:

Handwritten signatures of Group Executive and BCBSM Rep.

Signature of BCBSM Rep:

Mail Code: 3110

Signature of Agent:

Signature of Underwriter/Group Administration:

Date: 9-14-06
Date: 9/14/06
Date:



Group Enrollment & Coverage Agreement Part A – Terms & Conditions. Exhibit 1

BlueCard

Like all Blue Cross and Blue Shield Licensees, BCBSM participates in a program called "BlueCard." Whenever Members access health care services outside the geographic area BCBSM serves, the claim for those services may be processed through BlueCard and presented to BCBSM for payment in conformity with network access rules of the BlueCard Policies then in effect ("Policies"). Under BlueCard, when Members receive covered health care services within the geographic area served by an on-site Blue Cross and/or Blue Shield Licensee ("Host Plan"), BCBSM will remain responsible to the Group for fulfilling BCBSM's contract obligations. However, the Host Plan will only be responsible, in accordance with applicable BlueCard Policies, if any, for providing such services as contracting with its participating providers and handling all interaction with its participating providers. The financial terms of BlueCard are described generally below.

Liability Calculation Method Per Claim

The calculation of a Member's liability on claims for covered health care services incurred outside the geographic area BCBSM serves and processed through BlueCard will be based on the lower of the provider's billed charges or the negotiated price BCBSM pays the Host Plan.

The methods employed by a Host Plan to determine a negotiated price will vary among Host Plans based on the terms of each Host Plan's provider contracts. The negotiated price paid to a Host Plan by BCBSM on a claim for health care services processed through BlueCard may represent:

- (i) the actual price paid on the claim by the Host Plan to the health care provider ("Actual Price"), or
- (ii) an estimated price, determined by the Host Plan in accordance with BlueCard Policies, based on the Actual Price increased or reduced to reflect aggregate payments expected to result from settlements, withholds, any other contingent payment arrangements and non-claims transactions with all of the Host Plan's health care providers or one or more particular providers ("Estimated Price"), or
- (iii) an average price, determined by the Host Plan in accordance with BlueCard Policies, based on a billed charges discount representing the Host Plan's average savings expected after settlements, withholds, any other contingent payment arrangements and non-claims transactions for all of its providers or for a specified group of providers ("Average Price"). An Average Price may result in greater variation to the Member and the Group from the Actual Price than would an Estimated Price.

Host Plans using either the Estimated Price or Average Price will, in accordance with BlueCard Policies, prospectively increase or reduce the Estimated Price or Average Price to correct for overestimation or underestimation of past prices. However, the amount paid by the Member is a final price and will not be affected by such prospective adjustment.

Statutes in a small number of states may require a Host Plan either (1) to use a basis for calculating a Member's liability for covered health care services that does not reflect the entire savings realized, or expected to be realized, on a particular claim or (2) to add a surcharge. Should any state statutes mandate liability calculation methods that differ from the negotiated price methodology or require a surcharge, the Host Plan would then calculate a Member's liability for any covered health care services in accordance with the applicable state statute in effect at the time the Member received those services.

Return of Overpayments

Under BlueCard, recoveries from a Host Plan or from participating providers of a Host Plan can arise in several ways, including but not limited to, anti-fraud and abuse audits, provider/hospital audits, credit balance audits, utilization review refunds, and unsolicited refunds. In some cases, the Host Plan will engage third parties to assist in discovery or collection of recovery amounts. The fees of such a third party are netted against the recovery. Recovery amounts, net of fees, if any, will be applied in accordance with applicable BlueCard Policies, which generally require correction on a claim-by-claim or prospective basis.



Blue Cross
Blue Shield
Blue Care Network
of Michigan

Independent licensees of the Blue Cross
Blue Shield Association

Group Enrollment & Coverage Agreement

Group Exec Initials

JA

PART B - GROUP INFORMATION

Group Size: 100 + Group Type: Self-Funded (ASC) Assoc/Chamber Indicator: No Effective Date: November 1, 2006
 Industry/Sponsoring Organization Name: Services Customer ID: 112357
 Leasing Company Acronym - Name:
 Group Name (Full Legal Name): BLOOMFIELD HILLS BOARD OF ED Phone: +1 (248) 341-5432
 Physical Address: 4175 ANDOVER RD PO BOX 816, BLOOMFIELD HILLS, MI 48303 Fax: +1 (248) 341-5449
 Mailing Address: 4175 ANDOVER PO BOX 816, BLOOMFIELD HILLS, MI 48303 Federal Employer ID: 386003046
 County Name: OAKLAND Type of Business: Elementary and secondary schools
 Name of Owner: Mr. STEVEN GAYNOR Phone: +1 (248) 341-5405

Group #	Suffix	Admin Contact	Phone	Billing Contact	Phone
BLOOMFIELD HILLS BOARD OF ED					
67201	669	SHELLY HOLLIDAY	+1 (248) 341-5432	SARAH DARE	+1 (248) 341-5431
Billing Address: 4175 ANDOVER PO BOX 816, BLOOMFIELD HILLS, MI 48303					

Workers Compensation Coverage

Status	Expiration Date	Policy #	Carrier
In Force	06/30/2008	2062192	ACCIDENT FUND OF MICHIGAN

Are you currently in bankruptcy? Yes [] No Do you have Leased Employees? No Is this an ERISA Group? No

Does this group have any subsidiaries, offices or branches located at other physical locations? Yes [] No
 If yes, submit multiple location report

Primary Union Representation

Group/Suffix	Union Name	Employees No.	Local #	Exp Date	Local Representative Name

Group #	Suffix	Previous BCBSM or BCN Coverage	Former Group #	Cancellation Date	Current Carrier
67201	669	No			
					Employer Contribution: 100.00%

Addition of Eligible Employees:

- A. To be eligible for coverage an employee must work a minimum of 30 hours per week.
- B. Eligible **Dependent** coverage will be effective on date of event, e.g., spouse, newborn, if written notification is received within 30 days thereof with billing prorated. If after 30 days, coverage will be effective at group's next annual reopening date.
- C. **Newly hired full-time, or part-time employees who become full-time** are to be effective on the 1st billing following calendar days of employment.
- D. Employees hired with an active BCBSM/BCN contract may transfer to this group without regard to above schedule (Item C, above).
- E. **Exceptions:** Newly hired eligible employees will be effective with the first (1st) billing following a probationary period of 60 working days.

Date of hire on the application form will be the completion of the 60 day probationary period.

Employees must work an average of 27 1/2 hours to be eligible for coverage.

The UB BA now known as union group AS BA (Auxiliary Services Bus Aide) are now eligible for this coverage.

BCBSM ONLY: If a subscriber covered under your group becomes temporarily inactive or leaves your group temporarily for reasons such as family leave, layoff, sick leave, leave of absence, or other temporary situations, you may continue coverage for such person and any of his or her covered dependents for a period not to exceed six months by continuing to pay the premium for such coverage. However, this option is prohibited for any employee or dependent who has experienced permanent termination of employment or loss of eligibility for coverage.

Retiree Group: Is there a surviving spouse option? No If yes, must be supported by a formal retirement program.



Group Enrollment & Coverage Agreement

Independent licensees of the Blue Cross Blue Shield Association

Part C - Coverage Selection

Company Name (Full Legal Name):	BLOOMFIELD HILLS BD OF ED	Customer ID:	112357
Group(s) Covered:	67201-669		
Certificate/Rider Options	Benefit Requested Date: November 1, 2006		

MEDICAL/SURG.

