

## Table of Contents

### **PURPOSE AND RECOGNITION**

Section 1.1- Purpose .....	4
Section 1.2 - Recognition.....	4
Section 1.3 - Employee Defined .....	4
Section 1.4 - Limitations.....	4

### **UNION RIGHTS AND RESPONSIBILITIES**

Section 2.1- Union Rights .....	4
Section 2.11 - Meetings .....	4
Section 2.12 - Bulletin Boards/Employee Communications .....	5
Section 2.2 - Union Affiliation.....	5
Section 2.21 - Notification.....	5
Section 2.22 - Union Membership .....	5
Section 2.23 - Representation.....	5
Section 2.3 - Union Responsibility.....	5
Section 2.31 - Union Representatives.....	6
Section 2.32 - Union Cooperation .....	6
Section 2.33 - Union Activities.....	6

### **EMPLOYEE RIGHTS AND RESPONSIBILITIES**

Section 3.1 - Personnel File.....	6
Section 3.2 - Employee Conduct and Discipline.....	7
Section 3.21 - Employee Conduct .....	7
Section 3.22 - Disciplinary Action .....	7
Section 3.23 -Just Cause .....	8
Section 3.3 - Employee Evaluation.....	9

### **EMPLOYER RIGHTS AND RESPONSIBILITIES**

Section 4.1- Management Rights.....	9
Section 4.2 -Yearly Building Orientation .....	9
Section 4.3 - Annual and New Hire Training.....	9

### **COMPENSATION AND BENEFITS**

Section 5.1 - Basic Compensation .....	9
Section 5.2 - Overtime Compensation.....	10
Section 5.3 - Fringe Benefits.....	10
Section 5.4 - Deductions.....	10
Section 5.5 - Wage/Step Compensation Agreement .....	10
Section 5.6 - Mileage/Personal Car Use.....	10
Section 5.7 - Adverse Weather .....	10
Section 5.8 - Extra Work.....	11
Section 5.9 - Substituting.....	11
Section 5.10-Travel Time .....	11
Section 5.11- Direct Deposit.....	11

**SENIORITY**

Section 6.1 - Probationary Period ..... 11  
 Section 6.2 -Seniority Defined..... 12  
 Section 6.3 - Seniority Lists ..... 12  
 Section 6.4 - Loss of Seniority ..... 12

**DUTIES AND WORK PROCEDURES**

Section 7.1 - General Duties ..... 13  
 Section 7.2 - Work Schedule ..... 13  
 Section 7.3 -Scheduled Work Day/Hours ..... 13  
 Section 7.4- Notice of Vacancies, Transfers and Summer School ..... 14  
 Section 7.41 - Bidding ..... 15  
 Section 7.42 - Displacement ..... 15  
 Section 7.43 - Selection ..... 15  
 Section 7.44 -Trail Period ..... 15  
 Section 7.45 - Transfers..... 16  
 Section 7.46 - Procedure for the Assignment of Summer School Work ..... 17

**LAYOFF AND RECALL**

Section 8.1 - Determination and Effect ..... 17  
 Section 8.2 - Layoff Procedures ..... 18  
 Section 8.3 - Recall Procedure ..... 18  
 Section 8.4 -Seniority ..... 19  
 Section 8.5 - Change of Address ..... 19

**AUTHORIZED ABSENCE**

Section 9.1- Sick Leave Days ..... 19  
 Section 9.11- Use ..... 19  
 Section 9.12 - Used Days ..... 20  
 Section 9.13 - Unused Days..... 20  
 Section 9.14 - Verification ..... 21  
 Section 9.2 - Funeral Leave ..... 21  
 Section 9.3 - Personal Leave..... 21  
 Section 9.31- Use ..... 21  
 Section 9.32 - Procedure ..... 21  
 Section 9.33 - Limitations..... 21  
 Section 9.4 -Jury Leave ..... 22  
 Section 9.5 - Disability Leave..... 22  
 Section 9.51 - Foreseeable Disability..... 22  
 Section 9.52 - Unforeseeable Disability ..... 23  
 Section 9.53 - Duration of Leave ..... 23  
 Section 9.54 - Compensation Benefits ..... 23  
 Section 9.6- Unpaid Leave..... 23  
 Section 9.7 - Family and Medical Leave Act (FMLA) ..... 23  
 Section 9.8 - Military Leave ..... 24  
 Section 9.81 - Regular Duty..... 24  
 Section 9.82 - Temporary Duty ..... 24

Section 9.9 — Leave Administration ..... 24  
Section 9.91 — Notice ..... 24  
Section 9.92 — Leave Agreements..... 24  
Section 9.93 — Verification..... 25  
Section 9.94 — Reinstatement Rights..... 25

**GRIEVANCE PROCEDURE**

Section 10.1 — Objectives..... 25  
Section 10.2 — Grievance Levels ..... 25  
Section 10.21 — Informal Conference ..... 25  
Section 10.22 — Written Grievance..... 25  
Section 10.23 — Formal Conference ..... 26  
Section 10.24 — Mediation Hearing ..... 26  
Section 10.25 — Arbitration..... 26  
Section 10.3 — General Procedures ..... 28  
Section 10.31 — Definition ..... 28  
Section 10.32 — Form of Action ..... 28  
Section 10.33 — Exclusions ..... 28  
Section 10.34 — Withdrawals and Denials..... 29  
Section 10.35 — Place of Proceedings ..... 29  
Section 10.36 — Costs..... 29  
Section 10.37 — Contract Termination ..... 29

**GENERAL PROVISIONS**

Section 11.1 — Contract Representatives ..... 30  
Section 11.2 — Notices ..... 30  
Section 11.3 — Successor Agreement ..... 30  
Section 11.4 — Scope, Wavier, and Alteration of Agreement ..... 30  
Section 11.5 — Interpretation ..... 30  
Section 11.6 — Emergency Manager ..... 32  
Section 11.7 — Definitions..... 32  
Section 11.8 — Duplication of Agreement ..... 32  
Section 11.9 — Effective Date and Termination ..... 32

**Schedule "A" — Paraprofessional Compensation Schedule..... 33**

**Schedule "B" — Fringe Benefits..... 34**

Section 1— Separation Benefits..... 34  
Section 2 — Holidays ..... 34  
Section 3 — Insurance ..... 35  
Section 4 — Vacation Pay ..... 35  
Section 5 — Association Days ..... 36

# COLLECTIVE BARGAINING AGREEMENT

**THIS AGREEMENT** made as of the July 1, 2021 set forth by and between the **THREE RIVERS COMMUNITY SCHOOLS** (the "Employer") and **LOCAL 517M of the SERVICE EMPLOYEES INTERNATIONAL UNION** (the "Union").

