

# AGREEMENT

between

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**REESE PUBLIC SCHOOL BOARD OF EDUCATION**

and

**REESE PROFESSIONAL SUPPORT PERSONNEL ASSOCIATION  
MEA/NEA**

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**2025-2027**

Reese Public School Board of Education

Reese, Michigan

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## Agreement

Entered into this \_\_\_\_ day of July 2025, between the Board of Education of the REESE PUBLIC SCHOOL DISTRICT, hereinafter referred to as the "Board," and the REESE PROFESSIONAL SUPPORT PERSONNEL ASSOCIATION, MICHIGAN EDUCATION ASSOCIATION, and the NATIONAL EDUCATION ASSOCIATION, hereinafter referred to as the "Union."

### Article 1 Purpose

The Purpose of this Agreement is to set forth wages, hours and working conditions and promote orderly and peaceful labor relations for the mutual interest of the Board, the employees, and the Union.

### Article 2 Non-Discrimination

The Board and the Union both recognize their responsibilities under Federal, State and Local laws pertaining to fair employment practices as well as the moral principles involved in the area of civil rights. Accordingly, both parties reaffirm by this Agreement not to discriminate against any person or persons because of race, creed, color, age, sex or national origin. Reference to the male gender shall apply equally to the female gender and vice versa.

### Article 3 Recognition

#### ***3.1 BARGAINING UNIT DEFINED***

Pursuant to and in accordance with the applicable provisions of Act 379 of the Public Acts of 1965 as amended, the Board recognizes the Union as the sole and exclusive bargaining agent for all members of the unit which includes: Day Building/Grounds/Bus Mechanic and paraprofessionals, but excluding: all administrators, supervisors, teachers of the RPEA, and bus drivers, third-party contractors and all other employees.

#### ***3.2 EMPLOYEES***

Unless otherwise indicated, use of the term "employee" or "bargaining unit member" when used hereinafter in this Agreement shall refer to all employees represented by the above defined bargaining unit. Within the various classifications of bargaining unit members covered herein, there shall be the following categories:

- a. **School-year employee:** A bargaining unit member whose employment usually follows the school calendar.
- b. **Full-year employee:** A bargaining unit member who is employed to work on a twelve (12) month basis.

### 3.3 REHIRES

In the event the District re-hires outsourced individuals on its payroll, for the classifications deleted from the contract in 2010, the person(s) hired into the classifications will be considered members of this bargaining unit.

### 3.4 MEMBER INFORMATION

The Employer agrees to provide a shared document with the Union President with the following information at the beginning of each school year in accordance with Public Act 236:

- First and last name
- Department/Classification
- Building Assignment
- Work email address
- Date of hire
- Employee identification number, if applicable
- Hours of Employment
- Hourly Wage

The Employer further agrees to send new hire information, terminations, layoffs or leaves, job postings, transfers, and job awards to the Union President within 10 days of occurrence.

## Article 4 Vacations

A. Vacations will be granted to permanent full-time year-round employees subject to the following conditions:

1. An employee's vacation schedule must have the approval of the Board or its designated representative.
2. Employees shall not be entitled to take any vacation until they have been employed by the District for one (1) full year.
3. To be eligible for vacation, an employee must have worked eighty (80%) percent of his/her regularly scheduled working hours. An eligible employee will then receive ten (10) days' paid vacation. An employee who works less than eighty (80%) of his/her regularly scheduled working hours will have their vacation time pro-rated.

Example: a person working seventy (70%) of their regularly scheduled hours will receive seven (7) vacation days.

4. An eligible employee, who has been employed on a full-time basis for ten (10) consecutive years, shall receive fifteen (15) days paid vacation during the subsequent years.
5. An eligible employee, who has been employed on a full-time basis for eighteen (18) consecutive years, shall receive sixteen (16) days' vacation during the subsequent years.

6. An eligible employee, who has been employed on a full-time basis for twenty-two (22) consecutive years, shall receive seventeen (17) days' vacation during the subsequent years.
7. An eligible employee who has been employed on a full-time basis for twenty-five (25) consecutive years, shall receive twenty (20) days' vacation during the subsequent years.
8. If an employee is on vacation on any of the holidays provided for in this Agreement, he/she shall be entitled to an additional day off with pay for the holiday in connection with his/her vacation, or he shall receive an additional day's pay for the holiday, at the discretion of the board or its designated representative.
9. Employees hired after July 1, 2011, will not be eligible for more than sixteen (16) days' vacation. Number 6 and number 7 will not apply to those individuals hired after July 1, 2011.

#### **Article 5 No Strike**

The Union and the Board recognize that strikes and other forms of work stoppage by employees are contrary to law and public policy. The Union and the Board subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of the School System. The Union, therefore, agrees that its officers, representatives, and members shall not authorize, instigate, cause, aid, encourage, ratify, or condone, nor shall any member take part in any strike, slowdown or stoppage of work, boycott, picketing or other interruption of activities in the School System. Failure or refusal on the part of any employee to comply with this Article shall be cause for immediate dismissal. The Board agrees that it will not directly lockout bargaining unit members during the term of this Agreement.