Package: Non-Standard PPO Med/Surg

Certificates/Riders

Blue Cross Complementary Group Benefit Certificate
 Blue Shield Complementary Option 1
 Community Blue Group Benefits Certificate

BMT	CB-MH 20%	CB-MHP	CB-PCB	CB-PCM
CI	CNM	CNP	CRNA	DC
ECIP	GCP-D	GLE-1	GPC-SAT-2	PCD
PDC	SD	SOCT	TBHD	HCB-1

MASTER/MEDICAL

Package: Non-Standard PPO Med/Surg

Certificates/Riders

Master Medical 65 Certificate

MM65AL	MMC-PD
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PRESCRIP. DRUG

Package: Non-Standard Drug

Certificates/Riders

Preferred Rx Plan Certificate

MOPD	PD-BC \$5	PD-CM	PD-CR \$10
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DENTAL

Package: Non-Standard Dental - Freestanding

Certificates/Riders

Dental Options Group Benefit Dental Plan Certificate (DENOPT)
 Schedule of Benefits - Dental (SCHEDULE)

CDC-DC	DO-PPO	PK020
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VISION

Package: Non-Standard Vision - Freestanding

Certificates/Riders

Series A80

ASC940

SELECTED PACKAGES & OPTIONAL RIDERS

Medical/Surg. Non-Standard PPO Med/Surg	Prescription Drug Non-Standard Drug	Dental Non-Standard Dental	Vision Non-Standard Vision
--	--	-------------------------------	-------------------------------

The Group agrees with all terms as stipulated in this Group Enrollment and Coverage Agreement (Parts A, B & C), on the Enrollment Change of Status Form, and in the specified Blue Cross Blue Shield of Michigan Health Care Certificate(s) and Rider(s). Do not sign this agreement unless a benefit description is enclosed.

Signature of Group Executive on behalf of the Group and the Group Health Plan:

Signature of BCBSM Rep:

Signature of Agent:

Signature of Underwriter/Group Administration:

[Handwritten Signatures]

Date: 9-14-06
 Date: 9/19/06
 Date:



Independent licensees of the Blue Cross
Blue Shield Association

Group Enrollment & Coverage Agreement

Part C con't (2)

Company Name (Full Legal Name): BLOOMFIELD HILLS BD OF ED	Customer ID: 112357
Group(s) Covered: 67201-669	
Benefit Requested Date: November 1, 2006	

Coordination of Benefits: COB1 - Pursue & Pay Aggressive	Coordination of Benefits Form must be attached
Funded Account Program: <input type="checkbox"/> Maintain <input type="checkbox"/> Cancel - attach group letter	
HRA (Health Reimbursement Account): <input type="checkbox"/> Add <input type="checkbox"/> Maintain <input type="checkbox"/> Cancel - attach group letter	
HSA (Health Savings Account): <input type="checkbox"/> Add <input type="checkbox"/> Maintain <input type="checkbox"/> Cancel - attach group letter	

Mental Health Parity: According to the Mental Health Parity Act of 1996, "small employers" are exempt from the law. The term "small employer" is defined as an employer who employed an average of at least two, but not more than 50, employees on business days during the preceding calendar year and who employs at least two employees on the first day of the plan year. Mental Health Parity: Plan Year _____ "Plan year" is the date designated in your group health plan documents. If there is no such date, the law becomes effective on your rate-renewal date or policy year.

Total Group Census:	Enrolling:	Not Enrolling:
Total Employees: 109	Blue Enrolled - Active: _____	Enrolled, Other Carrier: _____ Identify Carrier: _____
Total Ineligible: 0	Other: _____	Covered by Spouse/Parent - _____
Part Time: _____	COBRA: _____	Blue: _____
Seasonal: _____	Retirees: _____	Non Blue: _____
Other: _____ Identify Segment: _____		Waiving Coverage: _____
Total Eligible: 93		

[Blue Cross Blue Shield of Michigan Use Only]

Business Type: Benefit Change	Effective Date: November 1, 2006	BCBSM Inventory Date: November 1, 2006	Control Code: WE
	Billing Cycle Date: 01	Sales Office Code: 111	Cluster Code: D500
	Current Rate Renewal Date: November 1, 2006	Mail Code: B110	SIC Code: 8211
	BCN Inventory Date: November 1, 2006	Territory Code: WE	County Code: 063

**BLUE CROSS BLUE SHIELD OF MICHIGAN
DENTAL OPTIONS GROUP BENEFIT CERTIFICATE
SCHEDULE OF BENEFITS FOR**

(Group Name, Group, Suffix Number(s) Bloomfield Hills Bd. of Education – Group #67201/669

Effective date of Coverage: 11/1/06

We provide benefits only for the following classes of dental services. If a class of service listed in your certificate is not shown below, we will not pay for any services within that classification. All benefits are subject to the terms and conditions of your Dental Options Group Benefit Certificate (Form No. 4943) and to the limitation below.

- | | | |
|---|--|---|
| <p>CLASS I SERVICES</p> <ul style="list-style-type: none"> • Diagnostic Services – Type A • Diagnostic Services – Type B • Preventative Services • Palliative Services | <p>CLASS II SERVICES</p> <ul style="list-style-type: none"> • Endodontic & Periodontic Services • Oral Surgery Services • Adjunctive General Services • Prosthodontic Services – Type A • Restorative Services – Type A • Restorative Services – Type B | <p>CLASS III SERVICES</p> <ul style="list-style-type: none"> • Prosthodontic Services – Type B <p>CLASS IV SERVICES</p> <ul style="list-style-type: none"> • Orthodontic Services |
|---|--|---|

Dental Packages for Experience Rated and ASC Accounts:

Packaged Plans: <i>Select One from Each Column:</i>	Copay/Maximum		Membership:
<input type="checkbox"/> Traditional	<input type="checkbox"/> DO-50/800	<input type="checkbox"/> DO-25/50/1000-OS	<input type="checkbox"/> CDC-FC
<input type="checkbox"/> Traditional Plus, DO-PPO	<input type="checkbox"/> DO-50/1250	<input type="checkbox"/> DO-25/50/1500-OS	<input type="checkbox"/> CDC-DC
<input type="checkbox"/> Blue Exclusive Dental, DO-PPO-XNP	<input type="checkbox"/> DO-25/50/1000	<input type="checkbox"/> DO-25/50/50/1000	
<input type="checkbox"/> Freestanding	<input type="checkbox"/> DO-25/50/1500	<input type="checkbox"/> DO-25/50/50/1000/OS	

Additional Plans: <i>Select One from Each Column:</i>	Copay:	Annual Maximum:	Orthodontic:	Membership:
<input type="checkbox"/> Traditional	<input type="checkbox"/> DO-CR-1	<input type="checkbox"/> DO-AM1000	<input type="checkbox"/> DO-OS1000	<input type="checkbox"/> CDC-FC
<input type="checkbox"/> Traditional Plus, DO-PPO	<input type="checkbox"/> DO-CR-2	<input type="checkbox"/> DO-AM1500	<input type="checkbox"/> DO-OS1500	<input type="checkbox"/> CDC-DC
<input type="checkbox"/> Freestanding	<input type="checkbox"/> DO-CR-3		<input type="checkbox"/> DO-EOS	
	<input type="checkbox"/> DO-CR-4			

<i>Select One from Each Column:</i>	Copay		Annual Maximum:	Orthodontic:	Membership:
<input type="checkbox"/> Community Dental	<input type="checkbox"/> DO-IN/ON-1	<input type="checkbox"/> DO-IN/ON-5	<input type="checkbox"/> DO-AM1000	<input type="checkbox"/> DO-OS1000	<input type="checkbox"/> CDC-FC
<input type="checkbox"/> DO-PPO	<input type="checkbox"/> DO-IN/ON-2	<input type="checkbox"/> DO-IN/ON-6	<input type="checkbox"/> DO-AM1500	<input type="checkbox"/> DO-OS1500	<input type="checkbox"/> CDC-DC
<input type="checkbox"/> Freestanding	<input type="checkbox"/> DO-IN/ON-3	<input type="checkbox"/> DO-IN/ON-7		<input type="checkbox"/> DO-EOS	
	<input type="checkbox"/> DO-IN/ON-4				

