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SEIU  
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# MASTER AGREEMENT

BETWEEN

## GALIEN TOWNSHIP SCHOOLS

AND

## SERVICE EMPLOYEE'S INTERNATIONAL

## UNION - LOCAL 586

	2001-2002	2006-2007 - Continuation
<i>Approval Page attached at end. 2 yr agreement</i>	2002-2003	2007-2008 - Continuation
	2003-2004	
	Continuation - 2004-2005	
	Continuation - 2005-2006	

## AGREEMENT

This Agreement is entered into this day 15th day of April 2002, by and between the Galien Township Schools, Galien, Michigan, hereinafter referred to as the "Employer" and Service Employees International Union, Local 586, hereinafter referred to as the "UNION."

WITNESSETH;

### ARTICLE I PURPOSE AND INTENT

**Section 1:** The general purpose of this Agreement is to set forth the wages, hours, and working conditions which shall prevail for the duration of this Agreement and to promote orderly and peaceful labor relations for the mutual interest of the Employer, the employees and the Union. Recognizing that the safety and well-being of students is paramount and dependent upon the care and diligence of the school bus drivers and that the ability to maintain the physical plant and other facilities rests in the hands of our custodians and maintenance men, the Employer and the Union, for and in consideration of the mutual promises, stipulations and conditions hereinafter specified, agree to abide by the terms and provisions set forth herein for the duration of this Agreement.

### ARTICLE II RECOGNITION

**Section 1:** The Employer recognizes the Union as the sole and exclusive collective bargaining agent for all cooks, custodians, maintenance employees, regular and regular substitute bus drivers, paraprofessionals/aides and secretaries, but excluding supervisors, student part-time employees, executive secretary and bookkeeper, executives and all other employees of the Employer. For the purposes of this Agreement the following definitions shall apply:

**A.** A regular driver is a driver who drives a regularly scheduled run or runs on a daily basis and has met the probationary requirements as provided herein.

**B.** Regular drivers who drive as substitutes for other regular drivers on a temporary basis are not to be considered substitute drivers.

**C.** A substitute driver is one who is on call but has no continuing commitment with the Employer for specific run/runs and who drives a run or runs in place of a regular driver when such driver is absent due to illness or other reasons.

**D.** A regular-substitute driver is one who has completed the 90 day probationary period as a substitute.

**E.** Within the paraprofessionals/aides classification, there shall be instructional aides, non-instructional aides, library aides, and a library/a.v. coordinator. Para-professionals/aides shall be under the supervision and direction of a teacher, building principal, administrator and/or librarian.

or pay a service fee to the AFL-CIO, Local 586 provided, however, that employee may authorize payroll deductions for such fees in the same manner as provided for in Section 2, part 1 or 2.

(a) Present employees who are not members of the Union as of August 1, 1989, shall not be required to join the Union or to pay service fees. However, if these employees do join the Union or pay service fees after August 1, 1989, they shall, as a condition of continued employment, maintain their Union membership or pay the service fee.

(b) "Service fee" shall mean a service charge to defray amounts expended by the Union solely for purposes of collective bargaining, contract administration, and grievance adjustment, (but excluding amounts expended by the Union to finance any ideological, political or other activities not directly related to collective bargaining, contract administration, and grievance adjustment). A "service fee" shall be presumed to be an amount equal to, and shall in no event exceed ninety percent (90%) of the "Dues."

**Section 2:** From the first pay check of each month for those employees who so authorize by properly executed payroll deduction authorization cards, the contents of which are set forth in the check-off authorization form as provided by the Union, the Employer agrees to deduct the initiation fees, Union dues for such month, and reinstatement fees, if any and remit the same to the Union Local 586 secretary-treasurer together with a duplicate alphabetical list of the names of employees from whom the money has been collected through payroll deductions no later than fifteen (15) days after the money has been collected.

