

# **A G R E E M E N T**

**between**

**THE FLUSHING COMMUNITY SCHOOLS  
HEREINAFTER REFERRED TO AS THE "BOARD"**

**AND**

## **PARAPROFESSIONALS**

**THE INTERNATIONAL UNION OF OPERATING ENGINEERS  
LOCAL # 324 AFL-CIO**

**HEREINAFTER REFERRED TO AS THE "UNION"**

**October 1, 2019 – June 30, 2022**

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## ARTICLE 1

### PURPOSE

It is the purpose of this Agreement to promote and insure harmonious relations, cooperation and understanding between the Board and the employees covered hereby, to insure true collective bargaining and to establish standards of wages, hours, working conditions and other conditions of employment.

## ARTICLE 2

### RIGHTS OF THE BOARD

- (a) The Board, on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itself without limitations, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and Constitutions of the State of Michigan and the United States to manage and direct the Flushing Community Schools, provided that such rights and responsibilities shall be exercised by the Board in conformity with the provisions of this Agreement, but such rights established by law may not be infringed upon by any provision of this contract.
- (b) The exercise of the legislative 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 to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of Michigan and the Constitution and the laws of the United States.

## ARTICLE 3

### UNION RECOGNITION

#### Section 1 - Union Recognition

- (a) The Board of Education of the Flushing Community School District (hereinafter called the Board or employer) hereby recognizes the International Union of Operating Engineers Local 324 AFL-CIO (hereinafter called the Union) as the sole and exclusive bargaining agent of the employees covered by this Agreement for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment and other conditions of employment.
- (b) The term "employee" as used herein shall include all paraprofessionals employed by Flushing Community Schools in regular school programs such as Special Education, Title 1, At Risk, In School Suspension, Developmental Kindergarten, and MTSS, but shall exclude supervisors and all other employees.

- (c) All employees must meet the requirements mandated by state and federal law for their positions. The costs of any subsequent trainings, workshops, seminars, or classes as required by the state or District shall be paid by the District. Employees shall be paid their regular hourly rate to participate in these activities. If the activity exceeds their normal workday, the employee will be paid for the additional time of attendance. Employees will be reimbursed for travel time and mileage to and from these activities.

### Section 2 – Notification

- (a) The employer agrees that, upon hiring any new employee who is covered by this Agreement, the employer shall notify the appropriate Union Steward in writing of the name, date of hire, ~~Social Security number~~, classification and job location of the new employee.

### Section 3

The Union agrees that at no time will it solicit or collect monies of any kind on employer time.

## ARTICLE 4

### PROBATIONARY PERIOD

A newly employed paraprofessional shall be subject to a probationary period of not less than forty-five (45) school days during which she/he shall be paid at the probationary wage rate indicated in ARTICLE 18. During this probationary period, the employee shall be evaluated by the building administrator. During this probationary period, the employee shall not have appeal to the grievance procedure for suspension or discharge from employment, but shall be entitled to all other benefits and shall be subject to all obligations of this Agreement.

Upon receiving a satisfactory evaluation, the paraprofessional will be placed at Step II (Remainder of School Year). An unsatisfactory evaluation may result in termination or a mutually agreed upon reasonable extension to the probationary period not to exceed an additional forty-five (45) school days.

## ARTICLE 5

### STEWARDS

- (a) The employees may be represented by a Chief and an Alternate Steward, who shall be chosen or selected in a manner determined by the employees and the Union, and whose names shall be made known to the Board in writing.
- (b) Reasonable arrangement will be made to allow the chief or Alternate Steward time off with pay for the purpose of investigating grievances and to attend grievance and negotiating meetings upon arrangements being made with the Steward's immediate supervisor.

- (c) During the Chief and Alternate Steward's term of office, they shall be deemed to head the seniority list for the purposes of layoff and recall only; provided they are qualified to do the required work. Upon termination of their terms they shall be returned to their regular seniority status.

#### ARTICLE 6

#### 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 the commitment not to discriminate against any person or persons of race, creed, color, religion, sex, age or national origin, height, weight, disability or marital status.

#### ARTICLE 7

#### JURISDICTION

Employees of the Employer not covered by terms of this Agreement may temporarily perform work covered by the Agreement only for the purpose of instructional training, experimentation or in cases of emergency.