Optional Riders: (Traditional, Plus, Community & Flexible)	<input type="checkbox"/> DO-CL-6	<input type="checkbox"/> DO-DBP	<input type="checkbox"/> DO-FLX	<input type="checkbox"/> DO-PC4X	<input type="checkbox"/> DO-PSRP	<input type="checkbox"/> DO-RCR
	<input type="checkbox"/> DO-CL-12	<input type="checkbox"/> DO-DS	<input type="checkbox"/> DO-FT	<input type="checkbox"/> DO-PS	<input type="checkbox"/> DO-RAF	<input type="checkbox"/> DO-XNP

Flexible Dental Plan – Dental Options Group Benefit Certificate

Instructions:	<input type="checkbox"/> Traditional Dental <input checked="" type="checkbox"/> Traditional Plus <input checked="" type="checkbox"/> Freestanding	<input type="checkbox"/> Community Dental <input type="checkbox"/> Freestanding
Enter Copay Amount for:	Class I Services: 0% Class II Services: 25% Class III Services: 25% Class IV Services: 50%	_____ Panel _____ Non Panel _____ Panel _____ Non Panel _____ Panel _____ Non Panel _____ Panel _____ Non Panel
Enter Annual Maximum \$ Amount for Class I, II, III:	\$1,000	
Enter Lifetime Maximum \$ Amount for Class IV:	\$1,200	
Enter Deductible Amount for:	_____ Class I, II III	_____ Class II, III _____ Class III
Enter Deductible Amount per contract year:	_____ Per Member	_____ Per Contract Year
Deductible Credits Apply:	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Move X-Rays to Class II	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Move Prosthodontic repairs to Class III
Move Crowns to Class III	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Move periodontic/endodontic surgical services to Class III
Move Dentures to Class II	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Remove Age restriction for Class IV services
Membership Riders	<input type="checkbox"/> CDC-FC	<input checked="" type="checkbox"/> CDC-DC

Signature of Group Executive: _____
 Signature of BCBSM Rep: _____
 Signature of Agent: _____
 Signature of Underwriter/Group Administration: _____

[Handwritten Signatures]

Date: _____
 Date: 9-14-06
 Date: 9/14/06
 Date: _____

REFER TO THE FOLLOWING CHARTS FOR APPLICABLE MEMBER COPAYMENT AMOUNTS:

*CLASS OF SERVICE	TRADITIONAL DENTAL Dental Options Group Benefit Certificate and a DO Rider				TRADITIONAL DENTAL PLUS Dental Options Group Benefit Certificate – Rider DO-PPO and a DO Rider							
	I	II	III	IV	I		II		III		IV	
PROVIDER	N/A	N/A	N/A	N/A	Panel	Non-P	Panel	Non-P	Panel	Non-P	Panel	Non-P
Dental Package:												
DO-50/800	50%	50%	50%	N/A	50%	50%	50%	50%	50%	50%	N/A	N/A
DO-50/1250	50%	50%	50%	NA	50%	50%	50%	50%	50%	50%	N/A	N/A
DO-25/50/1000	0	25%	50%	N/A	0	0	25%	25%	50%	50%	N/A	N/A
DO-25/50/1500	0	25%	50%	N/A	0	0	25%	25%	50%	50%	N/A	N/A
DO-25/50-1000/OS	0	25%	50%	50%	0	0	25%	25%	50%	50%	N/A	N/A
DO-25/50/1500/OS	0	25%	50%	50%	0	0	25%	25%	50%	50%	50%	50%
DO-25/50/50/1000	25%	50%	50%	N/A	25%	25%	50%	50%	50%	50%	N/A	N/A
DO-25/50/50/1000/OS	25%	50%	50%	50%	25%	25%	50%	50%	50%	50%	N/A	N/A
DO-CR-1	50%	50%	50%	N/A	50%	50%	50%	50%	50%	50%	50%	50%
DO-CR-2	25%	50%	50%	N/A	25%	25%	50%	50%	50%	50%	N/A	N/A
DO-CR-3	0	50%	50%	N/A	0	0	50%	50%	50%	50%	N/A	N/A
DO-CR-4	0	25%	50%	N/A	0	0	25%	25%	50%	50%	N/A	N/A

CLASS OF SERVICE	COMMUNITY DENTAL Dental Options Group Benefit Certificate – Rider DO-PPO and a DO-IN Rider, DO-OS Rider & DO-AM Rider							
	I		II		III		IV	
PROVIDER	Panel	Non-P	Panel	Non-P	Panel	Non-P	Panel	Non-P
Dental Package:								
DO-IN/ON-1	0	20%	20%	40%	40%	60%		
DO-IN/ON-2	0	25%	25%	50%	50%	50%		
DO-IN/ON-3	0	50%	50%	50%	50%	50%		
DO-IN/ON-4	25%	50%	50%	50%	50%	60%		
DO-IN/ON-5	0	100%	25%	100%	50%	100%		
DO-IN/ON-6	0	25%	0%	25%	25%	50%		
DO-IN/ON-7	0	50%	25%	50%	50%	50%		
DO-OS1000							50%	60%
DO-OS1500							50%	60%
DO-AM1000	\$1,000 Annual Maximum (Class I,II,III)						\$1,000 Ortho Lifetime Maximum	
DO-AM1500	\$1,500 Annual Maximum (Class I, II, III)						\$1,500 Ortho Lifetime Maximum	
DO-EOS							Deletes Orthodontic Services	

Riders	Explanation
CDC-DC	Dependent Continuation Rider
CDC-FC	Family Continuation Rider
DO-CL-12	We pay for two dental cleaning in any 12-month period; beginning on the date of the member's first cleaning.
DO-CL-6	We pay for dental cleaning once every six months, per member. This period begins on the date of the member's first treatment.
DO-DBP	Benefit period for dental coverage is the 12 month period beginning on the effective date of coverage or renewal by the group
DO-DS	Dental sealants are on payable once per tooth every 36 months. This period begins on the date of the member's first treatment.
DO-FLX	We pay full mouth x-rays every 36 months per member. This period begins on the date of the member's last x-ray.
DO-FT	Restricts fluoride treatments to members age 19 and under.
DO-PC4X	Allows up to 4 cleanings per member, per calendar year, during the two full calendar years immediately following periodontal surgery.
DO-PPO	Adds a Preferred Provider Organization Network.
DO-PPO-XNP	Excludes Non-Panel services
DO-PS	Periodontal surgical services are payable once every 60 months per quadrant. This period begins on the date these services were last rendered to a member.
DO-PSRP	Periodontal scaling and root planing services are payable once every 60 months per quadrant, per member. This period begins on the date these services were last rendered to the member.
DO-RAF	We pay for replacement (fillings) once for each tooth every 12 months, per member, after the initial filling.
DO-RCR	We pay for replacement cast restorations (crowns, inlays, onlays and veneers) once every 36 months per member. This period begins on the date the last restoration was cemented in place.
DO-XNP	Excludes services by a non-network (DenteMax) provider



