

MASTER AGREEMENT

BETWEEN THE

**OWOSSO PUBLIC SCHOOLS
BOARD OF EDUCATION**

AND

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

July 1, 2025

to June 30, 2027

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Nondiscrimination and Equal Employment Opportunity

BOARD POLICY 3115 NON-DISCRIMINATION STATEMENT

The District does not discriminate on the basis of race, color, national origin, ethnicity, religion, sex (including gender identity or expression, sexual orientation, pregnancy, childbirth, or a related condition), age, height, weight, familial status, marital status, military service, veteran status, genetic information, disability, or any other legally protected basis, and prohibits unlawful discrimination, including harassment and retaliation, in any education program or activity that it operates, including in admission and employment. *In addition, arrangements can be made to ensure that the lack of English language proficiency is not a barrier to admission or participation.*

The following compliance officers have been designated to handle inquiries regarding the nondiscrimination policies and grievance procedures; Title IX Coordinator is Rich Collins, Principal, Owosso Middle School, 765 E. North St., Owosso, MI 48867, (989)723-346, collinsr@owosso.k12.mi.us or Title IX Coordinator Dr. Catheryn Dwyer, Assistant Superintendent of Instruction and Curriculum, 645 Alger Owosso, MI 48867 (989) 723-8131, dwyerc@owosso.k12.mi.us. The Section 504 Coordinator is Bridgit Spielman, Bryant Elementary Principal, Bryant Elementary, 925 Hampton St., Owosso, MI 48867 (989) 723-4355 spielman@owosso.k12.mi.us. The designated Civil Rights Coordinator/Employment Compliance Officer is Carrie Yoho, Human Resources Director, District Administration Bldg., 645 Alger St., Owosso, MI 48867 (989) 723-8131.

MASTER AGREEMENT
between the
BOARD OF EDUCATION
of the
OWOSSO PUBLIC SCHOOLS
and the
OWOSSO EDUCATION SUPPORT
PERSONNEL ASSOCIATION MEA/NEA

This Agreement entered into on July 1, 2025 between the Owosso Public Schools (hereinafter referred to as the “Employer”) and the Owosso Education Support Personnel Association MEA/NEA (hereinafter referred to as the “Union”).

PREAMBLE Purpose and Intent

The general purpose of this Agreement is to set forth terms and conditions of employment and to promote orderly and peaceful labor relations for the mutual interest of the Employer, the employee, and the Union.

The parties recognize that the interest of the community and the job security of the employees depend upon the Employer’s success in establishing a proper service to the community.

To these ends, the Employer and the Union encourage to the fullest degree, friendly and cooperative relations between their respective representatives at all levels and among all employees.

ARTICLE 1 Recognition: Employees Covered

Pursuant to and in accordance with all applicable provisions of the Michigan Public Employment Relations Act, as amended, the Employer does hereby recognize the Union as the exclusive representative for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment for the term of this Agreement of all employees of the Employer included in this bargaining unit described below:

All custodians, general maintenance, skilled trade maintenance employees, food service full time and regularly employed part time bus drivers and vehicle maintenance employees, full and regular part time aides, monitors and secretaries; but excluding executive secretaries, substitute bus drivers, emergency drivers, central office (including operations executive secretary) and clerical employees, temporary employees as defined in Article 10, all other employees and supervisors, including transportation supervisors as defined by the commission.

For the purpose of this Agreement, references to male shall include females. The term full time employee shall mean an employee that is regularly scheduled to work eight (8) hours each day for the minimum of forty (40) hours each week.

The term part time employee shall mean an employee that is regularly scheduled to work less than eight (8) hours each day or less than forty (40) hours each week.

ARTICLE 2 Management Rights

It is expressly agreed that all rights which ordinarily vest in and have been exercised by the Employer, except those which are clearly and expressly relinquished herein by the Employer, shall continue to vest exclusively in and be exercised exclusively by the Employer without prior negotiations with the Union either as to the taking of action under such rights or with respect to the consequences of such action during the term of the Agreement. Such rights shall include, by way of illustration and not by way of limitation, the right to:

1. manage and control the school's business, equipment, and operation; and to direct the working forces and affairs of the Employer.
2. assign and direct the work of all of its personnel; determine the hours of work and starting times and scheduling of all of the foregoing; establish, modify, or change any work or business hours or days; and to establish the terms and conditions of employment and its work force.
3. direct the working forces, including the right to hire, promote, suspend, and discharge employees; transfer employees; assign work or extra duties to employees within their respective classifications; determine the size of the work force; subcontract; and to lay off employees
4. determine the type of services, supplies, and equipment necessary to continue its operations; determine the means, methods, schedules, and standards of operation; determine the means, methods, and processes of carrying on the work, including automation thereof or changes therein; and determine the institution of new and/or improved methods of changes therein.
5. adopt reasonable rules and regulations.
6. determine the qualifications of employees, including physical qualifications and conditions; and to determine the policy with respect to drug and alcohol testing of bus drivers.

7. determine the number and location or relocation of its facilities, including the establishment or relocation of new schools, buildings, departments, divisions, or subdivisions thereof and the relocation or closing of offices, departments, divisions, or subdivisions, buildings, or other facilities.
8. determine the placement of operations, production, service, maintenance or distribution of work, and the source of materials and supplies.
9. determine the financial policies, including all accounting procedures and all matters pertaining to public relations.
10. determine the size of the management organization, its functions, authority, amount of supervision, and organization structure.
11. determine the policy affecting the selection, testing, or training of new employees, providing that such selection shall be based upon lawful criteria.
12. determine assignment of buses and where buses are parked, stored, and housed, both during and outside work hours; and to determine all bus routes.

The exercise of the foregoing powers, rights, authority, duties, and responsibilities by the Employer, the adoption of policies, rules, regulations, and practices in the furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this agreement and are in conformance with the Constitution and laws of the State of Michigan, and the Constitution and laws of the United States.

ARTICLE 3 Union Security

A. Save Harmless

The union agrees to indemnify and save harmless the Employer, its agents and each individual school Board member against any and all claims, demands, costs, suits, or other forms of liability, including pay back, attorney fees, and all court or administrative agency costs and unemployment compensation costs that may arise out of, or by reason of, action taken by the Employer for the purpose of complying with this Agreement.

Should the indemnification provision set forth above be declared unenforceable or void by a court of competent jurisdiction, the Union security provisions of this article shall immediately be considered inoperative and severed from this Agreement. If any court of competent jurisdiction or administrative agency holds that this article and/or its concept is (are) invalid, illegal, or unconstitutional, or that it violated any federal or state law, or that it is in conflict with any federal or state law; or if the Legislature enacts a law forbidding such article and/or its concept, or any part thereof, this article shall be null and void.

B. Union Responsibility

The Union shall be responsible for maintaining a due process procedure for non-members to provide non-members an expeditious and impartial hearing regarding any objections. The Union has established the "policy regarding objections to political ideological expenditures" for that purpose. The remedy set forth in said procedure shall be exclusive, and unless and until such procedures (including any administrative or judicial review thereof) shall have been availed of

and exhausted, no dispute, claim, or complaint by such objecting non-member employee concerning the application and interpretation of this article shall be subject to the grievance procedures set forth in this Agreement or any other administrative or judicial procedure. The Union shall provide to all non-members, and to the Board upon request, copies of the Union's policy and procedures.

ARTICLE 4 Union Representation

- A. The employees included in this Agreement shall be represented by six (6) stewards, one steward representing transportation, food service, maintenance/grounds, aides/monitors, secretaries and custodians.
- B. The Employer will be notified of the names of the aforementioned stewards and alternate stewards who will serve only in the absence of the regular steward.
- C. The stewards, including the Unit President, may investigate and present grievances as outlined in Article 7 of this agreement.

ARTICLE 5 Safety Committee

A District-Wide Safety Committee consisting of six Union employees (one from each department: custodial, maintenance/grounds, aides/monitors, transportation, secretaries and food service) and six employees designated by the Employer, shall be created and shall convene at the mutual agreement of the employees identified. One employee designated by the Employer shall act as Chair of the Committee and shall therefore be responsible for posting meeting times and communicating Committee actions.

The committee shall convene to review past accidents and recommend steps to mitigate the risk of future accidents occurring. Additionally, the Committee will review reported instances of very unsanitary, hazardous, or dangerous safety or health conditions in the District. Situations brought to the attention of the Committee Chair that present a situation of immediate and serious danger to students, employees, or community members and guests, shall be cause for a meeting to be called at the discretion of the Chair depending on the conditions presented. All other matters shall be addressed by the Committee at the next scheduled meeting time and should be reported to the Committee through the Committee Chair using the appropriate form.

ARTICLE 6 Suspension and Discharge

- A. After completion of a successful probationary period, no employee may be reprimanded, disciplined, suspended or discharged without just cause, due process, and progressive discipline.
- B. The Employer agrees to provide written notification to the Unit President at the time any employee is to be reprimanded, disciplined, suspended or discharged.
- C. The concept of progressive discipline is to correct poor performance or behavior through the use of progressively more serious disciplinary actions. This does not mean that all steps below must be followed in all situations; the initial disciplinary and any subsequent

disciplinary actions will be consistent with the alleged offense (s). Steps which may be taken include:

1. Verbal warning
2. Written warning
3. Written reprimand
4. Up to 30 days suspension without pay
5. Discharge

- D. The suspended or discharged employee will be allowed to discuss his suspension or discharge with the Unit President, and the Employer will make available an area where he/she may do so before he/she is required to leave the property of the Employer. Upon request, the Employer or his designated representative will discuss the suspension or discharge with the employee and the Unit President.
- E. Should the employee involved and the Unit President consider the suspension or discharge to be improper, a grievance shall be submitted to Step IV of the grievance procedure within five (5) days of the suspension or discharge.
- F. In imposing any suspension or discharge on a current charge, the Employer will not take into account any prior minor infractions, which are unrelated to the nature of the current charge which occurred more than five (5) years previously unless they are part of a continuing pattern of behavior.

ARTICLE 7 Grievance Procedures

- A. A grievance shall be defined as an alleged violation of the express terms and conditions of this Agreement. The following matters shall not be the basis of any grievance filed under the procedure outlined in this article: termination of services of, or failure to re employ any probationary employees; the evaluation of any employees; any matter being processed in another forum.
- B. The term working days as used herein shall mean all days Monday through Friday during the calendar year but excluding holidays specified in Article 19, Section 1.
- C. Procedure
Step 1. A grievant alleging a violation of the express terms of this Agreement shall, within ten (10) working days of its alleged occurrence, discuss the matter with the immediate supervisor and/or the Director of Operations for custodial/maintenance employees, either personally and/or through the steward, in an attempt to resolve the grievance. The grievant or the steward shall declare the discussion a Step 1 hearing to the Director of Operations or the immediate supervisor before the discussion over the alleged violation occurs. A written decision by the Director of Operations or the immediate supervisor must be given within five (5) working days to the grievant and/or the steward, unless further time is needed for investigation.

