

COLLECTIVE
BARGAINING
AGREEMENT

TROY BOARD OF EDUCATION

AND

TROY EDUCATIONAL SUPPORT
PERSONNEL ASSOCIATION/
MEA/NEA

July 1, 2006- June 30, 2008

TROY SCHOOL DISTRICT
4400 LIVERNOIS ROAD
TROY, MICHIGAN 48098

MASTER AGREEMENT
TROY SCHOOL DISTRICT
And
TROY EDUCATIONAL SUPPORT PERSONNEL
ASSOCIATION/MEA/NEA
2006-2008

TABLE OF CONTENTS

	<u>PAGE</u>
Preamble	3
Article 1 Recognition	3
Article 2 Union Security and Dues Check Off	3
Article 3 Management Rights and Responsibilities	5
Article 4 Effect of Agreement	5
Article 5 Representation	5
Article 6 Settlement of Disputes	6
Article 7 Employee Discipline.....	8
Article 8 Seniority	8
Article 9 Layoff, Bumping and Recall	11
Article 10 Posting Vacancies	14
Article 11 Promotions and Transfers	16
Article 12 Days, Weeks and Hours of Work.....	17
Article 13 Break Periods	17
Article 14 Overtime	18
Article 15 Holidays.....	19
Article 16 Wages.....	20

TABLE OF CONTENTS (continued)

Article 17	Annual Leave	21
Article 18	Insurance	24
Article 19	Leaves of Absence	27
Article 20	General Provisions	28
Article 21	Safety	31
Article 22	Custodial.....	32
Article 23	Maintenance	33
Article 24	Transportation	34
Article 25	Food Service	37
Article 26	Para-Educators	39
Article 27	Campus Security	40
Article 28	Bilingual/ELL Para-educators	42
Article 29	Termination, Renewal and Modification	44
Appendix A	Salary Schedules	45-46
	Letters of Agreement.....	47-52
	Schedules Benefits	
	Health Benefits, Addendum A	54-57
	Dental Benefits, Addendum B.....	58-62
	Vision Benefits, Addendum C	63

MASTER AGREEMENT BETWEEN TROY BOARD OF EDUCATION

AND

TROY EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION/MEA/NEA

PREAMBLE

This agreement entered into by the Troy School District, hereinafter referred to as the Employer, and the Troy Educational Support Personnel Association/MEA/NEA, hereinafter referred to as the Union, has as its purpose the promotion of harmonious relations between the Employer and the Union; the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work, and other conditions of employment.

ARTICLE 1. Recognition

The Employer recognizes the Union as the sole and exclusive bargaining agent for the purpose of establishing salaries, wages, hours, and other conditions of employment for all of its nonsupervisory custodial, maintenance, transportation and Food Service employees, including middle and elementary school head custodians, all maintenance employees, head cooks, para-educators, campus security, but excluding all supervisors, noon aides, summer seasonal employees working less than sixty (60) days, substitutes, and part-time employees working less than twelve and one half (12.5) hours per week.

ARTICLE 2. Union Security and Dues Check Off

Section 1. Membership and Dues Deductions. The Association agrees to admit to full participating membership all bargaining unit employees who have completed their probationary period. Contracts shall be issued to paid members by the TESSPA/MEA/NEA President only at the conclusion of the probationary period. After becoming a member of the Association, a bargaining unit employee may annually authorize the Employer to deduct dues and/or initiation fees of the Association, including the Michigan Education Association and the National Education Association.

Any bargaining unit member, who is not a member of the Association in good standing or who does not make application for membership after the conclusion of their probationary period shall pay a Service Fee to the Association, pursuant to the Association's "Policy Regarding Objections to Political-Ideological Expenditures" and the Administrative Procedures adopted pursuant to that policy, provided however, that the bargaining unit member may authorize payroll deduction for such fee in the same manner as provided elsewhere in the Article. In the event that a bargaining unit member shall not pay such Service Fee directly to the Association or authorize payment through payroll deduction, as

herein provided, the Employer shall at the request of the Association, terminate the employment of such bargaining unit member. The parties expressly recognize that the failure of any bargaining unit member to comply with the provisions of this Article is just cause for termination from employment.

The Association, in all cases of termination for violation of this Article, shall notify the bargaining unit member of noncompliance by certified mail, return receipt requested. Said notice shall detail the noncompliance and shall provide ten (10) days for compliance, and shall further advise the recipient that a request for termination may be filed with the Employer in the event the compliance is not effected. If the bargaining unit member in question denies that she/he has failed to pay the Service Fee, then she/he may request, and shall receive, a hearing before the Employer limited to the question of whether she/he has failed to pay the Service Fee.

Any bargaining unit member who is a member of the Association, or who applied for membership may sign and deliver to the Employer as assignment authorizing deduction of dues, assessments and contributions in the Association as established by the Association. Such authorization shall continue in effect from year to year unless revoked according to the procedures outlined in the MEA Constitution, Bylaws and Administrative Procedures. Pursuant to such authorization, the Employer shall deduct one-tenth of such dues, assessments and contributions from the regular salary check of the bargaining unit member each month for ten (10) months, beginning in September and ending in June of each year.

Section 2. Other Organizations. The Employer agrees not to negotiate with any organization other than the Association for the duration of this Agreement. However, nothing contained herein shall be construed (1) to deny or restrict to any bargaining unit employee any rights he/she may have under the Michigan General School Laws or other applicable laws or State departmental regulations or (2) to prevent a Board Member or Administrator from meeting with any bargaining unit employee, groups of employees or organization other than the Association for the purpose of hearing and discussing their views on matters other than hours, wages and working conditions.

Section 3. In the event of any action against the Employer brought in a court or administrative agency because of its compliance with Article 2 (agency shop provision) of this Agreement:

- A. The Employer will give timely notice of such action to the TESP/MEA/NEA, and
- B. The Employer will give full and complete cooperation to the TESP/MEA/NEA and its counsel in securing and giving evidence, obtaining witnesses, and making relevant information available at both trial and appellate levels.
- C. The TESP/MEA/NEA agrees to provide and pay the full cost of TESP/MEA/NEA-selected legal counsel. The TESP/MEA/NEA retains the right to settle any action at any time.

ARTICLE 3. Management Rights and Responsibilities

Section 1. It is recognized that the government and management of the School District, the control and management of its properties and the maintenance of its functions and operations are reserved to the Employer and that all lawful prerogatives of the Employer shall remain and be solely the Employer's right and responsibility. Such rights and responsibilities belonging solely to the Employer are hereby recognized prominent among which but by no means wholly inclusive are: All rights involving public policy, the rights to decide the number and location of schools and other buildings, work to be performed within the unit, maintenance and repair, amount of supervision necessary, machinery and tool equipment, methods, schedules of work, together with the selection, procurement, designing, engineering and the control of equipment and materials, and the right to purchase services of others, contract or otherwise.

Section 2. It is further recognized that the responsibility of the Employer for the selection and direction of the working forces, including the right to hire, discipline or suspend or discharge for just cause, assign, promote or transfer, to determine the amount of overtime to be worked, to relieve employees from duty because of lack of work or for other legitimate reasons is vested exclusively in the Employer, subject only to the seniority rules, grievance procedure and other express provisions of this Agreement as herein set forth.

Section 3. The exercise of the foregoing powers, rights and authority of the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of the Agreement, and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of Michigan and the Constitution and laws of the United States. Nothing contained herein shall be considered to deny or restrict the Board of its rights and authority under the Michigan general school laws or any other national, state, county, district or local laws or regulations as they pertain to education.

ARTICLE 4. Effect of Agreement

Section 1. The Employer and the Union mutually agree that this Agreement may be altered, changed, added to, deleted from, or modified only through the voluntary mutual consent of the Employer and the Union in an amendment hereto which shall be ratified and signed by both parties.

ARTICLE 5. Representation

Section 1. The names of all officers and Bargaining/Grievance Committee members in the bargaining unit shall be submitted in writing to the Employer by the Union upon election or appointment. The Employer will provide a chain of command chart yearly or as changes occur.

Section 2. The Employer agrees to recognize a Bargaining/Grievance Committee from TESP/MEA/NEA as determined by the local Association. The President or Association Grievance Chairperson and Association Representative, without loss of time or pay, will be allowed time off the job to investigate and present grievances to the Employer. The Association Representative, upon making a request for such release time, will be granted permission as soon as possible, but in any event, not later than the next regularly scheduled working day. For the para-educator Association Representative, except in unusual circumstances, the time off will not be taken when a substitute teacher is on duty.

Section 3. Meetings between the Employer's designated representatives and recognized Union committees shall be scheduled to commence at a mutually agreed upon time.

Section 4. Special conferences for important matters will be arranged between the Bargaining/Grievance Committee and the Employer, which may, at the Union's option, include the Uniserv Director. An agenda of the matters to be taken up at the meeting will be submitted by the party calling the conference.

ARTICLE 6. Settlement of Disputes

Section 1. Grievance Procedure:

- A. A grievance is defined to be a complaint by an employee within the unit based upon an event or condition which is claimed or considered to be a violation, misinterpretation or misapplication of the Agreement and this grievance procedure shall be the exclusive means for resolving grievances as defined herein. It is understood that an individual grievance must be signed by the individual and that at least one member of a class action or Association grievance must sign the grievance on behalf of the class or Association.
- B. Nothing contained herein will be construed as limiting the right of any employee having a grievance to discuss the matter informally with any supervisory or administrative personnel and have the grievance adjusted without intervention of the Union, provided the adjustment is not inconsistent with the terms of this Agreement, and the Union has been given the opportunity to be present at such adjustment.
- C. No grievance shall be processed unless it is presented within ten (10) working days of its occurrence or knowledge of its occurrence. The time limits set forth in steps one through five may be extended upon mutual consent of the parties. Said extension shall be in writing and signed by both parties. The time limits set forth herein or agreed upon shall be adhered to by both parties. In the event that the Union fails to appeal a grievance or grievance answer within a particular time limit, the involved grievance shall be deemed to be abandoned and settled on the basis of the Employer's last answer. In the event that the Employer shall fail to supply the Union with its answer to the particular step within the specified time limits, the Union's last position shall be considered acceptable to both parties.

D. Grievances shall be settled in the following manner:

Step 1. An employee with a grievance will first discuss it with the department supervisor involved with the objective of resolving the matter informally. The Association Representative and President or Grievance Chairperson may be present during the discussion.

Step 2. If the grievance has not been settled, it shall be reduced to writing (reasonably identifying all grievants or the class of grievants), and presented within ten (10) working days to the department supervisor involved. The department supervisor involved or designee shall schedule a meeting within five working days with the grievant(s) and the Association Representative. Within five working days after such meeting, the department supervisor involved shall give a written answer to the grievant(s), Grievance Chairperson, the Union President, and the Uniserv Director.

Step 3. If the answer to the grievance is still unsatisfactory, it may be appealed by the Union within fifteen (15) working days after the date of the employer's answer to the Superintendent or his/her designee. The Superintendent or his/her designee will schedule a meeting to hear the grievance. The meeting may be with the Uniserv Director, Association Representative, Local President and grievant(s). The Superintendent or his/her designee shall give his/her answer in writing to the Union President, Grievance Chairperson, Uniserv Director and grievant(s) within ten working days after the date of the meeting.

Step 4. ARBITRATION. If the answer to the grievance is still unsatisfactory, either party may, within fifteen (15) working days after the Superintendent's or his/her designee's answer, and by written notice to the other party, request arbitration.

Within ten working days after such notice to arbitrate, the Union and the Employer shall endeavor to agree upon a mutually accepted arbitrator. If the parties are unable to agree, a request for a list of arbitrators shall be made to the American Arbitration Association by the party seeking arbitration. The parties will be bound by the rules and procedures of the American Arbitration Association in the selection of the arbitrator.

The arbitrator so selected will hear the matter promptly and will issue his/her decision in a timely fashion. The arbitrator's decision will be in writing and will set forth his/her findings of facts, reasoning, and conclusions on the issue submitted.

The power of the arbitrator stems from this Agreement, and his/her function is to interpret and apply this Agreement and to rule upon alleged contract violations. He/she shall have no power to add to, subtract from, or modify any of the terms of this Agreement, nor shall he/she have any power or authority to make any decision which requires the commission of an act prohibited by law or which is a violation of the terms of the Agreement. The decision of the arbitrator shall be final and binding upon the Employer, the Union, and the grievant(s).

The costs of the arbitrator's services, including expenses, if any, shall be borne equally by the parties.

ARTICLE 7. Employee Discipline

Section 1. The disciplining of employees is a management right and may include, but is not necessarily limited to, oral reprimands, written reprimands, suspensions and dismissal for just cause.

- A. Any oral reprimand, written reprimand, suspension or dismissal of an employee by a supervisor or other administrator shall be done in private. Normally a meeting scheduled by the supervisor shall be scheduled during the employee's regular shift unless arranged otherwise by the District and the Union.
- B. If a supervisor or other administrator decides to investigate an incident prior to discipline, said investigation shall be completed within ten (10) working days. If at the end of ten (10) working days the investigation is not complete, the employee in question shall be informed that the investigation is still in progress and an additional five working days shall be allowed to continue the investigation. If at the end of the five-working day extension the investigation is still not complete, the employee in question shall be informed that the investigation is still in progress and a final five-working day extension shall be allowed. At the conclusion of the investigation, if a written record of an incident is to be inserted in a personnel file, the employee shall receive a dated copy within ten working days. The employee's copy will note that the item is being inserted into said file. The employee shall have the right to insert a rebuttal to any item within thirty (30) days, and the rebuttal shall be attached to the document.
- C. Rights to Representation. Employees shall at all times be entitled to have a Union representative and/or Uniserv Director present when being disciplined. The administration shall inform the employee of this right before disciplining the employee. If the employee requests a Union representative present, the administrator shall delay action for up to twenty-four (24) hours so that a Union representative may be present. For serious disciplinary action involving suspension or termination, the meeting may be adjourned to permit the attendance of the Uniserv Director.
- D. A grievance challenging a suspension of three or more days or challenging dismissal shall be initiated at Step 3 of the grievance procedure.

ARTICLE 8. Seniority

Section 1. Seniority Defined. The seniority of all employees shall commence with the first day of work as the most recent date of hire as a regular employee in this bargaining unit. The Union shall be furnished with a list setting forth, in order of their seniority, each employee's name, seniority number, effective hiring date and classification. Before January 1, 1999 when more than one employee is hired on the same date, seniority will be determined by alphabetical sequence according to last name at time of hire. After January 1, 1999, when more than one employee is hired on the same date, seniority will be determined by lottery. The Assistant Superintendent, Human Resources shall notify the Association President of the lottery date at least one week before the lottery and the Association President shall assign an association member to be present during the lottery.

A seniority list by group classification will similarly be provided. These lists will be provided each January and July on or before the 15th day. The President will be provided with a list of new hires, probationary completions, terminations, and other changes as they occur.