**Section 3:** The Union shall indemnify and save harmless the Employer from any and all claims, demands, suits or other forms of liabilities that may arise by reason of the employer's compliance with the terms of this Article.

**Section 4:** Due to the flexibility of substitute driver work schedules the dues check-off procedure is waived for sub-drivers. Sub-drivers shall pay any dues obligation directly to the secretary-treasurer of the Local union unit or the Local Union by check or cash.

**Section 5:** The School shall notify all new employees hired into positions represented under this Agreement that upon completion of the probationary period they will be required to meet the provisions of Section 1 of this Article.

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

##### **Section 1: Definition**

(a) A grievance shall be an alleged violation of the interpretation or meaning of expressed terms of the contract.

(b) For the purpose of this Article, Day shall mean calendar day, exclusive of Saturday, Sunday, or any legal holiday when school is not in session or closed due to an "Act of God."

(c) Any employee or group of employees who have a complaint or grievance may be accompanied by a Union representative, if so desired.

(d) Grievances which are not appealed within the time limits specified in the grievance procedure shall be considered to be withdrawn by the union. If the Board fails or neglects to answer a grievance

2. The immediate supervisor shall give his verbal reply to the grievant/s as soon as possible, but not later than three (3) days from the date that the complaint or grievance is first brought to him by the grievant/s.

**Step 2:** If the supervisor's verbal response is not satisfactory, within three (3) days of the receipt of the supervisor's verbal response the grievant/s shall:

1. Reduce the grievance to writing as outlined in Section 2, (a) through (e).

2. Present the written grievance, original and one (1) copy to the supervisor.

3. The supervisor shall provide his written response (original and one (1) copy) to the grievant/s within four (4) days of the receipt by him of the written grievance from the grievant/s.

**Step 3:** The grievant/s shall within two (2) days of the receipt of the supervisor's Step 2 reply and providing such reply is unsatisfactory, appeal the grievance (original and one (1) copy) to the grievance committee.

**Step 4:** The grievance committee shall within ten (10) days of receipt of the grievance:

1. Meet to consider the grievance.

2. Investigate as necessary to determine the merits of the grievance.

3. Reduce their findings to writing.

4. Either appeal the grievance to the superintendent of schools or advise the grievant of the reasons for not appealing the grievance further.

5. If the grievance is to be processed further, provide the superintendent of schools an original and one (1) copy of the grievance and their findings.

**Note:** If the grievance is not to be appealed, the supervisor of the grievant/s shall be so notified.

**Step 5:** The superintendent of schools shall, within ten (10) days of receipt of the grievance and the committee's findings:

1. Set a meeting with the grievant/s, the union representative and the steward and/or grievance committee chairperson.

**Note:** The union representative must be given at least two (2) days notice of the meeting date and time.

2. The Superintendent shall render his written reply to the grievance within five (5) days of the meeting providing one copy to the grievant, one copy to the grievance committee, and one copy to the union representative.

**Step 6.** The Union, if not satisfied with the superintendent's reply to the grievance, shall within ten (10) days of the receipt of the superintendent's reply, advise the superintendent of its intent to appeal the grievance to the Michigan Employment Relations Commission (MERC) Mediation service. A mediation meeting will be set as soon as possible based upon the availability of the mediator.

There shall be no appeal from an arbitrator's decision if within the scope of the arbitrator's authority as set forth above. It shall be binding upon the Union, its members, the employee(s) involved and the Board.

The costs of the arbitrator shall be shared equally by the parties.

All arbitration hearings shall be held in the school district.

**Claims for back pay:** All grievances must be filed in writing three (3) calendar days from the time the alleged violation occurred. The Board shall not be required to pay back wages more than seven (7) calendar days prior to the date a written grievance is filed except in the case of a pay shortage of which the employee could not have been aware before receiving pay. Any adjustment shall be retroactive to the beginning of the pay period covered by such pay, if the employee files the grievance within seven (7) calendar days after receipt of the pay.