## ARTICLE 1 — PURPOSE AND RECOGNITION

- 1.1 **Purpose.** The general purpose of this Agreement is to set forth the terms and conditions of employment, and to promote orderly and peaceful labor relations for the mutual interest of the Employer, the employees and the Union.
- 1.2 **Recognition.** The Employer pursuant to the certification of the Michigan Employment Relations Commission, dated June 16, 1980, recognizes the Union as the exclusive representative of all employees in the bargaining unit, as to wages, hours, and other terms and conditions of employment.
- 1.3 **Employee Defined.** The word "Employee" shall mean all Paraprofessionals defined as instructional, health care, one to one, library aides, GSRP associate teachers, Title I, Kindergarten, Young 5s, within the unit, excluding all other employees and substitutes.
- 1.4 **Limitations.** The purpose for which recognition is granted and the definition of the bargaining unit shall conform to the certification of the Michigan Employment Relations Commission and the provisions of applicable law.

## ARTICLE 2 — UNION RIGHTS AND RESPONSIBILITIES

- 2.1 **Union Rights.** To facilitate the administration of this Agreement, the Union shall have, in addition to other rights expressed in this contract or provided by statute, the following rights:
  - 2.11 **Meetings.** The use of school facilities when a custodian is on duty, to conduct meetings for the Local Unit, provided that there will be no cost to the Employer or the Union and will not interfere with the primary educational use of the facilities. The Union agrees to abide

by the rules and regulations established by the Employer for use of school facilities.

**2.12 Bulletin Boards/Employee Communications:** The Union shall have the right to communicate with bargaining unit members through the use of email and/or designated bulletin boards or sections thereof, for the purpose of posting Union materials. All materials shall bear the name of the Union and the name of the person authorizing the posting thereof. No Union materials of any kind shall be displayed on or about the physical facilities of the Employer except on the designated bulletin boards and no displayed materials shall be derogatory to the Employer or to any employee. The Union shall save and hold the Employer harmless from any and all expense or liability whatsoever arising out of the preparation and/or use of any such materials.

**2.2 Union Affiliation.**

**2.21 Notification.** Upon hiring a new bargaining unit employee, the Employer shall notify the Union President of the new employee's name, last 4 digits of employee's social security number, first day of work, assignment, and building placement. For any employee transfers within the unit, or a change in position status (long term sub, resignation, Leave of Absence), the Union President will receive notification.

**2.22 Union Membership.** Each employee shall have the right to freely join or refrain from joining the Union and shall not be discriminated against by reason of joining or refusing to join the Union.

**2.23 Representation.** The Union is required under this Agreement to represent all of the employees in the bargaining unit fairly and equally without regard as to whether or not any employee is a member of the Union. The terms of this Agreement have been equally made for all of the employees in the bargaining unit and not solely for the benefit of the members of the Union.

**2.3 Union Responsibility.** The Union shall have, in addition to

other responsibilities expressed in this contract or provided by law, the following responsibilities.

**2.31 Union Representatives.** The Union shall promptly notify The Employer in writing the names of those persons who have been authorized to act on its behalf and the authority of each such person, which notice shall remain in effect until superseded by a new written notice.

**2.32 Union Cooperation.** The Union agrees that it will in good faith cooperate with the Employer in attempting to assure that reasonable work standards, schedules and the rules and regulations of the Employer are complied with and that it will not directly or indirectly encourage, permit or cause any concerted work stoppage, slowdown, strike, or other interference with the day-to-day operations of the Employer.

**2.33 Union Activities.** Except by the express agreement of the Employer, the performance of the duties of an employee shall not be interrupted for the purpose of conducting any Union activities whatsoever, provided, however, that this provision shall not prevent the authorized representative(s) of the Union from having such reasonable contact with members of the Union as shall be necessary to ascertain that the terms of this Agreement are being observed.

### **ARTICLE 3 — EMPLOYEE RIGHTS AND RESPONSIBILITIES**

**3.1 Personnel File.** The Employer shall establish and maintain an official personnel file for each employee in accordance with the following guidelines:

**3.11** An employee shall have the right, upon prior request, to review the contents of his/her personnel file. A representative of the Union may accompany the employee at the request of the employee. The file shall be reviewed in the presence of a representative of the Employer. The references of the employee shall not be subject to review.

**3.12** An employee shall be given a copy of any material placed in the employee's personnel file, which adversely reflects on the character of the employee's service.

3.13 If an employee disagrees with information contained in his/her personnel file, the employee may request a conference with the Employer for the purpose of discussing the removal or modification in a manner satisfactory to the employee and the Employer; the employee shall have the right within ten (10) days following the conclusion of the conference to have inserted in his/her personnel file a statement concerning such material.

**3.2 Employee Conduct and Discipline.** Although the parties acknowledge the difficulty of completely and precisely defining the proper standards of conduct for each employee, it is recognized that they include the following:

**3.21 Employee Conduct.**

- A. Performance of all duties with reasonable diligence and in a workmanlike manner.
- B. Prompt notification of the Employer of any physical or mental condition of the employee which may temporarily or permanently impair the ability of the employee to adequately discharge his/her responsibilities.
- C. Compliance with all applicable laws, regulations, policies, and directives which are not contrary to law or to the express terms of this Agreement.
- D. Avoidance of tardiness or absence, including the reasonable anticipation of any event which will necessarily result in tardiness or absence and the prompt reporting of any such tardiness or absence to the Employer.
- E. Avoidance of any activity which is contrary to the best interest of the Employer and its responsibility to the public for the education, safety, and well-being of students and other persons who may use its facilities.

**3.22 Disciplinary Action.** Upon completion of the probationary period as defined in Article 6.1, any employee who fails to maintain proper standards of conduct or to discharge his/her responsibilities shall be subject to such disciplinary

action as the Employer shall determine, including, but not confined to:

1. A verbal reprimand (which shall be in writing for documentation)
2. Written reprimand
3. Suspension without pay (3 days)
4. Suspension without pay (5 days)
5. Termination

Discipline shall be progressively applied, however, the progressive steps listed above may be accelerated depending on the severity of the action. No disciplinary action shall be taken except for just cause, and all disciplinary action shall be subject to review under the Grievance Procedure.

