



MASTER AGREEMENT BETWEEN

GRAND LEDGE BOARD OF EDUCATION AND

BUILDING AND GROUNDS
MAINTENANCE ASSOCIATION

JULY 1, 2023- JUNE 30, 2025

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PREAMBLE

WHEREAS, the Board has an obligation, pursuant to Act 336 of the Michigan Public Acts of 1965 as amended, to negotiate with representatives of its employees with respect to hours, wages, terms and conditions of employment, and

WHEREAS, the parties have reached certain understandings through extended and deliberate professional negotiations, it is hereby agreed as follows:

AGREEMENT

This Agreement entered into by and between the Board of Education of the Grand Ledge Public Schools, Grand Ledge, Michigan, hereinafter called the "Board," and the Grand Ledge Maintenance Association, hereinafter referred to as the "Association."

ARTICLE 1 - RECOGNITION

- A. The Board hereby recognizes the Grounds and Maintenance Association as the exclusive bargaining representative, as defined in Section II of Act 336, Public Acts of 1965, for non-supervisory school personnel employed by the Board as Maintenance.
- B. Nothing contained herein shall be construed to deny or restrict any individual employee's rights they may have under the Michigan General Schools Laws or the right of the individual employee to confer with and raise issues or problems with appropriate supervisory personnel.
- C. The employee must be working on a regularly scheduled job to be included under this Handbook. This shall be interpreted to mean substitutes shall not be covered by this Agreement but seasonal labor or contractor services will be covered by this handbook.
- D. The Grounds and Maintenance employees are considered essential workers. They work 52 weeks per year, 40 hours per week.

ARTICLE 2 - AID TO OTHER UNIONS

The Employer will not aid, promote, or finance any labor group or organization which purports to engage in collective bargaining or make any agreement with any such group or organization for the purpose of undermining the Association.

ARTICLE 3 - NON-DISCRIMINATION

This Agreed to Handbook shall be applied uniformly to all eligible members of the bargaining unit by the Employer and the Association. There will be no discrimination with respect to conditions of employment.

ARTICLE 4 - BOARD RIGHTS

- A. In order to carry out its responsibility for the development and operation of education programs providing the best possible educational opportunity for the Grand Ledge Public Schools consistent with community resources, the Board retains and reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon and vested in the Board by law including by way of illustration, and not by way of limitation, the following:
1. The supervision, direction, and control of the management and administration of the school system, its properties and facilities.
 2. The right to hire all employees and subject to the provisions of the law to determine their qualifications, to discharge, demote or otherwise discipline employees for reasonable and just cause and to promote and transfer employees.
 3. The right to hire contractor(s) or temporary labor for services deemed necessary to meet maintenance needs of the district.
- B. The exercise of the foregoing powers, rights, duties, and responsibilities by the Board and the adoption of policies, rules, regulations and practices in the furtherance thereof, shall be the exclusive prerogative of the Board except as otherwise limited by express provision of this Agreement.

ARTICLE 5 - EMPLOYEE RIGHTS

- A. The Association and its members shall have the right to use building facilities for meetings at such hours that do not interfere with the regular program of the school or any other activities that had previously been scheduled and approved by the Board or its representatives and subject to the Building Use Policy as adopted by the Board.
- B. The Board agrees to make available to the Association for viewing and reproduction all pertinent information considered to be public in nature concerning the financial resources of the District, tentative budgetary requirements and allocations and such other appropriate information as will assist the Association.
- C. Duly authorized representatives of the Association and their respective affiliates shall be permitted to transact official local Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations or shift duties.
- D. Employees who work on the second shift shall be allowed up to one (1) hour off per month, if needed, without loss of pay to attend meetings of the Association, provided said employee's makeup said hour on the same day. Employees who use this time must obtain approval from their supervisor or designee.

ARTICLE 6- GRIEVANCE / UNION REPRESENTATIVE

- A. The Employee shall be represented by the Association at any grievance hearing if the member wishes.

The Board shall be notified at the beginning of each school year of the names of the Association leaders.

- B. If Association Representative(s) are required by the Employer to attend grievance hearings or meetings when regularly scheduled to work, they will be reimbursed for such lost time by the Employer. No more than two (2) employees will be paid for any meeting.
- C. The Board and the Association agree to form an informal committee of two (2) Association representatives and two (2) administrators to discuss any areas of concern that either party may have. The Board will not make any major changes without going through this committee and will give due consideration to the Association's input. Association representatives required to attend meetings during working hours will be paid at their regular rate for all hours in attendance.
- D. After an optional informal meeting with the employee and their supervisor, the Grievance process shall begin with the employee and Association representative meeting with the Director of Human Resources. Any decisions made by the Director of Human Resources may be appealed to the Superintendent.