APPENDIX B

Benefits for: BLOOMFIELD HILLS BD OF ED

List of Groups: 67201-669

Classification	Certificate/Rider	Number	Benefit Description
Line of Business	MEDICAL/SURG.		
Rider	BMT	4398	Establishes the criteria and clarifies which conditions are payable for bone marrow transplants. Donors must meet genetic marker criteria. Requires prior approval by Blue Cross Blue Shield.
Bone Marrow Transplants			
Rider	CB-MH 20% (CB-MH20%)	5811	Decreases copay to 20% for mental health care and substance abuse treatment provided by both network and non-network providers.
Mental Health/Substance Abuse Treatment Copay Requirement			
Rider	CB-MHP	5515	Eliminates annual and lifetime maximums for mental health care. Note: The separate annual and lifetime maximums still apply to substance abuse treatment.
Mental Health Parity			
Rider	CB-PCB	6603	Adds the following laboratory and radiology services to the list of preventive care services: o Chemical profile o Complete blood count o Urinalysis o Chest X-ray o EKG One of each test per member, per calendar year is covered when performed by a network provider, with no age restrictions. These benefits are subject to the annual \$250 Preventive Care Benefits maximum.
Preventive Care Benefits			
Rider	CB-PCM	5812	Removes \$250 annual maximum for covered preventive care services. All age and frequency limitations remain the same.
Preventive Care Maximum			
Certificate	CBPPO1	6225	Provides hospital, medical-surgical, and selected preventive services under a Preferred Provider Organization (PPO) arrangement, subject to a \$5 million lifetime maximum. In-network, members have a \$10 copay for select office services, a \$50 copay for emergency room visits and a 50% copay for all mental health care, substance abuse treatment and private duty nursing. When members choose to go outside the network, there is a \$250 per member, \$500 family deductible, a 20% out-of-network copay, a \$50 copay for emergency room and a 50% copay for all mental health care, substance abuse treatment and private duty nursing. Preventive care is not covered out-of-network.
Community Blue Group Benefits Certificate			
Rider	CI	5315	Adds benefits for contraceptive injections. Note: This coverage is available only with prescription drug coverage. When this rider is selected, Riders PCD and PD-CM must also be selected.
Contraceptive Injections			
Rider	CNM	6600	Allows for specific services provided by a Certified Nurse Midwife including normal vaginal delivery in an inpatient hospital setting or Blue Cross Blue Shield approved birthing center. Pre- and post-natal care and PAP smear during the six week visit are also covered when these services are a part of the member's coverage.
Certified Nurse Midwife			
Rider	CNP	3687	Allows payment to participating Certified Nurse Practitioners for services covered by the member's group health plan when provided in any location except a hospital inpatient setting.
Certified Nurse Practitioner			



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Benefit Descriptions

Printed on 09/14/2006

Benefits for: BLOOMFIELD HILLS BD OF ED

List of Groups: 67201-669

Classification	Certificate/Rider	Number	Benefit Description
Rider Certified Registered Nurse Anesthetist	CRNA	5385	Includes certified registered nurse anesthetists (CRNA) as professional providers and pays them directly for covered anesthesia services.
Rider Dependent Continuation	DC	4656	Allows members to continue group coverage for dependent children between the ages of 19-25 when eligibility requirements are met.
Rider Extended Coverage for Inpatient Psychologists' Services	ECIP	5216	Allows fully licensed psychologists with hospital privileges to receive direct reimbursement for certain covered inpatient mental health care services.
Rider Extended Days	GCP-D (GCPD)	2014	Increases maximum number of inpatient hospital days for general medical conditions from 30 to 275 days.
Rider General Limitations and Exclusions	GLE-1 (GLE1)	9930	Excludes benefits for services, care, devices, or supplies considered experimental or research in nature.
Rider Substance Abuse Treatment Program Benefits	GPC-SAT-2 (GPCSAT2)	4087	Adds rehabilitation care for substance abuse when performed in Blue Cross Blue Shield-approved facilities. Inpatient services are limited to the number of unused inpatient mental health care days. Outpatient facility services are payable up to the dollar minimum as determined by state law.
Rider Hospice Care Benefits	HCB-1	7021	Adds hospice care benefits for terminally ill individuals when certain conditions are met and services are provided in an approved hospice program.
Certificate Blue Shield Complementary Option 1	OPTION 1 (OPT1)	0738	Works with group health care programs to supplement Medicare Part B (professional) benefits. Covers the Medicare Part B deductible, 20% coinsurance for general services, and 50% coinsurance for outpatient mental health care.
Certificate Blue Cross Complementary Group Benefit Certificate	OPTION 2 (OPT2)	2017	Works with group health care plans to supplement Medicare Part A (facility) benefits. Covers specific Medicare deductible and coinsurance amounts and increases the 90 inpatient general care days allowed by Medicare.
Rider Prescribed Contraceptive Devices	PCD	9973	Adds benefits for physician-prescribed contraceptive devices such as diaphragms and IUDs. Note: If the certificate amended by Rider PCD requires a deductible and/or copay, Rider PCD waives the copay except any copay requirement for services provided by a non-network provider. Rider PCD does not waive the deductible.
Rider Prior Deductible Credit	PDC		Allows for the credit of a prior carrier's deductible to the BCBSM deductible in the first year. The expenses must be incurred and applied to the prior carrier's deductible within the 90 days prior to the Blue Cross Blue Shield effective date.
Rider Sponsored Dependent	SD	CF33	Includes dependent child over the age of 25 or a dependent, not the child of the subscriber over the age of 19. Dependent must reside with the subscriber and receive more than one half of support from the subscriber. Not enrolled in or eligible to enroll in Medicare or Medicaid.



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Classification	Certificate/Rider	Number	Benefit Description
Rider Specified Oncology Clinical Trials	SOCT	5401	Provides coverage for preapproved, specified bone marrow and/or peripheral blood stem cell transplants and related services to treat stages II and III breast cancer and/or all stages of ovarian cancer during an approved clinical trial.
Rider Temporary Benefits Due to Hospital Departicipation	TBHD	1700	Adds temporary benefits for designated services, emergency care, and travel, meals and lodging. It also provides an expiration date for the benefits.



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List of Groups: 67201-669

Classification	Certificate/Rider	Number	Benefit Description
<u>Line of Business</u>	<u>MASTER/MEDICAL</u>		
Certificate	MM65	2258	Provides additional benefits for services not covered under the basic Supplemental plan. Benefits are subject to a \$100 per member deductible each calendar year. Members are also responsible for a 20% copay for general medical services and a 50% copay for private duty nursing. Additional Benefits are limited to \$2,500 per member per calendar year up to a lifetime maximum of \$5,000.
Master Medical 65 Certificate			
Rider	MM65AL	1013	Excludes reimbursement of any member liability or copays required under the member's basic certificate.
Additional Limitations			
Rider	MMC-PD	4786	Excludes coverage for prescription drugs under Master Medical certificate.
Prescription Drugs			



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List of Groups: 67201-669

Classification	Certificate/Rider	Number	Benefit Description
Line of Business	<u>PRESCRIP. DRUG</u>		
	MOPD	3948	
Mail Order Prescription Drugs			Provides benefits for up to a 90-day supply of medications when prescribed by a physician. Drugs must be dispensed by mail order vendor approved by Blue Cross Blue Shield. Member pays only one copay for each 90-day prescription or refill. Note: This rider is only compatible with fixed dollar copay riders.
Rider	PD-BC \$5 (PD-BC\$5)	5164	
Prescription Drug Brand Name Copay Requirement			Increases copay by \$5 whenever a member receives a brand name drug, even if the prescription is marked "DAW" or there is no generic equivalent drug available. Available for the Preferred Rx and Traditional Rx prescription drug card programs. Note: This rider cannot be sold with any of the variable percentage copay riders.
Rider	PD-CM	5138	
Contraceptive Medications			Adds benefits for contraceptive medications requiring a prescription, subject to the same copay as other prescription drugs. Available for the Preferred Rx and Traditional Rx prescription drug card programs.
Rider	PD-CR \$10 (PD-CR\$10)	3509	
Prescription Drug Copay Requirement			Establishes copay requirement for the Preferred or Traditional Rx Plan certificate. Available for the Preferred Rx and Traditional Rx prescription drug card programs.
Certificate	PDRX	3607	
Preferred Rx Plan Certificate			Provides benefits for most federal legend drugs, state-controlled drugs, injectable insulin, and needles and syringes for insulin and chemotherapy, payable at 100% of the Blue Cross Blue Shield-approved amount, less the member's copay when obtained from a Preferred Rx network provider. Coverage also requires dispensing of generic equivalent drugs. Excludes benefits for contraceptive drugs and drugs dispensed for cosmetic purposes.