Step 2. If the matter is not resolved, the steward shall, within five (5) working days after the informal decision is rendered by the supervisor, submit the grievance in written form to an administrator designated by the Superintendent. The written grievance shall be signed by the grievant and should specifically state: what happened; when it happened; what specific part(s) of the contract is alleged to have been violated; and what specific remedy is required.

Step 3. Within ten (10) working days following the submission of the grievance from Step 2, a meeting with the Unit President, steward, grievant, and the Superintendent or the designated agent will be held to discuss the grievance. The Unit President may meet with the grievant at a place designated by the Employer, on the Employer's property, for a period of one (1) hour immediately preceding the meeting with the Superintendent or the designated agent. The superintendent or the designated agent shall render a decision in writing within fifteen (15) working days following the meeting with the Unit President, transmitting a copy of same to the Unit President, the aggrieved employee, and filing a permanent copy in the records in his office.

Step 4. If satisfactory settlement is not obtained at Step 3, the aggrieved employee and the Unit President shall, within ten (10) working days after the employer's Step 3 answer is due from the Superintendent or the designated agent, notify the Superintendent or the designated agent that the matter is to be submitted to conference. At the time of notification, the Superintendent or the designated agent and an authorized representative of the Union shall agree upon the time and place for holding the aforesaid conference, which shall be scheduled within ten (10) days from notice. A conference shall consist of not more than three (3) representatives of the Union's choosing and not more than three (3) representatives of the Employer. The subject matter of the conference shall be limited to the written grievance under consideration and the object of the conference shall be an orderly resolution of the grievance. Any agreement reached in this conference shall be put in writing by the Employer and sent out to all participants.

Step 5. In the event that the parties are unable to settle the grievance through the procedures outlined in Steps 1 through 4 above, the Union shall, within thirty (30) working days of the date of the Employer's answer in Step 4 above, refer the matter for determination by an impartial arbitrator by filing a Demand for Arbitration with the American Arbitration Association. The arbitrator shall be selected in accordance with the rules of the American Arbitration Association. The fees and approved expenses of the arbitrator will be paid by the Union and the Employer equally. The Union and the Employer shall pay their own costs of representation, witnesses, transcripts, etc. The arbitrator shall have no power to add to or subtract from or modify any of the terms of this Agreement; nor shall he/she substitute his discretion for that of the Employer; nor shall he/she exercise any responsibility or function of the Employer, such as matters including the tenets of the School Code and the obligations of the public monies controlled by the Employer. Unless the arbitrator has engaged in misconduct or exceeded the scope of his jurisdiction and authority as established by this Agreement, the arbitrator's determination shall be final and binding upon the Employer, the Union, and the employee or employees involved.

- D. Failure to institute a grievance or appeal a decision to the next step at any level within the time limit set forth herein shall be deemed a withdrawal of the grievance, and all further processing of the grievance shall be barred.

Final resolution of any grievance will require the signature of both parties on the last disposition issued by the Employer confirming the Union's agreement with the decision.

- E. Time limits may extend if mutually agreed by both parties in writing.
- F. Should an employee be satisfied with the decision at any level or leave the employ of the Board while the grievance remains unsettled, all further proceedings thereon shall be barred. Claims for back wages shall not be valid for a period of more than thirty (30) calendar days prior to the date the grievance was first filed in writing. This would not prohibit another employee from filing a grievance regarding the same issue in the event an alleged violation should occur.

ARTICLE 8 No Strike Clause

In keeping with the high standards of the relationship which has existed in the past without interruption of the school program, the Employer and the Union subscribe to the principle that differences shall be resolved by appropriate and peaceful means.

Accordingly, the Union agrees that during the term of this Agreement it will not direct, instigate, participate in, encourage, or support any strike against the Employer by any employee or groups of employees.

ARTICLE 9 Seniority Defined

- A. For the purposes of this agreement there shall be two types seniority: district seniority and district seniority within a classification.

District seniority shall be defined as an employee's length of continuous employment with the Employer, computed from his/her most recent date of hire within the bargaining unit as a regular full-time or regular part-time employee since which he/she has not quit, been discharged, or otherwise lost his/her seniority. No time shall be deducted from an employee's seniority due to absences occasioned by authorized paid leaves of absence, vacations, sick or workers' compensation leaves, periods when school is not in session, or other periods of absence for which the employee received compensation. District seniority within a classification shall be defined as an employee's length of continuous employment with the employer and is used in determining layoff and recall within classifications as laid out in Article 15. The Owosso High School Lead Custodian and Custodian III shall have the same classification considerations. Therefore, if the Owosso High School Lead Custodian position is eliminated, the employee shall return to their former position of Custodian III. No time shall be deducted from an employee's seniority due to absences occasioned by authorized paid leaves of absence, vacations, sick or workers' compensation leaves, periods when school is not in session, or other periods of absence for which the employee received compensation.

- B. A temporary employee's or substitute employee's seniority will begin upon the date that such employee becomes a regular full-time or regular part-time employee
- C. There shall be no seniority among probationary employees. Effective July 1, 2006 Employees shall be considered probationary employees for one calendar year from the date of hire following their full or part time employment in the bargaining unit. Probationary employees shall be terminable at the will of the Employer based on the evaluation of the employee, the evaluation of the program or financial conditions. If the employee is absent the employee shall make up any days absent to work the requisite days of probationary service. Following successful completion of their probationary period, employees will be placed on the unit-wide seniority list.
- D. Seniority shall not be affected by the age, race, sex, creed, or marital status. If more than one employee has the same seniority date, employees shall be listed based upon the last four digits of the social security number, highest to lowest.
- E. The Employer will provide the Unit President with an up-to-date seniority list at the beginning of each school year by October 1, and at the middle of each school year if requested by the Unit President. The Union shall file any objections to the seniority list within twenty (20) days of delivery to the Union, thereafter; the list shall be final and conclusive.
- F. For the purposes of this agreement, classifications shall be defined as:
 - 1. Transportation (Bus Drivers)
 - 2. Custodial
 - 3. Custodial III
 - 4. Maintenance/Grounds/Skilled Trade (Bus Mechanic)
 - 5. Copy Specialist/Courier
 - 6. Secretarial
 - 7. Food Service
 - 8. Paraprofessionals
 - 9. Monitors
 - 10. Mechanic Assistant/Fuel Technician

ARTICLE 10 Temporary Employees

Persons employed in the same assignment to specifically handle seasonal needs, special projects or other employment demands of a particular temporary situation are defined as Temporary Employees. In no case will the specific employment of these temporary employees exceed ninety (90) consecutive days in the same assignment, nor will the number of employed exceed the immediate demands of a definitive need except upon mutual agreement between the Employer and the Union.

The Employer may employ students enrolled in the Owosso Public Schools as part of the Co-Operative Education Program to work with bargaining unit employees.
This Article shall not apply to secretaries, and aides.

ARTICLE 11 Loss of Seniority

- A. By way of illustration, and not by way of limitation, employees shall lose their seniority when:
1. they quit;
 2. they are discharged and the discharge is not reversed;
 3. they fail to return to work when recalled from layoff pursuant to those conditions set forth in the layoff and recall provisions of this Agreement;
 4. they fail to comply with the terms and conditions established by this Agreement for the usage of sick leave and requirements for returning to work;
 5. they fail to comply with the terms, conditions, and requirements established for an authorized leave of absence;
 6. they are laid off for a period in excess of one (1) calendar year.

ARTICLE 12 Working Hours

- A. It is expressly understood that the Employer reserves the right to establish and change shifts and working hours. The Board may also reduce work hours of some or all employees rather than reduce the number of employees. Employee may request schedule modifications for education advancement. Such requests shall be subject to approval by both the Union President and Superintendent, ensuring no impact on the district's operations.
- B. When school is not in session, unless a specific facility is being utilized during hours other than the first shift, all custodial/maintenance employees shall normally be assigned and work on the first shift Monday through Friday (7:00 a.m. to 3:30 p.m.). In the event the District determines the need to have employees work something other than the first shift, the Employer may require the needed number of least senior employees, with the qualifications in the school building, to work hours other than on the first shift.
- C. The hours of maintenance employees during normal periods of time when school is not in session shall be from 7:00 a.m. to 3:30 p.m. with one half (1/2) hour unpaid lunch period. During normal periods that school is in session, the maintenance and custodial, skilled trades employees work hours shall be the following, including one half (1/2) hour unpaid lunch period.
1. First Shift: 7:00 a.m. to 3:30 p.m.
 2. Second Shift: Working hours generally will end no later than midnight (12:00 a.m.)

During periods of inclement weather when extra time is required, maintenance and custodial employees may voluntarily choose not to work their entire regular shift, when approved by their supervisor. Such regular shift hours not worked will not be paid.

- D. All employees are expected to be at their regularly assigned building at their scheduled starting time. The Employer may change the regular starting time of daytime and/or evening custodians, skilled trades or maintenance personnel by scheduling their arrival up to two (2) hours earlier or up to two (2) hours later than ordinary for the purpose of providing appropriate coverage for any public election or other reasons as deemed necessary.
- E. Any reference to a work “day” shall be defined as an employee’s regular default hours. The regular full workday shall consist of at least eight (8) hours per day. Unless otherwise provided, the workweek will be Monday through Friday.
- F. Full time employees may take one (1) fifteen (15) minute break in the first half and the second half of their regular shift. Where practicable, breaks will be scheduled midway in each half shift. Breaks will be taken at the respective job location. All lunch periods will be unpaid.
- G. Changes or anticipated changes in established shifts and working hours for more than five working days shall be a proper subject for a special conference upon request of the Employer and/or the Union.
- H. Employees will be paid for approved hours worked, as shown on the biweekly time record in accordance with the appropriate hourly rate scale.
- I. Support staff will receive their paychecks every other Friday or the day before a recessed break is scheduled to take place. If such a recessed break interferes with the regular pay schedule, the paycheck will be dated and received and negotiable on the date issued. For pay periods scheduled during winter and spring breaks, the paycheck will be issued and negotiable in the normally scheduled pay day. When school is closed because of inclement weather, employees may report to the administration building for the purpose of picking up their paycheck.
- J. Employees are not allowed to perform non-bargaining unit work while on district time, without prior approval by their administrator, and without impacting the students’ educational servicing or district operations.