#### **Article 6 Board Rights**

- A. The Board, on its behalf and behalf of the electors of the District, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the constitution of the State of Michigan and of the United States, including, but without limiting the generality of the foregoing, the right to:
  1. The executive management and administrative control of the School System and its properties and facilities and the activities of its employees.
  2. To hire all employees and subject to the provisions of law, to determine their qualifications and the conditions of their continued employment, or their dismissal or demotion; and to promote and transfer all such employees.
  3. Continue its rights, policies, and practices of assignment and direction of its personnel and scheduling.
  4. Determine the services, supplies, and equipment necessary to continue its operation, and to establish standards for their use and operation.

5. Adopt reasonable rules and regulations pertaining to the operation and administration of the school system and to define the descriptions and requirements of all jobs.
  6. Determine job descriptions and the essential job functions of employees.
  7. Determine overall goals and objectives, as well as all policies affecting the educational programs.
  8. Determine reasonable provisions for health, safety, and first aid of employees during hours of employment.
  9. Determine the number and location or relocation of its facilities, including the establishment or relocation of new schools, buildings, departments, division or subdivisions thereof, and the closing of offices, departments, divisions or subdivision, building or other facilities.
  10. Determine the size of the management organization, its functions, authority, amount of supervision and the table organization.
  11. Determine all financial policies, including all accounting procedures, and all matters pertaining to public relations.
- B. The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of the Agreement and then only to the extent such specific and express terms thereof are in conformance with the Laws and Constitution of the State of Michigan and of the United States.
- C. The parties agree that this contract incorporates their full and complete understanding and that any prior oral agreements or practices are superseded by the terms of this Agreement. The parties further agree that no such oral understandings or practices will be recognized in the future unless committed to writing and signed by the parties as a supplement to this Agreement.

#### **Article 7 Discipline and Discharge**

- A. No bargaining unit member shall be disciplined without just cause. When the Board feels disciplinary action is warranted, such action must be initiated within ten (10) working days from the date of the occurrence of the condition giving rise to the action or within ten (10) workings days of the date it is reasonable to assume that the Board became fully aware of the conditions giving rise to the discipline.

- B. The Board agrees to submit written notification of any discipline or discharge of a permanent employee to the employee and the Union President within three (3) working days from the date of such disciplinary action. Should said employee consider such discipline or discharge to be improper, the matter may be referred to the Grievance Procedure.
1. The discipline or discharge of any probationary employee shall not be subject to the Grievance Procedure.
- C. Rules and regulations shall be adopted by the Board and made available to all employees. The following rules and regulations as adopted by the Board are currently in effect; however, additional rules or current rules may be adopted or modified periodically as conditions warrant.
1. Unauthorized or excessive absence from work;
  2. Commitment or conviction of any felony;
  3. Conduct unbecoming any employee in the public service;
  4. Disorderly or immoral conduct;
  5. Theft;
  6. More than two consecutive evaluations that reflect an ineffective rating.
  7. Insubordination;
  8. Bringing intoxicants or narcotics into or consuming intoxicants or narcotics on any school property, or reporting for work under the influence of intoxicating liquor or narcotics in any degree whatsoever;
  9. Negligence or willful damage to public school property, waste, or misappropriation of public school supplies or equipment;
  10. Violation of any lawful regulation or order made by the Board or its designated representative;
  11. Willful violation of any provisions of this Agreement;
  12. Deliberate falsification of records and reports.
- D. The Board and the Union agree that progressive/corrective discipline shall be used when appropriate. The Board may discipline an employee by suspension with or without pay or by discharge without any prior warning, and without utilization of the progressive/corrective discipline, if the Employer, or its representatives, determine, based upon the preponderance of reasonable evidence, to charge that the employee is guilty of gross misconduct, insubordination, sabotage, theft, assault upon another employee or a supervisor, or the commission of any act or acts which constitute a felony under State or Federal law.
- E. All dismissals and suspensions shall be with or without pay and no suspension shall be effective for a period of more than ten (10) working days without the approval of the Board or its designated representatives.

## Article 8 Seniority

- A. A newly hired employee or an employee upon entry into the bargaining unit shall be on probationary status for sixty (60) working days taken from and including the first day of employment. If at any time prior to the completion of the sixty (60) working day probationary period, the employee's work performance is unsatisfactory, he/she may be dismissed by the Board during this period without appeal by the Union. Probationary employees who are absent during the first sixty (60) working days of employment shall work additional days equal to the number of days absent and such an employee shall not have completed his/her probationary period until these additional days have been worked. Upon satisfactory completion of the probationary period, the employee's seniority shall revert to their first day of work.
- B. An up-to-date seniority list shall be made available to each employee covered by this Agreement on or about September 30 of each year, and such list shall contain the employee's original date of hire and classification(s). If two or more employees have the same initial hire date, ties shall be broken by random draw with the Employer and Union President. Employees shall be given twenty (20) working days to verify their information on the seniority list. After the twenty (20) day period, the seniority list shall be deemed to be accurate.
- C. Classification Seniority: Classification seniority shall be based on the employee's last date of hire into the classification in which he/she works. An employee who accepts a position in another classification will have his/her seniority accrued in his/her prior classification frozen. If an employee is working in two or more different classifications, they shall accrue seniority in both classifications.
- D. Seniority shall be broken for the following reasons:
1. If the employee quits;
  2. If the employee is discharged and not reinstated through the Grievance Procedure;
  3. If the employee is absent over three (3) consecutive working days without properly notifying the Management as determined by the Employer; unless a satisfactory reason is given;
  4. If the employee fails to return to work within ten (10) working days after being notified by certified mail to report to work after receiving recall notice; and does not give a satisfactory reason;
  5. If the employee is laid off for a continuous period equal to the seniority he/she had acquired at the time of such layoff period, up to a maximum of two (2) years;
  6. If the employee retires.
- E. Employees shall be laid off and recalled according to their seniority in their classification. An employee on scheduled layoff shall have the right to displace the least senior employee who is in a lower classification previously held by the employee, provided the senior employee is qualified to hold the position held by the employee. No employee rated minimally effective or ineffective shall be retained over any employee in the same classification with a higher overall effectiveness rating.