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Benefits for: BLOOMFIELD HILLS BD OF ED

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Classification	Certificate/Rider	Number	Benefit Description
Line of Business	DENTAL		
Rider	CDC-DC	4693	Allows members to continue group dental coverage for dependent children between the ages of 19-25 when certain eligibility requirements are met.
Continuation of Coverage for Dependent Children			
Certificate	DENOPT	4943	Provides coverage for preventive (Class I), restorative (Class II), construction (Class III), and Orthodontic (Class IV) dental services with copayments and annual benefit maximums indicated by the purchased riders.
Dental Options Group Benefit Dental Plan Certificate			
	DO-PPO (DOPPO)	5339	Adds a Preferred Provider Organization dental network.
Preferred Provider Organization			
	PK020 (DPK20)	PK20	MNDINQ: CLASS I PREVENTATIVE: NO COPAYMENT; INCLUDES REGULAR EXAMS, XRAYs, AND LAB TESTS, TREATMENT FOR PAIN RELIEF, CLEANING AND FLUORIDATION, AND CHILDREN'S SPACE MAINTAINERS. CLASS II RESTORATIVE: 25% COPAYMENT; INCLUDES FILLINGS, ROOT CANALS, TREATMENT OF GUMS AND BONES, SURGICAL EXTRACTIONS, ADJUSTMENTS AND RELINING OF EXISTING DENTURES AND BRIDGES AND CROWNS, INLAYS, ONLAYS AND GENERAL ANESTHESIA. CLASS III PROSTODONTIC: 25% COPAYMENT; INCLUDES CONSTRUCTION AND INSTALLATION OF NEW DENTURES AND BRIDGES. MAXIMUM CLASS I, II AND III HAVE A YEARLY MAXIMUM OF \$1,000 PER BENEFIT MEMBER. LIMIT CLASS IV ORTHODONTIC SERVICES: INCLUDES BRACES; COVERS DEPENDENTS TO AGE 19; 50% COPAYMENT APPLIES. LIFETIME ORTHODONTIC SERVICES LIFETIME MAXIMUM IS \$1,200 MAXIMUM PREFERRED PROVIDER ORGANIZATION NETWORK (DOPPO): - PANEL PROVIDER: THE PANEL PROVIDER IS PAID BCBSM'S APPROVED AMOUNT MINUS THE MEMBER'S DEDUCTIBLE AND COPAYMENT (IF APPLICABLE), FOR A COVERED SERVICE. - NON-PANEL; PROVIDER IN MICHIGAN:
CR RC2525-1000 OS 50-1200			



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Classification	Certificate/Rider	Number	Benefit Description
			<p>A NON-PANEL PROVIDER IN MICHIGAN AGREEING TO ACCEPT PAYMENT DIRECTLY FROM BCBSM IS PAID THE BCBSM APPROVED AMOUNT MINUS ANY DEDUCTIBLE OR COPAYMENT.</p> <p>NOTE: IF A NON-PANEL PROVIDER IN MICHIGAN DOES NOT ACCEPT PAYMENT DIRECTLY FROM BCBSM, THE APPROVED AMOUNT IS PAID DIRECTLY TO THE MEMBER, MINUS ANY REQUIRED DEDUCTIBLE AND COPAYMENT. THE MEMBER IS RESPONSIBLE FOR PAYING THE PROVIDER DIRECTLY. THE PROVIDER'S CHARGE MAY BE MORE THAN THE APPROVED AMOUNT. THE DIFFERENCE BETWEEN THE APPROVED AMOUNT AND THE PROVIDER'S CHARGE MAY BE THE MEMBER'S RESPONSIBILITY.</p> <p>- NON-PANEL PROVIDER OUTSIDE OF MICHIGAN: THE APPROVED AMOUNT IS PAID DIRECTLY TO THE MEMBER, MINUS ANY REQUIRED DEDUCTIBLE AND COPAYMENT. THE MEMBER IS RESPONSIBLE FOR PAYING THE PROVIDER DIRECTLY. IF THE PROVIDER'S CHARGE IS MORE THAN THE APPROVED AMOUNT, THE MEMBER MAY BE RESPONSIBLE FOR THE DIFFERENCE BETWEEN THE APPROVED AMOUNT AND THE PROVIDER'S CHARGE.</p>

Certificate **SCHEDULE**
Schedule of Benefits - Dental



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Benefit Descriptions

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Benefits for: BLOOMFIELD HILLS BD OF ED

List of Groups: 67201-669

Classification	Certificate/Rider	Number	Benefit Description
<u>Line of Business</u>	<u>VISION</u>		
	ASC940	6017	
Certificate Series A80	VCA-80 (VCA80)	4770	Adds coverage for vision care benefits once every 24 months. Services received from participating providers are paid at 100% of the Blue Cross Blue Shield-approved amount, minus the following member copays: o Vision testing exams - \$5 copay o Frames and lenses or Contact lenses - \$7.50 copay

This is intended as an easy-to-read guide. It is not a contract. An official description of benefits is contained in applicable Blue Cross and Blue Shield of Michigan certificates and riders. This coverage is provided pursuant to a contract entered into in the state of Michigan and shall be construed to the laws of the State of Michigan.

APPENDIX C



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**Community BlueSM PPO
Benefits-at-a-Glance
Plan 1**

**Bloomfield Hills Bd. of Education
Group #67201/669**

This is intended as an easy-to-read summary. It is not a contract. Additional limitations and exclusions may apply to covered services. For an official description of benefits, please see the applicable Blue Cross Blue Shield of Michigan certificate and riders. Payment amounts are based on the Blue Cross Blue Shield of Michigan approved amount, less any applicable deductible and/or copay amounts required by the plan. This coverage is provided pursuant to a contract entered into in the state of Michigan and shall be construed under the jurisdiction and according to the laws of the state of Michigan.

In-Network

Out-of-Network

Preventive Care Services – *Payment for preventive services is unlimited per member per calendar year

Health Maintenance Exam – includes chest X-ray, EKG and select lab procedures	Covered – 100%*, one per calendar year	Not covered
Gynecological Exam	Covered – 100%*, one per calendar year	Not covered
Pap Smear Screening – laboratory and pathology services	Covered – 100%*, one per calendar year	Not covered
Well-Baby and Child Care	Covered – 100%* • 6 visits, birth through 12 months • 6 visits, 13 months through 23 months • 2 visits, 24 months through 35 months • 2 visits, 36 months through 47 months • 1 visit per birth year, 48 months through age 15	Not covered
Immunizations	Covered – 100%*, up through age 16	Not covered
Fecal Occult Blood Screening	Covered – 100%*, one per calendar year	Not covered
Flexible Sigmoidoscopy Exam	Covered – 100%*, one per calendar year	Not covered
Prostate Specific Antigen (PSA) Screening	Covered – 100%*, one per calendar year	Not covered

Mammography

Mammography Screening	Covered – 100% One per calendar year, no age restrictions	Covered – 80% after deductible
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Physician Office Services

Office Visits	Covered – \$10 copay	Covered – 80% after deductible, must be medically necessary
Outpatient and Home Visits	Covered – 100%	Covered – 80% after deductible, must be medically necessary
Office Consultations	Covered – \$10 copay	Covered – 80% after deductible, must be medically necessary
Urgent Care Visits	Covered – \$10 copay	Covered – 80% after deductible, must be medically necessary

Emergency Medical Care

Hospital Emergency Room	Covered – \$50 copay, waived if admitted or for an accidental injury	Covered – \$50 copay, waived if admitted or for an accidental injury
Ambulance Services – medically necessary	Covered – 100%	Covered – 100%

Diagnostic Services

Laboratory and Pathology Services	Covered – 100%	Covered – 80% after deductible
Diagnostic Tests and X-rays	Covered – 100%	Covered – 80% after deductible
Therapeutic Radiology	Covered – 100%	Covered – 80% after deductible

Maternity Services Provided by a Physician

Prenatal and Postnatal Care	Covered – 100%	Covered – 80% after deductible Includes care provided by a certified nurse midwife
Delivery and Nursery Care	Covered – 100%	Covered – 80% after deductible Includes delivery provided by a certified nurse midwife

Hospital Care

Semiprivate Room, Inpatient Physician Care, General Nursing Care, Hospital Services and Supplies Note: Nonemergency services must be rendered in a participating hospital	Covered – 100%	Covered – 80% after deductible Unlimited days
Inpatient Consultations	Covered – 100%	Covered – 80% after deductible
Chemotherapy	Covered – 100%	Covered – 80% after deductible