#### ARTICLE 8

#### SAFETY PRACTICES

- (a) The employer will take reasonable measures to prevent and eliminate any present or potential job hazards which the employees may encounter at their places of work.
- (b) The employee will be expected to notify the employer in writing of any such job hazard as soon as the employee first becomes aware of such unsafe areas, conditions or equipment.

#### ARTICLE 9

#### POSITION ASSIGNMENT(S)

- (a) Position assignment(s) shall be defined in terms of hours to be worked per day, buildings, and/or program requirements. Grade level(s) and/or program(s) assignment(s) within a building(s) shall be exclusively within the prerogative of the administration. Positions may be combined to include up to eight (8) working hours per day.
- (b) Secure positions are those positions that are not openly bid during the June bidding process. Prior to bidding, the unit and administration will meet to designate secure positions for the following school year.

Title One, MTSS positions and special education positions that require specialized training or have specialized student needs based on an IEPT will not be openly bid and as a result will be considered secure positions. Individuals in secure positions may request transfer from secure positions prior to the end of May in a given school year. It is expressly understood that positions held by employees for less than forty-five (45) school days may not be secured until after open bidding.

- (c) Open positions are available for bidding. Position assignments shall be made no later than the Friday of the week following the last student day of the year with the Monday of that week being the preferable day for such determination. Notices are to be sent out three (3) days prior to the last day of school for bidding. Employees may submit a written proxy signed by the bidder to a Union Steward who is thereby authorized to bid a position for that employee.
- (d) Once the school year begins, program adjustment needs that require staffing changes of forty-five (45) minutes or less per day will be at the prerogative of the administration. When assignments require more than a forty-five (45) minute adjustment per day, the position will be posted for five (5) school days and will be filled on the basis of seniority from submitted written bids.
- (e) If any position projected in June does not materialize, or is later eliminated or reduced in hours, staff reduction shall be determined based on seniority. Notwithstanding the above, high seniority employees may elect to take a voluntary layoff when staffing needs to be reduced.
- (f) If a position becomes vacant or a new position becomes available, the position shall be posted for five (5) school days in all school buildings and then filled on the basis of seniority from submitted written bids (if any are submitted). Please note that MTSS Paraprofessional positions will be filled by appointment. During vacation periods, the Union Steward will also be sent a copy of such postings. Unit members will be allowed to bid a vacant position when the best interest of the students or district is served by such a change in assignment.
- (g) Paraprofessionals required to work at more than one building during a school day shall be given fifteen (15) minutes of travel time from their work time and be paid the current district mileage rate for travel between the buildings.
- (h) When a paraprofessional is in layoff status and a new position becomes available, the most senior person in layoff status shall be contacted for rehire. If that person refuses the job, he/she is no longer employed by Flushing Schools.
- (i) When a need is established for paraprofessional support on a temporary basis, a substitute paraprofessional may be assigned for forty-five (45) school days and/or completion of an IEPT process.

## ARTICLE 10

### WORK SCHEDULES

Work days and work hours shall be set by the employer in accordance with program needs and funding constraints. A paraprofessional is expected to work the days and hours so set unless time off is approved by the employer under ARTICLE 11. If a paraprofessional is scheduled to work four (4) or more consecutive hours without a lunch break, the paraprofessional shall be entitled to a fifteen (15) minute break within that period with such fifteen (15) minutes being considered time worked for purposes of ARTICLES 18 and 19. Employees who work 5 ½ hours have a (30) minute lunch unpaid with one (15) minute paid break. Six hour or more employees get a (30) minute lunch unpaid and two (15) minute paid breaks.

Work in excess of eight (8) hours during a single day, or on Saturday or Sunday, shall be paid at one and one-half (1 1/2) the rate indicated in ARTICLE 18.

- (a) At least three half days in the Official School Calendar shall be completed as paid full days for unit members for Professional Development. District sponsored in-service activities such as First Aid Training, CPR training and Academic/Child Management Skills will be conducted on the afternoons of those days.

## ARTICLE 11

### UNPAID TIME OFF

A paraprofessional is expected not to take time off unless good reason exists. Time off shall not be taken outside the maximums indicated below:

- (a) Family Emergencies: Up to three (3) days per school year. Family emergencies are defined as serious illness or death requiring the paraprofessional's presence. If additional time off for this reason is necessary, application may be made under (c) of the ARTICLE.
- (b) Personal Medical Disability: Until end of medical disability or end of school year (whichever occurs first). The employer may require medical certification of disability. A paraprofessional will not be terminated prior to one (1) calendar year of absence and then may be granted an extended leave at the discretion of the Board.
- (c) Other Good Reason: Requested in writing and approved by the Director of Personnel or designee in writing prior to any time being taken. Each such request shall be approved, or not approved, on its own merits and shall not be precedent for any other approval. The past attendance of the paraprofessional, length of employment, and effect on program may be factors, in addition to the reason for the request, in determining approval or non-approval. Leaves granted under this paragraph which exceed ninety (90) working days will be with seniority adjusted by a period corresponding to the excess of ninety working days.