**3.23 Just Cause.** The Union agrees that the Employer has just cause to discipline up to and including discharge for any employee who:

- A. Is convicted of a felony.
- B. Is convicted of any misdemeanor involving moral turpitude or theft, conversion, embezzlement, intentional destruction, or damage to property of the Employer.
- C. Is absent for three (3) consecutive days without notifying the Employer. Exceptions may be made in case of extenuating circumstances.
- D. Does not return from sick leave and leave of absence. Exceptions may be made in case of extenuating circumstances.
- E. Is under the influence of intoxicants or drugs while on the job.
- F. Consumes or sells intoxicants or drugs on Board property.
- G. Steals Board property.
- H. Duplicates School District issued keys without authorization. 8



I. Intentionally falsifies records.

J. Has or accepts another position or responsibility which conflicts with scheduled work time.

**3.3 Employee Evaluation.** Each bargaining unit employee shall be evaluated at least on an annual basis. An employee who receives an evaluation rating of less than effective shall receive an individualized improvement plan.

#### **ARTICLE 4 — EMPLOYER RIGHTS AND RESPONSIBILITIES**

**4.1** Except as otherwise expressly provided in this Agreement, the Employer retains and reserves for itself, without limitations, all powers, rights, authority, duties, and responsibilities granted or vested in it by the laws and Constitution of the State of Michigan and of the United States, and all rights and powers to manage and conduct the activities of the Employer and to utilize and direct its employees which the Employer has prior to the certification of the Union.

**4.2 Yearly Building Orientation.** Within a reasonable time after the opening of a work year, each building principal shall schedule a meeting with employees designated as para-professionals, together with the teachers to whom they have been assigned for the purpose of discussing and clarifying work assignments, procedures, rules and regulations, and other matters which may contribute to effective operations. Building Principals will also share with teachers the purpose and limitations of the paraprofessionals in their buildings.

**4.3 Annual and New Hire Training.** The employer will annually provide all paraprofessionals with best practice training to support students both academically and emotionally. Upon hire, each employee will take the same training within two weeks of their first date of employment. After new hires complete training, their supervisor will meet with them to discuss the training, answer questions, and discuss how to implement the training.

#### **ARTICLE 5 — COMPENSATION AND BENEFITS**

**5.1 Basic Compensation.** The basic compensation of each employee shall be as set forth on Schedule "A".

- 5.2 Overtime Compensation.** An employee shall be entitled to overtime compensation at the rate of one and one-half (1½) times her/his regular rate of pay for hours worked in excess of forty (40) hours in a week; provided, however, that compensatory time off may be earned and accrued in lieu of paid overtime and taken at a time or times mutually agreeable to the employee and Employer within the fiscal year in which such compensatory time off was earned. Overtime shall not be paid on overtime unless expressly required by applicable laws or regulations. Overtime work shall be as scheduled by the Employer, and, except in the case of an emergency, must be authorized by the Employer in advance.
- 5.3 Fringe Benefits.** The Employer shall provide fringe benefits as set forth on Schedule "B".
- 5.4 Deductions.** The Employer shall have the right to deduct from the pay of each employee such amounts as may be due to the Employer from the employee pursuant to this Agreement, or as may be required by law, together with such additional sums as may be mutually agreed upon by the Employer and the employee. The Employer is required to notify an employee of any deductions or additions to payroll due to errors or omissions.
- 5.5 Wage/Step Compensation Advancement.** An employee shall advance to the next level of the compensation schedule on July 1st of the current year upon completion of the employee's anniversary date, provided that the employee shall have rendered services prior to March 1 of the work year. For the purpose of this provision, an employee on paid sick leave shall be deemed to have rendered services for the period of such leave.
- 5.6 Mileage/Personal Car Use.** An employee required by the Employer to use his/her personal car shall be reimbursed at the District rate set by the Board of Education. Mileage forms are to be turned in to the building principal.
- 5.7 Adverse Weather.** If school is closed on scheduled instructional days because of adverse weather or other emergencies and no paraprofessional services are required, paraprofessionals shall be paid for such days to the extent that said days do not have to be rescheduled so as to qualify the

District for full state school aid. If student instructional days are rescheduled, paraprofessionals their regular rate of pay.

- 5.8 Extra Work.** Assignment of extra work/hours will be assigned by seniority (per building) on a rotating basis from a list of volunteers before being assigned to non-bargaining unit members. The list will be posted for five (5) days twice a year, the first five (5) days of school and the first week back from Winter Break. Any employee not signing the list will be relinquishing their rights to be asked to do such work.
- 5.9 Substituting.** Each year the district will publish a list of Paraprofessionals who are qualified to substitute. This list shall include verification to show paraprofessional daily rate to sub rate. These paraprofessionals will then be permitted by the district to sub and will receive a "subbing" pay line on the time clock log in. The hourly rate for subbing will be \$16 across the board. When a qualified paraprofessional (one who has satisfied the state law for college credit hours) fills in for a teacher, the paraprofessional will be paid at the substitute rate or his/her regular hourly wage, whichever is higher.
- 5.10 Travel Time.** Paraprofessionals who do not receive at least a one-half hour lunch break shall be paid travel time between buildings.
- 5.11 Direct Deposit.** Paraprofessionals shall be required to utilize direct deposit for payroll. It shall be the responsibility of each employee to complete the application forms available at the District's business office. Individuals with extenuating circumstances may submit a written request with the Superintendent to receive their paycheck in another manner. The request must include justification and/or reasons for the request. The Superintendent's decision is final and not subject to the grievance procedure.

## **ARTICLE 6 — SENIORITY**

- 6.1 Probationary Period.** A new employee shall be on probation for thirty (30) workdays. The probationary period starts the first day the employee is scheduled for work and receives pay for the time worked. All employee benefits including health insurance, leave time, snow days, and holidays start on first scheduled

workday. Probationary employees have no recourse to the terms of the Agreement through the grievance procedure. During such probationary period the employee may be disciplined, suspended, or discharged by the Employer for reasons satisfactory to the Employer.

**6.2 Seniority Defined.** Seniority shall be measured from the date that an employee first performed services for the Employer. If two (2) or more employees have the same service date, the employee having the lowest social security number (based on the last 4 digits) shall be deemed to be most senior. For the purpose of this section "service date" shall mean the date when the employee first provided services for the Employer after the last interruption of service, if the employee has been employed more than once by the Employer. A break in service of not more than three (3) calendar months by reason of an authorized leave of absence shall not be included in the determination of the total amount of seniority except as required by law or as the terms of the leave of absence shall otherwise provide. Union requests more discussion regarding the employer's proposal.

**6.3 Seniority Lists.** The Employer shall prepare and maintain seniority lists: copies of which shall be furnished to the Union within thirty (30) days, after the execution of the Agreement, and at least annual thereafter, the Union shall notify the Employer within thirty (30) days after receipt thereof of any error. The names of all employees in the bargaining unit at the time of the preparation of the seniority list shall be listed in order of their service dates starting with the employee with the greatest amount of seniority at the top of the list.