- F. Discharged or laid-off probationary employees shall not have recourse to the terms of this Agreement.
- G. Any employee in the bargaining unit elected or appointed to full-time office in the Union whose duties require his/her absence from his/her work shall be granted a leave of absence without pay for the term of such office and shall accumulate seniority during his/her term of office.

### **Article 9 New Jobs**

- A. The Board shall have the right to establish, evaluate, and change obsolete jobs, providing such action on the part of the Board shall not be directed toward reducing the rate of a union job in which no substantial change in the job itself has occurred. When a new or revised operation involves duties which are not adequately or specifically described or properly evaluated in an existing job description, specification and classification, the Board has the right to develop and establish such new or revised job description, specifications and classification, rate of pay and to place them into effect temporarily. Whenever new buildings or jobs are made operational, the Board shall establish the job description.
- B. The Board will notify the Union of such new or changed job that is covered by this Agreement and will, within thirty (30) days after such new or changed job is established, meet with the Union to negotiate the rate and classification.
- C. Any new classification and rate of pay shall be considered as temporary until the parties negotiate a permanent rate and classification so long as the position may be covered by this Agreement. The negotiated rate, if higher than the temporary rate, shall be applied to the date the employee first began working in the temporary classification, except as otherwise mutually agreed. When a new classification has been assigned a permanent rate of pay, the classification and rate shall be added to and become a part of this Agreement.

### **Article 10 Leaves of Absence**

#### ***1. LEAVE DAYS***

- A. As paraprofessionals are hired, it is agreed that they will not receive their paid leave time until they have completed a probationary period of sixty (60) calendar days.
- B. School year employees shall be credited with ten (10) leave days per year and twelve (12) month employees shall be credited with twelve (12) leave days per calendar year.
  - 1. Whenever an employee is to be absent from their duties, they shall report it in Willsub and notify the building principal. Employees shall not be required to search for or secure a substitute as a condition of using leave.

2. Leave may be used for the following purposes:
  - The employee's mental or physical illness, injury, or health condition; medical diagnosis, care, treatment, or preventative medical care.
  - To care for a family member with a mental or physical illness, injury, or health condition; medical diagnosis, care, treatment, or preventative medical care.
  - For issues related to domestic violence or sexual assault, including medical care, counseling, victim services, relocation, legal services, or court appearances.
  - For public health emergencies, including school or workplace closures or exposure to communicable diseases.
  - To attend a child's school or care facility meeting related to the child's health, disability, or domestic violence issues.
3. Family shall include a biological, adopted, or foster child, stepchild or legal ward, a child of a domestic partner, a child for whom the employee stands in loco parentis, spouse or domestic partner, biological, foster, stepparent, or adoptive parent, a person who stood in loco parentis when the employee was a minor, grandparent, grandchild, sibling, or any person related by blood or affinity whose close association is equivalent to a family relationship.
4. Leave may be used in ½ or whole day increments.
5. For foreseeable absences, employees must provide up to seven (7) days' notice if practicable. For unforeseeable absences, notice must be provided as soon as practicable.
6. The District may require reasonable documentation only for absences exceeding three (3) consecutive days. Documentation shall not require disclosure of illness or injury details unless otherwise required by law. For cases of domestic violence or sexual assault, alternative documentation as permitted by ESTA will be accepted.
7. If an employee separates from employment and is rehired within two (2) months, any unused accrued earned time shall be reinstated unless they are paid out upon separation.
8. Employees shall be entitled to carry over and accumulate unused leave days from one year to the next. Upon retirement from the Reese Public Schools, the employee shall be paid twenty (\$20.00) dollars for each unused leave day up to one hundred (100) days. Such payment shall be made in a lump sum with the final pay. Beginning in the 2026-27 school year, upon retirement from the Reese Public Schools, the employee shall be paid fifty (\$50.00) dollars for each unused leave day up to one hundred (100) days.

**C. EMERGENCY LEAVE**

1. Leave time which shall be deducted from leave accumulation shall be granted at the discretion of the Superintendent or his/her designated representative for the following reasons:
2. Quarantine because of exposure to contagious disease which could be communicated to other employees or pupils. Approval of a physician must be presented for the entire period of absence.
3. Death of close associate, relative or co-worker.