- (d) It is acknowledged that all employees are entitled to all of the rights enumerated in the Family and Medical Leave Act of 1993. Any provisions of this contract contrary to that law are null and void.

## ARTICLE 11-A

### PAID LEAVES

#### Section 1 – PMLA/Personal Business

A paraprofessional shall receive 5 Paid Medical Leave Act Days (Sick Days) that they are able to use per the PMLA guidelines. These 5 PMLA days will be paid at 100% of the employees normal wage, whether taken during the school year or paid out at the end of the school year. Additionally, a paraprofessional shall receive three (3) personal business days per school year. No more than five (5) combined PMLA/personal days can be used consecutively unless for medically documented reasons or by prior approval from the superintendent or his/her designee.

All three (3) of the personal business days issued annually may be used during the two (2) major holiday breaks namely Winter Break (December) and Spring Break (April), and shall be paid at 100% of the employee's normal wage.

No personal business days may be attached before or after a district holiday break, unless prior approval is received from the Superintendent or their designee.

Personal business days used during the school year will be paid at 50% of the employee's normal wage. A paraprofessional may elect to receive holiday pay in lieu of taking one or more personal business days during the normal holiday breaks. Any of these days not taken or used shall be paid out at the end of the school year at 100% of the employee's normal wage.

#### Section 2 - Funeral Leave

When death occurs in an employee's immediate family, i.e., spouse, parent, step-parent, grandparent, child, step-child, brother, sister, spouse's mother, spouse's father, spouse's grandparent, grandchild, son-in-law or daughter-in-law, brother-in-law or sister-in-law, the employee upon request will be excused for five (5) regularly scheduled working days immediately following the date of death, providing he/she attends the funeral.

Additional time may be granted at the discretion of the administration, upon request by the employee and charged to the employee's allowable personal business days.

#### Section 3 - Emergency School Closings

Whenever scheduled school is canceled due to acts of God, employees shall not be required to report for work or to remain at work after school premises have been cleared of students. Affected employees shall experience no loss of pay under such circumstances if they would have otherwise worked. However, paraprofessionals may be required to make up days missed (without additional pay) equal to the number of lost instructional days this district is required to make up under state law.

Section 4 - Jury Duty

An employee requested to appear for jury qualification or services shall receive his/her pay from the Board for such time lost as a result of such appearance or service, less any compensation received for jury service. In the event that the employee is subpoenaed as a witness in any case connected with the employee's employment by the school, the employee will be paid full pay for all such days.

Section 5 – Paid Holidays

1. Thanksgiving Day
2. Friday After Thanksgiving
3. Christmas Eve
4. Christmas Day
5. New Year's Eve
6. New Year's Day
7. Winter Break (2 days)
8. Good Friday

ARTICLE 12

SENIORITY

- (a) The seniority of a paraprofessional shall begin with the latest date of hire as a regularly employed paraprofessional.
- (b) The relative seniority of paraprofessionals employed or on layoff as of April 11, 2016, is determined to be as follows (from highest to lowest seniority):

1.	Robin Welehodsky	(08-25-97)
2.	Michelle VanBuskirk	(10-26-98)
3.	Nancy Greenfelder	(11-26-01)
4.	Michelle Riske	(09-12-02)
5.	Leigh Triplett	(10-20-03)
6.	Regina Kohler	(10-08-04)
7.	Katrina Towns	(12-08-04) LOA 12/26/17-6/13/18
8.	Nancy Walden	(03-18-05)
9.	Paula Ross	(09-15-05)
10.	Laurie McBride	(11-15-05)
11.	Rayna Roddie	(12-18-08)
12.	Annette Kyle	(01-05-09)
13.	Kathy Drumm	(09-25-09)
14.	Carolyn Hall	(11-05-10)
15.	Brian Schilling	(11-22-10)
16.	Julie Church	(08-27-12)
17.	Tammy O'Leary	(08-27-12)
18.	Barbara Hurand	(12-10-12)
19.	Teresa Ooten	(09-23-13)
20.	Dana Ward	(09-30-13)
21.	Kerry Parson	(10-09-13)