Section 2. Probationary. New employees hired into the unit from the outside shall be probationary for the first sixty- (60) working days of their employment. If thirty (30) or more of the sixty (60) working days occur within the months of July and August, the probationary period shall be extended an additional thirty (30) days. The parties may, by mutual consent, extend the probationary period up to an additional thirty- (30) working days. Upon completion of the probationary period, the employee shall attain seniority status and his/her name shall be entered on the seniority list with a seniority date from the first day worked. Fringe benefit coverage will commence on the first day of the month following the employee's first day of employment.

- A. Upon the completion of the probationary period, an employee shall attain seniority status, and his/her name shall be entered on the seniority list with a seniority date from the first day worked.
- B. The Union 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, except discharged and disciplined employees for other than Union activity.
- C. Seniority shall be applied, first within occupational groups, and finally district-wide. Occupational groups are transportation, custodial, maintenance, food service, para-educator and campus security as reflected in the appendices.

Section 3. Loss of Seniority. Seniority shall be broken and the employee shall be terminated and removed from the seniority list only for the following reasons:

- A. If the employee resigns.
- B. If the employee is discharged, and the discharge is not reversed through the grievance procedure.
- C. If the employee is absent for three consecutive working days without notifying the Employer and fails to give explanations for the absence and lack of notice which are satisfactory to the Employer.
- D. If the employee fails to return to work from layoff when recalled from layoff, as set forth in the recall procedure.
- E. If the employee overstays a leave granted for any reason for three consecutive working days, without notifying the Employer and fails to give explanations satisfactory to the Employer.
- F. If the employee is on layoff for a period of three years or the duration of his/her district-wide seniority at the time of layoff, whichever is shorter.

Section 4. Seniority of Officers and Association Representatives.

- A. Notwithstanding their position on the seniority list, the Association President, Vice President, Secretary, Treasurer, MEA Representative Assembly Delegate(s) and NEA Representative Assembly Delegate(s) in the event of a layoff of any type, shall be continued at work as long as there is a job in their department which they can perform and shall be recalled to work in the event they are laid off to the first open job in their occupational group which they can perform.
- B. The President, Vice President, Secretary, Treasurer, MEA Representative Assembly Delegate(s), and NEA Representative Assembly Delegate(s) shall, in the event of a layoff, be continued at work all times when one or more departments or fractions thereof are at work.
- C. The District recognizes these clauses to the extent that officers, MEA Representative Assembly Delegate(s), and NEA Representative Assembly Delegate(s) are elected biennially, and that these officers and MEA Representative Assembly Delegate(s), and NEA Representative Assembly Delegate(s) are not construed to have protected seniority except during their official term of office.

Section 5. Seniority Accrual

- A. Within the bargaining unit:

- 1. Between Occupational Groups. When an employee moves from one occupational group to another occupational group, the employee's seniority in the new occupational group shall commence with the first day worked in the new group.
- 2. Seniority for computation of vacations, retirement, holidays, or any other fringe benefits shall be from date of original hire into the Troy School District. In the event an employee changes occupational groups with an increase in the number of regularly scheduled paid hours.
 - a) His/Her accumulated leave shall be adjusted downward to reflect the increase in regularly scheduled paid hours, and
 - b) His/Her seniority for purposes of determining vacation shall be based upon the number of regularly scheduled hours paid divided by 2,080.
- 3. An employee who has moved from one occupational group to another occupational group and moves back to his/her original occupational group shall retain the seniority he/she had accumulated in that original group before he/she moved. However, an employee successfully completing the trial period shall remain in that occupational group for at least one hundred eighty (180) working days.

B. Out of the bargaining unit:

1. An employee, who transfers or who is promoted to a position with the Employer not included in the bargaining unit, shall have his/her accumulated seniority frozen after the sixtieth (60th) day after said transfer.
2. In the event the employee returns to the bargaining unit, the employee shall be reinstated in the same job classification within the group classification he/she had prior to leaving the bargaining unit, provided there is an opening, and shall exercise his/her bargaining unit seniority thereafter. The time spent out of the bargaining unit will not be counted toward seniority within the unit after the sixty- (60) day period.
3. Those employees who leave the bargaining unit but still remain employees of the Troy School District and who re-enter the bargaining unit shall have total years of service with the Troy School District counted as the basis in determining salary placement, vacation, and longevity.

ARTICLE 9. Layoff, Bumping and Recall

Section 1. Layoff and Bumping.

- A. The word “layoff” means a reduction in the work force. For purposes of applying the layoff provisions of this article, seniority shall be defined as length of service within an occupational group(s), and within the bargaining unit.
- B. If it becomes necessary for a layoff, the following procedure will be mandatory:

Probationary employees in the affected classifications shall be laid off first.
- C. The necessary number of least senior employees shall be laid off from the affected occupational groups.
- D. An employee will not be permitted to exercise his/her seniority in the form of a bump unless he/she is positioned in the following way:
 1. The employee’s regular job or part of the regular job hours is abolished.
 2. The employee is bumped.
 3. The employee returns from sickness or accident leave of absence which is longer than six months and his/her former position has been filled as a result of a permanent posting.
 4. The employee’s job description or responsibilities have been changed so that it does not fit the original job posting.

Bumping will not be permitted out of classification while a less senior employee is working in the classification. Bumping pursuant to Section 1 D (4) above will be void if a less senior employee is not available.

Bumping will not result in a pay increase, unless an employee is bumping into a job he/she previously held is able to return to his/her former position. Step 1 of the pay schedule shall be used for comparing pay rates for this purpose.

The employee must notify the Assistant Superintendent, Human Resources of his/her desire to exercise bumping rights within three working days of the circumstances above.

- E. Any less senior employee (maintenance, custodial, transportation, food service, para-educator, campus aide) so removed shall be able to exercise seniority rights to bump. Any employee who is positioned to bump under Section 1 (D) above shall bump by following the steps noted below.

Any Bilingual/ELL para-educator so removed shall be able to exercise seniority rights to bump at the start of a school year or at the start of the second semester, unless the Employer allows this to occur earlier. The displaced employee shall not experience a loss or reduction in insurance coverage while waiting to implement his/her bump. It is understood that the continuation of insurance shall not apply when a layoff occurs. Any employee who is positioned to bump under Section 1 (D) above shall bump by following these steps:

Step 1. Within Occupational Group - Same Classification. The employee shall stay within the same classification if the employee's occupational group seniority permits. The employee shall decide if he/she wants to retain his/her shift (maintenance, custodial, campus aide, para-educator, Bilingual/ELL para-educator) or hours (food service, transportation), providing he/she has sufficient occupational group seniority.

- a. If he/she wants his/her current shift, he/she shall first bump into a vacancy on that shift (maintenance, custodial, campus aide, para-educator, Bilingual/ELL para-educator) or with those hours (food service, transportation). If a vacancy does not exist, the employee shall then bump the least senior person on that shift (maintenance, custodial, campus aide, para-educator, Bilingual/ELL para-educator) or with those hours (food service, transportation).
- b. If he/she chooses not to retain his/her shift (maintenance, custodial, campus aide, para-educator, Bilingual/ELL para-educator) or hours (food service, transportation), he/she shall first bump into a vacancy. If a vacancy does not exist, the employee shall bump the least senior person in that classification.

Step 2. Within Occupational Group - Lower Classification (Step 2 not applicable to Bilingual/ELL para-educators). If the employee does not have sufficient seniority to continue in the same classification, the employee shall bump into a lower paid classification in the same occupational group, providing his/her occupational group seniority permits. The employee shall bump into a classification in which he/she is able to perform.

Employees shall maintain their step level. The employee shall choose if he/she wants to retain his/her shift (maintenance, custodial, campus aide, para-educator, Bilingual/ELL para-educator) or hours (food service, transportation), providing he/she has sufficient occupational group seniority.

a. If he/she wants his/her current shift, he/she shall first bump into a vacancy on that shift (maintenance, custodial, campus aide, para-educator, Bilingual/ELL para-educator) or hours (food service, transportation). If a vacancy does not exist, the employee shall bump the least senior person on that shift (maintenance, custodial, campus aide, para-educator, Bilingual/ELL para-educator) or with those hours (food service, transportation),.

b. If he/she chooses not to retain his/her shift (maintenance, custodial, campus aide, para-educator, Bilingual/ELL para-educator) or hours (food service, transportation), he/she shall first bump into a vacancy. If a vacancy does not exist, the employee shall bump the least senior person in that classification.

Step 3. Return to Previous Occupational Group. If the employee does not have sufficient classification seniority to continue in his/her current occupational group, the employee may bump into a position he/she previously held in another occupational group in this bargaining unit providing he/she meets the current qualifications for the position and has more seniority than the current incumbent(s).

The employee shall bump into a classification using the procedure outlined in Step 2 (A).

Step 4. District-wide Seniority (Step 4 not applicable to Bilingual/ELL para-educators). If the employee does not have sufficient occupational group seniority to continue in a classification within the occupational group in Step(s) 2 and/or 3, the employee may use his/her district-wide seniority to avoid a layoff by bumping the least senior employee in any classification on a District-wide basis, where the employee can satisfactorily meet the standards and perform the duties of the job. It is understood that if a member of the Maintenance Occupational Group bumps into the Custodial Occupational Group, he/she shall only be allowed to bump into a position he/she previously held in this bargaining unit; otherwise, he/she shall bump into a Custodian I position.

In the event the employee proves unsatisfactory in the position and is removed by the Employer, such removal may be subject to the third step of the grievance procedure.

- F. An employee (maintenance, custodial, transportation, food service, para-educator, campus aide) who has bumping rights as set forth in Steps 3 and 4 above shall have the right also to accept the layoff until recalled. A Bilingual/ELL para-educator who has bumping rights as set forth in Steps 1 and 3 above, shall have the right also to accept the layoff until recalled.
- G. The least senior employees, who remain unplaced after the reduction in the required classifications and bumping is completed, shall be laid off.

- H. Layoff Notice. Employees to be laid off will be given at least fourteen (14) days notice of layoff. The President and Uniserv Director shall receive a list from the Employer of the employees being laid off on the same date the notices are issued to the employees. This notice shall not apply where the layoff is a result of circumstances unforeseen by the Employer.
- I. Seniority Accrual On Layoff. Employee shall accrue seniority while on layoff, up to three years.
- J. The above layoff procedure does not apply to the normal reduction of work force during the time school is not in session.

Section 2. Recall Procedure. When the work force is increased after a layoff, laid off employees shall be recalled as follows: the most senior employee shall be recalled to the first opening in the classification from which the employee was laid off, or if he/she had bumped down from his/her original position in the reduction of the work force before being laid off, to such original position. Recall will be by written notice, (return receipt mail) to the employee's last-known address on file with the Employer and shall require that the employee both notify the Assistant Superintendent, Human Resources of the employee's decision to accept recall and report to his/her supervisor within three workdays after the date of delivery or proof of non-delivery. The employee, if employed elsewhere, will be allowed a fourteen (14) day grace period in which to give proper notice of resignation to said Employer, provided that the employee notified the Assistant Superintendent, Human Resources of acceptance of recall within three workdays. The employee must then report to work on the next workday following the fourteen- (14) day grace period. A copy of the recall notice shall be forwarded to the Association President. The Employer may grant for good cause to employees who are not working elsewhere at the time of recall an extension of no more than fourteen (14) days to report for work, provided that the employee notified the Assistant Superintendent, Human Resources of acceptance of recall within three workdays.

ARTICLE 10. Posting Vacancies

Section 1. When the Employer decides to fill a vacancy, it shall be posted and filled through the bidding system or, if no bids are received, then by new hires.

Section 2. Job vacancies will be posted for five working days on the Union bulletin board. The posted notice shall set forth the job title, shift and location of the opening and the approximate number of hours required.

Section 3. Employees interested shall apply within the five working day posting period. The employees bidding for the job must file their bids in writing with the designated supervisor. The employee shall retain one copy of the form, send one copy of the form to his/her Association representative, and the supervisor shall retain the original. Only employees who are available to perform the duties in the new position within five working days of the posting closing are eligible to bid on the position.

Section 4. When a vacancy occurs which is not brought about through sickness or accident or which is more than sixty (60) working days of noncompensable leave, said vacancy shall be posted in all buildings. During the regular school year, the posting shall be made no later than fifteen (15) workdays after the position is actually vacated.

Section 5. When a vacancy occurs which is brought about by sickness or accident, if it is apparent the absence will be longer than ten workdays, the position will be posted as a temporary vacancy. If the absence of the employee exceeds six months, the position shall be considered to be a permanent vacancy and posted accordingly.

Section 6. Temporary Vacancies. When an employee is awarded a job and his/her vacancy is open and/or then posted, the qualified seniority employee in the next lower classification or that group classification in the building shall have the option to fill said vacancy and be paid the higher rate of pay, if any is involved. Thereafter, the District may fill the resulting vacancy at its discretion or leave the position vacant. This will also apply on day-to-day absences where regular assigned employees are not available. If the employee who filled the temporary vacancy returns to his/her last position prior to the termination of the temporary vacancy, then the second most senior qualified bidder for the temporary vacancy shall be awarded the job, and the District may fill the resulting vacancy at its discretion or leave the position vacant.

Section 7. Absent employees shall be returned to their position if the absence does not exceed six months. If the absence exceeds six months, the absent employee will have the right to bump the least senior employee in the classification and shift (hours for Food Service employees) which he/she held prior to the absence. If he/she lacks the seniority to so bump, then the District shall follow the layoff procedure in Article 9.

Section 8. Summer Vacancies. The District shall operate either a telephone job “hotline” and/or website to advertise District job openings during summer recess.

Section 9. Triplicate bid forms will be available in all buildings:

TROY SCHOOL DISTRICT BID FORM	
	Date _____
I, _____,	wish to place my bid
Name	
on _____	in _____
Job Title	Place
Posted on _____	My seniority date _____
Date of Posting	
_____ Past Experience	
_____ Signature of Applicant	

ARTICLE 11. Promotions and Transfers

Section 1. Transfers. Bids will be awarded first within occupational groups (See appendices). In the event a job is awarded to an employee from another occupational group, the employee will not bid out of the new occupational group for a minimum of one hundred twenty (120) working days except in the event of layoff.

Section 2. Transfer Within Current Classification. Location and shift bids will be awarded according to seniority.

Section 3. Transfer to Another Classification. The senior occupational group applicant possessing the ability to perform in the position shall be granted the transfer. In the event the senior applicant was denied the transfer, the reasons will be shared with the employee upon request. This section shall not apply to para-educator positions.

For vacancies posted during the school year, para-educators and Bilingual/ELL para-educators may apply for the vacancy with the understanding that if selected for the position, the transfer will become effective no later than the next semester or the start of the next school year, whichever comes first.

Section 4. Basis for Promotions. Promotions within the bargaining unit occupational group shall be made on the basis of seniority, attendance record, work record for the past five years, training, and ability to meet the trial period outlined in Section 6.