ARTICLE 13 Job Vacancies

- A. Job vacancies the Board or its designee has determined to fill shall be posted within ten (10) work days of the vacancy and filled on the basis of the most qualified applicant as determined by the Employer. Current employees shall be given first consideration before outside applicants. Job vacancies shall be posted for a period of five (5) work days on the Union bulletin board in each building and/or on the Owosso Public Schools web site.
- B. Job vacancy postings shall include the building where the vacancy exists and the job qualifications. The job description for the position will be available from the Human Resources Department. Job awards shall be made and posted not more than ten (10) workdays after the posting period. The most senior qualified applicant who meets all of the job requirements, including the essential duties and responsibilities, shall be granted a thirty (30) workday trial period to demonstrate his/her ability to perform the duties. However, the trial period for secretarial and aides will be granted to the conclusion of the existing school year or until it has

been determined that the applicant is not qualified or is unsatisfactory in the new position, he/she shall be returned to his/her former position. When the trial period for secretarial and aides will exceed thirty (30) workdays to the conclusion of the existing school year, he/she shall receive periodic evaluations of his/her job performance to assess his/her ability to perform the essential duties and responsibilities of the position. The first evaluation may be conducted after the conclusion of 30 workdays and periodic evaluations may take place until the conclusion of his/her trial period. During the trial period, the employee's previous position may be filled by a substitute employee. The employer may assign twenty (20) additional workdays to the trial period for written reasons to the employee with a copy to the Unit President. If during the trial period it is determined that the applicant is not qualified or is unsatisfactory in the new position, he/she shall be returned to his former position. Written notice and reasons for the return of the employee to his former position shall be submitted to the Union and the Employer by the Employer. The matter shall not be subject to the grievance procedure.

- C. During the trial period, the employee shall receive the rate of pay for the job he/she is performing at the greater of their current hourly rate or the first step of the pay scale for such job and shall have the opportunity to return to his former position if he/she so desires. In no event shall the employee receive an hourly wage greater than the top step for the job he/she is performing. During the trial period, the employer may fill the vacated position at its discretion with a substitute or temporary transfer. At the conclusion of a successful trial period, the employee shall be placed on the step of the pay scale commensurate with the years of experience for such job he/she is performing as an employee of the District. Previous years of experience outside of the employment of the District shall not be considered.
- D. A vacancy created through a transfer of an employee, in compliance with the above provisions, shall be deemed temporary in nature and shall be filled at the discretion of the Employer.
- E. An employee shall remain in position at least three (3) months before becoming eligible to apply for a transfer except by mutual consent of the Employer and Union. However, this shall not preclude eligibility to apply for a promotion.
- F. Any qualified employee may apply for vacant positions. However, employees will not have a contractual right to the vacant position and any such denial to a position shall not be proper subject of the grievance procedure. The starting and ending times listed in the posted position may be altered in consultation with the union and administration after the position has been awarded.
- G. The employer shall transmit a copy of all persons bidding on bargaining unit vacancies to the Unit President.

ARTICLE 14 Transfers

- A. If any bargaining unit employee transfers to a position within the District but not included in the bargaining unit and thereafter transfers back to a position within the bargaining unit, the employee's seniority shall be frozen while working in the position not included in the bargaining unit.
- B. Employees required by directive for assignment to a higher rate job for twenty (20) hours or more during a one (1) work week period (Sunday - Saturday) shall receive the higher rate of pay for all hours worked in that job.
- C. Employees may change work assignments within that classification, upon approval of the Union and the Employer. This shall not apply to vacancies outlined in Article 13, Job Vacancies.
- D. Temporary Transfers

Whenever it is known that a position will be temporarily vacant for more than sixty (60) workdays, temporary transfers may be granted on the basis of seniority and in the building provided that the more senior employee has the ability to perform the duties required of the position on that shift. However, the Board or its designee reserves the right to deny a temporary transfer request for documented good reasons to the Unit President and employee.

 - 1. Temporary vacancies shall not be subject to the posting requirements in Article 13, Job Vacancies and, shall be filled at the discretion of the Employer. By way of illustration, temporary vacancies are vacancies created through illness, leave of absence, vacation, and personal leaves.
- E. This Article does not apply to temporary employees. See Article 10.

ARTICLE 15 Layoff and Recall

It is within the sole discretion of the Employer to eliminate positions and/or reduce the work force. Layoff and recall will be as follows:

- A. Layoff Procedure
 - 1. In the event of a layoff or reduction in a classification, all non-seniority employees within a classification will be laid off first provided a more senior employee is qualified and capable to perform the remaining duties.
 - 2. If further reduction of personnel is necessary, then those with the least district seniority within the classification to be reduced are to be laid off first provided an employee with more district seniority within the classification is qualified and capable to perform the duties of the remaining positions.
 - 3. The more senior employee must be qualified in all respects to perform the duties of the less senior or lower-rated employee being laid off. Where the senior employee lacks the qualifications and/or ability to fill the remaining position, the more senior employee shall be laid off and the less senior employee continue in employment.

4. An employee subject to layoff may bump pursuant to these provisions shall have the right to displace employees within their classification provided:
 - a. the Employee exercising bumping rights has more district seniority than all others in that classification; and
 - b. the hours of the new position is equal to or lower number of hours and pay previously worked, and
 - c. he/she must possess the necessary qualifications and ability to perform the work of the employee he/she is displacing; and
5. Employees laid off for an indefinite period of time will be provided at least ten (10) working days' notice of layoff. The local union President shall receive a list from the Employer of the employees being laid off on the same date the notices of layoff are issued to the employees.
6. While laid off Employees shall not receive wages, insurance, and other benefits per this Agreement.
7. A part-year employee who receives unemployment compensation benefits in the summer, and who is recalled before September 20 of that year, shall have his/her compensation adjusted by an amount equal to the unemployment compensation received minus any payments made by the employee to cover insurance costs for that time on unemployment.

B. Recall Procedure

1. Recall of employees will be in the inverse order of layoff within their classification and based on full or part-time status, i.e., laid off full-time and part-time employees with the greatest District seniority working within the classification shall be recalled first provided the recalled employee is qualified for the position, followed by the next most senior qualified full-time or part-time employee, etc. If a senior employee lacks the qualifications and ability to fill the available position, he/she shall be by passed and a lower seniority employee with the qualifications and ability shall be offered the position.
2. No new employee shall be hired in a classification while employees who have recall rights are laid off in that classification unless there are no laid off employees with the necessary qualifications and ability to perform the duties of the vacant position. If all laid off employees within the classifications have been recalled, then the employee with the most district wide seniority and the requisite degree of ability and qualifications shall be given the opportunity to apply for the open position prior to filling it from outside the bargaining unit.

3. Notice of recall shall be sent to the employee at his/her last known address by certified mail, return receipt requested. The recall notice shall state the time and date on which the employee is to report back to work. The employee shall keep the Employer notified as to his/her current mailing address. The employee shall notify the Employer of his/her intent to return on the date specified in the notice within seventy-two (72) hours of receiving the notice. If an employee fails to report to work within ten (10) days of the date of mailing of Notice of Recall or fails to notify the Employer of his/her intent to return within seventy-two (72) hours of receipt of the notice, he/she shall be considered a quit. In proper cases, exceptions may be made. The Employer may fill the position on a temporary basis until the recalled employee can report for work.
4. Bargaining unit employee on layoff shall accrue seniority up to a maximum period of one (1) year during the period of such layoff. However, upon recall, all paid leave days, including vacation days for the current year, will be prorated based upon the time worked during the fiscal year.
5. Acceptance or refusal of recall to a position lower in pay and/or benefits, than the position which the employee was laid off shall not affect his/her right to recall to an equivalent position for the period of recall.

ARTICLE 16 Leave of Absence

If an employee does not work their regularly scheduled shift in full and the absence exceeds fifteen (15) minutes, the employee must enter the absence into the District's designated time tracking/absence system.

All such absences must be approved by the immediate administrator and accompanied by appropriate time-off documentation.

Employees must use all available paid leave accruals (sick, personal, or vacation) before unpaid leave is allowed. Unpaid time will not be permitted unless all accruals are exhausted and permission is granted by the Superintendent or their designee.

1. Eligibility

a. For purposes of sick leave eligibility and accrual, employees working in more than one position or assignment within the District may combine the total number of hours worked across all assignments.

b. Eligibility thresholds (e.g., four (4) hours per day or 30 hours for accrual purposes) shall be based on the combined total hours.

2. Sick Time Allocation

a. Full-Time Employees

Employees scheduled to work at least 40 hours per week for the full school year shall be granted ninety-six (96) hours of sick leave, front-loaded at the beginning of each benefit year (July 1 – June 30).

b. Part-Time Employees (Regularly working 4+ hours/day)

Employees working fewer than 40 hours per week but regularly scheduled for at least four (4) hours per day shall receive a front-load of sick leave at the beginning of each benefit year, based on their default schedule multiplied by 10. (7 hours x 10 = 70 hours)

c. Part-Time Employees (Regularly working fewer than 4 hours/day)

Employees regularly scheduled to work fewer than four (4) hours per day shall receive a front-load of Earned Sick Time at the beginning of each benefit year, based on their default schedule.

d. The front-loaded amount shall be calculated based on an accrual rate of one (1) hour for every thirty (30) default hours worked, rounded up to the nearest whole hour.

e. New Hires

Newly hired employees shall either receive a prorated front-load based on expected work hours and start date.

3. Usage of Sick Leave

a. Sick leave may be used in increments of at least fifteen (15) minutes, or as otherwise applicable under district policy.

b. Sick leave is not an entitlement and is to be used for personal illness or emergency purposes. Employees are encouraged to schedule doctor appointments outside of working hours.

c. The first seventy-two (72) hours of paid sick leave each benefit year may be used for ESTA-covered purposes and are subject to the Act's conditions, so long as ESTA is in effect.

d. Employees must provide a physician's statement or other appropriate documentation for appointments to be considered excused. The Board may also request a physician's statement and other appropriate documentation for verification of absences where sick leave abuse is suspected.

e. Employees may use up to five (5) sick leave absences per year (July 1 – June 30) without question. Beyond the fifth absence, a doctor's note is required for each additional absence or supervisor permission must be obtained. FMLA and approved medical leave are considered excused absences.

4. Advance Notice Requirement

a. When the use of Earned Sick Time is foreseeable, employees must provide advance notice as early as possible to their immediate supervisor. Each employee will be provided a designated telephone number to call in the event of illness or the need to call off work.

b. When the need is unforeseeable, the employee must notify their supervisor or designee no less than one (1) hour before their scheduled start time, unless emergency circumstances prevent it.

c. Failure to provide any notice shall be considered a no call/no show and may result in immediate termination unless an emergency clearly prevented the employee from making contact.

d. Emergency situations will be reviewed on a case-by-case basis by the District.

