

CONTRACT EXTENSION AGREEMENT

for the

LIVONIA BOARD OF EDUCATION

and the

Supervisory Employees' Association

SEALS

July 1, 2006 — June 30, 2008

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ARTICLE XII — LEAVE OF ABSENCE

Section A. Sick Leave

1. *Current contract language*
2. *Current contract language*
3. *Current contract language*
4. *Current contract language*
5. *Current contract language*
6. *Current contract language*
7. *Current contract language*
8. Personal Business
 - a. *Current contract language*
 - b. Employees are permitted two (2) days per year for personal business. If unused, the personal business days shall be added to the individual's sick bank. For 2006-07 and 2007-08 school years, each SEALS employee will receive one (1) additional unrestricted personal day each year. Unused unrestricted personal days will become part of the employee's vacation bank.
 - c. *Current contract language*
 - d. *Current contract language*
 - e. *Current contract language*
9. *Current contract language*
10. *Current contract language*

11. *Current contract language*

Section B. *Current contract language*

Section C. *Current contract language*

Section D. *Current contract language*

Section E. *Current contract language*

1. *Current contract language*

2. *Current contract language*

3. *Current contract language*

4. Employees who have exhausted their accumulated sick days and who have applied for and received an extended unpaid sick leave shall be carried under the insurance plan for up to one (1) year.

5. *Current contract language*

6. *Current contract language*

Section F. *Current contract language*

ARTICLE XIII - INSURANCE

Section A. Insurance Protection

Pursuant to the authority set forth in the Michigan School Laws, the District agrees to contribute for each employee who requests such protection the payment of premiums in the amount hereinafter prescribed. The employee can make the request by completing the proper authorization form.

Employees new to the District, or those who have not been covered by the present carrier, may take advantage of the following plan of health care and life insurance.

INSURANCE PLAN

1. The District shall contribute one hundred percent (100%) toward the payment of monthly premiums for the Blue Cross Blue Shield Community Blue PPO Plan I dated June 2005 to cover all employees. Specifications for the plan will be the same as those currently in effect for the Livonia Education Association except the coverage will not include the Mental Health Rider. Should the District's health, dental or vision packages change during the life of this Agreement, these changes will be negotiated with the SEALS unit.

There will be no deductibles when network providers are used.

Emergency room, urgent care and other physician costs are covered as part of the Blue Cross Blue Shield Community Blue PPO Plan I program when using network providers and including applicable co-pays.

A prescription drug card will be issued for \$5.00 generic and \$20.00 brand name coverage. Members on HAP will also have a change in their drug card from \$2.00 to a \$5.00 card.

2. *Current contract language*
3. *Current contract language*
4. *Current contract language*

Section B. *Current contract language*

Section C. *Current contract language*

Section D. *Current contract language*

Section E. *Current contract language*

Section F. *Current contract language*

ARTICLE XX - REDUCTION IN FORCE AND RECALL

Section A. Reduction

In the event it becomes necessary to reduce the number of employees in the bargaining unit, the following procedures shall apply:

1. A seniority list will be prepared showing the total bargaining unit seniority of all current supervisors in pay classifications 1, 2, 3, and 4 and including the seniority of the supervisor holding the Custodial Supervisor position.
 - a. *Current contract language*
 - b. *Current contract language*
 - c. The position(s) where the vacancies resulting from the reductions made as provided above occur will then be identified. In any position (as listed above) where there are more bargaining unit members than there are positions available, the individual who has the least seniority from the positions listed above shall be identified and declared surplus. The surplus people will then be placed in the lower classification. A supervisor who is declared surplus may bump the least senior supervisor in a lower classification, provided the surplus supervisor has greater seniority than the supervisor being bumped in the lower classification. The least senior supervisor may bump the least senior assistant supervisor if the supervisor has greater seniority. An assistant supervisor who is declared surplus may only bump the least senior assistant supervisor. Every effort will be made to maintain shift preference during the bumping process. See Article XX No. 2. to understand the impact that an employee in a special position may have on the reduction process.