Section 5. Trial Period for Promotions and Transfers. The person awarded a promotion or transfer* shall be granted a thirty- (30) work day trial period, except for para-educators and Bilingual/ELL para-educators. An employee who is working in the para-educator occupational group for the first time shall serve a sixty (60-) work day trial period. An employee who is working in the Bilingual/ELL para-educator occupational group for the first time shall serve a sixty (60-) work day trial period. This shall not prevent the School District from removing an employee whenever lack of ability to do the job is obvious. The trial period shall determine the employee's desire to remain in the job and his/her ability to perform in the job. (*Custodians: See Article 22 for clarification/exception.)

During any trial period, the employee shall have the right to return to his/her former position. If the employee is unsatisfactory and is removed from the new position, notice and reasons shall be shared with the employee. The matter may then become a proper subject for the third step of the grievance procedure.

For positions other than temporary vacancies, if an employee returns to his/her former position, the position he/she is vacating may be re-posted.

Section 6. The Union President will be provided with the postings and/or a list of all transfers, promotions and/or all other changes of status of employees in the bargaining unit. When the change of status results in an increase or decrease of hours, the change shall be forwarded to the Union Treasurer.

Section 7. Involuntary Disciplinary Transfers. The Employer retains the right to transfer employees for disciplinary reasons at any time under the following circumstances:

- A. Prior approval of the Assistant Superintendent, Human Resources will be obtained.
- B. Transfers may be effected for an indefinite period of time; however, employees who have been involuntarily transferred may bid on vacancies.
- C. Involuntary transfers for disciplinary reasons may be subject to the grievance procedure.

ARTICLE 12. Days, Weeks and Hours of Work

Section 1. Regular Hours. Except for bus drivers and bus monitors, the regular hours of work each day shall be consecutive except that they may be interrupted by a lunch period. All employees shall be scheduled to work on a regular work shift, and each work shift shall have a regular starting and quitting time. Work schedules showing the employees' shifts, workdays, and hours shall be posted in each building or provided to the Union upon request. Except in emergency situations, work schedules shall not be changed unless the changes are mutually agreed upon by the Employer and the Union.

Section 2. Minimum Reporting Compensation. Any employee who is scheduled to report for work and who presents himself/herself for work as scheduled shall be assigned to work at least two hours at the rate of time and one-half.

Section 3. Extra Duty. Any employee required to make an extra trip to work outside of his/her regularly scheduled shift shall be paid for a minimum of two hours at the rate of time and one-half. This shall not apply to bus drivers who substitute for noon runs.

ARTICLE 13. Break Periods

Section 1. Lunch Break. All employees will be granted a thirty- (30) minute lunch period without pay during each work shift.

Section 2. Shift Break. All employees' work schedules shall provide for a fifteen- (15) minute rest period during each one-half shift. The rest period shall be at the middle of each one-half shift, whenever this is feasible. Food Service employees shall be entitled to a ten-minute rest period if working less than four hours.

Employees, who for any reason work beyond their regular quitting time into the next shift, shall receive a fifteen- (15) minute rest period before they start on such next shift. In addition, they shall be granted the regular rest periods that occur during the shift.

ARTICLE 14. Overtime

Section 1. Rate of Pay for Maintenance, Custodial, Para-educator, and Campus Security employees. Time and one-half the employee's regular hourly rate of pay or double time shall be paid for work under the conditions described below (compensation shall not be paid twice for the same hours):

- A. Weekly. All work performed in excess of forty (40) hours in any one work week shall be at the rate of time and one-half employee's regular hourly rate of pay.
- B. Saturday. Time and one-half shall be paid if both of the criteria have been met.
 - 1. Forty (40) hours have been worked previously during the scheduled workweek. (It is understood that the employee may count approved time for: vacation, floating holiday, personal business and/or an Association Day to meet the forty- (40) hour overtime threshold.)
 - 2. Saturday does not fall regularly within the first five days of the employee's scheduled workweek.
- C. Sunday. Double time shall be paid if both of the criteria have been met.
 - 1. Forty (40) hours have been worked previously during the scheduled workweek. (It is understood that the employee may count approved paid vacation time, personal business, floating holiday and/or an Association Day to meet the forty- (40) hour overtime threshold.)
 - 2. Sunday does not fall regularly within the first five days of the employee's scheduled workweek.

Section 2. Distribution. Overtime work shall be divided as evenly as possible within each building. In other departments or classifications, overtime shall be divided by seniority as equally as possible on a rotating basis. It is understood that certain events may require that a male or female work overtime out of rotation.

Section 3. Work at Employee's Option. Overtime work shall be voluntary. If no qualified person in a building or department or classification agrees to work an overtime assignment and no one from another building or department or classification agrees to do it, then the least senior employee qualified to do the work in that building or department may be required to do it. If a least senior employee is required to work overtime, he/she shall be paid time and one-half for work performed in excess of eight hours on a given day or for any work performed on Saturday; and he/she shall be paid double time for any work performed on Sunday. There shall be no discrimination against any employee who declines to work overtime.

Section 4. Holiday Work. If an employee works on any of the holidays listed, he/she shall be paid in addition to his/her holiday pay double time for all hours worked.

ARTICLE 15. Holidays

Section 1. Holidays Recognized and Observed. The following days shall be recognized and observed as paid holidays for employees who would otherwise be scheduled to work on the holiday and who actually work the work days immediately before and after the holiday or are approved for use of accumulated leave.

Custodial/Maintenance/Full-year Transportation Employees

- Labor Day
- Thanksgiving and the Friday after
- Christmas Eve and Christmas Day, as determined by the District
- New Year's Eve
- New Year's Day
- Good Friday
- Memorial Day
- Independence Day (plus Monday when Independence Day is on Tuesday; plus Friday when Independence Day is on Thursday)

Food Service/Transportation/Para-Educator/Bilingual/ELL para-educator/ Campus Security Employees

- Labor Day
- Thanksgiving Day and the Friday after
- Christmas Day
- New Year's Day
- Good Friday
- Memorial Day

Section 2. Eligible employees shall receive one day's pay for each of the holidays listed above on which they perform no work.

Section 3. Whenever any of the holidays listed above shall fall on Saturday, the preceding Friday shall be observed as the holiday. Whenever any of the holidays listed above shall fall on Sunday, the succeeding Monday shall be observed as the holiday.

Section 4. Holiday Work. If an employee works on any of the holidays listed above, he/she shall be paid double time for all hours worked in addition to his/her holiday pay.

Section 5. Holiday Hours for Overtime Purposes. For the purposes of computing overtime, all holiday hours (worked or not worked) for which an employee is compensated shall be regarded as hours worked.

Section 6. Floating Holidays. Employees in each occupational group will be provided one floating holiday in addition to those named above. A new employee who begins work between July 1 and December 31 shall receive a floating holiday if he/she successfully completes his/her probationary period. In such case the floating holiday shall be awarded for use that school year. A new employee who begins work between January 1 and June 30 must successfully complete his/her probationary period before he/she is eligible to receive a floating holiday during the next school year. Requests for this floating holiday shall be made

at least two weeks in advance. The Employer shall approve or deny the floating holiday request at least one week in advance. The floating holiday may be used in place of a regularly scheduled workday or vacation period. If the floating holiday is unused at the end of the fiscal year, the floating holiday shall be converted into an annual leave day and be added to the employee's leave bank.

ARTICLE 16. Wages

Section 1. Wage Schedule. Employees shall be compensated in accordance with the wage schedule attached to this Agreement and marked Appendices. The wage schedule shall be considered a part of this Agreement.

When any position not listed on the wage schedule is established, the Employer may designate a job classification and rate structure for the position. In the event the Union does not agree that the classification and rate are proper, the Union shall have the right to submit the issue as a grievance at Step 3 of the grievance procedure.

Employees shall move from the minimum step in the pay range to the maximum step in six-month increments, except that the Employer may give credit for previous experience in placing a new employee at an appropriate step. Changes will be made on January 1st and July 1st of each year. If the employee has had four months or more of regular employment, he/she will be advanced to the next step on the change date.

Section 2. Work Out of Classification. Employees required to work in a higher classification for three hours or more on that shift, shall be paid the rate of the higher classification for the entire day.

Section 3. Shift Differential. All custodial and maintenance employees in all classifications will receive a fifteen-cent (\$0.15) per hour additional differential for all work performed when a shift starts after Noon. For shifts commencing after 10 P.M. employees shall be eligible for a twenty-cent (\$0.20) per hour differential in addition to their base hourly straight time set forth in the Appendices.

Section 4. Longevity. Longevity will be paid at the rate as set for in the Appendices after eight years (Longevity 1), fourteen (14) years of service (Longevity 2), and after twenty (20) years of service (Longevity 3).

Section 5. Pay Period. The salaries and wages of employees shall be paid according to the District's payroll schedule, which will be provided to the Union.

Section 6. New/Changed Position. If a new position should be created or a significant change is made in the method of operation, a temporary rate may be established by the Employer for a period not to exceed ninety (90) days. During this period the Employer and the Union shall bargain the rate for the position.

Section 7. Mileage. All employees required to drive their own vehicle during the performance of their job shall be paid the same as the IRS maximum rate in effect.

Effective May 9, 2007, high school parking lot guards who are assigned outdoors between November 1 through April 30, shall not be paid pursuant to this section, but shall be paid pursuant to Article 27, Section 27.8.

ARTICLE 17. Annual Leave

Section 1. Annual Leave. Annual leave shall be provided to cover absences without loss of pay for the reasons listed below. A day of leave shall be equal to the number of hours normally worked by the employee on a workday Employees hired on or before May 9, 2007, shall continue to receive their annual leave days frontloaded into their leave banks at the beginning of their work year. Employees hired after May 9, 2007, shall accrue their annual leave days in relatively even increments throughout their work year with each payroll period.

Employee Group	Annual Leave Days	Maximum Number of Annual Leave Days Allowed for Personal Business
Hired on or after 7/1/99 Less than 12-Mo. Employee All groups (except Bilingual/ELL Para-educators)	12	3
Hired on or after 7/1/99 12-Mo Employee All groups (except Bilingual/ELL Para-educators)	14	4
Hired on or before 6/30/99 All groups (except Bilingual/ELL Para-educators)	14	4
Bilingual/ELL Para-educators (all)	12	3

- A. Personal illness. Leave days are not permitted to be used for elective surgery during the school year by employees who are not scheduled to work during the student summer recess.
- B. Serious illness in the immediate family, which includes spouse, children and the members of the employee's household, parents and foster parents of employee or spouse, or brothers and sisters of the employee.
- C. Death of a relative.
- D. Personal Business. Personal business days should be used for business activities that cannot reasonably be done outside of normal working hours. Prior approval should be received for personal business days at least a minimum of two work days in advance of the personal business day requested. In the case of an emergency, the timeline can be

waived by the department supervisor. Personal business days cannot be used on the day before or after a holiday or vacation, unless otherwise approved.

- E. The employee may borrow in advance from the following year's annual leave allowance by executing a promissory note in favor of the Troy School District, said note to be cosigned by the Union.

Section 2. Accumulated Leave Days. All the unused leave days shall be added at the end of each fiscal year to the employee's leave day reserve. Said leave day reserve may be used for reasons A, B, C, and D above and/or for a basis of calculating severance pay upon voluntary termination of employment with Troy Schools. Severance pay will not be paid in cases where at least two week's notice of leaving was not given or where illegal, immoral or other unethical conduct by the employee is involved. In case of death, the beneficiary designated on the Office of Retirement Services' Public School Employees Beneficiary Nomination form shall receive said reimbursement.

In order to be eligible to receive severance pay, an employee must have a minimum of thirty (30) days in his/her accumulated leave bank. Accumulated leave days shall be paid as follows.

Accumulated Leave Bank Balance on Employee's last day of employment	Amount of Severance Pay
At least 30.0 – 80 days	50% pay for each day
At least 100 days	45 days of pay
At least 110 days	50 days of pay

Seriously ill/disabled employees may receive donated days once during a school year. Prior to receiving donated days, he/she must have exhausted all of his/her sick leave days and all but five vacation days (however, the employee may elect to exhaust all vacation days). Donated leave days may not exceed the number of days necessary for the employee to reach the long-term disability insurance eligibility date. Such donations are voluntary and will be deducted from the employee's total accumulation of sick days. No employee may donate more than a total of sixteen (16) hours per contract year to one individual. Cross-classification donations shall be permitted on an actual hourly basis.

Section 3. Absence from a Paid Workday.

- A. When an employee is absent from a paid workday, he/she shall not receive his/her salary for such day unless 1) his/her absence is covered under Section 1; and 2) the employee has notified the District of his/her absence according to the requirements contained in the classification-specific articles.
- B. Anyone wishing to take days off without pay before or after a paid holiday must make special arrangements with the department supervisor ahead of time, or risk loss of pay for the holiday. If more employees request time off than the Administration is able to provide substitutes for, the earlier requests will receive more consideration.

Section 4. Adjustments Due to Unfinished Contract. Employees who leave the employment of the Troy School District before termination of the current year's operation for reasons other than those beyond his/her control will forfeit one leave day for each school month remaining at the date of termination of services, whether or not such leave days have already been used. Adjustments for such forfeiture shall be made on the employee's final paycheck.

Section 5. Worker's Compensation. Any employee who is injured in the line of duty, shall receive such compensation and expenses as are prescribed by the Worker's Compensation Law of the State of Michigan plus any other benefits from Social Security or other public sources. Such compensation shall be supplemented with an amount sufficient to maintain his/her regular salary for a period not to exceed sixty (60) calendar days, without reduction of accumulated sick leave instead.

Section 6. Absence Due to Long Term Disability. (See Article 18, Section 6)

Section 7. Contagious Diseases. Absence due to illness resulting from contact with children at school, if the contagious contact can be traced, will be paid for without deduction from sick leave days in cases of diseases such as mumps, measles, scarlet fever, whooping cough, chicken pox, hepatitis and conjunctivitis; but not for diseases such as influenza, colds, coughs or any other disease.

Section 8. Miscellaneous Absence.

- A. **Absence due to Court Appearance.** In a case connected with employment in Troy Schools or due to being subpoenaed on any legal proceeding connected with Troy Schools, the employee will be paid for duties without being charged leave days.
- B. **Absence due to Jury Duty.** If an employee must serve on jury duty, he/she will be paid the difference between the jury pay and the employee's regular pay without loss of leave days.
- C. **Absence due to Religious Observances.** Absence due to religious observances may be deducted from the employee's annual leave as personal business days up to a maximum of two more days of leave than normally allowed for personal business.
- D. **Conferences.** Approved attendance at conferences, conventions or other educational meetings will not result in a deduction from leave days and will be paid.
- E. **Union Conferences and Conventions.** Personal business days may be used for attendance at union conferences and/or conventions.
- F. **Association Business.** The Association shall be provided twenty (20) days per year for their collective use for Association business including attendance at conferences and workshops sponsored by the Association or affiliated organizations outside of the District. Any of the allocated Association days not used in a particular school year shall accumulate and be added to the following year's allotment, provided that such accumulated amount shall not exceed forty (40) days. The Association may request to

purchase (at the employee's hourly rate) additional days from the District. The request shall be made in writing to the Assistant Superintendent, Human Resources.