5. Progressive Discipline for Unexcused Sick Leave Absences

a. A progressive discipline system will be used for unexcused sick leave absences.

b. An "unexcused sick leave absence" is a sick day not supported by proper notice, documentation, or justification, as determined by the District.

c. Once five (5) unexcused absences are reached, the following point system and consequences apply:

Absence	Action	Points	Consequence
After 5th	Verbal Warning	1	Verbal Warning
After 6th	Written Notification	2	Written Warning
After 7th	Written Reprimand	3	Written Reprimand
After 8th	Suspension	4	1 unpaid day
After 9th	Suspension	5	2 unpaid days
After 10th	Suspension	6	3 unpaid days

e. Accumulating fifteen (15) total points in one benefit year may result in termination, subject to review by Human Resources and due process provisions.

f. Sick leave is not applicable during vacations or holidays.

g. All sick leave benefits cease upon termination of employment.

6. Incentive

a. Upon retirement through MPSERS, employees with at least fifteen (15) years of district service will receive \$20 per day of accumulated sick leave, up to a maximum of 100 days.

7. Carryover and Cap

- a. Unused sick leave will carry over each June 30.
- b. Sick leave accumulation is capped at 120 days (960 hours).

8. Adjustment/Claw back for Front-Loaded Time

If a front-loaded employee terminates before the end of the benefit year (July 1-June 30) and has used more time than would have accrued, the District may recover the excess via payroll deduction or reimbursement in accordance with law.

9. Recordkeeping and Availability

- a. The District will maintain records of sick leave granted, used, and carried over.
- b. Balances will be made available upon request and accessible through the EmployeeWeb Payroll system.

B. Personal leave days

- 1. Full time and part time employees working in one position and/or assignment four (4) or more hours per day or twenty (20) or more hours per week will be granted two (2) normal working days of paid personal leave days. Hours are not to be combined in more than one position and/or assignment for the purpose of being eligible for personal leave. Personal leave days during the first year will be prorated through June 30th. Personal leave days will be granted July 1st of each year thereafter.

Two (2) normal working days of paid, personal leave days when approved by the Superintendent of Schools or his/her designee, will be granted to transact business that cannot be transacted at another time outside of their work hours and provided that it requires the presence of the employee. The employee may be required to substantiate that the business is necessary and that it cannot be transacted outside the employee's working hours. Personal leave days taken for appointments or business dealing may be used in increments of at least fifteen (15) minutes.

An employee requesting a personal leave day shall file a notice of his/her intent to take such day with the appropriate supervisor at least three (3) days prior to the date of such leave unless impossible to do so or in case of emergency. Such notice shall include a statement of the general nature of such request.

- 2. Personal leave days will not be used for:
 - a. first or last week of each semester and the day before or the day following a holiday or vacation;
 - b. other employment

3. Personal leave days will be based upon the actual normal workday of each employee as assigned. A normal workday is defined as the usual number of hours worked per day.
 4. At the discretion of the Superintendent, personal leave days may be cancelled if the number of requests for any one (1) day jeopardize the orderly conduct of the building(s) and or/ transportation operations.
 5. Both unused personal leave days will be added to the succeeding year's sick leave.
- C. **Bereavement Leave**
Five (5) paid leave days per year, may be used in the event of a death of father, mother, step-parent, spouse, father-in-law/mother-in-law, child/step-child, brother/sister, grandparent, grandchild or dependent of the immediate household. Non paid days may be granted by the Superintendent, if requested by the employee.
- D. **Leaves for Union Business**
Union business days shall be set at nine (9) total paid days per year. Any additional days will be non-paid and worked out between the union and administration. No more than six (6) members of the Union selected to attend a state or national convention and conferences shall be allowed time off. Leave to attend such conventions and conferences shall be without pay. The Union Chapter Chairperson shall transmit written authorization to the Board through the appropriate supervisor not less than two (2) weeks prior to the expected date of leave as the precondition which must be met to establish entitlement for the leave. The Union shall reimburse the employer for retirement cost for Union leave days.
- E. **Non-Paid Leave**
1. An unpaid leave due to personal illness or serious health condition that extends beyond ten (10) days or after the exhaustion of paid leave, whichever is greater, may be granted up to a maximum of one (1) year. Such an unpaid leave must be granted by the Board or the Board's designee and accompanied by a physician's statement certifying the inability of the employee to perform his/her normal work assignment.
 2. Military leaves of absence shall be granted without pay or paid fringe benefits to any employee who shall be inducted or shall enlist for military duty to any branch of the Armed Forces of the United States if required by law.
 3. A seniority employee elected to public office may upon a written request receive a temporary leave of absence, without pay or fringe benefits, for a minimum period of sixty (60) days and a maximum period of one (1) year, renewable at the discretion of the Board. Upon expiration of such leave, employees shall be re-employed with accumulated seniority provided they meet all employment requirements.
 4. An unpaid leave for personal recreation or family commitments may be granted at the discretion of the District.

5. Employees, while on leaves as provided by this article, shall accumulate seniority and shall be entitled to return to their previous job and position, provided said return occurs within a six (6) month period of time from the commencement of the leave and the position is vacant. Extension of the non-paid leave may be granted at the sole discretion of the Board of Education up to a maximum period of one (1) year. Employees returning after a period of six (6) months shall be entitled to return to their previous classification and grade, however, not necessarily to their previous job and position.

F. Family and Medical Leave Act (TO REFLECT THE LAW)

Pursuant to the Family and Medical Leave Act of 1993, an employee who has been employed at least twelve (12) months and worked at least 1,250 hours during the prior twelve (12) month period is entitled to twelve work weeks of leave during any twelve (12) month period without pay but with group health insurance coverage maintained for one or more of the following reasons as defined by the Family and Medical Leave Act of 1993, as amended (FMLA):

1. due to the birth of the employee's child in order to care for the child;
2. due to the placement of a child with the employee for adoption or foster care;
3. to care for the employee's spouse, child, or parent who has a serious health condition; or
4. due to a serious health condition that renders the employee incapable of performing the functions of his or her job.
5. Because of "any qualifying exigency" (as defined by the Secretary of Labor) arising out of the fact that the spouse, son, daughter, or parent of the employee is on active duty, or has been notified of an impending call to active duty status, in support of a contingency operation.
6. In order to care for the spouse, son, daughter, parent, or next of kin of a covered service member who is recovering from a serious illness or injury sustained in the line of duty on active duty is entitled to up to 26 weeks of leave in a single 12-month period.

The 12-month period is defined as the 12-month period measured forward from the date the staff member's first FMLA leave begins (i.e., the "leave year" is specified to each individual staff member),

A "serious health condition" is defined by the law as an illness, injury, impairment, or physical or mental condition that involves (1) inpatient care in a hospital, hospice, or residential medical care facility; or (2) continuing treatment by a health care provider. Other conditions of the Family and Medical Leave Act shall apply to leaves in this section.

ARTICLE 17 Union Bulletin Boards

- A. The Employer will provide bulletin boards in each building which may be used by the Union for posting:
 - 1. notices of recreational and social events
 - 2. notice of election;
 - 3. notice of results of elections;
 - 4. notice of meeting.
- B. Other types of Union notices must be forwarded to the Employer for approval prior to posting.

ARTICLE 18 Jury Duty

An employee may be absent when called for jury duty or for a court appearance in which the employee subpoenaed as a witness in any case connected with the employee's employment or the school. The Board agrees to pay the difference between the employee's per diem rate and the remuneration received because of such appearance except when subpoenaed by the Union in any action against the school district.

ARTICLE 19 Holidays

- A. All permanent custodial/maintenance and secretarial employees working fifty-two (52) weeks each year will be granted the following holiday periods when they occur during the employee's scheduled work period:
 - 1. Independence Day
 - 2. Labor Day
 - 3. (when school is not in session) Wednesday prior to Thanksgiving not to exceed employee's regular default hours.
 - 4. Thanksgiving Day
 - 5. Friday following Thanksgiving
 - 6. Half a day (when school is not in session) the day preceding Winter Recess break not to exceed employee's regular default hours.
 - 7. Day preceding Christmas
 - 8. Christmas Day
 - 9. Day preceding New Year's Day
 - 10. New Year's Day

11. President's Day
12. Friday prior to Spring Break when school is not in session
13. (when school is not in session) Good Friday not to exceed employee's regular default hours.
14. Memorial Day

When a holiday falls on Saturday, eligible employees shall receive holiday pay provided they have worked the last preceding scheduled workday within the week in which that holiday falls. When any of the above enumerated holidays fall on Sunday and the day following is observed as the holiday by the state or federal government, the day of observance shall be considered as the holiday under the provisions of this holiday pay section.

- B. Employees working less than fifty-two (52) weeks each year will be paid for the following holidays when they occur during the employee's scheduled work period.
1. Labor Day
 2. (when school is not in session) not to exceed employee's regular default hours the Wednesday prior to Thanksgiving
 3. Thanksgiving Day
 4. Day after Thanksgiving
 5. Christmas Day
 6. New Year's Day
 7. (when school is not in session) Good Friday not to exceed employee's regular default hours.
 8. Memorial Day
- C. A paid holiday will be based on the actual normal workday of each employee as assigned. A normal day is equal to the number of hours worked per day.
- D. To be eligible for holiday pay, the employee must have worked the last scheduled workday prior to the holiday and the first scheduled workday following the holiday. Illness on either the last scheduled workday or the first scheduled workday following the holiday shall not abrogate an employee's entitlement to holiday pay; provided, that such employee who is absent on either or both such days presents the Employer, immediately upon his return to duty, with a doctor's certificate, verifying such illness for the period in question. The lack of a physician's statement may subject the employee to disciplinary action.

- E. By way of illustration and not by way of limitation, employees shall not receive holiday pay for holidays which occur during a period in which such employee is on layoff, or on an unpaid leave of absence.

ARTICLE 20 Vacations

- A. Employees working eight (8) hours a day, fifty-two (52) weeks each year shall receive the following paid vacation days:
1. Completion of first six months of full time, full year employment, five (5) days.
 2. On the July 1st, following the six-month date of hire, vacation will be granted one day for each full month worked between the six (6) month anniversary date of hire as full time, full year employee and June 30th, up to a maximum of ten (10) days in a calendar year (July 1 - June 30).

For Example:

If employee is hired October 15, 2005

April 15, 2006 (six months from date of hire) - Employee is granted five days of vacation.

July 1, 2006 – Employee is granted 2 days of vacation.