**D. BEREAVEMENT/FUNERAL LEAVE:** Leave time which shall not be deducted from leave accumulation shall be granted by the Superintendent or his/her designated representatives for the following reasons:

1. If death occurs among members of an employee's immediate family, the employee will be excused from work to attend the funeral and make other necessary arrangements without loss of pay for not more than a total of three (3) days. Upon approval of Superintendent, employees will be granted additional days which will be deducted from leave.
2. Definition of an employee's immediate family: The employee's immediate family shall be interpreted as including spouse, child, stepchild, mother, father, stepparents, sister, brother, mother-in-law, father-in-law, grandchild, grandmother, and grandfather.

**E. PERSONAL BUSINESS/LEAVE (PARAPROFESSIONALS AND MONITORS)**

1. Part-time employees will be entitled to use not more than five (5) days for personal business, which requires the employees' presence during the working day and is of such nature that it cannot be attended to at a time when the employee is not at his/her regular working hours. Personal business days shall not be used in a manner inconsistent with ESTA and will be subtracted from leave when used.
2. Such time shall be deducted from the employee's accumulated leave.
3. An application for personal business leave containing the reasons for the leave shall be submitted to the Superintendent or his/her designated representative in writing at least two (2) days in advance (except in the event of an emergency when a shorter notice may be acceptable).
4. All non-paid days off may require medical documentation and approved by the Superintendent.
5. Leave days (personal and/or sick days) must be used prior to requesting a non-paid day.

**F.** All employees will be paid, for a full scheduled workday, on days when school is released early due to circumstances beyond the control of the District.

**G.** Leaves of absence without pay shall be granted for reasonable periods not to exceed 12 months of time for physical or mental illness, prolonged serious illness in the immediate family which includes husband, wife, children, or parents living in the same house. Leaves of absence without pay may be granted for reasonable periods not to exceed one (1) year of time for education or personal reasons. Seniority will not accumulate while the employee is on leave.

**H. WORKER'S COMPENSATION:** Accumulated leave shall be used during the period in which a determination regarding employee's eligibility for worker's compensation is approved, any leave used during the statutory waiting period shall be reinstated to the employee's leave balance following approval.

- I. **SCHOOL CLOSINGS:** When school is closed due to severe inclement weather, an Act of God, or employer directive, they shall be handled in the following manner:
- a. All employees shall be paid provided the District receives full State Aid for those days. This excludes all twelve-month employees.
    - i. All twelve-month employees shall report to work even though schools are closed. If an employee is unable to report to work, he/she may elect to use accumulated leave. If an employee does report, he/she will be required to work only seventy-five (75) percent of their regular shifts for regular shift pay. Any after-school activities that Administration deem necessary not to cancel, employees requested to work beyond seventy-five (75) percent of their regular shifts shall be paid time and one-half (1 ½) for all extra time worked.
    - ii. When a state of emergency is called, all employees shall be paid in full without using leave time.
  - b. When the District does not receive full State Aid for those days, the following will be applied:
    - i. For employees not required to work, the day(s) will be taken as non-paid day(s) on their timesheet.
    - ii. For employees required to work, that day will be paid according to the Master Agreement.
    - iii. All employees are expected to work their normal shifts on any days that require rescheduling and will be paid as usual according to the Master Agreement for rescheduled days.
  - c. During the 2025-26 school year, payment for Act of God days will be capped at two (2) days. During the 2026-27 school year, payment for Act of God days will be capped at four (4) days.
  - d. On non-paid Act of God days, the employee may elect to use a leave day (sick or personal).

## **Article 11 Grievance Procedure**

### ***A. DEFINITION***

1. A grievance shall mean a complaint by an employee in the bargaining unit that there has been a violation, misinterpretation, or inequitable application of a specific provision of this Agreement, except that the term "grievance" shall not apply to any matter as to which a method of review is prescribed by law.
2. As used in this Article, the term "employee" may mean a group of employees having the same grievance.

3. A written grievance shall:
  - a. Be signed by the grievant;
  - b. Be specific;
  - c. Contain a synopsis of the facts giving rise to the alleged violation;
  - d. Cite the section or subsection of the collective bargaining agreement alleged to have been violated;  
and
  - e. Specify the relief requested.

**B. PROCEDURE**

1. An employee having a specific grievance shall present it in writing to the employee's immediate supervisor within ten (10) working days of the act or condition that caused the grievance specifying the specific provision of the contract that is allegedly violated, the remedy requested and signed by the aggrieved.
2. A conference shall be held within ten (10) working days from the date of receipt of the grievance and will be scheduled at a time mutually agreed to by the employee and the employee's immediate supervisor.
3. The immediate supervisor will answer such grievance within ten (10) working days from the date it was filed in writing unless extended by mutual agreement in writing.
4. Unless appealed in writing to the next step within ten (10) working days, such answer shall be final.
5. If appealed, the grievance shall be presented in writing to the Superintendent or his/her designated representative who will arrange for a conference with the grievant and/or Union President in an attempt to settle the grievance.
6. Said conference shall be held within ten (10) working days from the date of receipt of appeal and will be scheduled at a time mutually agreed to.
7. The Superintendent or his/her designated representative shall answer such grievance in writing within ten (10) working days from the date of the conference unless extended by mutual agreement in writing.
8. Unless appealed in writing to the next step within ten (10) working days, such answer shall be final.
9. Any appeal of a decision rendered by the Superintendent shall be presented to the Board within ten (10) working days and the Board or its designated representative shall meet with a Business Representative of the Union President at an agreed upon time to attempt to reach mutually acceptable resolution. The appeal shall be in writing and state the reason or reasons why the decision of the Superintendent was not satisfactory.
10. Said conference shall be held within ten (10) working days from the date of receipt of appeal unless extended by mutual agreement in writing.

