

Tawas Area Schools

245 West M-55 • Tawas City, MI 48763
Jeffrey A. Hutchison, Superintendent
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To: A.F.S.C.M.E.
From: Jeff Hutchison
Date: June 26, 2018
Re: Letter of Understanding

Effective July 1, 2018, Tawas Area Schools wants to make the following wage, insurance and snow day changes:

ARTICLE 25. WAGES

STEP PROCEDURE*

2018-2019
(3% hourly increase + \$1.00 hourly increase to bus drivers)

	<u>Starting</u> <u>Rate</u>	<u>End of</u> <u>Probation</u>	<u>After</u> <u>1 Year</u>	<u>Top</u> <u>Rate</u>
Educational Assistant	\$11.80	\$12.05	\$12.30	\$12.80
Secretary	\$13.83	\$14.08	\$14.33	\$14.83
Custodian	\$13.83	\$14.08	\$14.33	\$14.83
Cook's Helper	\$11.61	\$11.86	\$12.11	\$12.61
Bus Driver	\$15.85	\$16.10	\$16.35	\$16.85
Technology Technician	\$13.36	\$13.61	\$13.86	\$14.36
Transportation Clerk/Dispatcher	\$12.82	\$13.07	\$13.32	\$13.82
Food Service Coordinator/Cook	\$12.82	\$13.07	\$13.32	\$13.82
Bus Garage Helper	\$12.61	\$12.86	\$13.11	\$13.61

All other language in this article remains as is.

ARTICLE 27. HEALTH, DENTAL AND VISION INSURANCES

- A. Year round and school term employees who are eligible will receive the State of Michigan Hard Cap amounts toward their medical insurance. They will also receive up to fully paid family dental and vision benefits year round.

“A Tradition of Academic Excellence”

- B. The Board shall pay up to three hundred fifty dollars (\$350.00) per month for twelve (12) months towards health insurance for all student term employees meeting the work requirement for the 2018-19 school year.

All other language in this article remains as is.

ARTICLE 31. SNOW DAYS

All support staff employees will be paid for the first snow day without reporting to work and without the loss of a sick day. Custodians that are asked to report will be given an additional vacation day. On days in which school is cancelled because of snow or ice conditions, custodians will be given up to an extra hour to report to work without loss of pay. The morning shift custodians will come in by 8:00 a.m. or earlier if called. Second shift custodians may come in at 8:00 a.m. if mutually agreed upon by the employee and supervisor, or report at their regularly scheduled time. Other employees such as secretaries, cooks, educational assistants, and bus drivers may be called and advised not to report to work. If they are not called and do in fact report for work, they shall receive two (2) hours call in pay. Employees are required to provide a working telephone number to enable the supervisor to contact them.

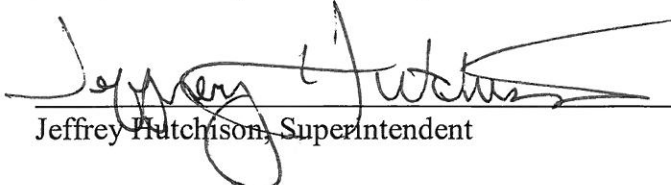
For employees other than custodians: If the supervisor and the employee determine that there is work that needs to be completed, then they may mutually agree to have the employee report to work.

If work is not available, school term and student term employees shall be entitled to use three (3) sick days as compensation for the non-availability of work.

As there remains a question about the Union's representational status at this time, the parties agree to reopen the contract in the event that the union determines that it will no longer represent this bargaining unit. Upon receiving written notice of the Union's determination to not represent the bargaining unit, either party may give written notice of its intent to reopen the contract within 30 days of receipt of said written notice. Thereafter, the parties shall commence such negotiations within 30 days of providing said written notice to the other party.

 6/26/2018
Ann Woelke, AFSCME Representative Date

 6/26/2018
Melissa Garrett, AFSCME Representative Date

 June 26, 2018
Jeffrey Hutchison, Superintendent Date