22.	Amy Paschack	(11-06-13)
23.	Deb Brown	(01-28-14)
24.	Mandy Parker	(08-27-14)
25.	Tina Garza	(10-16-14)
26.	Marian McFadden	(08-31-15)
27.	Janelle Ford	(08-31-15)
28.	Melissa Karlichek	(09-16-15)
29.	Aimee Hopper	(11-23-15)
30.	Chrissy Latstetter	(02-12-16)
31.	Kim Odette-Kirk	(08-29-16)
32.	Denise Visser	(08-29-16)
33.	Leslie Sedlarik	(09-06-16)
34.	Eddie Bailey	(01-05-17)
35.	Lori Stutzman	(05-15-17)
36.	Pati Lindstrom	(08/28/17)
37.	Abbie Orr	(08/28/17)
38.	Tonya Montague	(08/28/17)
39.	Tina Hubbard	(08/28/17)
40.	Melissa Morgan	(08/28/17)
41.	Melissa Maynor	(08/30/17)
42.	Vicki Amundsen	(09/18/17)
43.	Kelly Gullett	(02/05/18)
44.	Kent Towns	(08/27/18)
45.	Ann Chaney	(08/27/18)
46.	Jessica Hagler	(08/27/18)
47.	Nancy Lemieux-Kelly	(08/27/18)
48.	Stacey Weber	(08/27/18)
49.	Lora Flint	(10/16/18)
50.	Jennifer Madrigal	(01/23/19)
51.	Bernetta Otto	(04/01/19)
52.	Mulqueen, Paula	(08/19/19)
53.	Pamela Southern	(08/19/19) (3.5 hours/day)
54.	Kristy Miller	(08/19/19)
55.	Karly Spence	(08/19/19)
56.	Stephanie Bunting	(08/19/19)
57.	Octavie Allen	(08/21/19)
58.	Tabatha MacDonald	(08/21/19)
59.	Jennifer Rowe	(08/21/19)
60.	Christina Louks	(08/26/19)

Revised 9/13/19

(c) Seniority shall be terminated if any one of the following occurs:

1. The employee quits or resigns.
2. The employee is discharged and the discharge is not reversed by the grievance procedure.

3. The employee voluntarily takes a position outside the bargaining unit. (However, if the employee is in layoff status from a position in the unit, seniority shall continue until recall.)

Note: If a part-time employee accepts a CETA or similar position in the district, her/his seniority shall continue until a full-time position within the unit is available or until he/she "bumps" back into a part-time unit position.

- (d) In the event that two (2) or more employees are hired on the same date, the employee with the lowest last four digits of their Social Security Number shall be deemed the senior employee for purposes of determining seniority in this bargaining unit.

### ARTICLE 13

#### DISCIPLINARY ACTION

- (a) It is recognized that any employee may be dismissed, suspended, or otherwise disciplined for just cause.
- (b) Below is a list of examples of just cause for dismissal, suspension, or other disciplinary measures. The list is not intended to be a complete or limiting list.
  1. Fraud in securing employment.
  2. Incompetence or inefficiency in job performance.
  3. Stealing any item belonging to the school district, or stealing any item belonging to another person while on school property.
  4. Unexcused tardiness or absence from the job (including leaving early).
  5. Unauthorized extension of lunch periods or other breaks.
  6. Discourteous treatment of students, other school district employees or anyone visiting the school site.
  7. Insubordination.
  8. Inattention to or dereliction of duty.
  9. Falsifying records.
  10. Bringing alcoholic beverages onto school property, drinking during working hours, coming to work under the influence of alcohol, or drunkenness.
  11. The use or possession of narcotics that interfere with satisfactory work performance.
  12. Immoral conduct, or other conduct unbecoming a public employee.

13. Conviction of a serious crime.
  14. Disregard of reasonable rules established by the employer and made generally known to the employee (including the provisions of this Agreement).
  15. Overstays leave of absence without prior approval (unless an excuse acceptable to the Board is provided).
  16. Engages in other employment during leave of absence without prior approval.
  17. Falsifies reason for leave request.
- (c) In the event of dismissal, suspension or other disciplinary action (except an oral warning), the employee shall have written notification and a copy of such notification shall be sent to the Union. Disciplinary action is subject to the grievance procedure.