**6.4 Loss of Seniority.** Seniority shall be lost, and the employment Relationship terminated, if the employee

1. Voluntarily quits
2. Retires
3. Is total and permanently disabled
4. Is discharged and is not reinstated
5. Is absent for three (3) consecutive workdays without notifying the employer except for good cause shown
6. Fails to return from a leave of absence on the agreed upon date without good cause shown
7. Is laid off for twenty-four (24) months and not recalled

## ARTICLE 7 — DUTIES AND WORK PROCEDURES

- 7.1 General Duties.** The general duties of each employee shall include those activities within the employee's work classification which may be from time to time assigned by the Employer.
- 7.2 Work Schedule.** A paraprofessional who works at least thirty-two (32) hours per week is considered a full-time employee. The beginning and end of the work week and work day shall be as scheduled from time to time by the Employer, provided that an employee shall receive reasonable notice of any change in the work schedule. The normal work week will be Monday through Friday but may be less due to school calendar.
- 7.21** Employees working more than six (6) hours per day are entitled for two (2) ten (10) minute rest breaks. Employees working less than six (6) hours, but greater than three (3) hours, shall be entitled to one (1) ten (10) minute rest break. The supervisor will schedule such rest periods.
- 7.22** Employees working at least four (4) hours per day shall be entitled to a thirty (30) minute unpaid lunch break. It is understood, situations may arise in which employees will not receive the entire thirty (30) minutes, but should the occasion arise when the employee may be assigned work during their unpaid lunch, s/he shall be compensated for any time worked during the lunch break.
- 7.3 Scheduled Work Day/Hours.**
- A. Full-time paraprofessionals work seven (7) hours per day.
  - B. GSRP Associate Teachers will work in accordance with their program requirements and the GSRP program calendar.
  - C. Media Center paraprofessionals may work full days on student half days with prior approval from supervisor. \_
  - D. Medical Services paraprofessionals report to work only on days which students attend school (except for Opening Day, below). When the medical services para-

professional's assigned student is absent, the building administrator has the option to allow the medical services paraprofessional to work that day in a different assignment (including in a different building).

- E. All paraprofessionals shall attend professional learning communities and professional development days. They will be paid at their hourly rate and if required, for time worked beyond their contractual day.
- F. Any paraprofessional who works the entire day during professional development and professional learning communities will be paid for seven (7) hours. The seven (7) hours will include a one (1) hour paid lunch.
- G. All paraprofessionals are required to complete mandatory training, which includes but is not limited to, online Safety Modules. The district will allow employees the full amount of time required to complete the modules during work hours or compensate when modules are completed. The district will pay employees for time worked, including outside of regularly scheduled hours. Time outside of regularly scheduled hours must have supervisor approval prior to being worked. GSRP Associate Teacher will follow GSRP program requirements.

#### **7.4 Notice of Vacancies, Transfers and Summer School**

Notice of all newly created jobs and job vacancies within the bargaining unit, including summer school, shall be posted by email to all paraprofessionals and on employee bulletin boards in each building for four (4) workdays. A copy will be sent to union President prior to posting. When school is not in session, notice of an opening shall be communicated to the Union President and sent via email to all employees.

- A.** Job postings contain the following information:
  - Position
  - Wage
  - Responsibilities
  - Qualifications
  - Hours and place of assignment

- Posting deadline
- Permanency of position

**B. Internal/External Postings:**

Newly created jobs or job vacancies shall be posted internally with qualified, most senior employees being placed in positions first.

Job vacancies can be posted simultaneously, internally and externally. External applicants can be considered only after internal bargaining unit employees show no interest in the vacancy and the internal posting(s) deadline expires.\_

**7.41 Bidding.** Any bargaining unit employee may apply in writing for any such position within the posting period except that an employee shall not be eligible to receive more than two (2) openings within any one school year.

**7.42 Displacement.** A bargaining unit employee who has been displaced will be able to receive no more than two (2) openings within any one (1) school year. The displacement is one (1) of the two (2) openings.

**7.43 Selection.** Any posted position shall be filled by the most senior employee who has applied for the position and who possesses the qualifications for such position, as determined by the Employer. To be eligible, an employee must have performed satisfactorily in his/her present position and must be qualified to perform the duties of the new position. If the job vacancy is not filled through the internal bidding process, the Employer shall have the right to employ a new hire.

**7.44 Trial Period.** The successful applicant shall be granted a trial period of up to twenty (20) workdays, provided that the employer may terminate the trial period early after consultation with the Union and employee if the employee demonstrates a clear lack of ability to learn the job or lacked the ability to perform the necessary job requirements and expectations and has been provided adequate training. If the Employer determines that the

employee is not performing satisfactorily in the position during the trial period, s/he shall be returned to his/her former position without loss of seniority; provided, however, that in such circumstances the second most senior employee who originally applied for the position and who otherwise meets the requirements set for in Section 7.43 shall be offered the position. If such employee refuses the position, the Employer shall not be required to re-post the opening.

**7.45 Transfers.** Nothing herein shall limit the right of the Employer to temporarily transfer an employee:

- A.** **Work Assignment.** The Employer shall have the right to transfer employees in accordance with the following procedures. Although the right of determination to assign or transfer rests with the Board, no assignment or transfer will be made without prior discussion with employee(s). All employees within the unit (or building) will be notified of the need for transfer and be offered the opportunity. Employees who have indicated an interest in change of assignment will be considered first, based on highest seniority, and all transfers will be voluntary when possible. When transfers are required or of an involuntary nature, the least senior person qualified for the job shall be selected. Reasonable consideration will be made to avoid an involuntary transfer when it is practical to do so.
- B.** **Other transfers.** For a period not to exceed forty-five (45) workdays, if in the opinion of the Employer there shall be no qualified applicants or,
- C.** For a period of up to one (1) year based on program needs, provided that if a temporary transfer involves a split assignment, the Employer will make every effort to allocate the time for each portion of the assignment as equally as possible, and provided further, that transfer made pursuant to this provision shall



be implemented only after prior consultation with the employee and union. An employee temporarily assigned pursuant to this provision may be retained in such position if program needs require; provided, however, that any such employee shall have the right to return to the original position from which s/he was transferred if such position is again reinstated, the provisions of Section 7.45 (a) to the contrary notwithstanding. For purposes of this provision, the performance of duties by an employee within the same classification or position at more than (1) location within the District shall not constitute a new classification or position.