ARTICLE 7- HOLIDAYS

- A. All Maintenance employees who are regularly scheduled to work the week of a holiday and who work the workday before and after the holiday, when scheduled to work, shall be allowed the following eleven days with pay.

Labor Day	New Year's Eve
Thanksgiving Day	New Year's Day*
Day after Thanksgiving	MLK Day
Memorial Day	Christmas Eve
President's Day	Christmas Day*
Independence Day	

*When Christmas and New Year's fall on Saturday or Sunday, the corresponding Friday or Monday will be the paid holiday.

- B. When a paid holiday falls within an employee's vacation period, they will be paid for that holiday but shall not have that paid holiday counted as a PTO day.

- C. School Closings - When school is declared closed due to inclement weather, heating problems, road conditions or other problems that may arise, maintenance employees will work unless notified otherwise by the employer. Employees must notify the employer if they cannot arrive at work at their normal time and give an estimated arrival time. The estimated arrival time will be within two (2) hours of the employees' normal starting time. Once they arrive, employees will be expected to work the same number of hours as regularly scheduled unless excused by their Supervisor or designee. Any maintenance and grounds employee that works on a school closing day, will receive eight (8) hours of PTO in exchange for working a full day.

An employee calling to report they will be late or unable to report to work must speak directly with dispatch, their supervisor or designee.

Any employee who is unable to report for work shall not be paid for the hours not worked, with the following exceptions:

1. An employee who is unable to report to work under this provision shall use PTO, as long as they have earned PTO, to cover the day of absence.
2. If the employer notifies employees that they are not expected to report for work on days when school is canceled, leave days will not be deducted when employees do not work and all employees will receive their regular pay on such days.
3. Paid leave days that are scheduled in advance of the notice of school closing shall be honored.

ARTICLE 8 - PROBATIONARY EMPLOYEES

- A. Employees hired into the Association unit shall be considered probationary for the first ninety (90) working days of their employment.
- B. There shall be no seniority among probationary employees.
- C. After the employee has completed the probationary period for his/her classification, they shall be entered on the seniority list of the unit and shall rank for seniority from his/her original date of hire.
- D. The Association shall represent probationary employees for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment and other conditions of employment as set forth in Article 1 - Recognition of this Agreement, except for discipline or discharge. There shall be no recourse through the grievance procedure for discharge or discipline of an employee who has not acquired seniority status.
- E. All benefits not specifically excluded by this Agreement shall begin with the first day of employment.

ARTICLE 9 - NO STRIKE CLAUSE

- A. The Association and Board recognize that strikes and other forms of work stoppages by employees are contrary to law and public policy. The Association and the Board subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of the school program. The Association, therefore, agrees that its officers, representatives and members shall not authorize, instigate, cause, aid, encourage, ratify or condone, nor shall any employee take part in any strike, slowdown or stoppage of work, boycott, picketing or other interruption of activities in the school system. Failure or refusal on the part of any employee to comply with the provisions of this Article shall be cause for whatever disciplinary action is deemed necessary by the Board.

ARTICLE 10 - PROTECTION OF EMPLOYEES

- A. Legal and Physical - Liability insurance carried by the Board shall protect all employees against civil suits brought against them growing out of the exercise of their regular duties.
- B. All cases of accidents* and / or injury involving a maintenance employee during the performance of the employees' assigned duties or school activities shall be reported to their supervisor or designee on the day of the incident. In emergency situations, the report must be filed as soon as possible if not on the day of the incident.

**An accident is an unforeseen and unplanned event or circumstance, often with lack of intention. It usually implies a generally negative outcome which might have been avoided or prevented had circumstances leading up to the accident been recognized, and acted upon, prior to its occurrence. Injury is not required for an incident to be identified as an accident.*

ARTICLE 11 – PAID TIME OFF

- A. PTO time for maintenance employees shall accumulate as follows.

New Employees:

Any new employee, upon the successful completion of the 90 work- day probationary period, will earn three (3) days of PTO time for the first four months and then .5 days of PTO time per month of service until the last day the district's fiscal year (*Maximum PTO able to earn would be seven (7) days.*)

2 – 4 years	14 days
5 – 9 years	20 days
10 – 14 years	22 days
15 + years	26 days

PTO time will be front loaded on July 1 but considered earned during the current year. Any employee leaving employment prior to the end of the fiscal year shall have

PTO days prorated based upon actual days worked. Reimbursement to the District for unearned days may be required.

Employees will not be granted unpaid days off unless pre-approved by the Director of Human Resources.