All claims for back wages shall be limited to the amount of wages that the employee would otherwise have earned, less any compensation that may have been received from any source during the period of the back pay.

No decision in any one case shall require a retroactive wage adjustment in any other case, unless other cases were filed and pending on the representative case.

The arbitrator cannot grant relief extending beyond the termination of this agreement.

It is understood that the arbitration clause shall not be applicable to the grievance procedure when such grievance arises in the period between the termination of the present agreement and the effective date of its successor.

The arbitrator may not make an award which, in effect, grants the grievant and/or the Union that which it was unable to secure during negotiations.

## **ARTICLE V DISCIPLINE AND DISCHARGE CASES**

**Section 1:** In the event an employee under the jurisdiction of the Union shall be discharged or disciplined from his employment from and after the date hereof, and he believes he has been unjustly discharged or disciplined, such discharge or discipline shall constitute a case arising under the grievance procedure, provided a written grievance with respect thereto is presented to the superintendent within five (5) regularly scheduled working days after such discharge. Such grievance shall be processed starting at the third step of the grievance procedure.

**Section 2:** In the event it should be decided under the grievance procedure that the Employer shall reinstate such employee and pay full compensation, partial or no compensation as may be decided under the grievance procedure, which compensation, if any, shall be at the employee's regular rate of pay less such compensation as he may have earned at other employment during such period.

For each ten (10) full days of substitute driving over thirty (30) days in any contract year those ten (10) days shall be credited toward the ninety (90) day probationary period of the subsequent contract year. Any driving credit accumulated during the previous year or years, shall be counted toward the reduction of probation during the current year.

(f) At the beginning of the school year, shared time runs, kindergarten runs and special education runs shall be reassigned to the same drivers who had the runs during the previous year when practicable and the same bus shall also be assigned to the drivers. Those runs for which no driver is available, caused by drivers not reporting for work due to termination of employment or other reasons of a permanent nature, shall be offered to regular drivers on a seniority basis. Should no regular seniority drivers desire to take the run, then a substitute driver who has been determined by the Union and Employer to have the Employer determined qualifications to take the run, may be selected for assignment to the run. Substitute bus drivers shall be considered in order of seniority, all other abilities and conditions being equal. Regular bus runs shall be assigned on a seniority basis at such time as busses are garaged at the school rather than at the driver's home. Current procedure of run assignment based upon residence of driver may be continued until such time as bus garage procedures are changed.

(g) At such time as regular substitute bus drivers are selected, based upon seniority and qualifications by the Employer and the Union to begin work on a regular basis such driver shall be given experience credit for the required regular driver probationary period, provided they have driven a minimum of 90 work days as a sub driver. Such drivers shall be allowed a training period as a regular driver for a period of thirty (30) work days at the end of which they shall be placed on the regular driver seniority list with seniority dating back to date of selection as a regular driver, and shall be considered as having completed the regular driver probationary period.

(h) Substitute drivers who are unable to satisfactorily perform as regular drivers as determined by Employer established qualifications, shall be returned to substitute driver status, at the time within the thirty (30) work day period that determination of lack of qualifications is made, without loss of seniority or other benefits of a sub driver. Such sub driver shall not be considered for future regular run assignment for the balance of the current school year.

### Section 3:

(a) A roster shall be established for extra bus runs and the drivers' names shall be entered on the roster in seniority order at the beginning of the school year.

(b) Only those drivers who wish to take extra trips shall place or have their names placed on the roster. Drivers who place their name on the roster are assuming an obligation to be available to take extra trips as their name appears on the roster. Substitute bus drivers shall not be on the trip roster, and shall not drive trips unless all trip drivers have refused the trip.

(c) Drivers who no longer desire to take extra trips shall have the right to have their names removed from the roster by providing a week's notice to the supervisor and the Union representative. Drivers who wish to have their names added to the trip roster shall notify the supervisor and the Union representative and shall be entered on the bottom of the roster. Such drivers shall be charged with the highest number of hours of any driver on the roster.