**7.46 Procedure for the Assignment of Summer School Work.**

- A. Summer school positions shall be filled using the current seniority roster, beginning where the roster left off from the previous year and filled by the most senior employee who has applied for the position and who possesses the qualifications outlined in the posting.
- B. To decline an assignment still results in the employee being charged with a turn.
- C. **Training.** Should the District be aware of training that is required for an instructional paraprofessional to be considered for a summer school assignment, in advance of said training all paraprofessionals will be given equal opportunity for training. Should the District become aware of the requirement after the training has been completed the stipulation to offer training to all paraprofessionals shall be waived.

**ARTICLE 8 — LAYOFF AND RECALL**

**8.1 Determination and Effect.** If the Employer determines that the

number of employees is in excess of its current requirements, it shall have the right to reduce the number of employees. Compensation and fringe benefits shall be suspended during any layoff period.

**8.2 Layoff Procedures.** In case of a layoff, employees shall be laid off in the order of classification seniority starting with the least senior employee in the classification, provided that:

- A. The remaining employees are qualified to meet the requirements of the Employer.
- B. A part-time employee may be laid off before a full-time employee with less seniority; and
- C. The Employer may offer an employee part-time employment in lieu of layoff; and provided further that the Employer shall give at least fifteen (15) calendar days written notice of layoff to the employee(s) affected.
- D. In case of a layoff or displacement the employee may choose, based on qualifications, to bump the least senior person with comparable hours.

The employee will have (3) days from the date of notice of a layoff to inform the Superintendent, in writing, if they choose to utilize this procedure.

**8.3 Recall Procedure.**

Employees shall be recalled in the reverse order in which they are laid off; provided, however, that the Employer shall not be required to recall an employee in such order if the Employer determines that such employee does not possess the qualifications necessary to perform the duties of the job to which the employee will be assigned.

If there is more than one position that needs to be filled, the laid off employee shall have the opportunity to pick which position they are recalled to, as long as they are qualified for such position.

If any employee fails to report for work at the time specified at the time of recall, unless an extension is granted in writing by the Employer or the notice to report to work was given to the employee less than seventy-two (72) hours in advance, the employee shall be considered a voluntary quit and shall there by automatically terminate his/her employment relationship with the Employer. The obligation of the Employer to recall a laid-off employee shall terminate twenty-four (24) months following layoff.

**8.4 Seniority.** A laid-off employee shall neither accrue nor lose Seniority during any period of layoff.

**8.5 Change of Address.** It shall be the responsibility of each employee to notify the Employer of any change of address or telephone number. The employee's address and telephone number as they appear on the Employer's records, shall be conclusive.

## **ARTICLE 9 — AUTHORIZED ABSENCE**

Since the absence of an employee generally has an adverse effect on the quality of the Employer's educational program, imposes increased responsibilities on other employees, and increases costs, it is the responsibility of each employee to avoid unnecessary tardiness or absences. The provisions of this contract are not intended to reduce the responsibilities of an employee or to provide a form of additional compensation. Rather, the provisions are intended to meet the legitimate, humanitarian, and personal needs of an employee in a manner consistent with the requirements of the educational program and they shall be so applied and interpreted.

**9.1 Sick Leave Days.** Each employee must work half the scheduled student contact days for the calendar month to be credited with one (1) leave day for each month of employment not to exceed ten (10) days in any school year. Leave days shall be administered in accordance with the following guidelines, namely:

**9.11 Use.** Leave days may be used for:

- A.** Any physical or mental condition which disables an employee from rendering services, but excluding any condition compensable by worker's compensation, or resulting from other

employment. Leave days may be used for a disability resulting from pregnancy to the extent expressly required by law.

- B. Any communicable disease which would be hazardous to the health of students, employees, or other person using the facilities of the District.
- C. Physical examinations, medical, dental, or other health treatments which cannot reasonably be deferred, and which cannot be scheduled outside of the employee's scheduled work time.
- D. The critical or emergency illness of the spouse or child of the employee or of a permanent resident of the employee's household. No more than the annual amount of leave days earned shall be allowed for emergency use by the employee. The amount of leave days earned is defined in Article 9.1 above.
- E. Funeral leave as described in Article 9.2.

**9.12 Used Days.** Leave days shall be allocated to time increments and charged against workdays only, and shall cease to accumulate and shall not be used by an employee during such period as the employee is on an authorized or unauthorized leave of absence, or is not otherwise regularly providing service to the Employer.

**9.13 Unused Days.** Unused leave days may accumulate up to one hundred (100) days (any employee with more than 100 days shall retain those days). If employment is terminated, any accumulated leave days shall be compensated as provided in Schedule "B". If any employee shall not complete the work year, the Employer shall be reimbursed for any leave days which was used in excess of leave days earned as of the termination date. The amount of unused leave days shall be certified to the employee each twelve (12) months.

A paraprofessional who, upon successfully completing the school year, has at least five (5) days of current year

allocated leave days remaining, may turn in up to five (5) days for \$50.00 per day not to exceed \$250.00 in total. Exceptions are jury duty, funeral leave, and school-related activities.

**9.14 Verification.** Medical verification of illness may be required where a pattern of absences can be demonstrated, or an employee is off on paid sick leave for three (3) consecutive days.

**9.2 Funeral Leave.** An employee shall be granted funeral leave without the loss of pay for regular scheduled work. No more than the annual amount of leave days earned shall be allowed for use for funeral leave by the employee. The amount of leave days earned is defined in Article 9.1 above.

**9.3 Personal Leave.**

**9.31 Use.** Personal leave shall be used only for business or personal obligations which cannot reasonably be scheduled at a time, which does not conflict with the performance of the employee's duties. It shall not be used for other employment, the seeking of other employment, or for social, recreational vacation or other similar purposes. No more than the annual amount of leave days earned shall be allowed for use for personal business by the employee. Employees cannot use two days in a row unless approved by the Superintendent. The amount of leave days earned is defined in Article 9.1.

**9.32 Procedure.** Each request for personal leave shall be ill-submitted electronically (writing) and shall include:

- A. The general reason for the leave and
- B. A certification by the employee that the obligation cannot reasonably be scheduled outside the regular workday or on a non-workday.

**9.33 Limitations.** The Employer shall not be required to grant a leave to any otherwise eligible employee if:

- A. The employee has given less than five (5)

workdays' prior notice, except that a shorter notice may be permitted if the emergency could not have reasonably been foreseen and the longer notice given.

- B. A personal leave day may not be used prior to directly following a vacation, such as Thanksgiving, Christmas, etc., except with the prior written approval of the Superintendent or designee.