11. That Board or its designated representative shall answer such grievance in writing within ten (10) working days from the date of the conference unless extended by mutual agreement in writing.
12. Unless appealed in writing to the next step within fifteen (15) working days, such answer shall be final.
13. If in the event a grievance is not satisfactorily settled at the above step within fifteen (15) working days of such decision, either the Board or the Union may submit the grievance to binding arbitration. If in the event the parties are unable to agree on an arbitrator within ten (10) working days from the date of appeal, the appealing party may within fifteen (15) working days from the date of appeal submit the grievance to American Arbitration Association for the selection of an arbitrator in accordance with their rules.
14. The jurisdiction of the arbitrator shall be limited to grievances arising out of the interpretation or application of this Agreement or any written amendments thereof or supplements hereto. The arbitrator shall have no power to alter, add to, subtract from, or modify any of the terms of this Agreement or any written amendments hereof or supplements hereto or to specify the terms of a new agreement or to substitute his/her discretion for that of the parties hereto or to assume any of their functions or responsibilities. If the grievance concerns matter not subject to arbitration, the arbitration shall return the grievance and all documents relating thereto to the parties without decision. The cost of the arbitrator under this paragraph shall be divided equally by the Board and the Union.
15. The time limits provided in the Article shall be strictly observed but may be extended by written agreement of the parties.
16. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the Personnel/Administrative files of the participants, except for disciplinary records.
17. An employee attending a meeting as provided for in this Article may only be paid for time missed from his/her regular workhours with prior approval of the Superintendent.
  - a. Paying employees to attend an arbitration hearing is excluded.
  - b. The President and the grievant are the only members of the Union who will not suffer a loss in pay to attend an arbitration hearing. All others will be released from scheduled work, without pay, as needed to testify. The District will attempt to reschedule those individuals missing work to testify. However, they will not be rescheduled to work on an overtime basis.
18. Five (5) days' notice must be provided to the Superintendent to have someone excused to attend arbitrations.

19. If an arbitration is cancelled or postponed on less than seven (7) days' notice, the party seeking postponement or cancellation pays 100% of the arbitrator's fee.
20. The union and the district shall not be permitted to raise any issues or rely on any evidence at the arbitration hearing not previously brought to the attention of the other party.

## **Article 12 Holidays**

### **A. *DAY BLDG/GROUNDS/BUS MECHANIC:***

Employees shall be paid as hereinafter provided for: New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day following Thanksgiving Day, Christmas Eve, Christmas Day and New Year's Eve, providing they meet the following eligibility rules:

1. The employee is a permanent employee as of the date of the holiday.
2. When a holiday falls on a Saturday or Sunday, the Board shall have the right to observe the holiday on the preceding Friday or the following Monday or observe the holiday on another day which is mutually agreeable to the Board and the Union.
3. The employee must have worked the last scheduled workday prior to the holiday and the next scheduled workday after such holiday with the employee's scheduled work week, except when the employee works on the holiday or is on a leave day.
4. An employee eligible under the above provisions shall receive his/her regular daily rate for said holiday.
5. An employee who is required to work on any of the above designated holidays shall receive an amount no greater than double time and one-half (2-1/2) for all hours worked on said holiday.

### **B. *PARAPROFESSIONALS/MONITORS:***

Employees shall be paid for: Labor Day (if the District starts before the holiday), Good Friday, Memorial Day, Thanksgiving, Day after Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve and New Year's Day.

1. An employee will be paid their normal scheduled day for a holiday that falls on a regular scheduled workday. GSRP staff will receive holiday pay if their hours that week have not exceeded 29 hours, even if the holiday falls on a Friday.
2. When a holiday falls on a Saturday or Sunday, the Board shall have the right to observe the holiday on the preceding Friday or the following Monday or observe the holiday on another day which is mutually agreeable to the Board and the Union.
3. In order to receive paid holidays probationary employees must have at least a 95% attendance record.

### Article 13 Hospitalization

- A. The Board of Education will offer at its expense single person medical coverage to each full-time employee, working over an average of twenty-nine (29) hours per week up to the single person state mandated cap. The employee will also receive life, vision, LTD and dental.