(d) Drivers who have their names removed from the roster shall have a waiting period of sixty (60) days before being eligible for reinstatement on the roster.

(b) When the seniority list is initially prepared or thereafter revised as is above provided, if two (2) or more employees have the same hiring date, their names shall appear on the seniority list alphabetically by the first letter or letters of their last names. If two (2) or more employees have the same last name the same procedure shall be followed in respect to their first names.

**Section 5:** An employee's seniority shall terminate:

(a) If he quits, or is discharged for just cause.

(b) If, when notified by certified mail prior to the start of the school year, the employee fails or refuses to advise the Employer in writing of his intent to return to work or not to return to work within one (1) calendar week after receipt of such recall notice.

(c) When, following a layoff for lack of work (other than the case referred to in subsection (b) above) he fails or refuses to notify the Employer, within forty-eight (48) hours after receipt of the recall notice sent by certified mail, of his intent to return to work and unless he actually returns to work within three (3) regularly scheduled working days after receipt of such recall notice.

(d) If he is absent for three (3) regularly scheduled working days without notifying the Employer within such three (3) day period of a justifiable reason for such absence.

(e) If he fails to return to work immediately upon expiration of a leave of absence or any extension thereof or accepts employment elsewhere while on a leave of absence, which would preclude him from performing his responsibilities and duties for the Employer.

(f) When he has been laid off for lack of work for a continuous period of time in excess of twelve (12) consecutive months.

**Section 6:** When it becomes necessary to lay off employees due to lack of work or to reduce the size of the work force, part-time and probationary employees shall be laid off first, provided there are employees with seniority who are available, qualified and who have the then present ability and physical fitness to satisfactorily perform the work of such probationary employees without training. Among employees with seniority, the employee with the least seniority shall be the first to be laid off for lack of work provided always that the remaining employees are available, qualified and have the then-present ability and physical fitness to satisfactorily perform the work of such laid-off employee without training. If there is no available senior employee meeting these requirements, then the employee with the least seniority in the bargaining unit whose job can be satisfactorily performed by an available employee without trial or training shall be the one laid-off.

(a) When recalling employees following a layoff for lack of work, the laid-off employee with the most seniority who is qualified and has the then present ability and physical fitness to satisfactorily perform the work without training shall be the first employee recalled.

**Section 7:** It is understood and agreed that the seniority provisions of this agreement apply separately to those employees with the classification of custodian, and maintenance employees and cooks, bus drivers, secretaries, paraprofessionals/aides, and food service assistant, and further, part-time employees shall not be permitted to exercise their seniority to displace full-time employees and that employee within one classification shall not be allowed to displace employees in another classification, except as provided for herein.

The Union agrees to exclude from the above provision the Director and Assistant Director of Transportation and Maintenance and the Head Cook, except that supervisors shall not be able to replace bargaining unit employees with specific negotiations.

## ARTICLE VIII LEAVES OF ABSENCE

**Section 1:** An employee who has completed his probationary period may be granted a leave of absence for personal reasons without pay and without loss of seniority for a period of not to exceed one year provided he obtains advance written permission from the Employer and can be spared from work for that purpose. Applications for such leave must be in writing on the form provided by the Employer. Leaves of absence will not be given for the purpose of enabling any employee to work for another employer. Any employee who obtains a leave of absence by misrepresenting the purposes therefore shall be discharged.

**Section 2:** An employee who, because of illness or accident which is non-compensatable under the Worker's Compensation Law, is physically unable to report for work shall be given a leave of absence without pay other than that accumulated as provided for herein, and without loss of seniority for the duration of such disability, provided he promptly notifies the Employer of the necessity therefore, and provided further, that he supplies the Employer with a certificate from a medical or osteopathic doctor of the necessity for such absence and for the continuation of such absence when the same is requested by the Employer at the time he calls in. The leave of absence shall be for a duration of one year. An additional year's leave of absence may be granted by the Employer upon written request and medical certification of need presented by the employee. The provisions of this section shall not apply to any present employees on leave of absence due to illness at the time this contract is ratified.