Alternatives to Hospital Care

Skilled Nursing Care	Covered – 100%	Covered – 100% Up to 120 days per calendar year
Hospice Care	Covered – 100%	Covered – 100% Limited to dollar maximum which is adjusted periodically
Home Health Care	Covered – 100%	Covered – 100% Unlimited visits

In-Network

Out-of-Network

Surgical Services

Surgery – includes related surgical services	Covered – 100%	Covered – 80% after deductible
Voluntary Sterilization	Covered – 100%	Covered – 80% after deductible

Human Organ Transplants

Specified Organ Transplants – in designated facilities only, when coordinated through the BCBSM Human Organ Transplant Program (1-800-242-3504)	Covered – 100%	Covered – in designated facilities only
Up to \$1 million lifetime maximum per transplant type		
Bone Marrow – when coordinated through the BCBSM Human Organ Transplant Program (1-800-242-3504); specific criteria applies	Covered – 100%	Covered – 80% after deductible
Kidney, Cornea and Skin	Covered – 100%	Covered – 80% after deductible

Mental Health Care and Substance Abuse Treatment

Inpatient Mental Health Care	Covered – 50%	Covered – 50% after deductible
Unlimited days		
Inpatient Substance Abuse Treatment	Covered – 50%	Covered – 50% after deductible
Unlimited days, up to \$15,000 annual, \$30,000 lifetime maximum		
Outpatient Mental Health Care • Facility and Clinic • Physician's Office	Covered – 50%	Covered – 50%
	Covered – 50%	Covered – 50% after deductible
Outpatient Substance Abuse Treatment – in approved facilities	Covered – 50%	Covered – 50%
	Up to the state-dollar amount which is adjusted annually	

Other Services

Outpatient Diabetes Management Program (ODMP)	Covered – 100%	Covered – 80% after deductible
Allergy Testing and Therapy	Covered – 100%	Covered – 80% after deductible
Chiropractic Spinal Manipulation	Covered – 100%	Covered – 80% after deductible
Up to 24 visits per calendar year		
Outpatient Physical, Speech and Occupational Therapy • Facility and Clinic • Physician's Office – excludes speech and occupational therapy	Covered – 100%	Covered – 100%
	Covered – 100%	Covered – 80% after deductible
	A combined 60-visit maximum per calendar year for physical therapy in the outpatient department of a hospital as well as in the physician's office	
Durable Medical Equipment	Covered – 100%	Covered – 100%
Prosthetic and Orthotic Appliances	Covered – 100%	Covered – 100%
Private Duty Nursing	Covered – 50%	Covered – 50%
Prescription Drugs	Covered – see attached	Covered – see attached

Deductible, Copays and Dollar Maximums

Note: If you receive care from a nonparticipating provider, even when referred, you may be billed for the difference between our approved amount and the provider's charge.

Deductible	None	\$250 per member, \$500 family per calendar year
Copays • Fixed Dollar Copays • Percent Copays	\$10 for office visits and \$50 for emergency room visits	\$50 for emergency room visits
	20% for mental health care, substance abuse treatment and 50% for private duty nursing	20% for general services and 20% for mental health care, substance abuse treatment and 50% private duty nursing Note: Services without a network are covered at the in-network level.
Copay Dollar Maximums • Fixed Dollar Copays • Percent Copays – excludes mental health care, substance abuse treatment and private duty nursing copays	None	None
	Not applicable	\$2,000 per member, \$4,000 per family per calendar year
Dollar Maximums	\$1 million lifetime per covered specified organ transplant type and a separate \$5 million lifetime per member for all other covered services and as noted above for individual services	

Additional Coverage

Rider CI , Contraceptive Injections, Rider PCD , Prescription Contraceptive Devices and Rider PD-CM , Prescription Contraceptive Medications	Adds coverage for contraceptive injections, physician-prescribed contraceptive devices such as diaphragms and IUDs, and prescription oral or injectable contraceptive medications. Note: These riders are only available as a "package" with prescription drug coverage.
Rider CB-MH20% , Mental Health & Substance Abuse	Decreases the co-pay to 20% for mental health and substance abuse treatment provided by both network and non-network providers.

CB-1, CB-MHP, CB-MH20%, CB-PCM, \$10/\$15RX, MOPD, CI, PCD, PD-CM, Dental #PK020, VCA-80, ASC Plan Mod. 940, FC, SD 8/14/06/bm

Traditional Plus Dental Coverage Benefits-at-a-Glance

Bloomfield Hills Bd of Ed - #67201/669

Class I Services

Oral Exams	Covered – 100%, twice per calendar year
Bitewing X-rays	Covered – 100%, twice per calendar year
Full-mouth and Panoramic X-rays	Covered – 100%, once every 60 months
Prophylaxis (Teeth Cleaning)	Covered – 100%, twice per calendar year
Fluoride Treatment	Covered – 100%, twice per calendar year
Space Maintainers	Covered – 100%, once per quadrant per lifetime, up to age 19

Class II Services

Fillings - permanent teeth	Covered – 75%, once every 24 months
Fillings - primary teeth	Covered – 75%, once every 12 months
Inlays, Onlays, Crowns and Gold Fillings – permanent teeth	Covered – 75%, once every 60 months, payable for members age 12 and older
Recementing of Inlays, Onlays, Crowns and Bridges	Covered – 75%, three per calendar year
Root Canal Therapy	Covered – 75%, once every 12 months for teeth with one or more canals
Periodontal Scaling and Planning	Covered – 75%, once every 24 months
Occlusal Adjustment	Covered – 75%, up to five times a 60-month period
Periodontic Appliances or Biteguards	Covered – 75%, once every 12 months
General Anesthesia or IV Sedation	Covered – 75%, when medically necessary and performed with oral or dental surgery
Oral Surgery including extractions	Covered – 75%
Relining or Rebasement of Partial or Dentures	Covered – 75%, once every 36 months per arch
Tissue Conditioning	Covered – 75%, once every 36 months per arch
Repairs to Existing Partial or Dentures	Covered – 75%, up to one-half the approved amount for a new denture in any 12-month period
Palliative Emergency Treatment	Covered – 75%

Class III Services

Removable Dentures and Partial	Covered – 75%, once every 60 months
Fixed Bridges	Covered – 75%, once every 60 months, payable for members age 16 and older

Class IV Services – Orthodontic services for dependents under age 19

Habit Breaking Appliances	Covered – 50%
Minor Tooth Guidance Appliances	Covered – 50%
Full-Banding Treatment	Covered – 50%
Monthly, Active Treatment Visits	Covered – 50%

Copays and Dollar Maximums

Copays	25% for class II & III services and 50% for class IV services
Dollar Maximums	
• Annual Maximum	\$1,000 per member for covered class I, II and III services
• Lifetime Maximum	\$1,200 per member for covered class IV services

Note: For non-urgent, complex or expensive dental treatment such as crowns, bridges or dentures, members should encourage their dentist to submit the claim to Blue Cross for predetermination *before* treatment begins. If you receive care from a nonparticipating dentist, you may be billed for the difference between our approved amount and the dentist's charge.

Dental #DPK20

8/14/06/bm

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**Blue Vision Care (A80) Coverage
Benefits-at-a-Glance**

**Bloomfield Hills Bd. of Education
Group #67201/669**

**Participating
Provider**

**Nonparticipating
Provider**

Vision Testing Examination

Eye Exam	Covered – \$5 copay	Covered – 75% after \$5 copay
	Once every 24 months	

Frames – Members may obtain either eyeglasses or contact lenses, but not both.

Frames	Covered – \$7.50 copay, combined with copay for lenses	Covered – Up to predetermined amount
	One frame every 24 months	

Lenses – Members may obtain either eyeglasses or contact lenses, but not both.