## ARTICLE 14

### GRIEVANCE PROCEDURES FOR BARGAINING UNIT EMPLOYEES

#### Section 1 Definitions

- (a) A grievance under this Agreement is a written dispute, claim or complaint arising under and during the term of the Agreement and filed by an employee in the bargaining unit. Grievances are limited to matters of interpretation or application of express provisions of this Agreement.  
The parties recognizing that an orderly grievance procedure is necessary, agree that each step must be adhered to as set forth herein or the grievance is forfeited.
- (b) All grievances must be instituted within five (5) working days after occurrence of the circumstances giving rise to the grievance or five (5) days after such should reasonably have been known, otherwise the right to file a grievance is forfeited and no grievance shall be deemed to exist.
- (c) Any and all grievances resolved at any step of the grievance procedure as contained in this Agreement shall be final and binding on the Board, the Union, and any and all employees involved in the particular grievance.
- (d) Grievances shall be processed from one step to the next within the time limit prescribed in each of the steps. Any grievance upon which a disposition is not made by the administration within the time limits prescribed, or any extension which may be agreed to, may be referred to the next step in the grievance procedure, the time limit to run from the date when time for disposition expired. Any grievance not carried to the next step by the Union within the prescribed time limits or such extension which may be agreed to, shall automatically close upon the basis of the last disposition.

- (e) The Board shall not be required to pay back wages for periods prior to the time a written grievance is filed; provided, that in the case of a pay shortage, of which the employee had not been aware before receiving his/her pay, any adjustments made shall be retroactive to the beginning of that pay period providing the employee institutes his/her grievance within five (5) working days after receipt of such pay.
- (f) When an employee is given a disciplinary discharge or suspension or a written reprimand and/or warning which is affixed to his/her personnel record, the employee will be promptly notified in writing of the action taken. Such disciplinary action shall be deemed final and automatically closed unless a written grievance is filed at Step 1 within five (5) working days from the time of presentation of the notice to the employee.
- (g) All claims for back compensation shall be limited to the amount of compensation that the employee would otherwise have earned less any unemployment compensation or compensation for personal services that he/she may have received, or could with diligent effort have received from any source during the period in question.
- (h) Any employee having a grievance shall first schedule an oral discussion with the immediate supervisor. A mutually convenient time for discussion of the grievance (within five [5] working days of the occurrence) shall be scheduled in advance by the employee and the supervisor. The supervisor may refuse to discuss the grievance with the employee at any other time.

STEP 1. In the event the grievance is not settled orally by the supervisor, the Steward shall submit the grievance in writing to the supervisor within five (5) working days from the oral discussion. The employee and the Steward shall sign the grievance forms.

The grievance forms must include (1) a statement of the grievance and facts upon which it is based and citing alleged violation(s) of this Agreement, and (2) the remedy or correction requested. The supervisor shall give his decision in writing within five (5) working days.

STEP 2. Failing to resolve the grievance in the first step, the Union shall within five (5) days of receipt of the supervisor's disposition contact the Superintendent's designee to discuss said grievance.

This meeting shall be scheduled for a mutually agreeable time, which time shall not exceed, however, five (5) working days from the time the Union contacts the Superintendent's designee, unless a longer interval is mutually agreed upon. The Superintendent's designee shall give a decision in writing relative to the grievance within five (5) working days of the meeting with the business representative of the Union.

STEP 3. Failing to resolve the grievance in the second step, the Union shall within five (5) working days of the Superintendent's designee's disposition contact the Superintendent of Schools to discuss said grievance.

This meeting shall be scheduled at a mutually agreeable time, which time shall not exceed, however, five (5) working days from the time the Union contacts the Superintendent of Schools unless a longer time is mutually agreed upon. The Superintendent of Schools shall give his decision in writing relative to the grievance within five (5) working days of his meeting with the business representative of the Union.