**Section 3:** Sick leave shall be defined as personal illness or injury which renders the employee incapable of performing their tasks. All employees who have completed the probationary period, except secretaries and paraprofessionals/aides shall accumulate sick leave of one (1) working day with pay for each full calendar month of service. One (1) working day is equal to the total number of hours the employee is scheduled to work on the day that they miss due to illness. Secretaries shall receive twelve (12) days per year, and paraprofessionals/aides shall receive five (5) days in 2000-2001 school year, seven (7) days in the 2001-2002 school year, one of which may be used for personal business reasons. The five (5) and seven (7) days shall be non-accumulative. Sick leave benefits shall be accumulative to ninety-five (95) for employees. Upon retirement all accumulative sick leave shall be paid to the Employee at a rate of \$15.00 per day. Kindergarten bus drivers shall receive one (1) extra day per year.

**Section 4:** Bereavement leave. In the event there is a death in the immediate family of an employee, consisting of employee's spouse, parent, grandparent, grandchild, child, brother, or sister an employee shall be granted a five (5) day leave of absence without loss of pay. One working day is equal to the number of hours the employee is scheduled to work on the day they miss. An employee shall be granted a three (3) day leave of absence with pay in the event of the death of employee's mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, or foster parent provided the employee attends the funeral service. "Step" relatives qualify.

**Section 5:** Each employee, except paraprofessionals/aide and secretaries shall be allowed up to two (2) day per year, non-accumulative, for personal business leave; secretaries shall be allowed three (3) days, non accumulative. One working day is equal to the number of hours the employee is scheduled to work on the day they miss. The purpose of this leave is to relieve employees of financial hardship in situations over which they



**Section 3:** For the purpose of this Agreement, the week shall be the calendar week and the day shall be the calendar day.

**Section 4:** The required schooling for bus drivers shall be compensated at the employees regular rate of pay, plus mileage at the District approved mileage rate if the employee uses his own automobile for transportation. Mileage will not be paid when transportation is provided by the Employer.

**Section 5:** Day custodian, maintenance, and cook employees scheduled to work at least five (5) hours per day, shall receive a thirty (30) minute unpaid lunch period. Night custodians, maintenance and cook employees scheduled to work at least five (5) hours per night, shall receive a thirty (30) minute paid lunch period.

**Section 6:** When mutually agreed between the Employee and the District, Employees may take "comp" time off in lieu of overtime pay.

## **ARTICLE X SAFETY AND HEALTH**

**Section 1:** As a condition of employment, all employees must satisfactorily pass a pre-employment physical examination and, following employment, may thereafter be required to satisfactorily pass an annual physical examination given by a physician designated by the Employer. The aforementioned examinations shall be at the expense of the Employer.

**Section 2:** Employees must immediately report to the supervisor all accidents or injuries sustained by students or themselves or in which the vehicle entrusted to them is involved. Employees shall be required to fill our report forms made available by the Employer within forty eight (48) hours.

**Section 3:** The Employer shall make reasonable provisions for the safety and health of its employees while performing their duties during the hours of their employment and shall furnish such protective devices or equipment as is reasonably required thereby. Every employee shall observe all safety rules and regulations and shall use such safety devices or equipment as is required thereby; any infraction of any safety rule or failure to use such safety devices or equipment shall subject the employee to disciplinary discharge.

## **ARTICLE XI GENERAL**

**Section 1:** The Employer shall have the right to make such additional reasonable rules and regulations not in conflict with this Agreement as it may from time to time deem necessary which shall be subject to the grievance procedure.