(1) *Current contract language*

(2) *Current contract language*

2. If reductions are necessary in the following job classifications, a seniority list will be prepared showing the total bargaining unit seniority for everyone in these classifications: dispatchers, supervisor of the bus garage, energy managers, maintenance leaders, and environmental control technicians.
 - a. Employees will be laid off according to seniority in their job classification.
 - b. Employees in these job classifications cannot be bumped. If a position, as listed above, is eliminated because of layoff, the laid off member can bump into another classification if he/she held a position in the classification previously and he/she has more SEALS seniority than other employees in the position. If the employee did not previously hold a position in another classification, he/she can apply for vacancies in other classifications and will be given priority consideration.
 - c. *Current contract language*

Section B. Recall

Current contract language

ARTICLE XXIV - RETIREMENT

Section A. *Current contract language*

Section B. *Current contract language*

Section C. Special Pay Plan

Retirement pay (as described above in Section A.), sick day and vacation pay shall be granted upon retirement. As allowed by the IRS, the retirement pay and payoff for unused sick days and vacation days for all retirees who are age 55

and over at the time of retirement will be paid into a tax sheltered annuity under Section 403 (b) of the Internal Revenue Code. The School District will contribute this money within 30 days of the employee's retirement. Retiring employees who are under age 55 will have their retirement pay, unused sick day and vacation day payout paid in a check with applicable deductions. If laws change or the 403 (b) carrier's policy changes and the changes will have a significant impact on the provisions of this paragraph, either party may, at its option, reopen this paragraph for negotiations.

ARTICLE XXVI - PAYROLL

Section A. *Current contract language*

Section B. Pay Periods

1. *Current contract language*
2. The wages or salary shall be paid bi-weekly on such calendar dates as are established by the District. Pending approval from all LPS bargaining units, beginning in the 2007-08 school year, the wages or salary shall be paid on the second and fourth Friday of each month.
3. Beginning in the 2007-08 school year and pending the successful pay cycle conversion of all LPS employee bargaining units, direct deposit options will be offered to SEALS members. The direct deposit options will include all banking institutions and credit unions that are part of the Federal ACH (Automated Clearing House System).

*The parties agree that this pay cycle plan will not be implemented during this agreement and the current practice will be maintained.

Section C. Longevity *Current contract language*

Section D. Mileage *Current contract language*

Appendix A SEALS WAGE SCHEDULE			
	STEP 1	STEP 2	STEP 3
CLASS I			
2006-2007	21.63	22.27	23.37
2007-2008	22.06	22.72	23.84
CLASS II			
2006-2007	20.86	21.46	22.57
2007-2008	21.28	21.89	23.02
CLASS III			
2006-2007	20.23	20.83	21.92
2007-2008	20.63	21.25	22.36
CLASS IV			
2006-2007	19.78	20.39	21.46
2007-2008	20.18	20.80	21.89
GARAGE SUPERVISOR			
2006-2007	28.79	29.57	30.35
2007-2008	29.37	30.16	30.96
MAINTENANCE SUPERVISOR			
2006-2007	25.80	26.33	26.86
2007-2008	26.32	26.86	27.40
CUSTODIAL SUPERVISOR			
2006-2007	27.54	28.04	28.54
2007-2008	28.09	28.60	29.11
DISPATCHER			
2006-2007	19.78	20.39	21.46
2007-2008	20.18	20.80	21.89
ENVIRONMENTAL CONTROL TECHS*			
2006-2007	25.69	26.16	26.72
2007-2008	26.20	26.68	27.25

**Environmental
Control Technical**

Leader Hourly Rate of Env. Control Technician + \$1.00

*This amount includes monies for shift premiums

- SUBJECT TO VERIFICATION -

**SUPERVISORY EMPLOYEES' ASSOCIATION,
LIVONIA PUBLIC SCHOOLS SCHOOL DISTRICT
PROPOSAL**

This one-year extension agreement entered into on July 18, 2006 and ratified by members on July 26, 2006 shall continue until June 30, 2008.

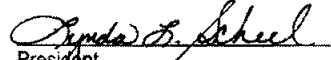
SUPERVISORY EMPLOYEES'
ASSOCIATION, LIVONIA SCHOOLS



President


Secretary

LIVONIA BOARD OF EDUCATION



President


Secretary