Standard Lenses, less than 65 mm in diameter	Covered – \$7.50 copay, combined with copay for frames	Covered – Up to predetermined amount
	One pair every 24 months	
Cosmetic Contact Lenses, not medically necessary	Covered – Up to a maximum payment of \$35, member responsible for difference	Covered – Up to predetermined amount
	One every 24 months	
Therapeutic Contact Lenses, medically necessary	Covered – \$7.50 copay	Covered – Up to predetermined amount
	One every 24 months	

Copays

<ul style="list-style-type: none"> • Eye exam • Frames and/or lenses <u>or</u> therapeutic contact lenses 	\$5 copay	\$5 copay
	A combined \$7.50 copay	Member responsible for difference between approved amount and provider's charge

Additional Coverage

ASC Plan Modification 940

FRAMES:

This modification **REMOVES** the use of BCBSM's approved amount, acquisition fee, and dispensing fee methodology for eyeglass frames. It also **ALLOWS** the \$7.50 member co-payment to be imposed for frames dispensed by a non-participating provider, too.

BCBSM's maximum approved amount for frames dispensed by **participating and non-participating providers** will now be \$22.25, less the member's \$7.50 co-payment. As a result, BCBSM's maximum **PAYMENT** for frames will not exceed \$14.75 ($\$22.25 - \$7.50 = \14.75). Note: The \$7.50 co-payment remains a **combined** co-payment for both frames and lenses.)

LENSES:

This modification **REMOVES** the use of BCBSM's approved amount, acquisition fee, and dispensing fee methodology for eyeglass lenses. Instead, BCBSM will now consider the provider's billed charge to be the approved amount for eyeglass lenses, whether provided by a participating or non-participating provider. (In other words, we will pay the provider's charge for lenses, less the member's co-payment.) The \$7.50 combined co-payment for frames and lenses remains unchanged.

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8/14/06/bm



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Blue Preferred Rx Prescription Drug Coverage with \$10 Generic/\$15 Brand Name Fixed Dollar Copay Benefits-at-a-Glance Bloomfield Hills Bd. of Education Group #67201/669

Network Pharmacy

Non-Network Pharmacy

Covered Services

Federal Legend Drugs	Covered – 100% less plan copay	Covered – 75% less plan copay
State-controlled Drugs	Covered – 100% less plan copay	Covered – 75% less plan copay
Needles and Syringes – dispensed with insulin	Covered – 100% less plan copay for insulin	Covered – 75% less plan copay for insulin
Mail Order Prescription Drugs – up to 90-day supply of medication by mail from Merck-Medco Rx Services	Covered – 100% less plan copay	Not Covered

Copays

Generic Drugs	\$10 for each generic drug	\$10 for each generic drug
Brand Name Drugs	\$15 for each brand name drug	\$15 for each brand name drug
Out-of-Network Sanction	Not Applicable	25% plus applicable co-pay
Mail Order Prescription Drugs (Rider MOPD)	\$10 for each generic drug; \$15 for each brand name drug	Not Applicable

Additional Coverage

Rider PD-CM, Prescription Contraceptive Medications	Adds benefits to the Prescription Drug Plan for prescription oral or injectable contraceptive medications. Note: When this rider is selected, Rider PCD must also be selected.
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Note: A **network** pharmacy is a Preferred Rx pharmacy in Michigan or a Med Impact pharmacy outside Michigan. A **non-network** Pharmacy is a pharmacy NOT in the Preferred Rx or Med Impact networks.

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8/14/06/bm

APPENDIX D

FAMILY AND MEDICAL LEAVE ACT PROCEDURES

The Family and Medical Leave Act (FMLA) of 1993 (29 U.S.C. 2611 et. seq.) provides that an unpaid leave of absence may be granted for a maximum of 12 work weeks during any twelve month period to eligible employees for family medical or personal medical reasons.

A. Eligible Employees

To be eligible for an unpaid leave of absence, an employee must have been employed by Bloomfield Hills Schools for at least 12 months and have worked at least 1250 hours or 25 hours per week during the 12 month period preceding the commencement of the leave.

B. Definition of 12 Month Period

The 12 month period is a "rolling" 12 month period, measured backward from the date an employee uses any Family and Medical Leave. Each time an employee takes Family and Medical Leave, the remaining leave entitlement would be any balance of the twelve weeks which has not been used during the immediately preceding twelve months.

For example, if an employee has taken eight weeks of leave during the past twelve months, an additional four weeks of leave could be taken. If an employee used four weeks beginning February 1, 1995, four weeks beginning June 1, 1995, and four weeks beginning December 1, 1995, the employee would not be entitled to any additional leave until February 1, 1996. However, on February 1, 1996, the employee would be entitled to four weeks of leave and on June 1, the employee would be entitled to an additional four weeks, etc.

C. Reasons for Leave

Employees may take the unpaid leave of absence for one or more of the following reasons:

1. the birth of the employee's child and to care for the newborn child;
2. the placement of a child with the employee for adoption or foster care;
3. to care for a spouse, child or parent who has a serious health condition;
4. when the employee's own serious health condition renders the employee incapable of performing the functions of his/her job.

Leave taken for the birth or placement for adoption or foster care must conclude within 12 months of the birth or placement.

D. Definition of Serious Health Condition

A serious health condition is (1) an illness, injury, impairment or physical or mental condition that involves inpatient care in a hospital, hospice or residential medical care facility; or (2) continuing treatment by a health care provider. (See page 44 for further information about the definition of serious health condition.)

E. Intermittent Leave or Reduced Leave Schedule

Where leave is taken to care for a family member with a serious health condition or due to the employee's own serious health condition, leave may be taken intermittently or on a reduced leave schedule (such as a partial day or week) when medically necessary. Such leave is not available for the care of a child after birth or placement. Employees needing intermittent leave or leave on a reduced leave schedule must attempt to schedule this leave to avoid disruption of the operations of Bloomfield Hills Schools.

The taking of leave intermittently or on a reduced leave schedule shall not result in a reduction in the total amount of leave to which the employee is entitled.

F. Transfer to Temporary Alternative Jobs

Where an employee requests intermittent leave or leave on a reduced schedule due to the serious health condition of a family member or the employee, and the leave is foreseeable based upon planned medical treatment, Bloomfield Hills Schools may require the employee to transfer to a temporary alternative job for which the employee is qualified and which better accommodates the leave than the employee's regular job. The temporary position will have the equivalent pay and benefits of the employee's regular position.

G. Used of Accrued Leave Days

Bloomfield Hills Schools provides paid leave days and paid vacation days to employees in accordance with the collective bargaining agreement. Employees are required, on commencing the FMLA leave, simultaneously, to take any paid leave for which they are eligible. Once paid leave is exhausted, the employee will be placed on unpaid leave, in accordance with Article XV, Section K (Temporary Disability and Salary Continuation) of the contract. The employee may elect to substitute accrued vacation days for unpaid leave.

If an employee is on leave due to disability or workers' compensation, the leave will be credited against the employee's FMLA leave entitlement. However, an employee is not required to use paid leave while disability and workers' compensation benefits are being received.

H. Written Notice of the Need to Take FMLA Is Required

Leave should be requested, in writing, stating the date the leave will begin and the expected date of return to work. Employees are required to give 30 days notice for foreseeable leaves for birth, adoption, foster care placement, or planned medical treatment. However, if the reason for leave requires leave to begin in less than 30 days, the employee shall provide such notice as is practicable. Forms for requesting Family and Medical Leave are available in the Human Resources Department.

I. Certification of a Health Care Provider

If requested by Bloomfield Hills Schools, an employee must provide a certification by a health care provider to support a claim for leave for an employee's own serious health condition or to care for a seriously ill child, spouse, or parent. Bloomfield Hills Schools may also require a second medical opinion at its own expense. If the first and second medical opinion differ, Bloomfield Hills Schools, at its own expense, may require the binding opinion of a third health care provider approved jointly by the District and the employee. The certification form may be obtained from the Human Resources Department.

J. Subsequent Recertification

Bloomfield Hills Schools may require that the eligible employee obtain subsequent recertification on a reasonable basis.