**Section 2:** It shall be the responsibility of each employee to meet the qualifications for any license required for the performance of his job responsibilities. Any license required must be kept valid and up to date to qualify for continued employment. The cost of the license shall be the responsibility of the employee. Drivers will pay for the first commercial Drivers License (CDL) he/she acquires as a bus driver for the Galien Schools. The school shall reimburse the cost of the CDL after the first license so long as the employee is a driver at the Galien Schools.

**Section 9:** No volunteers shall perform bargaining unit work if any member of the bargaining unit is available and willing to perform the work, unless the bargaining unit has been consulted in advance and grants approval.

**Section 10:** Contract Review Committee - Each party may select up to three (3) representatives to serve on the committee. The committee shall meet if one of the parties requests such meeting and notifies the other in writing, three (3) days prior to the scheduled meeting time and submits a list of items to be discussed.

**Section 11:** Food Service employees shall not be required to transport food between buildings except in the case of emergency situations.

**ARTICLE XII  
DURATION**

**Section 1:** This Agreement shall become effective retroactive to August 1, 2001, and shall remain in full force and effect until the 31st day of July, 2002, and from year to year thereafter unless either party hereto shall notify the other in writing at least sixty (60) calendar days prior to the expiration date of any subsequent automatic renewal period of its intention to amend, modify or terminate this Agreement.

IN WITNESS WHEREOF, the parties here to have executed this Agreement on this 15 th day of April, 2002.

SERVICE EMPLOYEES INTERNATIONAL  
UNION, LOCAL 586, AFL-CIO-CLC

*Krista Doyle*  
*Jessie Witcher*  
*D. J. [Signature]*  
*[Signature]*

4-15-02

DATE

GALIEN TOWNSHIP SCHOOLS

*Maria L. Ban*  
*Leann L. Carpenter*  
*Sarah Blue*  
*Elizabeth M. Faw*

4-15-02

DATE

**SEIU WAGE SCHEDULE**

2001-2002  
112%

CLASSIFICATION	Prior Year 00/01 Base	Base	61st Day	25th Month	49th Month	73rd Month	121st Month	181st Month
% of Base			103.00%	106.00%	109.00%	113.00%	116.00%	119.00%
CUSTODIAN	\$9.00	\$10.08	\$10.38	\$10.68	\$10.99	\$11.39	\$11.69	\$12.00
MAINTENANCE	\$9.11	\$10.20	\$10.51	\$10.82	\$11.12	\$11.53	\$11.84	\$12.14
COOKS	\$7.68	\$8.60	\$8.86	\$9.12	\$9.38	\$9.72	\$9.98	\$10.24
AIDES	\$5.41	\$6.06	\$6.24	\$6.42	\$6.60	\$6.85	\$7.03	\$7.21
PARA-PROFESSIONALS	\$6.74	\$7.55	\$7.78	\$8.00	\$8.23	\$8.53	\$8.76	\$8.98
SECRETARY I (BLDG)	\$9.24	\$10.35	\$10.66	\$10.97	\$11.23	\$11.69	\$12.00	\$12.32
SECRETARY II (DEPT)	\$7.36	\$8.24	\$8.49	\$8.74	\$8.99	\$9.31	\$9.56	\$9.81
MECHANIC	\$10.56	\$11.83	\$12.18	\$12.54	\$12.89	\$13.36	\$13.72	\$14.07
BUS DRIVER - REGULAR RUN	\$10.02	\$11.22	\$11.56	\$11.90	\$12.23	\$12.68	\$13.02	\$13.35
BUS DRIVER - KDG RUN	\$10.72	\$12.01	\$12.37	\$12.73	\$13.09	\$13.57	\$13.93	\$14.29
BUS DRIVER - SPECIAL RUN	\$10.31	\$11.55	\$11.89	\$12.24	\$12.59	\$13.05	\$13.39	\$13.74

**FIELD/ATHLETIC TRIP:**

Drive Time	\$10.40	\$11.65
Lay-over Time	Minimum Wage	
Minimum Trip Pay		\$12.00

Cancelled Trip - if a scheduled event is cancelled through no fault of the district and no attempt has been made to notify the driver within one (1) hour of the scheduled departure, the driver will be paid the minimum trip rate.