**9.4 Jury Leave.** An employee shall be entitled to leave with pay, less any jury service fees paid for jury service. The employee shall return to his/her duties whenever attendance in court is not actually required. Jury leave is not taken from sick leave.

**9.5 Disability Leave.** An employee who is or will be physically or mentally disabled for more than ten (10) workdays shall be granted a leave of absence in accordance with the following guidelines:

**9.51 Foreseeable Disability.** If the employee knows, or reasonably should know, that the employee has a physical or mental condition which will result in disability, the employee shall:

- A. Notify the Employer as to the nature and extent of the expected disability in accordance with Section 9.91.
- B. Furnish the Employer a statement from the attending physician specifying, in the physician's opinion:
  - Any limitations on the performance of duties
  - The probable date when the employee will be significantly impaired in the performance of the employee's duties; and
  - The probable length of time, if any, during which the employee will be disabled from performing the employee's work assignment.

- C. Furnish the Employer such other information as may be necessary including the attending physician's release, to assure the safety and welfare of the employee, students, and the other employees.

**9.52 Unforeseeable Disability.** If an employee is disabled by unforeseen circumstances, and the employee desires to be granted a disability leave, the employee shall, as soon as practicable, furnish the Employer the information herein requested for a foreseeable disability.

**9.53 Duration of Leave.** An employee shall be granted a leave of absence of the period of disability except that the Employer shall not be required to grant a leave for more than one (1) year unless the law requires a longer period.

**9.54 Compensation Benefits.** An employee who has completed the probationary period and has been granted a disability leave shall receive payment from accumulated sick leave benefits to the extent eligible.

**9.6 Unpaid Leave.** The Employer may grant a leave of absence without pay upon the request of an employee for reasons of general health, family emergencies, or for other reasons not otherwise herein provided. In determining whether to grant any such leave, the Employer shall consider:

- A. The past performance of the employee.
- B. The staffing needs of the Employer.
- C. The length of service of the employee and the probability that the employee will return to the service of the Employer.
- D. The purpose or purposes of the leave.

**9.7 Family and Medical Leave Act (FMLA).** Unpaid leave necessary to respond to one's own, or to one's family health or medical problems or other related conditions shall be governed by the federal Family and Medical Leave Act. At the option of the

Board of Education, and upon request of the employee, the Board may extend such leave up to one year. The meritorious leave or extension shall not be subject to the grievance procedure.

## **9.8 Military Leave.**

**9.81 Regular Duty.** An employee who is drafted or volunteers for the Armed Forces of the United States of America shall be granted a leave of absence without pay and shall be entitled to such seniority and reinstatement rights as provided by applicable federal law.

**9.82 Temporary Duty.** An employee call to temporary active duty as a member of the National Guard or other reserve unit shall be granted a leave of absence without pay for the duration of such temporary active duty. Seniority shall accrue for such employee during any such temporary military leave of absence.

## **9.9 Leave Administration.**

**9.91 Notice.** An employee shall give the Employer notice of his/her desire to be granted a leave as soon as the employee is aware of the need to be granted a leave so that the Employer will have the maximum time to provide for the employee's absence. A leave for elective health care, leave, a foreseeable disability, or a general leave shall be requested at least twenty (20) workdays prior to the requested leave date, except that a shorter notice may be permitted because of unforeseeable circumstances.

**9.92 Leave Agreements.** A leave for elective health care, a foreseeable or unforeseeable disability, a general leave or any such leave for more than ten (10) workdays shall be agreed to in writing by the Employer and the employee, or the employee's personal representative in the case of mental incapacity or physical inability or absence. Each leave agreement shall include a requirement that the employee notify the Employer in writing prior to a specific time that the employee intends to return. If the employee fails to give such notice, the employee shall be considered a voluntary quit.



**9.93 Verification.** The employee shall have the responsibility of verifying his/her eligibility for leave and any benefits due. If the Employer determines that an employee knowingly withheld or misrepresented material information concerning the purpose of or the employee's eligibility for the leave or for any leave benefits, the employee may be disciplined, in addition to any other discipline, by the loss of all or any portion of the employee's leave benefits due or to be due under this Agreement.

**9.94 Reinstatement Rights.** On the termination of a leave, the employee shall be returned to the job which he/she held prior to such leave, or if the job has been eliminated, to a similar job, provided that the employee is still qualified, subject to the rights of other employees pursuant to this Agreement.

## **ARTICLE 10 — GRIEVANCE PROCEDURE**

**10.1 Objectives.** It is the intention of the parties to provide a peaceful and orderly procedure to resolve any disagreement concerning the interpretation of this Agreement which has not been resolved through the use of normal administrative procedures.

### **10.2 Grievance Levels.**

**10.21 Informal Conference.** Prior to filing a written grievance, the Grievant shall meet with his/her immediate supervisor for the purpose of attempting to adjust such alleged grievance without further proceedings. The request for the meeting must be made within five (5) days from the time of the event or the time, the Grievant reasonably should have known of the event.

**10.22 Written Grievance.** If the grievance is not satisfactorily resolved at the informal conference, the Grievant shall have five (5) days within which to file a written grievance with his/her supervisor, which grievance shall include:

- A. An identification of the Grievant(s).
- B. The facts upon which the grievance is based.

- C. The applicable portion(s) of the Agreement allegedly violated.
- D. The specific relief requested.
- E. The date of the grievance.
- F. The signature of the Grievant.

A reply shall be filed within five (5) days from the receipt of the written grievance.

**10.23 Formal Conference.** If the reply is not satisfactory and a request is submitted to the Superintendent or designee within five (5) days of the receipt of the reply, a formal conference shall be held within ten (10) days from the receipt of such request. The purpose of the formal conference shall be to seek a positive and constructive disposition of the grievance and to avoid the necessity for further proceedings. Any mutual agreement as to the disposition of the grievance shall be in writing; provided, however, that if the grievance is not settled by agreement, the Employer shall file a reply within ten (10) days after the completion of the formal conference.

**10.24 Mediation Hearing.** If the grievance is not satisfactorily resolved at the formal conference, the grievance shall be submitted to a mediator appointed by the State of Mediation Service if such request is made within ten (10) days from the receipt of the formal conference reply. If the parties are unable to reach an amicable settlement of the claim by mediation after a reasonable time, the mediator shall have the right to submit his/her recommendation in writing.

**10.25 Arbitration.** If the grievance is not satisfactorily resolved at the formal conference, the grievance may be submitted by the Union to the American Arbitration Association if such request is made within ten (10) days from receipt of the formal conference reply. The arbitrator shall be selected and the hearing conducted in accordance with the rules and procedures of the American Arbitration Association.