## Section 2 - Arbitration

- (a) If the Union is not satisfied with the disposition of the grievance by the Superintendent, then within fifteen (15) calendar days from the date of receipt of the decision rendered by the Superintendent, the grievance may be submitted to arbitration.
- (b) Arbitration shall be invoked by written notice to the Superintendent to arbitrate. If the parties are unable to agree upon an arbitrator within seven (7) days of such notice, the Union shall refer the matter to the Michigan Employment Relations Commission for the selection of an impartial arbitrator under its procedures.
- (c) The arbitrator shall follow American Arbitration Association rules. The Union or the Board may call any relevant person as a witness in any arbitration hearing.
- (d) Each party shall be responsible for the expenses of the witnesses that it may call.
- (e) The arbitrator shall not have the jurisdiction to add to, or subtract from, or to modify any of the terms of this Agreement or any written amendments thereof, or to specify the terms of a new Agreement, or to substitute his discretion for that of the parties, or to interpret or rule upon questions of local, state or federal law.
- (f) The fees and expenses of the arbitrator shall be borne by the party against whom the decision of the arbitrator is rendered. Should there be no clear decision in favor of either party, the fees and expenses shall be borne equally by the parties.
- (g) The arbitrator shall endeavor to render his decision in writing relative to the grievance within thirty (30) calendar days from the date of the conclusion of the arbitration hearing.
- (h) The decision of the arbitrator shall be final, conclusive and binding upon all employees, the Board and the Union. In the event the decision of the arbitrator is in direct conflict with the express terms of this Agreement or applicable law, either party shall have the right to challenge the decision of the arbitrator in a court of competent jurisdiction.

## ARTICLE 15

### BINDING EFFECTIVE AGREEMENT

This Agreement shall be binding upon the parties hereto, their successors and assigns.

## ARTICLE 16

### SCOPE, WAIVER AND ALTERATION OF AGREEMENT

#### Section 1

No agreement, alteration, understanding, variation, waiver or modification of any of the terms, 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 Union.

#### Section 2

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 and conditions herein.

#### Section 3

If any Article or Section of this Agreement or any supplement thereto should be held invalid by operation of Law or by any competent jurisdiction or tribunal, or if compliance with or enforcement of any Article or Section should be restrained by such tribunal, the remainder of this Agreement shall not be affected thereby, and the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement for such Article or Section.

## ARTICLE 17

### TERMINATION AND MODIFICATION

- (a) This Agreement shall become effective upon ratification by both parties.
- (b) If either party desires to terminate this Agreement, it shall ninety (90) calendar days prior to the termination date give written notice of termination.  
If neither party shall give notice of termination, or withdraws the same prior to the termination date of this Agreement, it shall continue in full force and effect from year to year thereafter subject to notice of termination by either party on ninety (90) calendar days written notice prior to the current year of termination.
- (c) If either party desires to modify or change this Agreement, it shall ninety (90) calendar days prior to the termination date, or any subsequent termination date, give written notice of amendment, in which event the notice of amendment shall set forth the nature of the amendments desired. If notice of amendment of the Agreement has been given in accordance with this paragraph, this Agreement may be terminated by either party on ten (10) calendar days written notice of termination. Any amendments that may be agreed upon shall become and be a part of this Agreement without modifying or changing any of the other terms of this Agreement.



## Fund Balance Driven Formula

Audited fund balance calculated as a percentage of total general fund expenditures.

Steps shall be frozen until after the Board accepts the annual audit, and are contingent upon the level of general fund fund balance as follows:

15.0% or higher	If the fund balance is 15% or more, then a wage reopener will occur and negotiations will immediately begin to discuss compensation.
11.01% to 14.99%	Unit members will receive a .5% increase to the base rate of pay effective February 1 and unit members will receive a stipend payment equal to .5% of base rate earnings July 1 – January 31.
10.01% – 11.0%	Unit members will receive a .5% increase to base rate of pay effective February 1 and unit members will receive a stipend payment equal to .25% of base rate earnings July 1 – January 31.
9.01% to 10.0%	Unit members will receive a .5% increase to base rate of pay effective February 1.
8.60% to 9.00%	0% increase.
8.59% or less	0% increase:  If the fund balance is 8.59% or less, then negotiations immediately begin upon written notice by the Board to the IUOE Paraprofessionals to reach an agreement on how the IUOE Paraprofessionals will provide its share of concessions to restore the fund balance to 8.6% and shall be completed not later than April 1.

IUOE Paraprofessional's portion of the amount needed to restore the fund balance will be based on the IUOE Paraprofessional's prior year total compensation as a percentage of the district's prior year total general fund total compensation.

Payroll adjustments will be made on the first pay in April to meet necessary concessions if no agreement is reached by April 1.