July 1, 2007 – Employee is granted ten (10) days of vacation.

If employee is hired February 28, 2005

August 28, 2005 (six months from date of hire) - Employee is granted five days of vacation.

July 1, 2006 – Employee is granted 8 days of vacation.

July 1, 2007 – Employee is granted 10 days of vacation.

If employee is hired May 5, 2005

November 5, 2005 (six months from date of hire) - Employee is granted five days of vacation.

July 1, 2006 – Employee is granted 6 days of vacation.

July 1, 2007 – Employee is granted 10 days of vacation.

3. Upon completion of each full year of service, thereafter July 1 to June 30, ten (10) vacation days will be granted.
- B. Additional vacation will be granted as follows:
1. After six (6) full years as a full year employee, eleven (11) days
 2. After seven (7) full years as a full year employee, twelve (12) days
 3. After eight (8) full years as a full year employee, thirteen (13) days
 4. After nine (9) full years as a full year employee, fourteen (14) days
 5. After ten (10) full consecutive years of service as a full year employee,

- a. fifteen (15) days paid vacation in years eleven (11) through fifteen (15).
- 6. After fifteen (15) full years of consecutive years of service as a full year
 - a. employee, twenty (20) days paid vacation after sixteen (16) years
- C. An employee requesting vacation time shall file, whenever possible, a notice of his/her intent to take such time with the appropriate supervisor at least seven (7) days prior to the date on which the vacation is to begin (except in case of emergency), and shall obtain approval before beginning the requested vacation. At the discretion of the appropriate supervisor, vacation requests may be denied if the number of requests for any one day jeopardizes the orderly conduct of the building(s) or operations.
- D. No vacation days will be authorized during the five (5) working days prior to the first (1st) day teachers report for the opening of school nor the five (5) working days following and including the first (1st) day teachers report for the opening of school in the fall.
- E. Vacations are provided for the rest and relaxation of personnel; therefore, no vacation pay will be allowed unless vacation time is taken. Exceptions to this regulation must have the approval of the Superintendents of Schools, based on the recommendation of the appropriate supervisor.
- F. Vacation days may be used in increments of at least fifteen (15) minutes. No employee may carry over more than fifteen (15) vacation days from the prior year.

ARTICLE 21 Insurance and Retirement

- A. Insurance – (ANY ILLUSTRATIVE EMPLOYEE CONTRIBUTIONS MAY BE IMPACTED BY TIMING OF THE POTENTIAL IMPLEMENTATION OF THE BARGAINING AGREEMENT IN COMPLIANCE WITH PA 54 OF 2011 AND ANY NEW INSURANCE FOR THE 2025-2026 SCHOOL YEAR.)
 - 1. The Employer agrees to contribute toward Medical insurance package equivalent to MESSA Choices II with the 5-Tier Rx, \$500/\$1,000 in-network deductible and \$20 office visit, \$25 Urgent Care and \$50 Emergency Room on behalf of each full time, full year custodial/maintenance and secretarial employee working a regular schedule of at least eight (8) or more hours each day, for a minimum of forty (40) hours per week, 52 weeks per year. Employees also will have health insurance option(s) to choose from during open enrollment; MESSA Choices II with 5-Tier Rx, \$1,000/\$2,000 in-network deductible and \$20 office visit, \$25 Urgent Care and \$50 Emergency Room. MESSA ABC 1 Plan \$1,650/\$3,300 in network deductible with the 5-Tier Rx, or MESSA Balance + plan \$1,650/\$3,300 with 20% Coinsurance.. A fourth option may be added during open enrollment. The negotiated cost arrangement in compliance (The Publicly Health Insurance Contribution Act”) and the amount paid by the District shall not exceed the statutory hard cap limitations. For medical benefit plan coverage years beginning on or after January 1, 2025 including all taxes and fees the hard cap limitations are:

Mandatory Health Insurance Caps: In Effect - July 1, 2025 - June 30, 2026

\$7,718.26	Single Person Coverage
\$16,141.28	Two Person Coverage
\$21,049.85	Family Coverage

The Employee shall contribute any amount in excess of the statutory hard cap limitations of the total health insurance costs including any taxes and fees assessed towards the insurance cost for the level of coverage provided to the bargaining unit employee and his/her dependent(s). The negotiated cost arrangement is to be in compliance with the Public Act 152 of 2011 (the "Publicly funded Health Insurance Contribution Act"). In compliance with PA 182, any costs associated with the MESSA EA-1 rider shall be paid by the bargaining unit employee. During open enrollment, employees will choose between the three options listed below and a fourth option, to be determined, that may be added during open enrollment.

Full Time - OPTION 1: MESSA Choices II with 5-Tier Rx, \$500/\$1,000 in-network Deductible \$20OV/\$25UC/\$50ER

Full Time – OPTION 2: MESSA Choices II with 5-Tier Mail Rx, \$1,000/\$2,000 in-network Deductible, \$20 OV/\$25 UC/\$50 ER

Employees working a regular schedule as defined above, except that they are regularly scheduled to work less than 52 weeks per year, shall receive the above noted benefit for only those months they are regularly scheduled to work more than two weeks of the month. The costs of such insurance not covered by the employer shall be processed as a payroll deduction as noted above.

2. Payment of insurance premiums of the Board of Education will commence on the first day of the month following employment and will cease the last day of the month in which termination of employment occurs.
3. Part time employees working less than four (4) hours per day or twenty (20) hours per week and employees whose primary source of employment is with another employer are not covered.
4. Employees working a regular shift in one position and/or assignment of at least four (4) hours each day and up to eight (8) hours each day for a minimum of twenty (20) hours each week shall have no more than one half (1/2) of the hard cap limitation amounts, as noted above for full time employees, of the health insurance premium, including all taxes and fees, paid by the Employer, provided the employee authorizes payroll deduction for the remainder of the premium cost for coverage for the appropriate Board approved carrier. Hours are not to be combined in more than one position and/or assignment for the purpose of being eligible for one-half (1/2) of the health insurance benefit in this paragraph. Part time employees working (4) hours each day and up to eight (8) hours each day for a minimum of twenty (20) hours each

week, electing the ABC Plan 3 single subscriber coverage shall have a monthly employee contribution amount equivalent to the amount for the 2025 and 2026 calendar year will be in accordance with the Affordable Care Act (ACA). of their hourly rate times for example: 130 i.e. $\$10.79 \times 130 = 1402.70 \times .0986 = \138.31 /monthly contribution.

Eligible Part-Time Option 1: MESSA Choices II with 5-Tier Rx \$500/\$1,000 in-Network Deductible \$20OV/\$25UC/\$50ER

Part-Time – OPTION 2: MESSA Choices II with 5-Tier Mail Rx, \$1,000/\$2,000 in-network Deductible, \$20 OV/\$25 UC/\$50 ER

5. Each employee must provide assurance that he/she is not covered by other generally equivalent hospitalization insurance protection through a spouse or other employer. Failure to do so will result in appropriate disciplinary action. There shall be no double coverage.
6. The Board shall make payment of insurance premiums for each employee as required in section (A)(1) above to provide insurance coverage for the full twelve (12) month period. When necessary, premiums on behalf of the employee shall be made retroactively or prospectively to assured uninterrupted participation on coverage.
7. Employees not covered by the employer's insurance may purchase health insurance through the district's group insurance plan if permitted by the carrier.

B.

Option 3: Full Time - MESSA ABC Plan 1 (\$1,650/\$3,300 deductible, 5-Tier Rx)

Option 3: ELIGIBLE PART TIME – MESSA ABC PLAN 3

ABC Plan 3 (\$3500/\$7000 Deductible)

Eligible part time employees electing the ABC Plan 3 single subscriber coverage shall have a monthly employee contribution amount for the 2025 and 2026 calendar year shall be pursuant to the Affordable Care Act (for example: ACA of their hourly rate times 130 i.e. $\$10.79 \times 130 = 1402.70 \times 0.0986 = \138.31 monthly contribution.

Employees not requiring health care protection may apply \$75 per month toward the purchase of approved benefits contained in the IRS Section 125 Fringe Benefits Plan. Employees working in one position and/or assignment four (4) hours each day and up to eight (8) hours each day for a minimum of twenty (20) hours per week shall receive one half (1/2) the benefits included in this paragraph. Hours are not to be combined in more than one position and/or assignment for the purpose of being eligible for one-half the benefits included in this paragraph. To be eligible for this option bargaining unit employees must sign an Affidavit verifying health insurance coverage.

C. Loss of Time Plan

Each full-time employee shall receive loss of time benefits through a carrier selected by the Board of Education equal to sixty percent (60%) of the employee's weekly pay (less appropriate offsets) for a period of one (1) year.

D. Dental Insurance

Each full-time employee shall receive dental benefits through a plan, program, or insurance policy selected by the Board of Education, equal to eighty percent (80%) of the basic and major services subject to the plan, program, or policy definitions. Part-time employees may purchase dental insurance through the district provided policy subject to the provisions of the carrier at the group rate.

E. Life Insurance

1. Each full-time employee, shall receive term life insurance through a carrier selected by the Board of Education, equal to twenty-five thousand dollars (\$25,000) coverage for each employee.
2. Employees working four (4) hours each day and up to eight (8) hours each day for a minimum of twenty (20) hours per week, including bus drivers, shall receive one half of the life insurance coverage.
3. Part time employees working less than four (4) hours per day or twenty (20) hours per week and employees whose primary source of employment is with another employer are not covered by life insurance.

F. Vision Insurance

1. Each full-time employee shall receive vision benefits, selected by the Board of Education subject to the plan, program, or policy definitions.
2. All Bus Drivers and Food Service Workers who work four (4) or more hours per day and up to eight (8) hours per day, will be provided one half (1/2) the above vision benefits.
3. Other employees may purchase vision insurance through the district provided policy subject to the provisions of the carrier at the group rate.

G. Retirement

The Employer will comply with all applicable laws requiring contribution to the Michigan Public Schools Employees Retirement System on all reportable compensation earned by an employee, but will not be required to make any contribution to the M.I.P. program.

- H. The Employer will make available to each new hire the information and applicable forms for all insurance coverage provided through the Employer. In order to be enrolled in the insurance plan(s), the employee must submit the application for coverage to the Employer. It will be the responsibility of the employee to notify the Employer of any change in their

dependent status. Eligibility for insurance benefits will be determined by the current policy, plan, or program.