<b>PAK Option A - Single Person Plan/Employee</b>	
Health	Single Person
Negotiated Life	\$40,000 with AD&D
Vision	VSP-2 Silver
Dental	80/80/80/800
LTD	66 2/3%
<b>PAK Option B- Single Person Plan/Employee</b>	
Negotiated Life	\$40,000 with AD&D
Vision	VSP-2 Silver
Dental	80/80/80/800
LTD	66 2/3%

- B. Insurance will be provided for a full twelve-month period. Full-time employees taking the Option B plan may switch to Option A during open enrollment or a qualifying event. If an employee leaves the system before the end of their work year, insurance terminates at the end of the month during which the employee terminates.
- C. All employees will receive Negotiated Life (\$40,000) with AD&D and Long-Term Disability.
- D. The bargaining unit members who receive medical insurance will pay the amount over the state mandated copay amount for a single person plan.

### Article 14 Jury Duty

- A. Each employee shall be entitled to a maximum of forty (40) working days per calendar year for the purpose of serving jury duty. If an extension is necessary, the request shall be reduced to writing and submitted to the Superintendent. Whenever possible, the employee shall request the extension in advance of the expiration of the initial forty (40) working days.
- B. The employee must make every effort to be reassigned to a time not in conflict with his/her regular working hours, or be excused from service, and the Board shall have the right to request that the employee be excused.
- C. In the event the employee does not serve for a full working day on jury duty, he/she shall be required to return to his/her regular job and complete his/her regularly assigned hours.
- D. The employee shall be reimbursed the difference between jury duty pay and his/her starting time pays for his/her regularly scheduled hours for each day of jury duty service.

**Article 15**  
**Hours and Work Week**

**A. *WORK WEEK***

1. The regularly scheduled work week for school year employees shall begin at 12:01 AM., Saturday, and end at 11:59 P.M. Friday of the same week thereafter. Upon written request of the bargaining unit member and with the approval of the Superintendent, a full year employee will have the option to work a four (4) day, ten hours per day, schedule which shall not be subject to the time and one half( $\frac{1}{2}$ ) provision of this Agreement.
2. Each Day Building/Grounds/Bus Mechanic employee will receive a fifteen (15) minute break time in the first four (4) hours of the shift and a fifteen (15) minute break time in the second four (4) hours of the shift.
3. Every bargaining unit member will receive a duty-free lunch of not less than thirty (30) minutes.
4. When late start days or early release days are scheduled by the District for professional development, required professional development will be provide for all bargaining unit members.

**B. *OVERTIME***

Overtime rates will be paid as follows:

1. Time and one-half( $\frac{1}{2}$ ) will be paid in excess of forty (40) hours in one week. If the emergency time worked is beyond forty (40) hours in the work week, he/she shall be paid overtime in accordance with the provisions of this Article. The bargaining unit members and supervisor may agree to use the option of comp time for all hours worked in one day, in a scheduled forty (40) hour week, in place of pay at the same rate of time and one- half( $\frac{1}{2}$ ). The records of comp time must be maintained by both the bargaining unit member and the supervisor.
2. Overtime shall be divided and rotated as equally as possible within the building and among those employees who regularly perform such work, provided they are qualified to perform such work.
3. The scheduling of overtime shall be the responsibility of the Superintendent or designee.
4. Weekly overtime hours will be kept track of by the UnionPresident and Superintendent or designee and be rotated as equally as possible by building, provided the assigned employee is qualified to perform the required work.
5. Employees assigned to drive a bus shall be paid the bus pay in addition to regular pay except for the high school shuttle run for which no pay shall be granted
6. All hours worked, including overtime, must be submitted to the employee's immediate supervisor on a timesheet. Failure to follow these requirements may result in a denial of overtime pay.

**C. EMERGENCY WORK**

Whenever a Day Building/Grounds/Bus Mechanic employee is required to report for emergency work, he/she shall receive pay for the actual time worked or a minimum of two (2) hours pay at his/her straight time hourly rate.

**Article 16 Visitation**

After presentation of proper credentials to the Superintendent or his/her designated representative, officers, or accredited representatives of the Union may be admitted into the buildings of the School System to assist in the administration of the provisions of this Agreement, including the adjustment of grievances, provided that such activity is not in areas which would be detrimental to the management and function of the school, its students, or its employees.

**Article 17 Waiver Clause**

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 and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Union and the Board for the life of this Agreement each voluntarily and unqualifiedly waives the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter 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. No Agreement, alteration, understanding or modification of any of the terms or conditions or covenants contained herein shall be made by any employee or group of employees with the Board unless executed in writing between the parties hereto and the same has been ratified by the Board and the Union.

**Article 18 Savings Clause**

If any provision of this Agreement or any application of this Agreement to any employee or group of employees shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other conditions and provisions shall continue in full force and effect and the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutual satisfactory replacement of such provision or application.

**Article 19 Vacancies and New Positions**

- A Notice of all vacancies and newly created positions shall be posted on employee bulletin boards and online within one (1) pay period from the date of such vacancy or newly created position, and employees shall be given five (5) working days in which to make application to fill such vacancy or new position.