In the event the fund equity falls below the 8.6% minimum, IUOE Paraprofessionals shall not be obligated to make compensation adjustments to recoup dollars below the fund equity target, caused by something other than the following:

- An increase in the aggregate district MP SER retirement rate.
- A decrease in per pupil funding level over the prior year.

- Elimination of one-time state revenues
- Legislative action.
- A loss of enrollment over the prior year of more than 1%.
- Loss of current voter approved revenue.
- An increase in total adopted budgetary expenditures by more than 1.75% to support or implement programs and initiatives not required by federal and/or state mandates or to qualify for financial incentives.

ARTICLE 19

FRINGE BENEFIT PAY

In lieu of other time off with pay, paraprofessionals shall receive the following hourly fringe benefit pay for time actually worked in addition to the hourly wages set forth in ARTICLE 18.

10/1/2019 – 6/30/2022                      \$1.03

ARTICLE 20

GROUP INSURANCE COVERAGE

The board shall contribute a monthly amount toward insurance coverage as identified in the Base Plan Per Month CAP table below based on insurance eligibility. Bargaining unit employees SHALL PAY ANY COST THAT EXCEEDS THE District Per Month CAP on a pre or post tax basis based upon the employee’s election and signature authorizing deduction per IRS Section 125 Regulations of Cafeteria Plan.

2019-20 Per Month CAP

2019-2020	Dental	Vision
1-Person	\$31.97*	\$7.48*
2-Person	\$76.74*	\$13.31*
Full Family	\$95.93*	\$16.79*

\*Dental and Vision CAPS shall be eliminated (district shall pay the full cost of eligible dental and vision insurance) effective with the first month following board approval of contract.

Employees regularly scheduled for less than 30 hours per week shall be responsible for 100% of insurance premiums with no employer contribution.

Employees regularly scheduled for 30 or more hours per week shall be responsible for any excess CAP cost incurred between July 1, 2019 and board contract approval. Employee contributions for dental and vision insurance shall be payroll withheld in full not later than the last pay in September based on return to work dates.

Section 1 – Hospitalization and Major Medical Insurance Coverage for Employee, Legal Spouse and Dependent Child(ren)

- (a) The Board shall provide single subscriber hospitalization and major medical insurance coverage with RX for eligible employees of the bargaining unit, their legal spouse, and their dependent child(ren), SUBJECT TO THE OTHER PROVISIONS OF THIS SECTION, as follows:

BCBS Simply Blue PPO Bronze HD Plan:

- \$6,350/\$12,700 In-network deductible
- 0% Co-Insurance
- RX Included, after deductible
- TROOP Max \$6,350/\$12,700 In-network and \$15,000/\$30,000 Out-of-Network

- (b) Employees regularly scheduled for less than 30 hours per week shall be responsible for 100% of insurance premiums with no employer contribution.

Employees regularly scheduled for 30 or more hours per week and electing coverage shall share the premium cost for Health/RX as follows:

PARAPRO Premium Cost Share per 19 Pays for 12 months of coverage.

	2019-20	2020-21	2021-22
1-Person	\$80.00	\$85.00	\$90.00
2-Person			
Full Family			

- (c) Coverage of eligible employees, legal spouses, and dependent child(ren) shall become effective before ninety (90) day from date of hire, if and only if, the employee has submitted properly completed form to the personnel office. It is the employee's responsibility to see that all forms are properly completed and submitted.
- (d) The employee shall pay the difference between single subscriber and two person or full family coverage levels through payroll deduction. The employee shall have the option to contribute pre-tax to an HSA account through payroll deduction.
- (e) While coverage levels will remain the same as identified, the provider and plan may be at the discretion of the district bid on an annual basis.
- (f) At no time shall the Boards contribution toward Health/RX be in excess of the Annual Cost Limitation as amended yearly by the Dept. of Treasury. At no time shall the Employee's contribution toward Health/RX be in excess of the Safe Harbor provisions of the ACA.
- (g) If a covered employee is absent because of illness or injury and has exhausted sick leave accrual, the coverage in effect shall continue in effect to the end of the school year (June 30), or in the case of worker's compensation two (2) full years.

If a covered employee is on approved unpaid leave, the employee shall be responsible for the payment of premium covering the period of the unpaid leave beginning thirty (30) calendar days from the date of commencement of the unpaid leave. If an employee is absent without pay for any reason other than illness, injury or approved unpaid leave, the employee is not entitled to any coverage under this Section.