ARTICLE 18. Insurance

***Section 1. A. Insurance Eligibility for Employees Other than Food Service Employees.**

Employees (except Bilingual/ELL para-educators) hired on or before June 30, 1995, must be regularly working twenty (20) or more hours per week to be eligible for the insurance specified in Article 18 on the first day of the month following the first day worked. Effective July 1, 2005, an employee will be eligible for insurance on the first day of the month following the successful completion of his/her sixty (60) working day probationary period. Bilingual/ELL para-educators shall be eligible for insurance on the first day of the month following the completion of sixty (60) working days of his/her probationary period. The Employer will provide a one hundred percent (100%) premium contribution for these insurances. Employees hired on or after July 1, 1995, and all Bilingual/ELL para-educators will receive the following Employer premium contribution toward their insurance:

Working regularly 20 – 24.99 hours per week	50%
Working regularly 25.0 – 29.99 hours per week	75%
Working regularly 30.0 or more hours per week	100%

***Section 1. B. Insurance Eligibility for Food Service Employees.** Food Service employees must be working thirty (30) hours or more per week to be eligible to receive the insurance specified in Article 18 on the first day of the month following the first day worked. Effective July 1, 2005, Food Service employees must work thirty (30) hours or more per week to be eligible to receive the insurance specified in Article 18 on the first day of the month following the successful completion of his/her sixty (60) working day probationary period.

Section 2. Insurance Coverage.

A. Health Insurance. The Employer agrees to self-fund a health insurance plan for an individual employee/or two persons/or full family that provides the level of benefits outlined in Appendix A. Employees (except Food Service employees) hired on or after July 1, 1995, will receive Plan B (Blue Care Network-HMO or comparable) health insurance for the first two years of employment with the District. Thereafter, the employee may remain on Plan B (Blue Care Network-HMO or comparable) or elect Plan A (self-funded plan administered by AmeraPlan or comparable plan). However, if the employee did not complete two years of employment prior to July 1, 2007, he/she shall remain on Plan B (Blue Care Network-HMO or comparable). Employees hired on or after July 1, 2007 will receive Plan B (Blue Care Network-HMO or comparable) health insurance.

Food Service employees receiving fringe benefits as of September 30, 1995, will receive Plan A (self-funded plan administered by AmeraPlan or comparable plan) or Plan B (Blue Care Network-HMO or comparable) providing they meet the eligibility in Section 1 B above. Food Service employees newly receiving fringe benefits after of September 30, 1995 will only be eligible to receive Plan B (Blue Care Network-HMO or comparable plan) health insurance, providing they meet the eligibility in Section 1 B above.

	Troy School District Self-Funded Insurance*	Troy School District Self-Funded Insurance*	Blue Cross Blue Shield Blue Care Network HMO**	Blue Cross Blue Shield Blue Care Network HMO**
	In-Network	Out of PPOM Network	In BCBS Network	Out of BCBS Network
Annual Deductible	None	\$100 individual/ \$200 2-persons or family	None	No Coverage if Outside BCBS Network
In-Network co-pay	See Schedule of Benefits on Pages ____	See Schedule of Benefits on Pages ____	100% coverage No co-pay	No Coverage if Outside BCBS Network
Annual Out-of-Pocket Maximum	Not applicable	\$1,000.00	100% coverage No co-pay	No Coverage if Outside BCBS Network
Office Visit Co-pay	\$10.00	20% co-pay	100% coverage No co-pay	No Coverage if Outside BCBS Network
Prescription co-pay (mail-in/generic/legend)	\$10 generic/ \$20 brand 1 co-pay for mail-in 90-day supply	\$10 generic/ \$20 brand 1 co-pay for mail-in 90-day supply	\$5 generic/ \$10 brand 1 co-pay for mail-in 90-day supply	\$5 generic/ \$10 brand 1 co-pay for mail-in 90-day supply
Annual Plan Participation Incentive	\$0	\$0	\$800 after first 2 years of employment	\$800 after first 2 years of employment

*Troy School District Self-Funded Insurance Benefits are detailed in Schedule __ on Pages ____

** BCBS Blue Care Network HMO Benefits are detailed in Schedule __ on Pages __

Option to Health Insurance. Effective July 1, 2008, employees who are eligible to be enrolled in health insurance, but do not choose to enroll and who are not enrolled in another Board-sponsored health insurance plan, the Employer will provide an advance election cafeteria plan that provides two thousand dollars (\$2,000.00). This benefit shall be prorated if the employee works less than thirty (30) hours per week. The proration shall be calculated according to Section 1 above. The number of people electing the option shall be determined at the close of business on the last day of the open enrollment period.

B. Life Insurance. The Employer will pay the premium (per Section 1) on a \$30,000 term life insurance policy. Such insurance may be converted to some type of individual life insurance plan at cost to the employee upon his/her termination.

C Dental Insurance. The Employer agrees to self-fund a dental plan that provides a Schedule of Benefits that is outlined in Appendix B. Class I Basic Dental Services, Class II Prosthodontic Dental Services, and Class III Orthodontic Dental Service (to age 19) . Class I, Class II and Class III benefits will be provided at a benefit level of eighty percent (80%), or at a benefit level of fifty percent (50%), if benefits are coordinated. Class I and Class II benefits shall be limited to one thousand dollars (\$1,000) per contract year per member, and Class III benefits shall not exceed a lifetime maximum of \$1,000 per person. The plan shall provide for an internal and external coordination of benefits.

D. Vision Insurance. The Employer agrees to self-fund a vision plan that provides a Schedule of Benefits that is outlined in Appendix C, which includes dependent college students up to age twenty-five (25). There shall be an internal and external coordination of benefits.

E. **Long Term Disability Insurance.** The Employer agrees to pay the premium (per Section 1) on a policy that will provide long-term disability income insurance after the first sixty (60) calendar days of any illness or disability. Such insurance shall pay up to two-thirds (2/3) of his/her regular salary, subject to a maximum benefit of three thousand dollars (\$3,000) per month and reduced by any amounts paid or payable under Worker's Compensation, Social Security or the Michigan Public School Employees Retirement System. The remuneration under this Article is as established under the carrier's policy and is paid at the daily rate (seven days per week fifty-two weeks per year) or 1/365th of the annual salary of the employee. This remuneration is paid up to retirement, death or the ability to return to work, whichever occurs first.

Section 3. Insurance Contracts. All master insurance contracts will be kept by the Employer, and a complete copy of each contract will be given to the union President, upon request. In addition, employees will be given descriptive pamphlets of insurance.

Section 4. Health Insurance While on Health Care Leave. The Employer agrees to pay the premium (per Section 1) on the health care insurance policy for a maximum of one hundred twenty (120) calendar days for an employee (other than Bilingual/ELL para-educators) who has exhausted his/her sick bank and is on a health care leave of absence awaiting the beginning of the qualifying period of the long-term disability income insurance policy. Bilingual/ELL para-educators must have at least three years of service as a Bilingual/ELL para-educator to be eligible to receive this benefit.

An employee on a health care leave of absence may pay the District in advance of every month the premium cost to continue his/her health insurance during his/her COBRA eligibility period following the completion of the District's health insurance premium payment obligations.

Section 5. Insurance While Receiving Worker's Compensation Insurance. If an employee is injured on the job, the Employer agrees to continue to pay the premium (per Section 1) for the above insurances at no cost to the employee for a period not to exceed twelve (12) months from the date of injury. If the twelve months are not consecutive, then a total of twelve months of insurance shall be provided. A month will be counted if the employee is off work and drawing worker's compensation pay for more than fifteen calendar days and receiving insurance.

Section 6. The nature, amount, extent, commencement, duration, and term of benefits and coverage, as specified for all insurances in this Article, shall be as provided in the insurance policies and rules and regulations of the insurance carriers. The Employer's only obligation shall be to pay the required premiums for said insurances. Any claim settled between the employee and the carrier shall not be subject to the grievance procedure of the collective bargaining agreement.

ARTICLE 19. Leaves of Absence

Section 1. Eligibility Requirements. Employees shall be eligible for leaves of absence (except for FMLA leave that requires one year of employment and minimum of 1250 hours worked the year immediately preceding the leave) after serving the probationary period with the Employer, provided that such leaves of absence, except medical leaves of absence, shall be subject to the discretion of the Employer, and provided further that such leaves of absence shall not be granted if the efficient operation of the schools would be thereby jeopardized. An employee on a leave of absence, other than a medical leave of absence, shall not receive fringe benefits or accrue seniority unless he/she is receiving pay through use of accumulated leave days (including donated days), or vacation days, or is on military leave. Employees on medical leaves of absence shall be allowed to accrue a maximum of six months of seniority while on medical leave, and shall be eligible for insurance benefits as provided in Article 18, Section 4.

Section 2. Application for Leave. Any request for a leave of absence shall be submitted in writing by the employee to the Assistant Superintendent, Human Resources with a copy to his/her immediate supervisor. The request shall state the reason the leave of absence is being requested and the approximate length of time the employee desires. The employee shall submit the request at least two weeks in advance of the needed leave. This advance notice may be waived at the discretion of the Assistant Superintendent, Human Resources.

Authorization for a leave of absence, if granted, shall be furnished promptly to the employee in writing from the Assistant Superintendent, Human Resources.

A request for a short-term leave of absence (a leave not exceeding one month) shall be answered within five days. A request for a leave of absence exceeding one month shall be answered within ten days.

Section 3. Medical Leaves. An employee shall be granted a medical leave of absence upon request and upon the written recommendation of his/her physician. Medical leaves shall be granted for up to the balance of the school year, and may be extended for up to one additional school year. Employees on medical leaves may return prior to the end of the medical leave. An employee must furnish the Assistant Superintendent, Human Resources with a letter from his/her licensed physician recommending and stating the reason for the medical leave of absence in advance of the commencement of said leave and/or at the time the employee requests a leave extension. Upon return to regular employment with a doctor's clearance, the employee will be reinstated in accordance with Article 8 of this Agreement. Any employee who is absent and using sick leave days is not eligible to be placed on District medical leave until he/she exhausts his/her sick and personal leave days. However, the District may charge the employee's absence against any Family and Medical Leave time to which he/she may be eligible to receive by law. When he/she exhausts his/her sick and personal leave days, he/she shall immediately apply for a medical leave of absence from the District or the District may place him/her on a medical leave. Employees on medical leaves are not receiving pay from the District, and therefore, they are not accruing seniority or other benefits

An employee who becomes pregnant and who wishes to continue her employment shall notify the district and provide a physician's statement identifying her anticipated delivery

date no later than the fourth month of pregnancy. Medical leaves for maternity purposes will begin when the employee and her physician determine the need. The period of leave shall be for the duration of the mother's actual disability.

Section 4. Childcare Leave. The Employer may grant leaves of absence for child care of up to one year. Childcare leaves must be requested in writing at least twenty (20) working days in advance of the desired start of the leave.

Section 5. Union Leave. One member of the Union elected to a local union position or selected by the Union for employment, which takes the member from his/her position with the Employer, shall, at the written request of the Union, receive a leave of absence for a period of one year, and said leave may be extended at written request by the Union. Reinstatement shall be in accordance with Article 9 of this Agreement.

Section 6. Military Leave. All provisions of this form of leave shall be in accordance with state and federal laws governing such leaves. An employee shall accrue seniority while on military leave.

Section 7. Personal Leaves. Employees may request leaves of absence for reasons not covered elsewhere in this Article. Such leaves may be granted at the discretion of the employer for up to one year.

Section 8. Family and Medical Leave. Employees may request or may be placed on leaves of absence, pursuant to the Family Medical leave Act of 1993 (FMLA). Employees who are found eligible, shall be required to exhaust all paid leave entitlements, other than vacation, for which they may otherwise be eligible under the terms and conditions of the collective bargaining agreement during their FMLA leave time. The rights established by the FMLA will not diminish any employee benefit programs or plans or paid leave provisions dictated by the terms of the collective bargaining agreement. Further, any rights afforded by the FMLA will not be used to expand an employee's contractual rights and benefits, provided those rights and benefits meet or exceed the basic requirements of the FMLA.

ARTICLE 20. General Provisions

Section 1. Pledge Against Discrimination and Coercion. The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination as to age, sex, marital status, race, disability, religion, national origin or political affiliation. The Union shall share equally with the Employer the responsibility for applying this provision of the Agreement.

All references to employees in this Agreement designate both sexes, and wherever the male gender is used, it shall be construed to include male and female employees unless explicitly written to be gender specific.

The Employer agrees not to interfere with the rights of employees to become members of the Union, and there shall be no discrimination, interference, restraint, or coercion by the Employer or any Employer representative or any employee against any employee because of

Union membership or because of any employee activity in an official capacity on behalf of the Union or for any other cause.

The Union recognizes its responsibility as bargaining agent and agrees to represent all employees in the bargaining unit without discrimination, interference, restraint or coercion.

Section 2. Union Bulletin Boards. The Employer agrees to make available suitable bulletin board space in convenient places in each building to be used by the Union. The Union shall limit its posting of notices and bulletins to such bulletin space. All such notices and bulletins shall be signed by authorized local Union representatives.

Section 3. Union Activities on Employer's Time and Premises. The Employer agrees that during working hours, on the Employer's premises, and without loss of pay, the Union president, vice-president, association representative and grievance chairperson shall be allowed to do the following provided the Employer or its agent shall first approve any lengthy discussions and provided such discussions shall not substantially interfere with the employee's performance of his/her duties. However, during a discussion or conference, Association representatives will not be required to leave in order to return to work unless the meeting or conference is completed.

- A. Post Union notices in his/her own building.
- B. Transmit urgent communications authorized by the local Union or its officers, to the Employer, or its representative.
- C. Consult with the Employer, its representative local Union officer, or other Union representatives concerning the enforcement of any provisions of this Agreement.

Section 4. Grievance Investigations. The MEA Uniserv Director and/or his/her designee shall have access to the premises of the school district at reasonable times to investigate grievances and other problems with which they are concerned. These representatives shall first notify the Assistant Superintendent, Human Resources or the Superintendent of Schools, in the absence of the Assistant Superintendent, Human Resources, before going anywhere in the school district and receive his/her permission to do so, provided such permission shall not be unreasonably withheld.

Section 5. Work Rules. All existing work rules and practices will be subject to discussion before being changed, and all future work rules will be subject to discussion between the Employer and the Union before they become effective.

- A. Revising. When existing rules are changed or new rules are established, they shall become effective, except in emergency, ten days after being posted.
- B. Informing Employees. The Employer further agrees to furnish each employee in the bargaining unit with a copy of all existing work rules as soon as they are printed and discussed with the local Union. New employees shall be provided with a copy of the rules at the time of hire.