- B. Notices of vacancies and newly created positions shall include the classification, shift, rate of pay, minimum requirements, and approximate starting date, and any other information as deemed necessary by the Board.
- C. A vacancy shall be defined as a newly created position or a present bargaining unit position that the District intends to fill. Vacancies shall be filled based on experience, qualifications, and work record. No employee rated minimally effective or ineffective shall be placed in a vacant position if a more highly rated, qualified employee exists within the classification.
- D. Interested bargaining unit members may apply in writing to the Superintendent, or designee, within the posting period. The District shall notify the designated stewards of each classification of vacancies occurring during the summer months (June, July, August) by sending notice of same to each steward by U.S. mail to their last known address.
- E. Bargaining unit members shall only be placed on a lower step on the salary schedule due to involuntary transfers for the balance of the school year if the involuntary transfer occurs in the first half of the scheduled work year.
- F. Involuntary transfers are to be minimized and avoided when possible. In all cases, involuntary transfers shall only be affected for good reason.
- G. Paraprofessionals who need to take the ETS parapro test to meet the highly qualified requirements will be reimbursed for the test once they have passed it and complete 60 calendar days in the district.

## **Article 20 Layoff and Recall**

### ***A. LAYOFF NOTICE***

No bargaining unit member shall be laid off pursuant to a necessary reduction in the work force unless said bargaining unit member shall have been notified of said layoff at least fifteen (15) workdays prior to the effective date of the layoff. Fifteen (15) days' notice if we know in advance but no less than ten (10) days' notice will be given for layoffs, except in extenuating circumstances.

### ***B. LAYOFF PROCEDURES***

1. Employees shall be laid off and recalled according to their seniority in their classification. An employee on scheduled layoff shall have the right to displace a lesser seniority employee who is in a lower classification previously held by the employee, provided the seniority employee is qualified to hold the position held by the employee. In no case shall a new employee be employed by the Board while there are laid-off bargaining unit members who are qualified to hold the position. No employee rated highly effective or effective shall be laid off before any employee in the same classification with a lower overall effectiveness rating.
2. In the event of a reduction in the work hours in a classification, every effort will be made to keep the bargaining unit members with the greater seniority without unduly disrupting the educational needs of students.

**C. *RECALL***

1. Laid-off bargaining unit members shall be recalled in order of seniority, with the most senior being recalled first to any position for which they are qualified. An employee rated minimally effective or ineffective shall not be recalled if a more highly rated, qualified employee exists on the layoff list.
2. Notices of recall shall be sent by certified or registered mail to the last known address as shown on the Employer's records. The recall notice shall state the time and date on which the bargaining unit member is to report back to work. It shall be the bargaining unit member's responsibility to keep the Employer notified as to his/her current mailing address.
3. A recalled bargaining unit member shall be given fifteen (15) working days from receipt of notice to return to work.

**Article 21  
General Working Conditions**

**A. *SAFETY PRACTICES***

The Board will take reasonable measures to prevent or eliminate any hazards which the employee may encounter at his/her place of work in accordance with State, Local, and Federal regulations.

**B. *PROFESSIONAL DEVELOPMENT***

1. All bargaining unit members may be offered professional development opportunities in conjunction with in-service training scheduled for the instructional staff. Such training opportunities shall be fully paid by the Board and approved by the Superintendent.
2. When a bargaining unit member is required by the Administration to attend job-related training programs or courses, the costs of tuition, books, and supplies related to such training shall be paid by the Board. Employees shall receive regular hourly pay for attendance required during working hours.
3. For those out-of-town programs, conferences, courses, activities, school activities, or workshops which the employee must attend at the direction of the Administration, the employee's expenses pursuant to attendance shall be paid by the District. Attendance during working hours at out-of-town conferences shall not cause the employee to suffer loss of pay or benefits. When conferences, courses or workshops fall on the weekend or on days the employees are not typically scheduled, they shall be paid according to their daily rate. Prior approval by the Superintendent is required.
4. Payment of expenses incurred by the District pursuant to this Article shall be subject to itemization (i.e., receipts).

5. Reimbursement for the cost of licenses or the renewal of licenses required for the bargaining unit member to perform his/her job or position.
6. Employees required to use their own transportation in performing their job shall be paid mileage at the existing IRS rate with prior permission from the superintendent or designee
7. The Superintendent will approve any paid additional hours.

**C. UNIFORMS**

If bargaining unit members are required by the Employer to wear uniforms, the uniform shall be provided to employees at no cost.

**D. EQUIPMENT**

The Employer shall provide without cost to the bargaining unit member adequate safety equipment including, but not limited to, goggles, shields, barriers, or any other protection devices, not to exceed one hundred (\$100) dollars, requested in writing by the employee.

Any requests in excess of one hundred (\$100) dollars shall require the approval of the Superintendent or designee.

**Article 22**

**Miscellaneous Articles**

**A. PRESIDENT AND VICE-PRESIDENT**

1. Employees may be represented by a President and Vice-President whose identity shall be made known to the Board.
2. The Union President and Vice-President during his/her working hours, without loss of time or pay, may investigate and present grievances to the Board, after arrangements have been made with his/her supervisors, who arrangements shall not be unreasonably withheld. This privilege shall not be abused.
3. The Union President and negotiations team members, during their working hours, without loss of time or pay, may attend negotiation meetings.