- I. In the event that an employee, absent because of illness, injury, or disability has exhausted sick leave accrual, payment for the above-mentioned insurance premiums shall be continued by the Owosso Board of Education as required under the FMLA Provision. Such employees must then assume the personal responsibility for premium payments if they desire to keep the insurance plans in force.
- J. Should the Employer become obligated by state or federal law to contribute to or participate in a governmentally sponsored insurance program, the insuring provisions of this Agreement shall be considered inoperative on the effective date of such legislation, and the parties will meet for negotiations over the impact of such changes. Nothing in this Agreement shall be interpreted or applied to require the Employer to maintain any premium payments for insurance program(s) on behalf of their employees or their dependents if the insurance program(s) have been replaced or superseded by federal or state statute or regulation or where the Employer would incur any tax penalty or reduced appropriation by virtue of continued participation in contractually designated insurance program(s).
- K. Full-time employees, as set forth in this article, shall mean employees regularly scheduled to work eight (8) hours per day.

ARTICLE 22 Overtime/Additional Hours

A. Additional Hours

1. Additional hours beyond default hours must be authorized by an appropriate supervisor, and the employee must note the purpose of the additional hours on their timesheet. The employer may, in its discretion, determine whether to authorize additional hours to perform work; to use a substitute, part-time or temporary employee to perform the work; or not have the work done. Employees will receive compensation on the following pay period.

Overtime Hours

2. All overtime hours must be authorized by an appropriate supervisor, and the employee must note the purpose of the overtime on their timesheet. The employer may, in its discretion, determine whether to authorize overtime to perform work; to use a substitute, part-time or temporary employee to perform the work; or not to have the work done. Time and one half (1.5) for overtime will be computed after forty (40) hours of actual work in a given week. School bus drivers' overtime rate of time and one half (1.5) will be computed after forty (40) hours of actual work in a given week. Paid leave time including holidays, vacation, sick, and personal leave will not count toward the forty (40) hours as per the Fair Labor Standards Act (FLSA).

B. Equalization of Overtime and Additional Hours

1. Employees who want any overtime or additional hours of work during the year shall sign up at the beginning of each school year. Those employees will be placed on a list by classification and building.
2. Overtime and additional hours which are authorized shall be divided equally among those employees on each list within the same classification and building. The Employer will keep an up to date list posted on the Union bulletin board of the overtime and additional hours worked or charged to each employee. Employees who refuse overtime (3) times will be removed from the overtime list for the remainder of the year.
3. Whenever overtime or additional hours are authorized, the employee on the list with the least number of overtime or additional hours in the classification and building will be called first and so on down the list, in an attempt to equalize the overtime or additional hours among the employee on the list. Employees, when requested to work overtime or additional hours, will be advised as to the number of hours worked.
4. In the event there are not sufficient employees to work the overtime or additional hours from the building, the Employer will then go to the employee on the list in other buildings within the classification having the least amount of overtime or additional hours.
5. For the purpose of this section, when an employee is on an approved leave of absence, he/she will be charged the average number of overtime or additional hours of the employees working during the overtime or additional hours period. The district shall not be required to request such employees to work overtime or additional hours.
6. If an employee does not accept overtime or additional hours of work, he/she will be charged with the overtime or additional hours of work for purposes of equalization of overtime or additional hours, and the overtime or additional hours will be assigned to another employee.
7. Employees not signing up for overtime or additional hours of work at the beginning of a school year may elect to be added to the list once during that year. Those employees, as well as new employees and employees who change classification or buildings, will be charged with the highest number of overtime or additional work hours in the classification and/or building.
8. Eligibility for any additional hours will require that the employee's ordinary working hours are not in conflict and that the assignment of such will not result in overtime hours. Additional hours will not be split between employees and will necessitate authorization by the supervisor.

9. Provided that an imbalance in the assignment of overtime or additional hours exists, the person who is behind will be provided the next opportunity to make up any imbalance in overtime or additional hours. Further, at no time will the employer be required to pay for overtime or additional hours not worked due to the failure to balance overtime or additional hours. The Unit President will report monthly to the Superintendent or his designee all problems resulting from the implementation of this Article.

ARTICLE 23 Worker's Compensation

- A. It is the employee's responsibility to immediately report any injury to his appropriate supervisor. Any work-related disability or injury shall be covered exclusively by Worker's compensation. Compensation for work-related injuries covered by workers' compensation shall be governed by the terms of the workers' compensation policy in effect. All lost time as a result of an injury covered by applicable workers' compensation will be considered as time worked for seniority purposes.
- B. The Board shall have the right to require reasonable proof that the injury is of a nature so as to necessitate the employee's absence from work, and the employee will be required to establish proof of injury as provided by workers' compensation.

ARTICLE 24 Miscellaneous Provisions

- A. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining. The understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Each party to this Agreement voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively, with the respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.
- B. This Agreement constitutes the sole and entire existing Agreement between the parties with respect to rates of pay, wages, hours of employment, or other conditions of employment which shall prevail during the term of this Agreement. It supersedes and cancels all prior practices whether oral or written, and expresses all obligations of and restrictions imposed upon the Employer and the Union. All matters or subjects not herein covered have been satisfactorily adjusted, compromised, or waived by all parties for the life of this Agreement. This contract is subject to amendment, alteration, or additions only by a subsequent written agreement between and executed by the Union and the Employer. The waiver of any breach, term, or condition of the Agreement by either party shall not constitute a precedent in the

future enforcement of its terms and conditions. The Employer shall deal with all matters not expressly covered by this contract through the exercise of its management's rights without prior negotiations during the life of this Agreement.

- C. If any provisions of this Agreement or any application of this Agreement to any employee shall be found contrary to law, then such conflicting provision or application shall be deemed null and void but only to the extent necessary to comply with the law. All other provisions or applications shall continue in full force and effect. After consultation with employee representatives of the Union, the Board shall have the right to take whatever steps are legally required in order to comply with the Americans with Disabilities Act (ADA).
- D. Pursuant to the provisions of the Michigan Public Employment Relations Act, it is agreed that neither party shall have any control over the selection of the negotiation or grievance representatives of the other party and each party may select its representatives from within or outside the school district.
- E. The Employer, upon request, agrees to furnish to the Unit President a copy of the most recent audited financial statements, the district's adopted budgets, and prior grievances and dispositions.
- F. The Employer agrees to allow the Union to use an Employer designated facility consistent with building use rules for not to exceed four (4) half days per contract year for general meetings provided a written request is received within 48 hours of the desired date by the Superintendent, a facility is available, Union opens and closes the facility and maintains security, and the Union cleans the area used.
- G. Mileage incurred using personal vehicles must be pre-approved by supervisory personnel and will be reimbursed at the Board approved rate and in accordance with associated Administrative Rules in effect at the time the mileage is approved and incurred.
- H. The Unit President will be included on the distribution list for Personnel Action Forms for all Bargaining Unit Employees.
- I. Employees shall be evaluated annually by the building administrator/supervisor only. A copy of the evaluations will be given to administration. An employee who has completed the probationary period and receives a performance rating of three (3)/competent or above shall receive a \$50 performance bonus to be paid in the first pay of June.

Employees who have received an evaluation rating of 3 or above for three consecutive years or more will receive an Evaluation Letter foregoing the formal evaluation process and the face to face meeting with their supervisor for two years. The Evaluation Letter received shall be equivalent to a 3, competent, and placed in the employee's personnel file.

If at any time during the two-year non-evaluation period it is determined by the employee's supervisor and/or administration that there are performance issues that need to be addressed, the employee shall be evaluated.

Employees receiving an Evaluation Letter shall be eligible during the two-year non-evaluation period to receive the \$50 performance bonus, as long as the competent performance is maintained.

- J. Employees must clock in upon arrival at the beginning of their shift using the designated time clock system. Similarly, they must clock out whenever they depart the premises or at the conclusion of their shift, as determined by supervisor. Secretaries and supervisors should only clock employees in or out in the event of a time clock system failure or other emergencies, and should not be the primary method for timekeeping. Compliance with this policy is mandatory for accurate time tracking and payroll processing.
- K. Both parties, recognizing the value and necessity of video surveillance to protect the safety and well-being of our students and staff, support the use of video monitoring of the entrances and other vital and deemed necessary areas of the school buildings. It shall not be the intent of the Administration to utilize said electronic surveillance to substantiate or document in any way, the performance of professional responsibilities or the behavior of bargaining unit employees for disciplinary purposes.
- L. Two (2) mandatory professional development day(s) shall be provided for all staff. Compensation will be based on the number of hours of professional development the employee attends. Paraprofessionals shall be required to attend all other professional development scheduled.
- M. An employee may be randomly drug tested at the discretion of the employer.
- N. Due to extraordinary wear and tear in their respective classifications, food service workers and leads, custodians, grounds, and maintenance employees shall utilize a shoe allowance for non-stick shoes or work boots, and shall be reimbursed up to \$150 of their purchases, annually, excluding sales tax. Prior authorization for the purchases will be made by the employee's supervisor. Proof of purchase is required for reimbursement, which shall be paid by the second pay period following submission of proof of purchase. An employee who severs employment before the last scheduled workday of the school year will have an amount equal to one-half (½) of their most recent clothing allowance reimbursement deducted from their final paycheck.
- O. The qualified Paraprofessional working under a day to day sub permit, on Step 6-10 will be compensated at their current rate of pay an hour. If a qualified Paraprofessional is assigned as a long-term substitute in the classroom for consecutive days, they shall be compensated at the same rate of pay as substitutes hired by the District's third-party vendor. When the Paraprofessional serves in the role as a sub teacher, they will be required to designate on their timesheet and the selection of the Level 1 timesheet, upon approval of the building principal.

ARTICLE 25 Bus Driver Provisions

A. Job Posting and Bidding

1. All regular runs and/or newly created positions within the bargaining unit shall be posted within seven (7) working days of the date the vacancy occurs. All vacancies or newly created positions shall be filled on the basis of seniority. Vacancies will be posted for a period of five (5) working days, when school is in session, setting forth the minimum requirements for the run. Employees interested shall apply in writing within the five (5) day posting period. The senior employee applying for the run who meets the minimum requirements shall be granted a trial period of ten (10) successive working days to determine:
 - a. their desire to remain on the job;
 - b. their ability to perform the job.
2. The job shall be awarded or denied within twenty (20) working days after posting. The Employer shall furnish the Union with a copy of the list of names and of those employees who applied for the job and notify the Union of the employee who was awarded the job.
3. During the ten (10) day trial period, the employee shall have the opportunity to revert back to his/her former run.
4. All routes that are posted for bid shall include a reasonable, approximate time needed to drive the route.
5. The driver assigned to the vacated route through bidding shall be assigned a bus as determined by the transportation director in consideration of mileage.
6. The Employer shall establish the route and the bus used on the route for each run. The starting time shall be determined by the route, seasons of the year in which it is run, and the length of the day shall be the time it takes to safely make the entire route.