- A. Upon selection by the parties, the arbitrator shall conduct the arbitration hearing and other related matters in accordance with the rules and regulations of the American Arbitration Association.
  
- B. The hearing shall be conducted in accordance with the rules of the American Arbitration Association; provided, however, that:
  - 1. The rules of evidence as applied in a non-jury civil case in Circuit Court shall be followed as far as practicable, but the arbitrator may admit and give probative effect to evidence of a type commonly relied upon by a reasonably prudent person. Irrelevant, immaterial, or unduly repetitious evidence may be excluded.
  
  - 2. The arbitrator shall not have the authority to vary the terms of the Agreement or to determine that any provision is unconstitutional or contrary to any federal or state law or regulation, it being expressly agreed that any such determination shall be made by a court of competent jurisdiction.
  
  - 3. The arbitrator shall render a written decision within thirty (30) calendar days from and after the conclusion of the hearing, unless extended by mutual agreement of the parties, which decision shall separately set forth specific findings of fact, decision, and award.
  
  - 4. The arbitrator's decision shall comply with the Michigan Uniform Arbitration Act, MCL 691.1681 et seq.

5. The arbitrator shall have no authority to issue a decision on the merits of a prohibited or illegal bargaining subject.
6. Either party shall have the right within twenty (20) calendar days from the receipt of the decision of the arbitrator to apply to a court of competent jurisdiction for a rehearing of the grievance both as to the facts and the law; provided, however, that if application is not made within such time, the decision of the arbitrator shall be final and binding upon the parties.
7. The rules may be amended, in writing, by the mutual agreement of the parties.

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### **10.3 General Procedures.**

**10.31 Definition.** As used in this article, the word:

- A. "Grievant" means the Union or employee filing Grievance. If Grievant is an employee, the employee shall have the right to personally attend each conference or hearing and/or have an authorized representative present.
- B. "Party" means the Employer or the Union, or an authorized representative of either the Employer or the Union.
- C. "Event" means the act or omission which the Grievant alleges violates one (1) or more provisions of this Agreement.
- D. "Day" means a calendar day except Saturday, Sunday, or a scheduled District-observed Holiday.

**10.32 Form of Action.** All grievances, replies, and requests shall be in writing and shall be filed with each party.

**10.33 Exclusions.** The grievance procedure shall not apply to:

- A. A grievance by any employee who desires to assert his/her legal right to present such grievance directly to the Employer and have it adjusted without intervention of the Union, provided that the adjustment is not inconsistent with the terms of this Agreement.
- B. Any grievance concerning which proceedings are pending before any administrative tribunal, agency, or court, it being the intention of the parties that a grievant shall have one (1) remedy only.
- C. The discipline, discharge, or suspension of a probationary employee.
- D. Any provision of this Agreement which contains an express exclusion from this procedure.

**10.34 Withdrawals and Denials.** Any grievance or request for advancement to the next grievance level which is not made within the time prescribed shall be deemed to have been withdrawn and shall automatically terminate any further proceedings. Any grievance which is not answered within the time specified shall be deemed to have been denied and the grievance shall automatically advance to the next grievance level unless withdrawn. The time limits set forth herein may be extended by mutual agreement of the parties.

**10.35 Place of Proceedings.** All proceedings shall be held on the Employer's premises, except as the parties shall otherwise mutually agree.

**10.36 Costs.** Any fees paid for the services of an arbitrator shall be shared equally by the parties, except as the arbitrator shall otherwise decide. Each party shall be responsible for its own costs.

**10.37 Contact Termination.** The provisions of this Article shall be automatically extended beyond the contract expiration date to the extent required to complete the processing of a grievance filed prior to such expiration date.

## ARTICLE 11 – GENERAL PROVISIONS

**11.1 Contract Representatives.** Each party shall designate in writing the name of its authorized representative to administer this Agreement.

**11.2 Notices.** Any written notice given pursuant to this Agreement shall be addressed and delivered as follows.

**A. Employer:** Office of the Superintendent  
Three Rivers Community Schools

851 Sixth Avenue

Three Rivers, MI 49093

**B. Union:** Business Agent  
Local 517M S.E.I.U.

13207 Oakcrest Avenue

Gowen, MI 49326

**C. Employee:** As set forth in the records of  
the Employer.

Or to such other address as a party or  
an employee shall furnish in writing.

**11.3 Successor Agreement.** The negotiation of a new Agreement shall begin upon written request of either party made not earlier than sixty (60) days prior to the expiration of the Agreement, unless agreed by both parties.

**11.4 Scope, Waiver, and Alteration of Agreement.** It is expressly agreed that neither the bargaining unit nor any provision of this Agreement shall be altered during the term of this Agreement except upon the voluntary prior written consent of both the contracting parties, provided that nothing herein shall prohibit the Employer from adopting policies, initiating programs, or entering into other agreements which are not contrary to the express terms of this Agreement, and provided further that the waiver of any breach or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of the terms of this Agreement.

**11.5 Interpretation.** Each of the provisions of this Agreement shall be subject and subordinate to the obligations of either party under applicable laws or regulations. If any provision shall be prohibited by or be deemed invalid under such applicable laws

or regulations, such provision shall be ineffective to the extent of such prohibition or invalidity, without invalidating the remainder of such provision or the remaining provisions of this Agreement. If any provision of this Agreement is invalidated, the parties will meet to renegotiate such invalidated provision.

For the purpose of this Agreement:

- A.** **Captions.** Captions are included only for convenience of reference and shall not modify in any way any of the provisions contained herein.
- B.** **Right to Modify.** The rights of either party or of an employee to any benefits shall be determined solely by the terms of the Collective Bargaining Agreement in effect at the time such benefit is claimed, it being expressly intended that the parties shall have the unrestricted right to delete, add, or modify any provision of this agreement in a subsequent agreement, and any benefit in this Agreement shall be subject and subordinate to any such subsequent change.
- C.** **Schedule Modification.** The Employer may alter the work schedule to the extent the Employer determines necessary to comply with applicable local, state, or federal laws or regulations, the availability of utilities, or for other circumstances beyond the control of the Employer.
- D.** **Subordination.** Any individual contract or letter of agreement between the Employer and an employee for the performance of duties which are subject to the terms of this Agreement shall be subject and subordinate to the provisions hereof.
- E.** **Prior Practice.** This agreement shall supersede any existing rules, regulations, or practices of the Employer which shall be contrary to or inconsistent with its terms.

**11.6 Emergency Manager.** If an emergency financial manager is appointed under PA 436 of 2012, the Local Financial Stability and Choice Act, the emergency manager may reject, modify, or terminate the collective bargaining agreement as provided in that Act.