K. Group Health Care Benefits

1. Health care benefits will be continued during the 12 work week leave of absence. The coverage will be continued for the duration of the leave at the same level and under the same conditions coverage would have been provided if no leave had been taken.
2. Employees who normally pay all or a portion of health care premiums prior to leave of absence must continue to pay his/her share of health care premiums during the leave of absence. If premiums are raised or lowered during this time, the employee will be required to pay the new premium rates.

If an employee who normally pays all or a portion of health care premiums fails to make such payments, Bloomfield Hills Schools may, at its option, continue health care coverage to any employee by paying the employee's portion of the health care premiums. If Bloomfield Hills Schools exercises this option, Bloomfield Hills Schools is entitled to recover the additional payments made during the FMLA leave on behalf of the employee while on leave, after the employee returns to work.

Bloomfield Hills Schools will do the same with other benefits (e.g. life insurance, LTD, vision, dental) while the employee is on FMLA leave. If Bloomfield Hills Schools, at its option, pays the premiums, the employee shall

reimburse Bloomfield Hills Schools for payments made on the employee's behalf when the employee returns to work.

3. If the employee fails to return to work after the period of leave expires, Bloomfield Hills Schools may, subject to certain limited exceptions, recover the premium that Bloomfield Hills Schools paid for health care coverage during the leave period.

L. Medical Release From Doctor Required in Order to Return to Work

Employees who take leave because of personal health problems will be required to furnish a medical release from their health care provider, acceptable to Bloomfield Hills Schools, attesting that they are able to perform the essential functions of their job without injuring themselves or others. The medical release must be provided before the employee returns to work. It is important that, at the end of the leave, the employee report to work on the scheduled day, otherwise, employment is subject to termination. The medical release form may be obtained from the Human Resources Department.

M. Spouse Employed by Bloomfield Hills Schools

If a husband and wife are both eligible to take leave and both are employed by Bloomfield Hills Schools, the total number of work weeks of leave to which both may be entitled will be limited to 12 work weeks during any twelve month period if such leave is taken for the birth or adoption of a child or the placement of a foster child; to care for the child after the birth, adoption or foster care placement; or to care for a parent with a serious health condition.

Example: John and Mary Doe both work at Bloomfield Hills Schools and have not used any FMLA leave in the last 12 months. To stay with their newly born child, they may each take six (6) weeks of leave (not 12 weeks), or one may take ten (10) weeks and the other two (2) weeks, or they may decide on some other allocation that totals 12 weeks.

Leave requested because of an employee's own ill health is not subject to this limitation.

N. Restoration to Position After Leave

Except as provided below, an eligible employee who takes leave in accordance with this regulation is entitled, on return from such leave:

1. To be restored to the position of employment held by the employee when the leave commenced; or
2. To be restored to an equivalent position with equivalent employment benefits, pay and other terms and conditions of employment.

The taking of a leave shall not result in the loss of any employment benefit accrued prior to the date on which leave commenced. However, the employee is not entitled to the accumulation of

any seniority or employment benefits during any period of such leave, or to any right, benefit, or position of employment other than any right, benefit or position to which the employee would have been entitled had the employee not taken the leave, except in accordance with the contract. Article VIII (Seniority), Section E, provides that employees on medical or maternity leaves of absence shall be able to accumulate up to one year of seniority.

In accordance with Article XVII, Leaves of Absence (Non-Compensable), Section 3, the return to work of employees who take up to twelve months of unpaid leave for the birth or adoption of a child is contingent upon a vacancy being available for which the individual is qualified. There shall be no layoff to provide a vacancy.

If the employee is unable to perform an essential function of his/her position because of a physical or mental condition, the employee has no right to restoration to another position under FMLA.

O. Status and Intention of Employee To Return To Work

During the leave, Bloomfield Hills Schools may require an employee on leave to report periodically on the status and intention of the employee to return to work.

P. Highly Compensated Employees

A highly compensated employee is a salaried, eligible employee who is among the highest paid 10% of the employees employed by Bloomfield Hills Schools. The Bloomfield Hills Schools may deny restoration to employment of a highly compensated employee on leave if:

1. such denial is necessary to prevent substantial and grievous economic injury to the operations of the employer, Bloomfield Hills Schools;
2. Bloomfield Hills Schools notifies the employee of its intent to deny restoration on such basis at the time the District determines that such injury would occur; and
3. in any case in which the leave has commenced, the employee elects not to return to employment after receiving such notice.

Additional information about the Family and Medical Leave Act, including answers to individual questions, may be obtained from the Personnel Department.

Definition of *serious health condition* entitling an employee to FMLA Leave:

A *serious health condition* means an illness, injury, impairment or physical or mental condition that involves one of the following:

1. Hospital Care: Inpatient care (i.e., an overnight stay) in a hospital, hospice, or residential medical care facility, including any period of incapacity or any subsequent treatment in connection with or

because of such inpatient care. A period of incapacity means an inability to work, attend school or perform other regular daily activities due to the serious health condition; treatment for or recovery from the serious health condition.

2. Absence Plus Treatment by a Health Care Provider: A serious health condition involving continuing treatment by a health care provider includes a period of incapacity of more than three (3) consecutive calendar days, including subsequent treatment or period of incapacity relating to the same condition that also involves:
 - (a) Treatment Two or More Times: by a health care provider, by a nurse or physician's assistant under direct supervision of a health care provider, or by a provider of health care services (e.g. physical therapist) under orders of, or on referral by, a health care provider. Treatment includes examinations to determine if a serious health condition exists and evaluations of the condition. Treatment does not include routine physical examinations, eye examinations, or dental examinations.
 - (b) Continuing Treatment: by a health care provider on at least one occasion which results in a regimen of continuing treatment under the supervision of the health care provider. A regimen of continuing treatment includes, for example, a course of prescription medication (e.g., an antibiotic) or therapy requiring special equipment to resolve or alleviate the health condition (e.g., oxygen). A regimen of continuing treatment that includes the taking of over-the-counter medications such as aspirin, antihistamines, or salves; or bed-rest, drinking fluids, exercise and other similar activities that can be initiated without a visit to a health care provider, is not, by itself, sufficient to constitute a regimen of continuing treatment for purposes of FMLA leave.
 - (c) Pregnancy/Prenatal Care: Any period of incapacity due to pregnancy or for prenatal care.
 - (d) Chronic Conditions Requiring Treatment: A chronic condition is one which: (a) requires periodic visits for treatment by a health care provider, or by a nurse or physician's assistant under direct supervision of a health care provider; (b) Continues over an extended period of time (including recurring episodes of a single underlying condition); and (c) May cause episodic rather than a continuing period of incapacity (e.g. asthma, diabetes, epilepsy, etc.)
 - (e) Permanent/Long Term Conditions Requiring Supervision: A period of incapacity which is permanent or long-term due to a condition for which treatment may not be effective. The employee or family member must be under the continuing supervision of, but need not be receiving active treatment by a health care provider. Examples include: Alzheimer's, a severe stroke, or the terminal stages of a disease.

(f) Multiple Treatments (Non-Chronic Conditions): Any period of absence to receive multiple treatments (including any period of recovery) by a health care provider (or by a provider of health care services under orders of, or on referral by, a health care provider) either for restorative surgery after an accident or other injury, or for a condition that would likely result in a period of incapacity of more than three consecutive calendar days in the absence of medical intervention of treatment, such as cancer (chemotherapy, radiation, etc.), severe arthritis (physical therapy), kidney disease (dialysis).

3. Examples of Conditions that are not Serious Health Conditions: Cosmetic treatments and minor illnesses are not *serious health conditions*. Conditions for which cosmetic treatments are administered (such as most treatments for acne or plastic surgery) are not serious health conditions unless inpatient hospital care is required or unless complications develop. Ordinarily, unless complications arise, the common cold, the flu, earaches, upset stomach, minor ulcers, headaches other than migraine, routine dental or orthodontia problems, periodontal disease, etc., are examples of conditions that do not meet the definition of a serious health condition and do not qualify for FMLA leave.

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