- B. Employees should contact the Supervisor two (2) hours before their shift is to begin if they are unable to report that day.
- C. PTO requests of five (5) or more consecutive days must be submitted in writing not less than thirty (30) days prior to the commencement date. PTO requests for less than five (5) days will be submitted forty-eight (48) hours in advance; however, the forty-eight (48) hour requirement may be waived in certain circumstances; such as the employee's personal emergency. Employees' PTO is subject to their request and scheduling by their supervisor or his designee. With approval of their supervisor or his designee, employees will be allowed to use PTO days. No more than ten (10) days may be used consecutively when school is not in session unless approved by supervisor. PTO requests shall be in writing and will be responded to promptly. Approval of PTO leave during the first week prior to *opening of school* and the last week of students attending school, will not be granted.
- C. Upon retirement, resignation, or permanent layoff, PTO time accumulated will be paid to employees based upon the time the employee has worked (see **LEAVES.**)
- D. A maximum of twenty-six (26) PTO days (208 hours) may be carried over to the following year.

ARTICLE 12- HEALTH INSURANCE

- A. The Board shall make available one of two options:
 - A. All employees will be offered single subscriber, self-funded healthcare protection for a twelve (12) month period for each full-time employee. Part- time shall receive a pro-rata benefit. Healthcare benefits will stop on the last day of the month that the employee leaves the school district.
 - B. Employees may choose to receive the cash in lieu (CIL) stipend (in the amount of \$310.00 per month) only after the Grand Ledge Public Schools receives documentation that they have insurance coverage that meets the ACA minimum value and coverage requirements. Employees are responsible for their FICA on the cash option.

ARTICLE 13 - LEAVES

- A. Upon retirement or resignation from employment, an employee with a minimum of ten (10) years of service shall be paid for all unused sick leave based on one- half (½) his/her current rate. In cases of death full payment shall be made to the employee's beneficiaries or to the employee's estate if there are no beneficiaries. In no event shall such payments exceed the following percentages of an employee's average annual income from Grand Ledge Public Schools in the past three (3) years.

20 years or more	23%
16 years to 19 years	18%
12 years to 15 years	13%

- B. Funeral Leave - Paid funeral leave up to five (5) days shall be granted for a death in the immediate family. Immediate family is defined as spouse, children, parents, brothers, sisters, grandparents, (this includes any "step" for all categories), and parent-in-laws. This leave will not be deducted from the employee's PTO bank. One (1) day of an employee's PTO leave may be used to attend the funeral of someone significant to the employee.
- C. At the expiration of accumulated days, an employee may request voluntary health leave without pay, subject to the following Section.

D. **Other Leaves**

- 1. Employees may, at the discretion of the Board of Education, be granted voluntary leave, without pay, during any school year for a period of up to one (1) year. All such requests must be submitted in writing and the full conditions of the agreement must be in writing, including the assignment of the employee upon return, and effect, if any, of the leave on the salary schedule. Such requests must be submitted at least fifteen (15) days prior to the starting date of the leave. The seniority of a bargaining unit member shall be frozen for the duration of any such leave. Whenever a voluntary leave is granted, written notice shall be prepared and submitted to the President of the Association. The purpose of this notice is to provide the necessary information for preparing and updating the seniority list.
- 2. Military leave will be granted to any regular employee who may enlist or be conscripted into the military forces of the United States for service or training. Upon return from such leave the employee shall be returned to a comparable position with full credit on the salary schedule for time in military service.
- 3. An employee who is absent from the job to attend an approved meeting shall receive regular pay with no time charged against PTO leave.
- 4. When approved in advance by the employee's supervisor or designee, conference costs and travel expenses at the current IRS rate will be reimbursed by the Board. Membership charges shall be the responsibility of the employee unless approved in advance by their supervisor or designee.
- 5. **Medical or Disability Leave**
 - a. A medical or disability leave of up to one (1) year shall automatically be granted upon presentation of a doctor's statement.
 - 1. The Board reserves the right to require a second (2nd) opinion by a Board appointed physician at Board expense before granting a medical leave. The second (2nd) opinion will be from a Board paid physician in the same medical specialty as the employee's doctor. (However, if the insurance carrier required a second opinion, the Board shall adopt it as its own.)

2. If those two (2) physicians disagree, the parties will choose a third (3rd) physician whose opinion shall be conclusive. The third (3rd) physician shall be paid for by the Board unless the employee's insurance covers his/her fee.
- b. The employee may request an extension at the end of the leave.
 - c. Upon return, the employee shall assume a position with equal hours.
 - d. For such leaves that last longer than one (1) year, the employee shall return to a vacancy in his/her former classification. Should no vacancy be available, the employee shall be permitted to displace the least senior employee in his/her former classification working the same or less number of hours.