Section 2 - Long Term Disability Insurance Coverage for Employee

- (a) Beginning the first day of the first calendar month following ratification of this Agreement, the Board shall provide, without cost to the employee, long term disability insurance coverage for all members of the bargaining group.
- (b) Benefits shall begin on the ninety-first (91st) calendar day of disability and shall provide sixty-six and two-thirds percent (66 2/3%) of the last salary rate at which the employee worked.  
Benefits shall be integrated with any benefit entitlements from Social Security and/or Worker's Compensation and/or the Michigan Public School Employees Retirement Fund.
- (c) Benefits will be paid only for the employee's normal periods of work.

Section 3 - Group Term Life Insurance for Employees

Subject to the regulation of the carrier, the Board shall provide, without cost to the employee, the following group term life insurance coverage for members of the bargaining unit:

Paraprofessionals \$15,000 Total Group Term Life

Section 4 - Dental Insurance

The Board shall pay the full cost of the CAP for a dental insurance plan for each employee covered by this agreement, with such plan to cover the employee and the employee's dependents. The plan will coordinate with any other dental plan covering employees of Flushing Community Schools per standard coordination of benefits. Levels of benefits will be at least equal to the benefit levels of the dental insurance in effect during the 2004-2005 contract year. Employees hired after June 30, 2008 will be covered at the single subscriber level only.

While coverage levels will remain the same as identified within this contract, the provider and plan may be at discretion of the district bid on an annual basis.

Annual Maximum:	\$1,000.00
Lifetime Maximum on Orthodontics:	\$1,300.00

Section 5 - Vision Care

The Board shall pay the full cost of the CAP for a vision insurance plan for each employee covered by this agreement, with such plan to cover the employee and the employee’s dependents. The plan will coordinate with any other vision plan covering employees of Flushing Community Schools per standard coordination of benefits. Benefit levels will be at least equal to the benefit levels of the vision insurance in effect during the 2004-2005 contract year. Employees hired after June 30, 2008 will be covered at the single subscriber level only.

While coverage levels will remain the same as identified within this contract, the provider and plan may be at discretion of the district bid on an annual basis.

ARTICLE 21

ANNUAL LONGEVITY SERVICE AWARD

- (a) An annual longevity service award shall be paid to qualified bargaining unit employees in accordance with the following schedule, (based on the employee's continuous years of service as a Flushing Community Schools employee represented by Local 324 as of December 15th of each year).

	2019-2022
10 to 14 years .....	\$490
15 to 19 years .....	\$540
20 to 24 years .....	\$590
25 years or more.....	\$640

- (b) Annual longevity service awards shall be paid to qualified employees in the first pay in December, and such payment shall be considered as additional wages.

ARTICLE 22

PAYROLL – DIRECT DEPOSIT

All unit members will participate in direct deposit at a participating bank or credit union.

ARTICLE 23

GOOD ATTENDANCE BONUS

Any unit member who maintains good attendance (zero, one, or two absences) in a six-month period (either July 1<sup>st</sup> through December 31<sup>st</sup> or January 1<sup>st</sup> through June 30<sup>th</sup>) shall be paid a bonus for the six-month period. Absences shall exclude Funeral Leave, Jury Duty Leave, Holidays, and Vacation Days and absences accompanied with medical documentation. The bonus rates will be seventy-five dollars (\$75.00) for zero absences, forty-five (\$45.00) for one absence, or twenty-five (\$25.00) for two absences.

ARTICLE 24

MISCELLANEOUS PROVISIONS

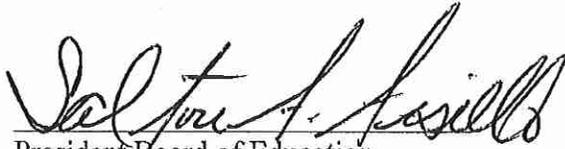
- A. Unit members may participate in Community Education Courses free of charge if the course being offered is based on an hourly wage and will not result in an additional cost to the district.

IN WITNESS WHEREOF:

The parties hereto have caused this instrument to be executed.

FLUSHING COMMUNITY SCHOOLS

INTERNATIONAL UNION OF OPERATING  
ENGINEERS, LOCAL #324, AFL-CIO

  
\_\_\_\_\_  
President Board of Education

  
\_\_\_\_\_  
Business Manager

  
\_\_\_\_\_  
Secretary Board of Education

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Chief Negotiator 10-1-2019

  
\_\_\_\_\_  
Recording-Corresponding Secretary