- C. Enforcing. Employees shall comply with all reasonable rules that are not in conflict with the terms of this Agreement, provided the rules are uniformly applied and uniformly enforced. Any unresolved complaint as to the reasonableness of any new or existing rule, or any complaint involving discrimination in the application of new or existing rules, shall be resolved through the grievance procedure, during which time employee shall follow the rule.
- D. Job Descriptions. Job descriptions for each classification will be prepared within ninety (90) days of signing the contract. Any questions relative to job descriptions or lack of same shall be subject for special conference.

Section 6. Seasonal Employment. Any ten-month employee desiring to have summer employment may apply for posted summer positions. If an employee is denied a summer position, the reasons will be provided in writing upon request.

Section 7. Use of Facilities. The Association and its members shall have the privilege of using school building facilities for meetings outside of school hours on the same basis as other school organizations as established by District policy. The interschool mailing system shall be made available to the Association and its members.

Section 8. Legal Counsel. Upon request of an employee who is assaulted as a result of his/her school-connected duties, the Employer will provide preliminary legal counsel, but not representation.

Section 9. Separability and Savings Clause. If any provisions of the Agreement should be held invalid by operation of law or by any tribunal or competent jurisdiction or if compliance with or enforcement of any provision should be restrained by such tribunal pending a final determination as to its validity, the remainder of this Agreement, or the application of such provisions to persons or circumstances other than those as to which it has been held invalid or as to which compliance with or enforcement of has been restrained, shall not be affected thereby.

In the event that any provision is held invalid or enforcement of or compliance with which has been restrained as above set forth, the parties affected thereby shall enter into immediate collective bargaining negotiations, upon request of the Union and/or Employer for the purpose of arriving at a mutually satisfactory replacement for such provision during the period of invalidity or restraint.

The Union shall indemnify and save the Employer harmless against any claims, demands, suits and other forms of liability, that may arise by reason of the Employer's complying with any of the provisions of this Agreement.

Section 10. Medical Exams. The Board reserves the right to require an employee to be examined by a District-selected physician at District expense for health and/or safety reasons or other reasonable cause. The employee shall not lose pay for missing work time or be required to use available leave time for absences caused by the District requiring the employee to undergo such examination. The employee at his/her option may choose to provide to the District the results of a medical examination by his/her own selected

physician, at his/her own expense. In the event that there is a dispute between the District's physician and the employee's physician, the employee shall be examined by a physician mutually selected by the District and Union, and if they cannot agree, then by a physician referred by Beaumont Hospital.

Section 11. Uniforms. Employees provided with uniforms by the District must wear and launder uniforms, unless laundry service is provided. During school recess periods, employees issued uniforms are subject to applicable department guidelines for appropriate dress. Employees not supplied uniforms are expected to dress appropriately. When an employee terminates employment, he/she shall be required to return all uniforms which include any Troy School District identification, and may be requested to return some or all uniforms to the District.

Section 12. Identification Badges. All Employees who are issued District identification badges must wear said badges so they are visible at all times while at work. If an employee changes job classification or location and his/her badge is outdated, it is his/her responsibility to contact the Human Resources Department to request an updated badge.

ARTICLE 21. Safety

The Employer shall be responsive to safety concerns raised by employees and shall maintain reasonably safe working conditions.

An Employee shall not be assigned to work in a hazardous area, not operate any vehicle or equipment that is in violation of any applicable statute or governmental regulation relating to the safety of persons or equipment.

Employees shall immediately, or at the end of their shift, report any operating defects related to the safe operation of their vehicle or equipment. Such reports shall be made in writing on a suitable form furnished by the Employer, a duplicate copy to be retained by the Employee.

Health Protection. In order to provide continuing health protection for students and other school personnel:

- A. Upon initial employment each employee may be required to provide by certification from a licensed physician evidence of:
 1. Such state of physical and mental health that he/she is able to attend to his/her assigned duties, without undue absence during the ensuing year.
 2. Freedom from active tuberculosis and other communicable diseases.
- B. When required by law, the employee will show evidence of his/her continued freedom from active tuberculosis by either tuberculin skin test or chest x-ray.
- C. Employees shall not be required to work under unsafe or hazardous conditions which endanger the health, safety or well-being of the employee as determined by applicable

regulations properly adopted by OSHA, the Department of Labor (29 CFR 1960) or state or local agencies having jurisdictions. Employees who are required to continue to work shall be reassigned to work at another location at their regular rate of pay.

Article 22. Custodial

Section 1. Days, Weeks, and Hours of Work. Employees will be scheduled eight hours per day, five consecutive days per week, for fifty-two (52) weeks per year.

Section 2. Vacation. Employees may cash out a maximum of three unused vacation days at the end of the school year.

Vacation Time	Upon Completion of
2 Weeks	1 Year
3 Weeks	5 Years
4 Weeks	10 Years

Section 3. Absence from a Paid Workday. When an employee needs to be absent from a paid workday, he/she shall contact the Custodial Services Supervisor before the start of his/her shift.

Section 4. Uniforms. Employees shall be provided with three uniforms annually and shall wear said uniforms while working as an employee. Employees are responsible for laundering their own uniforms.

The elementary head custodian, middle school head custodian, pool operators, and administrative head custodians shall be provided with a hooded winter jacket and bib overalls to wear during winter weather. The coat and overalls shall remain at the school and shall not be taken home. The jacket and overalls will be replaced once every four years.

High school parking lot guards will also be provided with a clothing accessory (such as a vest) to identify them as parking lot guards.

Section 5. School Closing. On days when schools are closed for students, for weather, safety or other reasons, all employees shall be required to report for work and perform whatever duties that may reasonably be assigned, including snow removal. Afternoon shift employees and midnight shift employees shall call the Custodial Services Supervisor for direction as to when to report for duty. If weather conditions make it extremely difficult for the employee to report on time, the employee shall nonetheless report as soon as possible and work the regular number of hours, i.e., if a full-time custodian is scheduled to report at 6:30 A.M. and does not arrive until 8:30 A.M., the employee shall work from 8:30 A.M. to 5:00 P.M.

Section 6. Inservice. Employees hired on or before July 1, 1998, who participate in Employer-approved in-service training shall receive \$5.00 per month for each 100 hours of training received, up to a maximum of 400 hours, i.e., \$20.00 per month.

Section 7. Clean-up Period. Employees shall be granted a five-minute personal clean-up period prior to the start of the lunch period and prior to the end of the workday.

Section 8. Shift Differential. All custodial employees in all classifications will receive a fifteen-cent (\$0.15) per hour differential for all work performed when a shift starts after Noon. For shifts commencing after 10:00 P.M., employees shall be eligible for a twenty-cent (\$0.20) per hour differential in addition to their base hourly straight time set forth in the Appendix.

Section 9. Trial Period for Transfers. A custodian awarded a transfer shall have a 15-working day trial period when school is in session or a 30-working day trial period when school is not in session. If a trial period is composed of days school is in session and not in session, the trial period shall be a maximum of 30-working days.

Section 10. Testing for Promotions. If any aptitude testing for promotions is administered, it will be done under the supervision of the Human Resources Department.

Article 23. Maintenance

Section 1. Days, Weeks and Hours of Work. Employees will be scheduled eight hours per day, five consecutive days per week for fifty-two (52) weeks per year.

Section 2. Vacation. Employees may cash out a maximum of three unused vacation days at the end of the school year.

Vacation Time	Upon Completion of
2 Weeks	1 Year
3 Weeks	5 Years
4 Weeks	10 Years

Section 3. Absence from a Paid Workday. When an employee needs to be absent from a paid workday, he/she shall contact the Director for Operations and Maintenance by 7:00 A.M.

Section 4. Uniforms. Annually, employees shall be provided with five uniforms or four uniforms and one set of coveralls and shall wear said uniforms while working as an employee. Additionally, employees shall be provided with rain gear (boot, raincoat, rainpants) as necessary and a jacket in school years that begin with even numbers. In lieu of rain gear, an employee may request one pair of insulated bib overalls.

Section 5. School Closing. On days when schools are closed for students, for weather, safety or other reasons, all employees shall be required to report for work and perform whatever duties that may reasonably be assigned, including snow removal. If weather conditions make it extremely difficult for the employee to report on time, the employee shall nonetheless report as soon as possible and work the regular number of hours, i.e., if a full-time employee is scheduled to report at 7:00 A.M. and does not arrive until 9:00 A.M., the employee shall work from 9:00 A.M. to 5:30 P.M.

Section 6. Inservice. Employees hired on or before July 1, 1998, who participate in Employer-approved in-service training shall receive \$5.00 per month for each 100 hours of training received, up to a maximum of 400 hours, i.e., \$20.00 per month.

Section 7. Mechanics' Duties. The employer agrees to assign bus mechanics' duties as evenly as possible among the mechanics.

Section 8. Clean-up Period. Employees shall be granted a five-minute personal clean-up period prior to the start of the lunch period and prior to the end of the workday.

Section 9. Shift Differential. Employees shall receive a fifteen-cent (\$0.15) per hour differential for all work performed when a shift starts after Noon. For shifts commencing after 10:00 P.M., employees shall be eligible for a twenty-cent (\$0.20) per hour differential in addition to their base hourly straight time set forth in the Appendix.

Article 24. Transportation

Section 1. Days, Weeks and Hours of Work. Transportation drivers and monitors shall work when their bus runs require them to transport students.

Section 2. Bus Run Selection. The posting and selection of bus runs shall be made at the beginning of the school year, on the Tuesday before Labor Day. From time to time it will be necessary to adjust runs due to student transportation needs after run selection. It is understood that these runs will not be reposted.

Openings during the school year will be posted as outlined in Article 10. Drivers will make their selections on a seniority basis. Regularly scheduled runs between the morning and afternoon runs, which are established as a result of unique programs, will be selected by seniority for drivers who do not have a midday run.

In June, special education run drivers shall be given the option to drive the same special education run for that summer. In the event the driver shall choose not to drive that special education run, the run shall be posted. Non-special education runs will be posted in June and awarded on a seniority basis. It is understood that special education runs in the summer may be consolidated.

Prior to the start of the school year, a driver who presents evidence of run familiarization to the Transportation Supervisor shall be paid for one hour of time per each run detailed.

Section 3. Transportation Runs. A minimum of two hours will be paid for any bus run, including field or sports runs. A regular shift will consist of two minimum shifts, i.e., one morning (consisting of high school, middle school and elementary pickup) and one afternoon (consisting of high school, middle school and elementary take home). Special Education runs may be substituted for a high school, middle school and elementary run. Midday runs (consisting of a morning take home and afternoon pickup) will be awarded to a regular driver on the basis of seniority and will also have a basic two-hour minimum. Drivers making four or fewer school runs in a regular or substituted shift will be guaranteed a minimum of two

hours per shift. Drivers making five school runs in a regular or substituted shift will be guaranteed a minimum of two hours and fifteen (15) minutes per shift. If a driver or bus monitor is required to work beyond the regular shift, the driver or bus monitor shall be paid for actual time worked.

Section 4. Layoff, Bumping and Recall. In the event a change is made in a bus route that substantially alters that route (except midday or special education), a special conference will be arranged between the Transportation Supervisor, the driver and Association representative in an attempt to resolve the issue. If no solution is reached, the driver will be allowed to bump.

Section 5. Overtime. All field and sports trips will be divided as equally as possible with the initial order determined by seniority and rotated. Trips will be paid at the driver's regular rate, except after 5:30 P.M. and Saturdays, when the rate will be time and one-half, and on Sundays, when the rate will be double time. Such trips will be distributed among the drivers regularly working fifteen (15) hours or more per week, if available. However, if a driver is absent for any portion of his/her regular run the day of a trip or a bonus trip, he/she shall not be paid time and one-half after 5:30 P.M., but shall be paid straight time, unless his/her absence is excused by the Transportation Supervisor. A driver shall be allowed an additional fifteen- (15-) minute clean-up time following a field or sport trip, regardless of which bus is driven.

Section 6. Vacation. Employees who have at least four years of service to the District will be paid one-week vacation time each year in June.

Employees who work thirty (30) days in the Transportation Department or more beyond the Troy School District student calendar shall receive:

Vacation Pay	Upon Completion of
2 Weeks	1 Year
3 Weeks	5 Years
4 Weeks	10 Years

Section 7. Out-of-District Runs. If an employee has an out-of-district run, the employee shall follow the schedule in the other district. However, the employee shall report to work on a day students need transportation in the Troy School District and the other district is closed unless he/she is excused in advance by the Transportation Supervisor. If the employee is required to work, then the day or days shall count towards his/her additional thirty (30) days.

Section 8. Floating Holiday. In lieu of using the floating holiday, an employee may request to be paid for the floating holiday. The Transportation Supervisor may approve payment for the floating holiday. Employees wishing to be paid for the floating holiday shall notify the Transportation Supervisor by Martin Luther King Day. If approved for payment, the pay for the floating holiday will be included in the payroll period that includes mid-winter recess. If not approved for payment, the employee shall be notified promptly.

Section 9. Absence from a Paid Workday. When an employee needs to be absent from a paid workday, he/she shall contact the Transportation Supervisor between 6:00 A.M. and 6:15 A.M.

Section 10. Uniforms. Each bus driver and bus monitor shall be provided with a suitable spring/fall jacket on school years beginning with even numbers and a suitable winter coat on school years beginning with odd numbers by October 1. When protective clothing is necessary, employees shall wear the jacket or coat while working. During warm weather months employees shall follow the guidelines in the Transportation Handbook.

Section 11. Meals and Lodging. A bus driver whose total continuous time on duty is in excess of four hours and causes him/her to be away from his/her normal eating area during normal lunch or dinner time will be reimbursed up to \$8.00 per meal. There will be no reimbursement for sack lunches. The reimbursement will be paid in a lump sum prior to the end of June during each school year and will be accompanied by an itemized statement showing authorized meals and dates.

Runs requiring an overnight stay shall be provided reimbursement of reasonable expenses for meals and lodging.

Section 12. School Closing. On days when Troy School District schools are closed for students for weather, safety or other reasons, transportation employees shall not report to work and may opt to charge his/her absence against his/her accumulated leave and be paid for the day if such leave time is available. When the District or a school building within the District is closed due to weather or an emergency, the District will announce the information through the local media. Employees who report for work when the District is closed due to weather conditions or an emergency shall not be eligible to receive minimum reporting pay.

Section 13. Miscellaneous.

- A. A heated, air-conditioned, and appropriately furnished lounge shall be made available to employees.
- B. Whenever possible, accommodations shall be made for drivers on extra trips so they will not have to sit on the bus during a layover.
- C. All school bus drivers will be required to complete the Michigan School Bus Safety Education course and meet the requirements of applicable law in order to drive assigned vehicles. Drivers will be paid regular wages plus expenses for attending bus driver classes and basic training periods. All wages and expenses will be paid as soon as the class time is completed.
- D. A mechanic shall be on duty fifteen (15) minutes in the morning before drivers leave on their run to assist in starting and perform minor repairs, etc.
- E. Annual Physicals. Each driver who completes his/her annual physical prior to the run selection meeting (three weeks prior to the start of school) shall receive two hours of pay at the prevailing Step 5 rate.