ARTICLE 14 - GENERAL WORKING CONDITIONS

- A. Employees shall report all conditions they believe to be recognized as hazardous to their health and safety. Further, nothing herein precludes employees from making inquiries or reports to the proper authorities. The Employer agrees to investigate such reported hazards.
- B. While equipment and tools may vary, the Employer shall normally make available equipment and tools that are essential to completing assigned work.
- C. The Employer shall provide without cost to the employees, when approved by their supervisor the following:
 1. Uniforms and thermal coveralls for maintenance & grounds workers.
 2. Uniforms for maintenance workers as may be required by the Employer. The process / procedure for obtaining and turning in worn uniforms will be developed by administration.
 3. Medical test and/or check-ups as required and for which the employee has no health insurance.
- D. Employees shall obtain certifications as required by their job duties within one (1) year of the effective date of this contract or the date of hire for new employees. The Director of Operations, in coordination with the Director of Human Resources, shall determine the necessary certifications for each position.

ARTICLE 15 - WORK SCHEDULE

- A. All employees shall be guaranteed a minimum of a thirty (30) minute duty-free lunch period. All employees will be entitled to a minimum of two (2) fifteen (15) minute relief times to be mutually scheduled, except that an employee working less than the normal workday may receive one (1) fifteen (15) minute relief time. Employees working overtime will be entitled to an additional fifteen (15) minute relief time for every four (4) hours worked. It is understood that an individual employee and his/her supervisor may mutually agree to vary lunch and relief times to meet individual needs.

- B. All employees shall receive a twenty-four (24) hour notice of any schedule change, this would include being asked to sub for a custodian.

ARTICLE 16 - JURY DUTY

An employee who serves on jury duty will be paid their regular salary. The time on Jury Duty will not be deducted from the employee's PTO time.

ARTICLE 17 - NEGOTIATION PROCEDURES

- A. This agreed to handbook may be extended only by mutual, written consent of both parties.
- B. Both parties agree to enter into negotiations on a new Agreement on wages, hours, and other conditions of employment at least six months, prior to expiration of contract.
- C. The provisions of this Handbook Agreement shall constitute a binding obligation of the parties for the duration hereof or until changed by written, mutual consent. Any previously adopted policy, rule or regulation of the parties which is in conflict with a provision of this handbook shall be superseded and replaced by this Agreement.

ARTICLE 18 - DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 2023 except as otherwise stated herein and shall continue in effect until June 30, 2025.

FOR THE ASSOCIATION:

By: *Pat Malloy*

By: *Don Fuller*

FOR THE BOARD OF EDUCATION:

By: *Art Solt*

By: *Joni Hughes Klasse*

By: *Ricco J*

By: *[Signature]*

By: *Benjamin L. Casey*

By: *Ardeaga Hughes*

By: *DuFort, Dennis*

Dated this 6th day of June, 2023.

APPENDIX A

The basic purpose of the maintenance activities of the school district shall be to provide physical conditions most conducive to carrying out the educational program of the school.

I. **DUTIES**

All employee duties shall be determined by their supervisor.

II. **RESIGNATION**

Notice of resignation must be made in writing to the Board or the employee's supervisor two (2) weeks prior to date of resignation.

III. **SALARY SCALE – PAY TABLES**

Grounds		Maintenance	
Step	Hourly Wage	Step	Hourly Wage
1	15.50	1	18.50
2	16.00	2	19.00
3	16.50	3	19.50
4	17.00	4	20.00
5	17.50	5	20.50
6	18.00	6	21.00
7	18.50	7	21.50
8	19.00	8	22.00
9	19.50	9	22.50
10	20.00	10	23.00
11	20.50	11	23.50
12	21.00	12	24.00
13	21.50	13	24.50
14	22.00	14	25.00

IV. Employees eligible to receive step increases shall receive the appropriate step raise effective July 1, 2023. Those on Step 14 in the 2023-24 and 2024-25 school year shall remain on Step 14 for the duration of this agreement.

V. **On-Call Pay**

Employees assigned seven (7) day 'on-call' duty shall be compensated a \$400.00 stipend for the seven (7) days. If the employee receives a call-in, they will receive two (2.0) hours of straight time with the third (3rd) hour being overtime pay if the call-in warrants it. The district Business Office will monitor and keep track of Federal overtime rules and the employee will be compensated according to The Fair Labor Standards Act (FLSA).

VI. Maintenance personnel shall receive a telephone stipend of sixty (\$60.00) dollars per month.

VII. Employees actively employed by the District as of June 1 shall receive a payment in lieu of a cost of living adjustment of \$.50 per regularly scheduled annual hours. For a full-time employee this would be \$.50 for 2,080 hours or \$1,040. Part-time employees or new hires would be pro-rated based upon their reduced number of hours. This payment will be paid on the first pay in June.