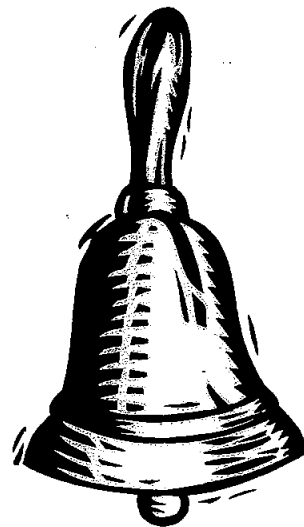


Montrose Community
Schools
Playground Aides, Mailroom
Aides and Crossing Guard
Aides
2004-2007



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**NEGOTIATION AGREEMENT
Playground and Mailroom Aides and Crossing Guards**

This agreement entered into this the **1st day of July 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 Playground and Mail Room Aides Association, hereinafter called the "Association".

**ARTICLE I
Recognition**

- A. The Board hereby recognized the Association as the exclusive bargaining representative, as defined in Section II of Act 379, Public Acts of 1965, for all Playground and Mailroom Aide personnel.
- B. The Board agrees not to negotiate with any Playground and Mailroom 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
Salary Schedule**

A. Salary Schedule:

2004-2005 (2% Increase)	1	2	3	4	5
Playground Aide	8.84	9.11	9.38	9.69	11.04
Playground & Mail	8.95	9.22	9.52	9.81	11.18
2005-2006 (2% Increase)	1	2	3	4	5
Playground Aide	9.02	9.29	9.57	9.88	11.26
Playground & Mail	9.13	9.40	9.71	10.11	11.40
2006-2007 (2% Increase)	1	2	3	4	5
Playground Aide	9.20	9.48	9.76	10.08	11.49
Playground & Mail	9.31	9.59	9.90	10.21	11.63

- B. When school is closed because of stormy weather, Playground and Mailroom Aide workers shall be paid, up to the maximum number of snow days allowed by the MDE per school year. (30 hours)
- C. Substitute Rate: \$6.50
- D. Two (2) days personal leave will be granted. Unused personal leave may accumulate as sick leave.
- E. Holidays: Labor Day and **Friday preceding**, Thanksgiving Day and day after, Christmas Day, Christmas Eve, New Years Day, New Years Eve, Good Friday, Memorial Day, Presidents Day as well as the Friday preceding President's Day and Columbus Day provided that the school calendar is so arranged that school is not held on those days.
- F. The total unused portion of the annual sick leave allowance shall be permitted to accumulate to 720 hours. If a Playground and Mailroom Aides or crossing guards employment is terminated for any reason after ten (10) years of employment (1/2) the accumulated sick leave shall be paid the Playground and Mailroom Aide at the following rate

Severance rate: **\$6.50**

- G. If a sub maintains the same position daily over a 3-month period, said sub shall receive regular wages for the remainder of her assignment.
- H. If school is in session a half day the Mailroom Aide will perform his/her work at the end of the half-day.

Article III Sick Leave

- A. All Playground and Mailroom Aides and Crossing Guards 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, for an employee to get credit for sick time in a month worked the employee must be scheduled to work a minimum of ten (10) day to get credit for one-half (1/2) day and twenty (20) days to get credit for one (1) day. Only Playground and Mailroom Aides and Crossing Guards working four (4) hours or more each day shall receive sick leave.

B. Leaves of absence with pay chargeable against the employee's allowance:

1. A maximum of five (5) days per school year for family illness or injury of an immediate family member.
2. A doctor's appointment that cannot be scheduled another time.
3. Immediate family is defined as spouse, children, step children, grandchildren, parent or equivalent, mother-in-law, father-in-law, brother, brother-in-law, sister-in-law, grandparents of either spouse or any family member residing in the household.
4. An employee may take one (1) day per year to attend or participate in a funeral.

**ARTICLE IV
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:

Option1:

Cash Option: The amount of cash option under this agreement if the employee averages 5.5 hours or more per day on a regular basis is Twenty (\$20.00) dollars per month. If the employee averages less than 5.5 hours per day on a regular basis, the 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 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 8th or 29th day following their disability and/or Group Long Term Disability protection with a benefit in the amount of per insurance carriers option booklet and with benefits to commence on the 90th 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 pre-tax payroll deduction and applicable withholdings will be made from cash option payments. Employees will have the total premium 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 V
Seniority

The Board recognized seniority should be taken into account when a staff reduction is necessary. If a staff reduction is made the Board will attempt to use seniority to determine the order of lay-off. A laid-off staff member who believes their skills are adequate to perform the tasks of a lower seniority person still employed has the right to request a hearing with the Superintendent.

If the Superintendent grants the Playground and Mailroom Aide and Crossing Guard worker's request to "bum" a lower seniority person, the Playground and Mailroom Aide and Crossing Guard worker will have thirty (30) days to demonstrate that his/her skill is adequate to perform the assigned tasks. If the Playground and Mailroom Aide and Crossing Guard worker is unable to perform the assigned tasks in a satisfactory manner, the employee shall be returned to laid-off status.

ARTICLE VI
Duration of the Agreement

The agreement shall be effective as of **July 1, 2004** and shall continue in effect for three years until **June 30, 2007**. This agreement shall terminate **June 30, 2007** and may be amended and or renewed by mutual agreement.

WITNESS OUR HANDS AND SEALS THIS _____ day of

Montrose Playground and
Mailroom Aides Association

Montrose Community Schools
Genesee & Saginaw Counties MI
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