**SUBSTITUTE DRIVER** \$10.02 \$11.22

Pay rate for substitute drivers is equal to beginning rate for regular drivers.

Seniority will be earned equal to 1/2 the amount of time of actual driving - 180 days equal one (1) year.

Board approved 2002-2003 rates on 12-16-2002.  
Wage Schedule for 2003-2004, 2004-2005, and 2005-2006 remain frozen on the 2002-2003 rates.  
Wage for 2006-2007 remain frozen except for minimum wage increase.  
Wage Schedule for 2007-2008 not yet negotiated only minimum wage increase required by Michigan.

SEIU WAGE SCHEDULE 2006-2007

CLASSIFICATION	Base	Begin 61st Day	Begin 25th Month	Begin 49th Month	Begin 73rd Month	Begin 121st Month	Begin 181st Month
	% of Base	103.00%	106.00%	109.00%	113.00%	116.00%	119.00%
CUSTODIAN	\$10.58	\$10.90	\$11.21	\$11.53	\$11.96	\$12.27	\$12.59
MAINTENANCE	\$10.71	\$11.03	\$11.35	\$11.67	\$12.10	\$12.42	\$12.74
COOKS	\$9.03	\$9.30	\$9.57	\$9.84	\$10.20	\$10.47	\$10.75
AIDES	\$6.95	\$7.16	\$7.37	\$7.58	\$7.85	\$8.06	\$8.27
State of Michigan minimum wage increased to \$6.95 10/1/2006							
PARA-PROFESSIONALS	\$7.93	\$8.17	\$8.41	\$8.64	\$8.96	\$9.20	\$9.44
SECRETARY I (BLDG)	\$10.87	\$11.20	\$11.52	\$11.85	\$12.28	\$12.61	\$12.94
SECRETARY II (DEPT)	\$8.65	\$8.91	\$9.17	\$9.43	\$9.77	\$10.03	\$10.29
MECHANIC	\$12.42	\$12.79	\$13.17	\$13.54	\$14.03	\$14.41	\$14.78
BUS DRIVER - REGULAR RUN	\$11.78	\$12.13	\$12.49	\$12.84	\$13.31	\$13.66	\$14.02
BUS DRIVER - KDG RUN	\$12.61	\$12.99	\$13.37	\$13.74	\$14.25	\$14.63	\$15.01
BUS DRIVER - SPECIAL RUN	\$12.13	\$12.49	\$12.86	\$13.22	\$13.71	\$14.07	\$14.43

FIELD/ATHLETIC TRIP:

Drive Time	\$12.23
Lay-over Time	Minimum Wage 10/1/06 \$6.95
Minimum Trip Pay	\$12.00

Cancelled Trip - If a scheduled event is cancelled through no fault of the district and no attempt has been made to notify the driver within one (1) hour of the scheduled departure, the driver will be paid the minimum trip rate.

SUBSTITUTE DRIVER \$11.78

Pay rate for substitute drivers is equal to beginning rate for regular drivers.  
Seniority will be earned equal to 1/2 the amount of time of actual driving - 180 days equal one (1) year.

**SEIU WAGE SCHEDULE 2007/2008**

Frozen at 2002-2003 rates except for increase in minimum wage by State of Michigan

