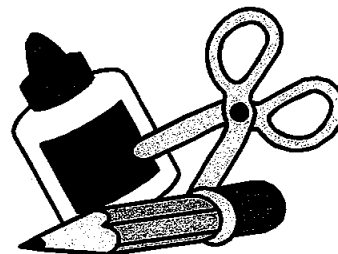
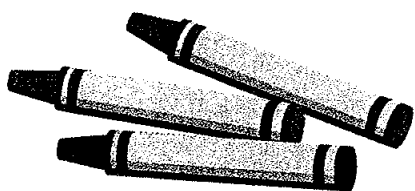


# Montrose Classroom Teacher Aides Association



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This agreement entered into this 30th day of June 2004 by and between the Board of Education of Montrose Community School District, Genesee and Saginaw Counties, Montrose, MI hereinafter called the "Board", and the Montrose Classroom Teacher Aides Association, hereinafter called the "Association".

**ARTICLE I  
Recognition**

- A. The Board hereby recognizes the Association as the exclusive bargaining representative, as defined in Section II of Act 379, Public Acts of 1965, for all Classroom Teacher Aides personnel.
- B. The Board agrees not to negotiate with any Classroom Teacher Aides organization other than the Association for the duration of this agreement. Nothing contained herein shall be construed to prevent any individual employee from presenting a grievance and having the grievance adjusted without intervention of the Association.

**ARTICLE II  
Compensation**

A.	Year	Steps						
		1	2	3	4	5	6	7
	2004-05	9.64	9.99	10.33	10.68	11.04	11.37	11.70
	2005-06	9.83	10.19	10.54	10.89	11.26	11.60	11.93
	2006-07	10.03	10.39	10.75	11.11	11.48	11.83	12.17

Remedial and Special Education Aides

		1	2	3	4	5	6	7
	2004-05	10.13	10.60	10.85	11.23	11.59	11.92	12.29
	2005-06	10.33	10.71	11.07	11.45	11.82	12.16	12.54
	2006-07	10.54	10.92	11.29	11.68	12.06	12.40	12.79

Longevity paid at the following rate:

10 years	.44
15 years	.56
20 years	.65
25 years	.75

- B. A newly hired aide must complete 45 working days on probation. A probationary employee whose service is deemed unsatisfactory may be terminated at the will of the Board of Education. No sick leave, paid holidays or fringes of any kind shall be granted a probationary employee.

- C. Substitute Rate: \$6.50 subject to change by the Board.
- D. Two (2) days personal leave will be granted. Unused personal leave may accumulate as sick leave.
- E. Holidays: Labor Day, Thanksgiving, Christmas Eve day, Christmas, New Years Eve day, New Years Day, Good Friday, Memorial Day, Friday after Thanksgiving, Friday before Labor Day.  
Also, Columbus Day provided that the school calendar is so arranged that school is not held.
- F. When school is not in session due to inclement weather, classroom aides shall be paid up to a maximum of two (2) days per school year.
- G. The total unused portion of the annual sick leave allowance shall be permitted to accumulate to a maximum of 720 hours. If a Classroom Teacher Aide's employment is terminated for any reason after ten (10) year of employment half (1/2) the accumulated sick leave shall be paid the aide at the minimum wage.

### **ARTICLE III INSURANCE**

Under the terms of this contract, employees covered by this contract are eligible to enroll in one of the following options and receive the following benefits under the section 125 cafeteria plan:

**Option 1:**

Cash Option. The amount of cash option under this agreement if the employee averages 6 hours or more per day on a regular basis is Twenty (\$20.00) Dollars per month. If the employee averages less than 6 hours per day on a regular basis, then a cash option is Fifteen (\$15.00) Dollars per month. Applicable withholdings will be made from all cash option payments.

**Option 2:**

The employee may elect to purchase a health insurance plan. The employee will be given a memo detailing the total premiums of coverage's. The employee will pay the total required monthly premium minus Twenty (\$20.00) Dollars per month if they average at least 6 hours per day. The employee will pay the total required monthly premium minus Fifteen (\$15.00) Dollars per month if they average less than 6 hours per day. The premiums will be paid for through payroll deduction and applicable withholdings will be made from cash option payments. Employees will have the total premiums paid over the pay dates that they receive checks. Employees portion of the premium to be paid will be adjusted in September to reflect increases or decreases in premiums.

Option 3:

The employee may elect to purchase optional benefits. These benefits will include: Life and Accidental Death & Dismemberment Insurance, Group Short Term Disability protection with a benefit in the amount per insurance carriers option booklet and with benefits to commence on the 8<sup>th</sup> or 29<sup>th</sup> day following their disability and/or Group Long Term Disability protections with a benefit in the amount per the insurance carriers option booklet and with benefits to commence on the 90<sup>th</sup> day following their disability. The employee will pay the total required monthly premium minus Twenty (\$20.00) Dollars per month if they average more than 6 hours per day. The employee will pay the total required monthly premiums minus Fifteen (\$15.00) Dollars per month if they average less than 6 hours per day. The premiums will be paid for through payroll deduction and applicable withholdings will be made from cash option payments. Employees will have the total premiums paid over the pay dates that they receive checks. Employees portion of the premium to be paid will be adjusted in September to reflect increases or decreases in premiums.

**ARTICLE IV  
SICK LEAVE**

- A. All Classroom Aides absent from duty on account of personal illness or any other approved reason shall be allowed full pay as follows: One (1) sick day per month worked; except at beginning or termination of month of employment, at which time one half (1/2) day shall be allowed if the Aides work ten (10) days during the beginning or termination month: and one (1) day shall be allowed if she works twenty (20) days during the beginning or termination month. Only Aides working four (4) hours or more each day shall receive sick leave. Said sick leave shall be equivalent to their day.

**ARTICLE V  
PERSONNEL HANDBOOK**

All policies incorporated in the "Personnel Handbook" for the Montrose Community Schools shall be considered as a valid part of this contract, except whenever there is a difference, the agreement shall supersede the "Personnel Handbook" policies.

**ARTICLE IV  
DURATION OF THE AGREEMENT**

This agreement shall be effective as of July 1, 2004 and shall continue in effect for three (3) years until June 30, 2007.

This agreement shall terminate June 30, 2007 and may be amended and/or renewed by mutual agreement.

WITNESS OUR HAND AND SEAL THIS 1ST DAY OF JULY A.D., 2004

MONTROSE COMMUNITY SCHOOL  
CLASSROOM AIDES

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MONTROSE COMMUNITY SCHOOLS  
GENESEE & SAGINAW COUNTIES, MI  
by the MONTROSE BOARD OF EDUCATION

*Karen McCusick*

*Dee O'S*

*Julie Pot*

*Dorothy J. Surtalski*

*Kevin G. Bony*  
*David Swosinski*