**B. JOB DESCRIPTIONS**

1. Job descriptions shall be distributed by the Building Principal or designee to all current bargaining unit members and to all new bargaining unit members hired by the Board. The job descriptions will include at a minimum a general list of job responsibilities and expectations. Paraprofessionals will be provided with a prioritized list of specific student needs at the start of every school year and whenever there is a change in assignments, or any time their students' accommodation is altered in an IEP or 504 Plan.

**C. EVALUATIONS**

1. Any evaluation of bargaining unit members' work performance shall be based upon the job description using an evaluation tool mutually agreed upon by the Union and Board. The evaluation form shall be the same for all bargaining unit members in each classification. The evaluation form shall be mutually agreed upon by the Union and the Board.
2. If a supervisor believes a bargaining unit member is doing unacceptable work, the reasons shall be set forth in specific terms, and identify the ways in which the bargaining unit member is to improve, and of the assistance to be given by the Board towards that improvement. Employees shall be given timely and constructive feedback, furthermore, an employee shall be given at least sixty (60) days to make the necessary improvements.

**D. FREEDOM OF INFORMATION ACT (FOIA) REQUESTS**

Once a FOIA request is received by the Superintendent, the involved bargaining unit member(s) and the Union President shall be notified. Time will be allowed for the member to review files before release of information within the constraints of the law.

**E. UNION ACTIVITIES**

1. The Employer agrees to furnish to the Union all available information concerning the financial resources of the District, the preliminary budget, and such other information as will assist the Union in preparing for grievances and for negotiations.
2. The Union shall have the right to schedule at least one (1) membership meeting per year during the workday not to exceed two (2) hours in length. All employees scheduled to work at such time will be released with pay for attendance at the meeting. The Union agrees to try to schedule the meeting to minimize disruption and to provide the Employer with at least two (2) calendar day's prior notice.

**Article 23 Termination and Modification**

- A. This Agreement shall continue in full force and effect until 11:59 p.m., June 30, 2027.
- B. The parties to this Agreement will begin negotiations of a successor agreement prior to the expiration of this agreement.
- C. The effective date of this Agreement is August 1, 2025.

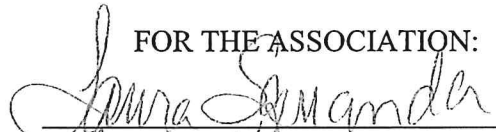

This Agreement will be in effect until June 30, 2027. This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date so indicated.

FOR THE BOARD/ADMINISTRATION:

  
\_\_\_\_\_  
  
\_\_\_\_\_

Dated: 8-18, 2025

FOR THE ASSOCIATION:

  
\_\_\_\_\_  
  
\_\_\_\_\_

Dated: August 11, 2025

**Appendix "A"**

It is agreed by the parties that permanent employees of the Board who are assigned to the following classifications will receive the following rates of pay for the term of this Agreement:

2025-2026 School Year

Classification/Years of Service	0-3	4-6	7-9	10+
Paraprofessionals	\$15.00	\$15.75	\$16.50	\$17.60
Monitors	\$13.75	\$14.30	\$15.00	\$16.00
Day Bldg/Grounds/Bus Mechanic	\$19.00	\$20.00	\$21.25	\$22.50

2026-2027 School Year

Classification/Years of Service	0-3	4-6	7-9	10+
Paraprofessionals	\$16.00	\$16.80	\$17.60	\$18.70
Monitors	\$15.00	\$15.50	\$16.25	\$17.00
Day Bldg/Grounds/Bus Mechanic	\$19.38	\$20.470	\$21.68	\$22.95

A one hundred (\$100) dollar signing bonus will be paid to all bargaining unit members on or before December 31, 2025.

GSRP Employees whose primary job position requires an Associate's Degree or a Child Development Associate's Certification will have their rate of pay increased by \$.50/hour.

Whenever a paraprofessional certified as a substitute teacher is asked to substitute for a certified teacher, he/she shall be compensated at a rate of \$25/hour.

LONGEVITY PAY - Employees shall be paid the following annual longevity stipend provided they have completed the appropriate number of continuous years of service to the school district.

5-14: \$350

15-19: \$450

20+: \$550

The longevity payment shall be paid at the conclusion of the school year indicated.

The Board shall pay the following amount at the end of the school year to bargaining unit members who meet the following criteria for use of sick leave days, personal business days, and unpaid leaves of absences, combined. Time off for military leave shall not be counted.

	Paraprofessionals and Monitors
0-4 days absent	\$350.00
5-7 days absent	\$250.00

Leave days used for inclement weather do not count against the absences for Paraprofessionals and Monitors.

	Day Building / Grounds / Bus Mechanics
0-4 days absent	\$350.00
5-7 days absent	\$250.00

In the event the school is shut down, members of the Union will be given the opportunity to work in person or remotely. District Administration will work with members to ensure job responsibilities and duties are understood.

It is agreed the normal workweek schedule for Day Bldg/Grounds/Bus Mechanic employees shall be as follows:

<u>WEEK BEGINNING</u>	<u>HOURS</u>
First week, summer session	40

Such a schedule may be changed by the Board subject to the following:

1. A meeting must be held with the Union to inform the employees of the changes.
2. If hours are reduced, the low seniority employees and lower classifications shall be reduced first.