**CLASSIFICATION**

	Base	Begin 61st Day (after 60 days)	Begin 25th Month (after 2 yrs)	Begin 49th Month (after 4 yrs)	Begin 73rd Month (after 6 yrs)	Begin 121st Month (after 10 yrs)	Begin 181st Month (after 15 yrs)
% of Base	103.00%	106.00%	109.00%	113.00%	116.00%	119.00%	
<b>CUSTODIAN</b>	\$10.58	\$10.90	\$11.21	\$11.53	\$11.96	\$12.27	\$12.59
<b>MAINTENANCE</b>	\$10.71	\$11.03	\$11.35	\$11.67	\$12.10	\$12.42	\$12.74
<b>COOKS</b>	\$9.03	\$9.30	\$9.57	\$9.84	\$10.20	\$10.47	\$10.75
<b>AIDES</b>	\$7.15	\$7.36	\$7.58	\$7.79	\$8.08	\$8.29	\$8.51
State of Michigan minimum wage increased to \$7.15 on 7/1/2007							
<b>PARA-PROFESSIONALS</b>	\$7.93	\$8.17	\$8.41	\$8.64	\$8.96	\$9.20	\$9.44
<b>SECRETARY I (BLDG) (45 WORK WEEKS)</b>	\$10.87	\$11.20	\$11.52	\$11.85	\$12.28	\$12.61	\$12.94
<b>SECRETARY II (DEPT) (45 WORK WEEKS)</b>	\$8.65	\$8.91	\$9.17	\$9.43	\$9.77	\$10.03	\$10.29
<b>MECHANIC</b>	\$12.42	\$12.79	\$13.17	\$13.54	\$14.03	\$14.41	\$14.78
<b>BUS DRIVER - REGULAR RUN</b>	\$11.78	\$12.13	\$12.49	\$12.84	\$13.31	\$13.66	\$14.02
<b>BUS DRIVER - KDG RUN</b>	\$12.61	\$12.99	\$13.37	\$13.74	\$14.25	\$14.63	\$15.01
<b>BUS DRIVER - SPECIAL RUN</b>	\$12.13	\$12.49	\$12.86	\$13.22	\$13.71	\$14.07	\$14.43

**FIELD/ATHLETIC TRIP:**

Drive Time	\$12.23
Lay-over Time	Minimum Wage 7/1/07
Minimum Trip Pay	\$7.15

Cancelled Trip - If a scheduled event is cancelled through no fault of the district and no attempt has been made to notify the driver within one (1) hour of the scheduled departure, the driver will be paid the minimum trip rate.

**SUBSTITUTE DRIVER**

Pay rate for substitute drivers is equal to beginning rate for regular drivers.  
Seniority will be earned equal to 1/2 the amount of time of actual driving - 180 days equal one (1) year.

Aug 1

2002-2003

2003-2004

To: Maria Thompson

From: Lesta Doyle

Date: January 6, 2003

Re: Union Contract

Our unit met on December 20 to vote on the proposed contract.

The contract was approved.

2 year agreement, retroactive to 8/1/02, through 7/31/04

**Wages:**

Retroactive to 8/1/02: 5% wage increase across the board  
Effective 8/1/02: reopener for wages only.

**Holidays:** Add Thanksgiving as a paid holiday in 2002-2003 school year for all bargaining unit members not presently receiving same per Section 3 of Appendix.

**Union Leave:** Max. of 2 employee days up to twice a year, unpaid (4 employee days max.) Union and district splitting cost of substitute if one is hired.

**Electronic Transfer:** District to implement Union proposal no later than beginning of 2003-04 school year.

**PAC:** District accepts Union proposal.

**Health Insurance:** 8/1/02-7/31/03: Continue current plan per Appendix A, Section 9. In addition, Union shall have the option to convert the insurance to a less costly plan. If this option is taken, District will pay for cost of single coverage, and the difference between the cost of single coverage of the two plans will either be paid to those employees eligible and receiving the insurance benefit in the form of an annuity or applied toward the cost of coverage of employee's spouse and/or dependents, at option of employee.

**Health Insurance:** 8/1/03-04-7/31/04: Board to continue to pay for single coverage. If Union changes plan in 2002-03 the District will increase the amount paid toward the annuity/dependent coverage by the same percentage as the premiums increase on 7/1/03 for single coverage.

Lesta Doyle  
1/6/03