Article 25. Food Service

Section 1. Days, Weeks and Hours of Work. A food service employee will work his/her posted hours on days when lunch is served in his/her school building, plus set-up/shutdown, and inservice days, as determined by the Food Services Director.

Section 2. Vacation. Food Service employees hired before June 30, 1995, with at least four years of service to the District will be paid one-week vacation time each year at the end of the school year.

Section 3. Absence Reporting. When a food service employee needs to be absent from a paid workday, he/she shall contact the Food Services Director at least one hour before the start of his/her shift.

Section 4. Floating Holiday. Each employee will be provided one floating holiday. Requests for this floating holiday shall be made at least two weeks in advance. The Employer shall approve or deny the floating holiday request at least one week in advance.

In lieu of using the floating holiday, an employee may request to be paid for the floating holiday. The Food Service Director may approve payment for the floating holiday. Employees wishing to be paid for the floating holiday shall notify the Food Service Director by Martin Luther King Day. If approved for payment, the pay for the floating holiday will be included in the payroll period that includes mid-winter recess. If not approved for payment, the employee shall be notified promptly.

Section 5. School Closing. On days when Troy School District schools are closed for students for weather, safety or other reasons, Food Service employees shall not report for work and may charge at his/her option the absence against his/her accumulated leave and be paid for the day if such leave time is available. When the District or a school building within the District is closed due to weather or an emergency, the District will announce the information through the local media. Employees who report for work when the District is closed due to weather conditions or an emergency shall not be eligible to receive minimum reporting pay.

Section 6. Overtime. Notwithstanding Section 1 (A), Food Service employees will be paid two dollars (\$2.00) per hour over their regular rate for all hours worked after 7:00 P.M. except on Saturday and Sunday. All work performed on Saturday will be paid at time and one-half. All work performed on Sunday will be paid at double time. All Food Service employees working ten (10) hours or more per week shall be eligible to work on banquets. The Food Service Director will select the cook manager to be in charge of the banquet on a rotating basis. The Food Service Director will rotate equally the opportunity for banquet work from the list of eligible Food Service employees.

If an employee is needed to begin his/her shift more than one hour before his/her scheduled reporting time on a regular workday, he/she shall be paid two dollars (\$2.00) over his/her rate for the entire time he/she worked prior to the start of his/her shift.

Section 7. Shifts. Work schedules in each cafeteria will be established showing the regular starting times and minimum number of hours. Assignments in each shift will be made in accordance with requirements for utilization of individuals in classifications.

Section 8. Break Periods. Food Service employees shall be entitled to a ten-minute rest period if working less than four hours. Food Service employees shall be entitled to a 15- (15) minute rest period during each one-half shift consisting of four hours.

Section 9. Uniforms. Food Service employees will be provided the uniform components identified below.

During school years that begin with even numbers each employee shall receive 2 pairs of pants, 2 shirts by October 15.

During school years that begin with odd numbers each employee shall receive 3 pairs of pants and 3 shirts by October 15.

Each June, employees will be provided with the specifications for shoes that shall be worn with their uniforms during the next school year. Shoes purchased by employees between July 1 and the August Food Services Department Meeting that meet the specification standards issued by the Food Services Director in June are eligible for reimbursement. Reimbursements shall be issued in September. A maximum of sixty (\$60.00) will be reimbursed every two years.

Food Service employees who leave employment must return pants and shirts to the Food Service Director.

Section 10. Inservice. All new Food Service employees may be required to take a class that meets the safety and sanitation guidelines issued by the Oakland County Health Department. New employees will receive their regular rate of pay for attendance in the class and the District will pay any fees involved for the employees to enroll in the class upon their successful completion of the class.

All Food Service employees may annually be required to take a class that meets the safety and sanitation guidelines issued by the Oakland County Health Department. Food Service employees will receive their regular rate of pay for attendance in the class and the District will pay any fees involved for the employees to enroll in the class upon their successful completion of the class.

Food Service employees who complete Level I of the School Nutrition Association of Michigan's Training Program for School Food Service Personnel shall receive a one-time stipend in the amount of two hundred fifty dollars (\$250.00). The District will pay the fees involved for an employee to enroll in the classes. It is understood that enrollment fees will be paid on a class-by-class basis and that an employee must complete a class before requesting fees be paid on his/her behalf to enroll in another, unless otherwise approved by the Food Services Director.

Food Service employees who complete Levels II – V of the School Nutrition Association of Michigan’s Training Program for School Food Service Personnel shall receive a one-time stipend in the amount of two hundred dollars (\$200.00) each time a level is completed. The District will pay the fees involved for an employee to enroll in the classes. It is understood that enrollment fees will be paid on a class-by-class basis and that an employee must complete a class before requesting fees be paid on his/her behalf to enroll in another, unless otherwise approved by the Food Services Director.

Section 11. Elementary Kitchen Leader. An elementary kitchen leader will be paid one hundred and twenty-five dollars (\$125) in the first paycheck in December, providing the kitchen operating procedures have been submitted to the Food Services Director by October 31, and an additional one hundred twenty-five (\$125) in the last paycheck in June. Such payments shall only be paid if the employee worked more than half the working days in the semester.

Section 12. Elementary Kitchen Support. When the cook helper is absent, an elementary kitchen support person (bargaining unit member) will be pulled from a secondary kitchen and assigned to the affected elementary kitchen. A substitute (non-bargaining unit member), if one is available, will be placed in the secondary kitchen vacancy. The elementary support person shall be paid \$2.00 per hour over his/her regular hourly wage. Elementary support positions shall be offered to all eligible food service workers (i.e., individuals not currently assigned to elementary kitchens). Training will be provided. A roster of elementary kitchen support persons will be maintained. Assignments to vacancies will be rotated, beginning with the most senior individual.

Article 26. Para-Educators

Section 1. Days, Weeks and Hours of Work. Para-educators shall be scheduled to work on days when school is in session for students and on the first teacher workday. A para-educator shall not be scheduled to work and be paid for any evening parent-teacher conference sessions, unless he/she receives permission in writing in advance from the Director for Special Education or his/her designee.

Section 2. Vacation. Para-educators shall receive one week after one year or two weeks after five years. Vacation time may not be taken on days when school is in session unless specific authorization is granted by the supervisor.

Section 3. Absence Reporting. When a para-educator needs to be absent from a paid workday, he/she shall contact the system-wide automated substitute caller at least one and one-half hours before the start of his/her shift.

Section 4. Floating Holiday. Para-educators shall receive one floating holiday annually. In lieu of using the floating holiday, an employee may request to be paid for the floating holiday. Employees wishing to be paid for the floating holiday shall notify the Special Education Director by Martin Luther King Day. If approved for payment, the pay for the floating holiday will be included in the payroll period that includes mid-winter recess. If not approved for payment the employee shall be notified promptly.

Section 5. School Closing. On days when Troy School District schools are closed for students for weather, safety or other reasons, para-educators shall not report to work and will not be charged for the absence. Whenever the District reschedules schools closed for the aforesaid reasons, para-educators will work without additional compensation. On days when students are dismissed early due to emergency situations, para-educators shall be excused as soon as all students and/or buses have left the building. When the District or a school building within the District is closed due to weather or an emergency, the District will announce the information through the local media. Employees who report for work when the District is closed due to weather conditions or an emergency shall not be eligible to receive minimum reporting pay.

Section 6. Inservice. Para-educators may apply for para-educator training at District expense.

Section 7. Lunch Period. Para-educators will be provided a lunch period of thirty (30) minutes or a lunch period equal to that of the teaching staff, whichever is greater.

Section 8. Probationary Period. Notwithstanding the provisions of Article 8, Section 2, new para-educators shall be probationary until they have actually worked sixty (60) working days.

Section 9. Inservice Training Days in August. A para-educator may seek prior approval to attend the teacher inservice days in August. If a para-educator is approved to attend and attends the training, he/she shall be paid.

Article 27. Campus Security

Section 1. Days, Weeks and Hours of Work. A high school campus aide will work seven hours per day on days when the employee's school building is in session for a full day for students. He/she will work three and one-half hours on days when his/her school building is in session for a half-day for students. A middle school campus aide will be scheduled to work posted hours.

Section 2. Vacation. A high school campus aide (not including middle school campus aides unless otherwise grandfathered) who has at least four years of service to the District will be paid one weeks' vacation time each year at the end of the year.

Section 3. Absence Reporting. When a high school campus aide or middle school campus aide needs to be absent from a paid workday, he/she shall contact the system-wide automated substitute caller at least one and one-half hours before the start of his/her shift.

Section 4. Floating Holiday. High school campus aides and middle school campus aides who are grandfathered shall receive one floating holiday annually. In lieu of using the floating holiday, an employee may request to be paid for the floating holiday. Employees wishing to be paid for the floating holiday shall notify the building principal or designee by Martin Luther King Day. If approved for payment, the pay for the floating holiday will be

included in the payroll period that includes mid-winter recess. If not approved for payment the employee shall be notified promptly.

Section 5. School Closing. On days when Troy School District schools are closed for students for weather, safety or other reasons, high school campus aides and middle school campus aides shall not report for work and may charge at his/her option the absence against his/her accumulated leave and be paid for the day if such leave time is available. When the District or a school building within the District is closed due to weather or an emergency, the District will announce the information through the local media. Employees who report for work when the District is closed due to weather conditions or an emergency shall not be eligible to receive minimum reporting pay.

Section 6. Uniforms.

High School. Campus aides will be provided 2 shirts annually by November 1. The District will order a blazer or a cardigan sweater in school year beginning with an odd number, if the employee requests the item to be ordered by September 15. Orders for blazers and cardigans will be placed by October 15. All clothing purchased by the District is required to be worn by the employees. High school campus aides should wear dark-colored slacks or khakis, but not blue jeans.

The District shall provide wind-resistant light weight waterproof jackets (without cloth banding at the cuff) with a hood and pants to employees who are assigned to work outside during cold or rainy weather. The wind-resistant light weight waterproof jackets (without cloth banding at the cuff) with a hood and pants are intended to be worn over the employee's own clothing and/or outerwear.

A campus aide assigned to the parking lot will be provided with a clothing accessory (such as a vest) to identify him/her as a parking lot guard.

Middle School. Middle school campus aides will be provided a shirt or a cardigan or a pullover each year by November 1.

Section 7. Inservice. Campus aides may apply for campus security training at District expense.

Section 8. Mileage. High School Campus Aides who are assigned outdoors for full-day and half-day assignments are not entitled to receive mileage pursuant to Article 16. Section 7 between November 1 and April 30. In lieu of mileage, a high school campus aide who is assigned outdoors shall receive the following for each full day or half-day worked.

Rate	Half-day multiplier	Full-day multiplier
Prevailing IRS mileage rate	9	18

Example: Prevailing IRS mileage rate: \$0.47/mile and employee works a full day.
Employee receives: \$0.47 x 18 x 1 day = \$8.46

Article 28. Bilingual/ELL Para-educators

Section 1. Work Year. Bilingual/ELL para-educators will be scheduled to work when school is in session for students and on the first teacher workday of the year.

Section 2. Vacation. Bilingual/ELL para-educators shall receive one week of paid vacation after four years. Vacation pay will be issued at the end of the school year.

Section 3. Inservice Training Days in August. A Bilingual/ELL para-educator may seek approval to attend the teacher inservice days in August. If a Bilingual/ELL para-educator is approved to attend and attends the training, he/she shall be paid.

Section 4. Translations Outside of Workday. A Bilingual/ELL para-educator who does a translation outside of his/her regular work hours shall be paid a minimum of two hours at time and one-half.

Section 5. School Closing. On days when Troy School District schools are closed for students for weather, safety or other reasons, Bilingual/ELL para-educators shall not report to work and will not be charged for the absence. Whenever the District reschedules schools closed for the aforesated reasons, Bilingual/ELL para-educators will work without additional compensation. On days when students are dismissed early due to emergency situations, Bilingual/ELL para-educators shall be excused as soon as all students and/or buses have left the building. When the District or a school building within the District is closed due to weather or an emergency, the District will announce the information through the local media. Employees who report for work when the District is closed due to weather conditions or an emergency shall not be eligible to receive minimum reporting pay.

Section 6. Probationary Period. New Bilingual/ELL para-educator employees hired into the unit from the outside or current employees who have never completed a probationary period for a Bilingual/ELL para-educator position in the District shall be probationary for the first ninety (90) working days of their Bilingual/ELL para-educator employment.

Section 7. Absence Reporting. When Bilingual/ELL para-educator needs to be absent from a paid workday he/she shall contact the system-wide automated substitute caller at least one and one-half hours before the start of his/her scheduled hours that day.

Section 8. Lunch Break. A Bilingual/ELL para-educator scheduled for more than four hours on a given day shall be scheduled for a thirty- (30-) minute unpaid lunch break. A Bilingual/ELL para-educator scheduled four hours or less on a given day may request to have an unpaid lunch break scheduled.

Section 9. Shift Break. Bilingual/ELL para-educators shall be provided with a fifteen- (15) minute rest period during each shift of at least four hours. The rest period shall be at the middle of the four-hour shift, whenever this is feasible.

Section 10. Temporary Vacancies. The District may fill a temporary vacancy at its discretion or leave the position vacant.

Section 11. Return from Leave. Absent employees shall be returned to their position if the absence does not exceed twelve (12) weeks. If the absence exceeds twelve (12) weeks the employer will place the returning employee in an appropriate position in the classification. If he/she lacks the seniority to hold a Bilingual/ELL para-educator position, then the District shall follow the layoff procedure.

Section 13. Floating Holidays. Bilingual/ELL para-educators will be eligible to receive the floating holiday in Article 15, Section 6 after three years of service as a Bilingual/ELL para-educator in the Troy School District.

ARTICLE 29. Termination, Renewal and Modification

Section 1. This contract shall take effect as of July 1, 2006, and shall remain in force and effect through June 30, 2008. Sixty (60) days prior to the termination thereof as herein provided, either party may initiate negotiations for renewal and modification of a new contract.

IN WITNESS WHEREOF the parties have hereto set their hands and seals this day and year:

Executed at Troy, County of Oakland, State of Michigan, May 15, 2007.