The assignment of runs shall be made on the basis of bidding by seniority and qualifications, on an annual basis to be done at a meeting prior to the beginning of the school year to be determined by the transportation supervisor. Thereafter and throughout the year, vacancies will be filled according to the procedures stated in paragraph A, job posting and bidding procedures above.

7. At the end of the settling down time, or by the sixth (6th) Friday following the opening of school routes that are longer will be assigned to the highest seniority drivers.

8. When a regular driver bids on a vacant route and acquires that route according to the established procedures, then his/her former route becomes vacant and shall be posted for bid.
 9. If a run is reduced during the school year by more than thirty (30) minutes a day, the driver assigned to said run shall be notified in writing and will be allowed to retain the run or bump the least seniority driver who has evaluated time of the affected employee. Drivers, as bumped, will then be allowed to bump in the same manner.
- B. Extra Trips and Special Runs
1. All regular routes shall be covered before the assignment of special runs and extra trips. One Full time bus driver can take the special runs and extra trips per day in lieu of their regular route. They will be asked first to do the trips before any sub is asked, unless the assignment will result in overtime. Additional regular drivers may be assigned at the discretion of the transportation director. Subs will take the normal routes.
 - a. If special run or extra trip becomes available after the selection and assignment of the regular drivers, any additional extra trips that interfere with the regular routes will be assigned to substitute driver(s), unless no other trip is going out that day. A regular driver will be asked, as long as a route sub driver is available to do the regular route.
 - b. If special run or extra trip becomes available after the selection and assignment of the regular drivers, any additional extra trips that interfere with the regular routes will be assigned to substitute driver(s) at the discretion of the Transportation Supervisor.
 - c. Any extra trip that becomes available before the regular driver(s) selection process of extra trips(s) shall be assigned at the discretion of the Transportation Supervisor.
 - d. Upon the cancellation of a regular driver(s) extra trip(s) a replacement trip may be assigned at the discretion of the Transportation Supervisor.
 - e. Sign up for Sunday trips shall be optional and not part of the regular rotation.
 - f. Bus drivers who undertake additional trips lasting less than three (3) hours will be paid at the employee's current rate of pay.
 2. Regular drivers shall sign up for extra trips at the beginning of the school year.
 3. Except for the circumstances outlined in Article B (1) above, regular driver's availability shall be determined by their departure and arrival times on their regular routes.

4. Sub drivers shall not be assigned to trips that a full-time driver is available for unless there are not enough regular drivers.
 - a. Extra trips shall be chosen by regular route drivers under the supervisor's discretion according to dates and times. The driver of greatest seniority will choose the first trip with each succeeding trip being chosen, in turn, by the next most senior driver that has signed the trip sheet. Extra trips shall be rotated based upon seniority.
 - b. Laid off drivers will be given preferential consideration over substitute drivers and will be assigned only after all regular drivers have either accepted or rejected an assignment. Laid off drivers will be assigned in the same rotational manner as regular drivers.
5. The trip rate will be paid for athletic and extra trips. The trip rate will include any time the driver is on duty while at an event, whether on the bus or not, including while driving or while supervising students who must be on the bus. The primary responsibility of supervision of students resides with the coach or chaperone.

When a driver has to stay with the bus because members of the team or group are continually on and off the bus during an event, the Transportation Supervisor must be notified. (moved from paragraph 5)
6. If a driver cannot accept the trip because of illness, the driver shall return the requisition to the Transportation Supervisor who will reassign the trip to the next driver eligible for one. The driver shall not receive another trip to replace the one he/she had to relinquish because of illness.
7. Within three (3) work days of accepting a trip assignment, the driver shall notify the Transportation Supervisor if it becomes necessary for them to relinquish the trip for personal reason except in cases of illness or emergency. The driver shall not receive another trip to replace the one he/she relinquished. Trips may not be traded or given away. If a driver has less than three (3) days to relinquish the trip, they will not be penalized, by the loss of a trip square on the trip sign-up sheet.
8. Regular and substitute drivers shall sign up for summer trips and will be assigned by seniority, regular drivers first. No sub driver will receive a trip that a regular driver is available to drive. One attempt will be made to contact each driver.
9. The driver is required to check the bus hourly for vandalism, flat tires, etc., while at the event.
10. All trip sheets shall be submitted with the bi weekly time record for the period the trip was incurred.

C. Working Conditions

1. The Employer agrees to pay employees their regular rate of pay for the Employer authorized time spent in the following situations.
 - a. A fifteen (15) minute preparation time before the start of the each AM and PM route (including, but not limited to sweeping, maps, stops, and list of students);
 - b. breakdown time;
 - c. Meetings authorized by the employer.
2. Open toed or scuff type shoes are unacceptable footwear.
3. Chaperones
 - a. The coach or teacher going on the trip shall be responsible for having directions to the destination. The bus driver shall conduct a post trip inspection, clean up, securing of the bus and the transportation facility. Fifteen (15) minutes shall be allotted to complete the above tasks. Travel time from the drop off point to the bus garage and the allotted time shall be added to the signed trip time's sheet.
 - b. The coach or teacher going on the trip shall be responsible for student control; keeping the students in their seats while the bus is in motion; keeping papers, cans, and food off the floor, and for keeping the students reasonably quiet.

D. Employer Responsibility

1. It shall be the Employer's responsibility to establish a procedure for disciplinary action regarding school children.
2. The Employer shall be responsible for paying any employee their regular rate of pay while authorized in attendance at Continuing Education Classes, up to a maximum of six (6) hours every two (2) years and random drug testing.
3. Periodic physical examinations required for all school bus drivers will be provided by the physician of the employee's choice. The Employer will pay for this physical at the rate charged by the Board's selected physician if the employee prefers not to use the Board's physician. Physical must be completed by an MDOT certified physician.

E. Employment of Laid off Drivers as Substitutes

1. Any laid off bus driver employed as a daily substitute will be compensated at the established beginning hourly rate for regularly employed bus drivers.
2. Whenever it can be determined that a regularly employed bus driver will be absent

due to an illness or absence of long duration, compensation will be authorized at the established maximum hourly rate or equivalent hourly rate if regularly employed consecutively as a substitute in that particular assignment for greater than ten (10) working days. Compensation of this higher amount will be paid beginning on the eleventh (11th) consecutive working day of employment within the same assignment.

3. The district is not under any obligation to employee laid off drivers as substitutes unless they notify the supervisor in writing that they want to sub and are available.

F. Salary Schedule based upon driving experience.

1. Any regular Bus Driver new to the District shall be place on the beginning step of the pay scale. Upon successful completion of a 60-day trial period the employee, at the discretion of the District, may be placed on the step of the pay scale commensurate with the years of experience as a Bus Driver, including previous years of experience outside of the employment of the District.

ARTICLE 26 School Closings

Whenever emergency circumstances disrupt the normal operation of the instructional programs, the following procedures will apply:

1. All bargaining unit employees will complete their regular shift when school is dismissed early unless they are specifically released through authorization by the superintendent's office.
2. Employees who are sent home early due to such disruption will be paid for their normal shift.
3. When schools are not opened due to inclement weather or mechanical breakdown, custodial, maintenance, bus mechanic, and fifty-two (52) week employees are expected to report to work as soon as possible on their regular shift unless told otherwise by public announcement over the radio, or directly by the employee's supervisor, employees should report to work. Employees who are unable to report to work due to weather conditions will not be paid. Requests to utilize personal leave or vacation time to avoid loss of pay will be considered on an individual basis.
4. Those employees not required to work on scheduled days of student instruction which are not held because of conditions not within the control of school authorities, such as inclement weather, fires, epidemics, mechanical breakdowns, or health conditions, as defined by the city, county, or state health authorities, will be paid for up to six (6) days. Employees must be actively employed with the district at the time of each of the first six (6) school closings to be qualified for compensation for each day of closure. Such employees shall work on any rescheduled days of student instruction which are established by the board and will be paid at their regular daily rate of pay.

5. In the event an employee received unemployment compensation benefits (which are used herein, also includes “underemployment” benefits) during the school year (associated with his/her regular work assignment) due to days of instruction not being held when scheduled because of conditions not within the control of school authorities, as stated above, and those days of instruction are rescheduled so that the employee works those instructional days at a later time, the employee shall have his/her pay adjusted such that his/her unemployment compensation, plus the wages paid to the employee for the year, will be equal to the regular annual wages he/she would have earned for the school year had there not been scheduled days of instruction cancelled for such reasons. This provision shall be subject to the following conditions:
 - a. The total of unemployment compensation plus wages earned by employment in the district shall not be below that which the employee would have received had there not been any instructional days cancelled for such reasons.
 - b. The total of unemployment compensation plus wages earned through employment in the district shall not be less than the employee’s regular wages from the same or similar period during the preceding school year.


ARTICLE 27 DURATION

This Agreement shall remain in full force until June 30, 2027, and thereafter for successive periods of one (1) year unless either party shall, on or before the sixtieth (60th) day prior to expiration, serve written notice on the other party of a desire to terminate, modify, alter, renegotiate, change or any combination thereof, shall have the effect of terminating the entire Agreement on the expiration date in the same manner as a notice of desire to terminate unless on or before such date the Agreement is extended by mutual agreement of the parties.

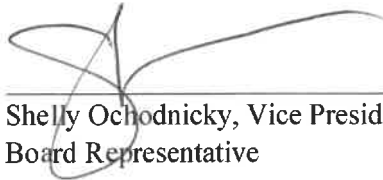
IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed and signed by the duly authorized representatives the day and year first above written.



Gizelle Ross, Union President



Marlene Webster, President
Board Representative



Shelly Ochodnicki, Vice President
Board Representative

APPENDIX A

THE HOURLY RATE SCHEDULE FOR THE 2025-2026 AND 2026-2027 SCHOOL YEAR SHALL BE BASED UPON THE 2025-2026 AND 2026-2027 SALARY SCHEDULES AS SET FORTH IN APPENDIX A-1 AND APPENDIX B.

APPENDIX A -1

OESPA
Owosso Public Schools
Hourly Rate Schedule for Employees Hired After April 1, 1994 or
Who Become Employees of the Bargaining Unit After July 1, 2003
Salary Schedule listed on next page

\$.85 increase for the 2025-2026 will be retro to July 1, 2025

\$.90 increase for the 2026-2027 effective July 1, 2026.

Effective July 1, 2025, eligible employees shall advance one step on the salary schedule annually on July 1 of each year, provided the employee was hired prior to January 31st and has received a satisfactory evaluation. Step advancement shall not exceed the maximum step of the applicable salary schedule.