**11.7 Definitions.**

- A. Emergency** means a sudden and unforeseen combination of circumstances or the resulting state there from that calls for immediate action.
- B. Employee** means a person employed in a bargaining unit position.
- C. Local Unit** refers to the collective membership of the bargaining unit, which unit has been designated Local Unit 517M.
- D. Part-time Employee** means an employee regularly employed for less than a full workweek or full workday, or an employee employed for less than twelve (12) months. The fringe and leave benefits of a part-time employee shall be proportionately reduced.
- E. Party** means the Employer or the Union.

**11.8 Duplication of Agreement.** The Employer agrees to furnish a copy of this Agreement to each employee who is employed in the bargaining unit during the term of this Agreement. Employer can provide electronically.


**11.9 Effective Date and Termination.** This Agreement shall commence upon ratification by both parties and shall remain in full force and effect until midnight June 30, 2024, with a 2022-2023 and 2023-2024 re-opener for wages only, except as a provision shall be its express terms extend for a longer period.

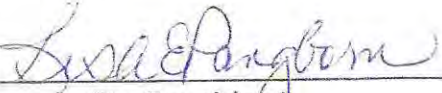
IN WITNESS THEREOF, the parties have caused this Agreement to be executed as of

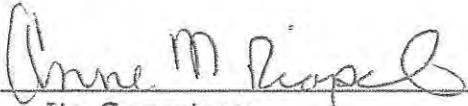


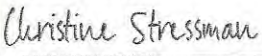
EMPLOYER:  
THREE RIVERS COMMUNITY SCHOOLS  
ST. JOSEPH AND CASS COUNTIES,  
MICHIGAN

UNION:  
LOCAL 517M, SERVICE  
EMPLOYEES INTERNATIONAL  
UNION

By   
Its President

By   
Its President

By   
Its Secretary

DocuSigned by:  
BY   
Its Labor Relations Specialist

**SCHEDULE "A"**

**Section 1. Paraprofessionals Compensation Schedule**

<u>Years of Service</u>	<u>2021-22</u>
1	\$12.70
2 - 5	\$13.02
6 - 9	\$13.56
10	\$14.35
15	\$14.64
20	\$15.01
25+	\$15.84

Wage reopener for 22-23 and 23-24

**Section 2.** Paraprofessionals who are hired as GSRP Associate Teachers and have completed or hold the additional educational requirements will be compensated at fifty cents (\$.50) more per hour.

## SCHEDULE "B" — FRINGE BENEFITS

**Section 1. Separation Benefits.** All employees who have completed ten (10) consecutive years of service shall upon voluntary termination be paid at the rate of twenty-five (\$25) per day for their accrued and unused sick leave. The maximum allowable benefit shall not exceed \$2,000, except for employees with twenty (20) years or more, the maximum shall not exceed \$2,400.

**Section 2. Holidays.** The following holidays shall be observed, namely:

- Labor Day
- Thanksgiving Day
- Friday after Thanksgiving
- Christmas Day
- New Year's Day
- Martin Luther King, Jr. Day (one half of full day when school not in session)
- Good Friday (one half or full day when school not in session)
- 1st day of Spring Break
- Memorial Day

A holiday shall not be observed if it is a school day. An employee shall receive his/her regular compensation for the above holidays if the employee was not absent the last scheduled workday preceding the holiday and the first scheduled workday following the holiday. An employee who has an unforeseen circumstance (i.e., death in the immediate family or accident that prevents the employee from reporting to work) on the last scheduled workday preceding the holiday or the first scheduled workday following the holiday shall receive holiday pay if approved by the Superintendent. For purposes of this provision, the term "immediate family" is limited to the following: spouse, parent, child, sibling, parent-in-law, grandparent, or grandchild. This "unforeseen circumstance" provision is not subject to the grievance procedure.

**Section 3. Insurance.**

The Employer agrees to contribute on behalf of each full-time employee the sum of one hundred seventy-five dollars (\$175) per month for twelve (12) months toward the premium costs (or cash in lieu of insurance) for one of the following insurance plans, namely:

\_\_\_\_\_

Plan "A" Hospitalization Insurance. Medical and hospital insurance with a carrier selected by the Employer, which insurance plan shall be equivalent to that presently provided to the administration:

Plan "B" Options. Which include the following:

- Short-term Disability
- Long-term Disability
- Group Survivor Income Insurance
- Dependent Life
- Hospital Indemnity
- Basic Term Life Insurance
- Dental Insurance
- Vision Insurance
- Cash

Plan "C". The Employer and Union will cooperatively work together in mutually agreeing to a (3<sup>rd</sup>) health care plan. Such plan will be compatible with the Affordable Care Act.

The employer will provide Summary Plan documents pertaining to each available option.

**Section 4. Vacation Pay.**

- A. Employees will be entitled to vacation pay only for the time during continuous employment for which they were scheduled full time. Employees entitled to

vacation pay will be paid according to the following schedule:

1. After two (2) years of continuous service, an employee shall accrue one half (1/2) day of vacation pay for each month worked during a fiscal year not to exceed five (5) days.
  2. After eight (8) years of continuous service, an employee shall accrue one (1) day of vacation pay for each month worked during a fiscal year not to exceed ten (10) days.
- B. Vacation allowances are figured from the date of initial hire if the employee was hired full time or from the date the employee becomes full time. An employee who reaches two (2) years of service from the beginning of the school year through the end of February will have his/her vacation time front loaded at the beginning of that school year.
- If the employee reaches his/her two (2) years of service from March-end of the school year, his/her vacation will be front loaded at the beginning of the following school year.
- C. Employees shall not be entitled to vacation leave for any reason during scheduled workdays.
- D. All accrued vacation pay will be paid to the employee by the Employer when employment is terminated for any reason other than discharge for cause.

**Section 5. Association Days.** The Employer agrees to grant twenty (20) hours of in-services which may be used in accordance with the following guidelines, namely:

- A. Attendance at meetings of the Service Employees International Union for the purpose of conducting official S.E.I.U. business, including conventions, workshops, schools, and other similar activities related to the representation of the employees covered by this Agreement.

- B. Not more than one (1) employee from a building may be granted an in-services day leave at a time.
- C. In-services day leaves shall not materially interfere with the normal operations of the Employer or with the discharge of the employee's duties.
- D. A request for an in-services leave day shall be made in writing not less than five (5) working days prior to the leave.
- E. Use of an in-services day leave shall not disqualify an employee from receiving an attendance incentive bonus.
- F. The Association shall reimburse the District those sums paid to the Michigan Public School Employees Retirement Board on the employee's behalf for the released time compensation.