TROY SCHOOL DISTRICT

**TROY EDUCATION SUPPORT
PERSONNEL ASSOCIATION/MEA/NEA**

Board of Education President

TESPA President

Board of Education Secretary

TESPA Vice President

TESPA Salary Schedule 2006-2007
Effective July 1, 2006 - June 30, 2007

OCCUPATIONAL GROUPS	Step 1	Step 2	Step 3	Step 4	Step 5	Long 1	Long 2	Long 3
Custodial								
MS Head Custodian	19.62	20.12	20.54	21.19	21.70	21.98	22.26	22.55
HS Asst. Head Custodian	19.61	20.12	20.54	21.19	21.70	21.98	22.26	22.55
Pool Operator	19.25	19.91	20.35	20.99	21.45	21.73	22.01	22.28
Van Driver	18.84	19.49	19.93	20.53	21.12	21.40	21.67	21.97
Elem Head Custodian	18.76	19.49	19.93	20.53	21.12	21.40	21.69	22.02
Administrative Center Custodian								
Service Center Custodian								
MS Asst. Head Custodian	18.75	19.49	19.93	20.53	21.12	21.40	21.69	22.02
Custodian I	17.89	18.50	19.03	19.61	20.17	20.46	20.74	21.04
Warehouse Worker								
Maintenance								
Foreman	25.29	25.93	26.55	27.04	27.67	27.97	28.28	28.57
Engineer	23.87	24.45	24.97	25.63	26.24	26.49	26.79	27.08
Head Mechanic	24.60	25.17	25.76	26.35	26.90	27.20	27.48	27.76
Skilled Trades (1)	23.48	24.04	24.63	25.22	25.76	26.06	26.35	26.62
Head Grounds	20.92	21.53	21.96	22.63	23.10	23.40	23.68	23.92
Semi-Skilled (2)	19.85	20.42	21.01	21.60	22.18	22.46	22.76	23.04
* Food Service								
Cooking Manager (3) (4)	10.92	11.44	12.01	12.54	13.08	13.34	13.57	13.83
Cook-Baker (3) (4)	10.30	10.56	10.82	11.06	11.32	11.50	11.69	11.89
Cook Helper (3) (4)	9.69	9.97	10.25	10.54	10.83	11.01	11.23	11.40
Transportation								
Bus Driver	17.67	18.23	18.84	19.49	19.65	19.90	20.15	20.39
Bus Monitor	11.85	12.09	12.37	12.60	12.87	13.13	13.36	13.59
Para-Educator								
Para-Educator	12.57	13.34	14.21	14.95	15.13	15.44	15.77	16.10
Campus Security								
HS Camus Aide	11.85	12.09	12.37	12.60	12.87	13.13	13.36	13.59
MS Campus Aide (5)	9.69	9.97	10.25	10.54	10.83	11.01	11.24	11.40
Bilingual/ELL Para-Educator								
Para-educator	11.54	12.42	13.08	13.97	14.86	15.12	15.48	15.80

1. Same duties as semi-skilled but with Journeyman's rating or equivalent
2. Painter, mechanical helpers, general grounds
3. Larson and Boulan Cook Managers with responsibility elementary service and commissary staff (currently at Athens) shall receive \$0.10 over rate
- *4. Individuals hired on or before June 30, 1992 shall receive \$2.86 per hour more than the stated rate for cook manager, \$2.79 per hour more for cook baker and \$2.74 per hour more than cook helper.
5. The salary schedule shown is for middle school campus aides hired after 4/30/99. Middle school campus aides hired on or before 4/30/99 shall follow the salary schedule for high school campus aides.

TESPA Salary Schedule 2007-2008
Effective July 1, 2007 - June 30, 2008

OCCUPATIONAL GROUPS	Step 1	Step 2	Step 3	Step 4	Step 5	Long 1	Long 2	Long 3
Custodial								
MS Head Custodian	19.96	20.47	20.90	21.56	22.08	22.36	22.65	22.94
HS Asst. Head Custodian	19.95	20.47	20.90	21.56	22.08	22.36	22.65	22.94
Pool Operator	19.59	20.26	20.71	21.36	21.83	22.11	22.40	22.67
Van Driver	19.17	19.83	20.28	20.89	21.49	21.77	22.05	22.35
Elem Head Custodian	19.09	19.83	20.28	20.89	21.49	21.77	22.07	22.41
Administrative Center Custodian								
Service Center Custodian								
MS Asst. Head Custodian	19.08	19.83	20.28	20.89	21.49	21.77	22.07	22.41
Custodian I	18.20	18.82	19.36	19.95	20.52	20.82	21.10	21.41
Warehouse Worker								
Maintenance								
Foreman	25.73	26.38	27.01	27.51	28.15	28.46	28.77	29.07
Engineer	24.29	24.88	25.41	26.08	26.70	26.95	27.26	27.55
Head Mechanic	25.03	25.61	26.21	26.81	27.37	27.68	27.96	28.25
Skilled Trades (1)	23.89	24.46	25.06	25.66	26.21	26.52	26.81	27.09
Head Grounds	21.29	21.91	22.34	23.03	23.50	23.81	24.09	24.34
Semi-Skilled (2)	20.20	20.78	21.38	21.98	22.57	22.85	23.16	23.44
* Food Service								
Cooking Manager (3) (4)	11.11	11.64	12.22	12.76	13.31	13.57	13.81	14.07
Cook-Baker (3) (4)	10.48	10.74	11.01	11.25	11.52	11.70	11.89	12.10
Cook Helper (3) (4)	9.86	10.14	10.43	10.72	11.02	11.20	11.43	11.60
Transportation								
Bus Driver	17.98	18.55	19.17	19.83	19.99	20.25	20.50	20.75
Bus Monitor	12.06	12.30	12.59	12.82	13.10	13.36	13.59	13.83
Para-Educator								
Para-Educator	12.79	13.57	14.46	15.21	15.39	15.71	16.05	16.38
Campus Security								
HS Camus Aide	12.06	12.30	12.59	12.82	13.10	13.36	13.59	13.83
MS Campus Aide (5)	9.86	10.14	10.43	10.72	11.02	11.20	11.44	11.60
Bilingual/ELL Para-Educator								
Para-educator	11.74	12.64	13.31	14.21	15.12	15.38	15.75	16.08

1. Same duties as semi-skilled but with Journeyman's rating or equivalent
2. Painter, mechanical helpers, general grounds
3. Larson and Boulton Cook Managers with responsibility elementary service and commissary staff (currently at Athens) shall receive \$0.10 over rate
- *4. Individuals hired on or before June 30, 1992 shall receive \$2.91 per hour more than the stated rate for cook manager, \$2.84 per hour more for cook baker and \$2.79 per hour more than cook helper.
5. The salary schedule shown is for middle school campus aides hired after 4/30/99. Middle school campus aides hired on or before 4/30/99 shall follow the salary schedule for high school campus aides.

**Letter of Agreement
Between the Troy School District
And the Troy Support Personnel Association/MEA/NEA**

Re: Food Services Department Silver Spoon Incentive

The parties agree to the following terms and conditions.

Yvonne Wojdacki was receiving the Silver Spoon inservice incentive since June 30, 1998. The incentive is \$1.25 per pay period. She shall continue to receive that amount in each pay period for as long as she is actively employed in the Food Services Department.

For the District

For the Association

**Maureen E. Kelly
Assistant Superintendent
Human Resources**

**Harry Sahourieh
President
TESPA**

Date: May 9, 2007

**Letter of Agreement
Between the Troy School District
and the Troy Educational Support Personnel
Association/MEA/NEA**

**RE: Vacation Days for Food Service Employees
Hired on or After July 1, 1995**

The parties agree to the following terms and conditions with respect to providing paid vacation time to Food Service employees hired on or after July 1, 1995. This Letter of Agreement is only enforceable if the previous year's audit shows that the Food Service Program has a fund balance of \$100,000.

1. In order to be eligible to receive paid vacation time, the food service employee must have been employed a minimum of one year in the Food Service Department.
2. In order to sell a maximum of two leave days at the employee's current wage rate for vacation pay, an employee must have a minimum of ten days in his/her accumulated leave bank at the end of the school year.
3. In order to sell a maximum of five leave days at the employee's current wage rate for vacation pay, an employee must have a minimum of forty (40) days in his/her accumulated leave bank at the end of the school year.
4. Payment to the employee will be made no later than the last pay of the current fiscal year.
5. This Letter of Agreement shall be applicable for the 2006-2007 school year if a tentative agreement is reached on or before June 1, 2007 and the parties ratify said tentative agreement prior to June 30, 2007. Further, said Letter of Agreement shall expire on June 30, 2008.

FOR THE DISTRICT

FOR THE ASSOCIATION

Maureen E. Kelly
Asst. Supt., Human Resources

Harry Sahourieh
President

Date: May 9, 2007

**Letter of Agreement
Between the Troy School District
and the Troy Educational Support Personnel
Association/MEA/NEA**

Re: Elementary Custodian Hours

The parties agree to the following terms and conditions:

1. The elementary head custodians' hours shall be from 6:30 a.m. to 3:00 p.m.
2. The afternoon custodians' hours in the elementary schools shall be from 3:00 p.m. to 11:30 p.m.

For the District

For the Association

Maureen E. Kelly
Assistant Superintendent
Human Resources

Harry Sahourieh
President

Date: May 9, 2007

**Letter of Agreement
Between the Troy School District
and the Troy Educational Support Personnel
Association/MEA/NEA**

Re: Labor Day Holiday for Food Service/Transportation/Para-Educator/ELL Para-educator/Campus Security Employees

The parties agree to provide employees in the above-captioned occupational groups with holiday pay for the Labor Day holiday providing they report for work and work on the first scheduled work day immediately after the Labor Day holiday or are approved for the use of accumulated leave on that first scheduled work day.

For the District

For the Association

Maureen E. Kelly
Assistant Superintendent
Human Resources

Harry Sahourieh
President

Date: May 9, 2007

**Letter of Agreement
Between the Troy School District
and the Troy Educational Support Personnel
Association/MEA/NEA**

RE: Transportation Drivers Insurance Co-pay Determination

The parties agree to the following terms and conditions to calculate a transportation driver's weekly hours which in turn determines the level of co-pay the District will contribute for the transportation driver to receive the insurance available in Article 18, Section 2.

1. Qualifying Hours.

- A. Qualifying hours must actually be driven at straight time, not overtime. (Example: If a driver is earning double time, the hours are earned at straight time.)
- B. Qualifying hours can be earned while transporting students on days when Troy School District students are in session
- C. Qualifying hours can be earned for field and sports trips when Troy School District students are not in session
- D. Qualifying hours can be earned when drivers are taking students to out-of-district schools.

Hours that do not qualify:

- A. Overtime Hours
- B. Vacation days
- C. Leave days

2. The calculation shall be based on a daily average of days when Troy School District student in session. Drivers who accrue the hours indicated below from July 1 through June 30 shall be eligible for board-paid insurance the following September through August as follows:

A minimum of 1074 hours	100%	Employer-paid insurance
A minimum of 895 hours	75%	Employer-paid insurance
A minimum of 716 hours	50%	Employer-paid insurance

3. If a driver believes he/she has enough hours to be entitled to receive the benefit and wishes to receive the benefit in September, he/she shall complete a Benefit Review Form to notify the Transportation Supervisor prior to June 30th so that a review of his/her hours can be conducted. If the Transportation Supervisor's review results in a different finding, the Transportation Supervisor shall contact the driver and arrange for a meeting to review the driver's hours. This meeting is not subject to pay. The Transportation Supervisor shall provide the Human Resources Department with a summary of the drivers and their benefit determination by July 31st.

4. This Letter of Agreement shall expire on June 30, 2008.

For the District

For the Association

Maureen E. Kelly
Assistant Superintendent, Human
Resources

Harry Sahourieh
President

Dated: May 9, 2007

**TRANSPORTATION DEPARTMENT
BENEFIT REVIEW FORM FOR INSURANCE
CO-PAY DETERMINATION**

Driver Name: _____

School Year Ending June 30, _____

Pursuant to the Letter of Agreement between the Troy Educational Support Personnel Association/MEA/NEA and the Troy School District, I have kept track of the hours I drove during the school year and I believe that I am entitled to receive employer-paid insurance benefits as I am indicating below.

I am applying to receive the benefit level I have checked because my recordkeeping shows that I drove at least:

_____ 1074 hours and I am entitled to receive 100% Employer-paid insurance starting in September

_____ 895 hours and I am entitled to receive 75% Employer-paid insurance starting in September

_____ 716 hours and I am entitled to receive 50% Employer-paid insurance starting in September

I understand that I must submit this form with my signature to the Transportation Supervisor at the end of the Troy School District's school year so that my recordkeeping can be reviewed against the District's records. I also understand that if my records disagree with the District's records, I will be asked to bring my records to a meeting with the Transportation Supervisor or his/her designee and that I will not be paid to attend the meeting.

Employee Signature

Date

Plan A: Self-funded Plan (administered by AmeraPlan or comparable)

Out-of-network benefit payments are based on reasonable and customary fee schedule. The District will provide the Preferred Provider of Michigan (PPOM) Network or a comparable network.

Pre-Certification and Extended Stay Review(taken care of by doctor): Call Ameraplan at 1 800 221-4254. (Ameraplan may be substituted with another third-party administrator)

Prescription Drug Benefits: Express Scripts or comparable Two-Tier Plan GENERIC/BRAND \$10/\$20 with:

\$20 copay for each brand name drug

\$10 copay for each generic drug (including birth control pills)

Mail Order Prescription Drugs: Express Scripts, or comparable

\$10 generic drug; 90-day supply

\$20 brand name drug; 90-day supply

Physician's Office Visits:

\$10 copay inside network; then payable at 100%

20% copay outside network

PLAN A : Self-Funded Plan (administered by AmeraPlan or comparable)

	NETWORK PROVIDERS	NON-NETWORK PROVIDERS
MAXIMUM LIFETIME BENEFIT AMOUNT	\$1,000,000	
DEDUCTIBLE, PER CALENDAR YEAR		
Per Covered Person	N/A	\$100
Per Family Unit	N/A	\$200 or two persons
COINSURANCE	100%	80%
COPAYMENTS		
Physician visits	\$10.00	N/A
MAXIMUM OUT-OF-POCKET AMOUNT, PER CALENDAR YEAR		
Per Family Unit	N/A	\$1,000
The Plan will pay the designated percentage of Covered Charges until out-of-pocket amounts are reached, at which time the Plan will pay 100% of the remainder of Covered Charges for the rest of the Calendar Year unless stated otherwise.		
The following charges do not apply toward the out-of-pocket maximum and are never paid at 100%. <ul style="list-style-type: none"> • Deductible(s) • Cost containment penalties • Copayments • Outpatient mental health charges 		
COVERED SERVICES	NETWORK PROVIDERS	NON-NETWORK PROVIDERS
Hospital Services *		
Room and Board	100% the semiprivate room rate	100% of Reasonable and Customary Charges the semiprivate room rate