Positions		1 Year 2025- 2026	2 Year 2025- 2026	3 Year 2025- 2026	4 Year 2025- 2026	5 Year 2025- 2026	6 Year 2025- 2026	7 Year 2025- 2026	8 Year 2025- 2026	9 Year 2025- 2026	10 Year 2025- 2026
2025-2026	Beginning Probationary 2025-2026										
Schedule Effective	\$.85	\$.85	\$.85	\$.85	\$.85	\$.85	\$.85	\$.85	\$.85	\$.85	\$.85
Food Service Worker	14.13	14.29	14.55	14.80	15.05	15.31	15.56	15.81	16.07	16.32	16.58
Food Service Driver	15.13	15.48	15.74	16.17	16.43	16.68	16.94	17.19	17.44	17.70	17.95
Food Service Lead Cook I	14.18	14.56	14.81	15.06	15.32	15.57	15.82	16.08	16.33	16.59	16.84
Food Service Lead Cook II	17.04	17.35	17.60	17.85	18.11	18.36	18.62	18.87	19.12	19.38	19.63
Food Service Distribution Coord	17.04	17.35	17.60	17.85	18.11	18.36	18.62	18.87	19.12	19.38	19.63
Custodian II	15.30	16.34	16.60	17.08	17.34	17.59	17.84	18.10	18.35	18.61	18.86
OHS Lead Custodian	15.56	16.60	16.85	17.34	17.59	17.84	18.10	18.35	18.61	18.86	19.11
OHS Maintenance	16.17	18.03	18.28	19.83	20.09	21.76	22.02	22.27	22.52	22.78	23.03
Transportation Asst.	14.13	14.26	14.52	14.77	15.02	15.28	15.53	15.78	16.04	16.29	16.55
School Bus Driver	21.85	23.94	24.19	25.21	25.47	25.72	25.98	26.23	26.48	26.74	26.99
**Custodian III	17.04	17.35	17.60	17.85	18.11	18.36	18.62	18.87	19.12	19.38	19.63
Grounds/Maintenance	16.17	18.03	18.28	19.83	20.09	21.76	22.02	22.27	22.52	22.78	23.03
Skilled Trades Maintenance	22.56	23.55	23.80	24.56	24.82	25.07	25.32	25.58	25.83	26.09	26.34
School Bus Vehicle Maintenance	22.56	23.55	23.80	24.56	24.82	25.07	25.32	25.58	25.83	26.09	26.34
For Rates Effective 1/31/2022 – Employees did not start any higher than 5-year step *Trip Rate for Athletic and Extra bus trips will be \$19.44 per hour.											

Positions		1 Year 2026- 2027	2 Year 2026- 2027	3 Year 2026- 2027	4 Year 2026- 2027	5 Year 2026- 2027	6 Year 2026- 2027	7 Year 2026- 2027	8 Year 2026- 2027	9 Year 2026- 2027	10 Year 2026- 2027
2026-2027	Beginning Probationary 2026-2027										
Schedule Effective	\$.90	\$.90	\$.90	\$.90	\$.90	\$.90	\$.90	\$.90	\$.90	\$.90	\$.90
Food Service Worker	15.03	15.19	15.45	15.70	15.95	16.21	16.46	16.71	16.97	17.22	17.48
Food Service Driver	16.03	16.38	16.64	17.07	17.33	17.58	17.84	18.09	18.34	18.60	18.85
Food Service Lead Cook 1	15.08	15.46	15.71	15.96	16.22	16.47	16.72	16.98	17.23	17.49	17.74
Food Service Lead Cook II	17.94	18.25	18.50	18.75	19.01	19.26	19.52	19.77	20.02	20.28	20.53
Food Service Distribution Coord	17.94	18.25	18.50	18.75	19.01	19.26	19.52	19.77	20.02	20.28	20.53
Custodian II	16.20	17.24	17.50	17.98	18.24	18.49	18.74	19.00	19.25	19.51	19.76
OHS Lead Custodian	16.46	17.50	17.75	18.24	18.49	18.74	19.00	19.25	19.51	19.76	20.01
OHS Maintenance	17.07	18.93	19.18	20.73	20.99	22.66	22.92	23.17	23.42	23.68	23.93
Transportation Asst.	15.03	15.16	15.42	15.67	15.92	16.18	16.43	16.68	16.94	17.19	17.45
School Bus Driver	22.75	24.84	25.09	26.11	26.37	26.62	26.88	27.13	27.38	27.64	27.89
**Custodian III	17.94	18.25	18.50	18.75	19.01	19.26	19.52	19.77	20.02	20.28	20.53
Grounds/Maintenance	17.07	18.93	19.18	20.73	20.99	22.66	22.92	23.17	23.42	23.68	23.93
Skilled Trades Maintenance	23.46	24.45	24.70	25.46	25.72	25.97	26.22	26.48	26.73	26.99	27.24
School Bus Vehicle Maintenance	23.46	24.45	24.70	25.46	25.72	25.97	26.22	26.48	26.73	26.99	27.24
For Rates Effective 1/31/2022 – Employees did not start any higher than 5-year step *Trip Rate for Athletic and Extra bus trips will be \$19.44 per hour.											

**** The Custodian III position is eliminated effective July 1, 2011. Any current employee employed as a Custodian III as of July 1, 2011 will be grandfathered in their existing Custodian III position until they leave employment or move to a different position.**

A shift premium of fifteen cents (\$.15) per hour will be paid to all employees scheduled to work on a shift ending after 7:00 pm.

All employees hired after April 1, 1994 or who are new to the bargaining unit after July 1, 2003 shall be paid the rates on Appendix A-1. Any additional hours assigned to current employees for the breakfast programs shall be paid the rates on Appendix A-1.

Additional Compensation for Certified Staff:

A. Pool maintenance certified staff

Annual \$1,000 stipend to be paid for a maximum of one (1) pool maintenance certified employee. The stipend shall be paid in two installments of \$500 each. First \$500 payment shall be paid on the last pay in December and the second \$500 payment shall be paid on the last pay in June. The employee must be employed on the day in which the stipend is paid.

B. Pesticide management certified staff

Annual maximum of \$1,000 stipend to be paid. The \$1,000 stipend may be split for a maximum of two pesticide management certified staff. The stipend shall be paid in two installments. The first payment shall be paid on the last pay in December and second payment shall be paid on the last pay in June. The employee must be employed on the day in which the stipend is paid.

1. PESTICIDE MANAGEMENT CERTIFIED STAFF.
\$500 PAID DECEMBER
\$500 PAID JUNE

2. PESTICIDE MANAGEMENT CERTIFIED STAFF.
\$250 PAID DECEMBER TO EACH
\$250 PAID JUNE TO EACH

C. HVAC Certification/Licensed staff

Annual Maximum of \$400 stipend to be paid. The \$400 stipend may be split for a maximum of two licensed HVAC staff. The stipend shall be paid in two installments. The first payment shall be paid on the last pay in December and the second payment shall be paid on the last pay in June. The employee must be employed on the day in which the stipend is paid.

1. HVAC LICENSED STAFF.
\$200 PAID IN DECEMBER
\$200 PAID IN JUNE
2. HVAC LICENSED STAFF
\$100 PAID IN DECEMBER TO EACH
\$100 PAID IN JUNE TO EACH

Longevity after completion of:	5 Years	\$.10/hour
	10 Years	\$.20/hour
	15 Years	\$.35/hour
	20 years	\$.70/hour
	25 years	\$1.00/hour

APPENDIX B

OESPA
Owosso Public Schools
Hourly Rate Schedule for Secretary/Aide Positions
2025-2026 Salary Schedule

Grade I	Secretary 52 week
Grade II	Office Secretary (school year plus two weeks)
Grade III	Student Facilitator (school year)
Grade IV	Monitor (school year)
Grade V	Instructional Aide (school year)

Positions 2025-2026 Schedule Effective	2025-2026 Beginning Probationary \$.85	1 Year 2025- 2026 \$.85	2 Year 2025- 2026 \$.85	3 Year 2025- 2026 \$.85	4 Year 2025- 2026 \$.85	5 Year 2025- 2026 \$.85	6 Year 2025- 2026 \$.85	7 Year 2025- 2026 \$.85	8 Year 2025- 2026 \$.85	9 Year 2025- 2026 \$.85	10 Year 2025- 2026 \$.85
Grade 1 Secretary 52 Wk	19.47	20.20	20.45	20.96	21.18	21.44	21.69	21.94	22.20	22.45	22.71
Grade II Office Secretary	17.28	17.86	18.12	18.45	18.71	18.96	19.21	19.47	19.72	19.98	20.23
Grade III Student Facilitator	16.65	17.15	17.41	18.16	18.41	18.67	18.92	19.17	19.43	19.68	19.94
Grade IV Monitor	14.23	14.56	14.81	15.20	15.45	15.70	15.96	16.21	16.46	16.72	16.97
Grade V Instructional Aide	16.33	16.84	17.09	17.84	18.10	18.35	18.61	18.86	19.11	19.37	19.62

For Rates effective 1/31/2022 - Employees did not start any higher than 5 year step.

Positions 2026-2027 Schedule Effective	2026-2027 Beginning Probationary	1 Year 2026- 2027	2 Year 2026- 2027	3 Year 2026- 2027	4 Year 2026- 2027	5 Year 2026- 2027	6 Year 2026- 2027	7 Year 2026- 2027	8 Year 2026- 2027	9 Year 2026- 2027	10 Year 2026- 2027
	\$.90	\$.90	\$.90	\$.90	\$.90	\$.90	\$.90	\$.90	\$.90	\$.90	\$.90
Grade I Secretary 52 Wk	20.37	21.10	21.35	21.83	22.08	22.34	22.59	22.84	23.10	23.35	23.61
Grade II Office Secretary	18.18	18.76	19.02	19.35	19.61	19.86	20.11	20.37	20.62	20.88	21.13
Grade III Student Facilitator	17.55	18.05	18.31	19.06	19.31	19.57	19.82	20.07	20.33	20.58	20.84
Grade IV Monitor	15.13	15.46	15.71	16.10	16.35	16.60	16.86	17.11	17.36	17.62	17.87
Grade V Instructional Aide	17.23	17.74	17.99	18.74	19.00	19.25	19.51	19.76	20.01	20.27	20.52

For Rates effective 1/31/2022 - Employees did not start any higher than 5 year step.

Longevity after completion of	5 years	\$.10/hour
	10 years	\$.20/hour
	15 years	\$.35/hour
	20 years	\$.70/hour
	25 years	\$1.00/hour

Instructional aides working in the capacity of monitor for less than one (1) hour a day shall receive their normal instructional aide rate of pay for hours worked as a monitor.