Intensive Care Unit	100% Hospital's ICU Charge	100% of Reasonable and Customary Charges Hospital's ICU Charge
Emergency Room (co-pay)	\$25 co-payment (waived if admitted or for accidental injury)	\$25 co-payment (waived if admitted or for accidental injury)
Urgent Care (co-pay)	\$10 co-payment (waived if admitted or for accidental injury)	80% of the approved amount, after deductible
Skilled Nursing Facility	100% the facility's semiprivate room rate within 14 days of a Hospital admission	100% of Reasonable and Customary Charges the facility's semiprivate room rate within 14 days of a Hospital admission
	730 days combined per Calendar Year maximum Renew when patient is out of the Hospital or Facility for 60 days	
Physician Services		
Inpatient visits	100%	100% of Reasonable and Customary Charges
Office visits (Routine office visits are not covered)	100% after \$10.00 copayment per visit	80% of Reasonable and Customary Charges
COVERED SERVICES	NETWORK PROVIDERS	NON-NETWORK PROVIDERS
Surgery	100%	100% of Reasonable and Customary Charges
Allergy testing	100%	80% of Reasonable and Customary Charges after deductible and coinsurance
Allergy serum and injections	100%	80% of Reasonable and Customary Charges after deductible and coinsurance
Home Health Care	100%	100% of Reasonable and Customary Charges
	30 days combined per Calendar Year maximum	
Inpatient Prescription Drugs	100%	80% of Reasonable and Customary Charges after deductible and coinsurance
Outpatient Private Duty Nursing	100%	80% of Reasonable and Customary Charges after deductible and coinsurance
Hospice Care	100%	100% of Reasonable and Customary Charges
	\$5,000 combined inpatient and outpatient Lifetime maximum	
Ambulance Service	100%	80% of Reasonable and Customary Charges after deductible and coinsurance
Jaw Joint/TMJ	100%	80% of Reasonable and Customary Charges after deductible and coinsurance

	\$450 combined per Lifetime maximum	
Occupational Therapy	100%	80% of Reasonable and Customary Charges after deductible and coinsurance
Speech Therapy	100%	80% of Reasonable and Customary Charges after deductible and coinsurance
Physical Therapy	100%	80% of Reasonable and Customary Charges after deductible and coinsurance
Durable Medical Equipment	100%	80% of Reasonable and Customary Charges after deductible and coinsurance
Prosthetics	100%	80% of Reasonable and Customary Charges after deductible and coinsurance
Orthotics	100%	80% of Reasonable and Customary Charges after deductible and coinsurance
Spinal Manipulation Chiropractic	100% after \$10 office visit co-payment, up to 39 visits per calendar year	80% of Reasonable and Customary Charges after deductible and coinsurance
Mental Disorders		
COVERED SERVICES	NETWORK PROVIDERS	NON-NETWORK PROVIDERS
Inpatient	100%	100% of Reasonable and Customary Charges
	45 days combined per Calendar Year maximum	
Outpatient	75%	75% of Reasonable and Customary Charges
	45 days combined per Calendar Year maximum	
Substance Abuse		
Inpatient	100%	100% of Reasonable and Customary Charges
	45 days combined per Calendar Year maximum	
Outpatient	100%	100% of Reasonable and Customary Charges
	35 days combined per Calendar Year maximum 140 visits combined per Lifetime maximum	
Preventive Care		
Routine Well Adult Care (Cancer Screenings, does not include office visits)	100%, not subject to office visit copayment	80% of Reasonable and Customary Charges after deductible and coinsurance
Includes: pap smear, mammogram, prostate screening, gynecological exam, colon and rectum.		
Frequency limits for mammogram Ages 35 – 39. One baseline mammogram Ages 40 – 49 One every two years Ages 50 and over One mammogram per Calendar Year		
Inpatient Routine Well Newborn Care	100% after \$10.00 copayment	80% of Reasonable and Customary Charges after deductible and coinsurance
Routine Well Child Care (Does not include office visits)	100%	80% of Reasonable and Customary Charges

Includes: Immunizations and injections.		
Organ Transplants	100%	80% of Reasonable and Customary Charges
	\$1,000,000 for each type of transplant per Lifetime maximum	
Medical Weight Loss (Only for Morbid Obesity)	100% Plan covers up to \$625	80% of Reasonable and Customary Charges after deductible and coinsurance Plan covers up to \$625
Pregnancy	100%	80% of Reasonable and Customary Charges

* Benefit period is the time a covered person is in a hospital or skilled nursing facility. The benefit period renews each time a covered person has been out of a hospital or skilled nursing facility for a period of 60 days.

2006-2008 TESPA CONTRACT INDEX

A

Absence (17).....20
 Adj. on Unfinished Contract 17.4.....23
 Annual Leave (17.1).....21
 Association Business (17.8F).....24
 Conference/Convention (17.8E).....24
 Contagious Diseases (17.7)23
 Court (17.8A)24
 from Paid Work Day (17.3).....22
 Jury Duty (17.8B).....23
 Miscellaneous (17.8)23
 Religious (17.8C)23
 Return From Leave (10.7).....15
 Worker’s Compensation (17.5)3
 Agreement Changes (4).....5
 Arbitration (6.1 D.4).....7

B

Bargaining/Grievance (5.2)6
 Bids
 Location (11.4).....16
 Form (10.9)15
 Revert, Position (11.6)16
 Return to Previous Occupation Group
 (9.1 E Step 3).....13
 Shift (11.4)16
 Transfers (11).....16
 Borrowing Sick Days (17.2).....22
 Bulletin Boards (20.2)29
 Bumping (9)11
 Layoff (9.1 A-C)11
 Lower Classification (9.1 E Step 2) ...12
 Same Classification (9.1 E Step 1).....12
 Bumping Rights (9.1 D-G)..... 11-13
 Bus Run
 Selection (24.2)34
 Safety Course (24.13C).....36

C

Cafeteria Insurance Option (18.2A)24
 Campus Security (27)40
 Child Care Leave (19.4)28
 Classification,
 Layoff (9.1)11
 Same Classification (9.1 E Step 1).....12
 Lower Classification (9.1 E Step 2) ...12
 Transfers (11)16
 Work in Higher (16.2).....20
 Cleanup Period
 Custodial (22.7).....33
 Maintenance (23.8).....34

Conferences (5.4).....6
 (17.8D)23
 Contagious Diseases (17.7)23
 Contract, Termination, Renewal (29)44
 Modification44
 Custodial (22)32

D

Dental Insurance (18.2C).....25
 Discipline (7)8
 Dismissal (7.1).....8
 Reprimand (7.1).....8
 Suspension (7.1)8
 Transfers (11.8)17
 Discrimination/Coercion (20.1).....28
 Dismissal (7.1).....8
 Disputes (6)6
 Dues (2.1)3

E

Effect of Agreement (4).....5
 Election (8.4 C)10
 Emergencies (23.5).....33
 Extra Trips (12.3)17

F

Floating Holiday (15.6)19
 Food Service Employees (25).....37
 Work Hours (25.1)37

G

General Provisions (20).....28
 Bulletin Boards (20.2)29
 Discrimination/Coercion (20.1).....28
 In-Service
 Campus Security (27.7)41
 Custodial (22.6)32
 Food Service (25.10)38
 Maintenance (23.6).....34
 Para Educators (26.6)40
 Legal Counsel (20.8)30
 Medical Exam (20.10).....30
 Seasonal Employment (20.6).....30
 Uniforms (20.11)31
 Campus Security (27.6)41
 Custodial (22.4)32
 Food Service (25.9)38
 Maintenance (23.4).....33
 Transportation (24.10).....36

Union Activities (20.3).....	29
Union Meetings (20.7)	30
Union Rep Visits (20.4).....	29
Work Rules (20.5).....	29
Grievance Procedures (6.1)	6

H

Health Insurance (18.2 A)	24
Option to Health Insurance (18.2A)	24
Holidays (15).....	19
Floating (15.6).....	19
Hours	
Work (12).....	17
Mechanics’ Duty (23.7).....	34
Mechanics’ Duties (24.13D)	36
(see also “Work, Hours”)	

I

Illness (17.1).....	21
Inclement Weather	
Campus Security (27.5).....	41
Custodial (22.5).....	32
Food Service (25.5).....	37
Maintenance (23.5).....	33
Para-Educators (26.5).....	40
Transportation (24.12).....	36
Increments (16.1).....	20
In-Service	
Campus Security (27.7).....	41
Custodial (22.6).....	32
Food Service (25.10).....	38
Maintenance (23.6).....	34
Para Educators (26.6)	40
Insurance (18).....	24
Contracts (18.3).....	26
Dental (18.2C).....	25
Eligibility (18.1).....	24
Food Service Employees (18.1 B).....	24
Health (18.2A).....	24
Leave of Absence (18.4)	26
Life (18.2B).....	25
Long-Term Disability (18.2E).....	26
Option, Cafeteria (18.2A).....	25
Other Than Food Service (18.1A).....	24
Benefits, Health, Addendum A	54
Benefits Dental, Addendum B.....	58
Benefits Vision, Vision	63
Vision (18.2D).....	24
(and) Worker’s Compensation (18.5).....	26
Involuntary Layoff (9).....	11
Involuntary Transfers (11).....	16

J

Jury Duty (17.8B).....	23
------------------------	----

K

Kindergarten Runs (24.3)	34
--------------------------------	----

L

Layoff (9).....	11
Notice of (9.1 H)	14
Seniority (9.1 E Step 4).....	13
(9.1 E).....	12
(9.1 I).....	14
Leaves of Absence (19).....	27
Application (19.2)	27
Child Care (19.4).....	28
Eligibility (19.1)	27
Family Medical Leave (FMLA)(19.8).....	28
Maternity (19.3).....	27
Medical (19.3)	27
Military (19.6)	28
Personal (19.7).....	28
Seniority (19.1).....	26
Union (19.5)	28
Legal Counsel (20.8)	30
Letters of Agreement	47-52
Life Insurance (18.2B).....	24
Location Preference (11.4)	16
Longevity (16.4).....	20
Long-Term Disability (18.2E)	26
Loss of Seniority (8.3)	9
Lunch Break (13.1).....	17

M

Management Rights & Responsibilities (3).5	
Maintenance Employees (23)	33
Maternity Leave (19.3).....	27
Mechanics’ Duties (23.7)	34
(24.13 D).....	36
Medical Leave (19.3).....	27
Meetings (5.3).....	6
Membership (2.1)	3
Mileage (16.7)	21
Military Leave (19.6).....	28
Minimum Reporting Compensation (12.2).....	17
Miscellaneous Absence (17.8).....	23
Court (17.8 A)	23
Jury Duty (17.8 B).....	23
Religious (17.8 C)	23
Conferences/Conventions (17.8 E).....	23

N

New Position (16.1).....20
 (16.6).....20
Non-Disciplinary Transfers (11)16

O

Occupational

 Groups (11.2)16
 Layoff (9)11
 Returning (9 E Step 3).....13
Officers/Stewards (8.4).....10
 Election (8.4 C).....10
Option, Insurance (18.2A).....24
Overtime (14)18
 Distribution (14.2).....18
 Extra Trip (12.3).....17
 Food Service (25.6).....37
 Holidays (15.5).....19
 Option (14.3)18
 Rate (14.1).....18
 Sunday Work (14.1C).....18
 Transportation (24.5).....35

P

Para-Educators (26)39
 Vacancies (11.3).....16
 Work Week (12.1).....17
Pay Period (16.5).....20
Posting Vacancies (10).....14
Preamble.....3
Probationary Period (8.2)9
 Para-Educators (26.8).....40
Promotions (11.5)16
 (11.6)16
Promotions and Transfers (11)15
Protective Clothing (20.11)31

Q

R

Recall Procedure (9.2)14
Recognition (1).....3
Release Time (5.2)6
Representation (5)5
 (7.1C).....8
Reprimand (7.1).....8
Responsibilities (3).....5

Rest Period (13.2).....17
Rights, Management (3)5
 Representation (5)5
 (6.1 D)7
 (7.1 C).....8

S

Safety (21)31
School Closings (12.1)17
Seasonal Employment (20.6).....30
Seniority (8).....8
 Absence (8.3 C).....9
 (10.7)15
 Accrual (8.5).....10
 Discharge (8.3 B)9
 District-wide (9.1 E Step 4).....13
 Frozen (8.5 B).....11
 Layoff (8.3 D, 8.3 F)9
 Leave (19.1).....26
 List (8.1)8
 Loss (8.3).....9
 Officers/Stewards (8.4).....10
Separability & Savings Clause (20.9).....30
Settlement of Disputes (6)6
Shift
 Preference (11.4)16
 Bids (10.1, 10.3)14
 (10.9)15
 (11.1)16
 Break (13.2).....17
 Differential (16.3).....20
 Layoff (9.1)11
Sick Leave (17).....21
 Accumulated (17.2)22
 Annual (17.1).....21
 Donate (17.2).....22
 Forfeiture (17.4)23
Stewards (5.2).....6
 Seniority (8.4).....10
Subcontract (3.1)5
Summer Recess Vacancies (10.8).....15
Suspension (7.1)8

T

Temporary
 Vacancy (10.6)15
 Pay Rate (16.6)20
Termination, Contract (29)44

Training Inservice	
Campus Security (27.7).....	41
Custodial (22.6).....	32
Food Service (25.10).....	38
Maintenance (23.6).....	34
Para Educators (26.6).....	40
Transfers (11).....	16
Classification (9.1 E Step 1).....	12
(9.1 E Step 2).....	12
Transportation Shifts (24.3).....	34
Trial Period, Working (11.6).....	16
Transportation Employees (24).....	34

U

Uniforms (20.11).....	31
Campus Security (27.6).....	41
Custodial (22.4).....	32
Food Service (25.9).....	38
Maintenance (23.4).....	33
Transportation (24.10).....	36
Union	
Activities (20.3).....	29
Leave (19.5).....	28
Membership/Dues (2.1).....	3
Meetings (20.7).....	30
Representation (1).....	3
(5).....	5
(6.1 D).....	7
(7.1 C).....	8
Security (2).....	3
Visits by Reps (20.4).....	29

V

Vacancies	
Posted (10).....	14
Illness/Accident (10.5).....	15
Para-Educators (11.3).....	16
Temporary (10.6).....	15
Summer (10.8).....	15
Vacations	
Campus Security (27.2).....	40
Custodial (22.2).....	32
Food Service (25.2).....	37
Maintenance (23.2).....	33
Para-Educators (26.2).....	39
Transportation (24.6).....	35
Vision Insurance (18.2D).....	25

W

Wages (16).....	20
Differential (16.3).....	20
Longevity (16.4).....	20
New/Changed Position (16.6).....	21
Out of Classification (16.2).....	20
Pay Period (16.5).....	20
Temporary Rate (16.2).....	20
(16.6).....	21
Schedules.....	45-46
Wing Lake Drivers (24.2).....	34
Work, Hours (12).....	17
Mechanics' Duty (23.7).....	34
(24.13 D).....	36
Rules (20.5).....	29
Schedule (12.1).....	17
Shift (12.1).....	17
Food Service (25.7).....	38
Transportation (24.3).....	34
Week (12.1).....	17
Workers' Compensation (18.2E).....	26
(18.5).....	26
Absence due to (17.5).....	23
Working Trial Period (11.6).....	16

X

Y

Z