

AN AGREEMENT

BETWEEN

GRANT PUBLIC SCHOOLS
BOARD OF EDUCATION

AND

GRANT EDUCATIONAL SUPPORT PROFESSIONAL
ASSOCIATION-MEA/NEA

July 1, 2025 - June 30, 2027

*Pay Schedule Agreement for the 2025-2026 School Year

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ARTICLE I: Agreement

This Master Agreement is entered into between the Board of Education of the Grant Public Schools, hereinafter referred to as the "Board," and the Grant Educational Support Professional Association-MEA/NEA, hereinafter referred to as the "Union."

The term "employee" or "bargaining unit member" when used hereinafter in this Agreement shall refer to all employees represented by the Union in the Recognition clause, and references to the masculine gender shall include female employees.

ARTICLE 2: Purpose

This Agreement is negotiated pursuant to the Public Employment Relations Act, Act No. 336 of the Public Acts of 1947 as amended, to establish the wages, hours, terms and conditions of employment for the members of the bargaining unit herein defined.

ARTICLE 3: Entire Agreement

This Agreement constitutes the sole and entire existing agreement between the parties and supersedes all prior practices that are inconsistent with this Agreement, whether oral or written, and expresses all obligations of, and restrictions imposed upon, the Board and the Union. This Agreement is subject to amendment, alteration or additions, only by a subsequent written agreement between, and executed by, the Board and the Union. The waiver of any breach term or condition of the Agreement by either party shall not constitute a precedent in the future enforcement of all its terms and conditions.

If any provisions of the Agreement or any application of the Agreement to any employee shall be found contrary to law by a court or administrative body of competent jurisdiction, then such provision or application shall be deemed null and void, but all other provisions or applications shall continue in full force and effect. The parties shall meet to negotiate the clause or application adjudged contrary to law. Neither party shall be required to meet with the other for the purpose of negotiating a replacement clause after thirty (30) days have expired since adjudging a clause contrary to law. Should no agreement be reached, the provisions of such law shall supersede, to the extent of the conflict, the provisions of this Agreement and govern the relation of the parties hereunder.

Any individual contract between the Board and an individual bargaining unit member heretofore executed shall be subject to and consistent with the terms and conditions of this Agreement.

ARTICLE 4: Recognition

The District hereby recognizes the Union as the exclusive representative for all full-time and regular part-time Aides, Building Secretaries, Bus Drivers, Food Service, Maintenance, and Custodial employees.

Excluded from the bargaining unit are the Superintendent's secretary, Finance Department support staff, one (1) Central/District services clerical staff, mechanic, supervisors, substitutes, and all other employees. Further excluded from the terms and conditions of this Agreement are students and temporary hourly help not employed on a regular basis.

"Temporary" shall be defined as a person employed to meet seasonal needs or to fill employment demands of a particular temporary situation, but not to replace a bargaining unit position. It is expressly understood that a vacancy in a bargaining unit position shall be filled on a temporary basis for a period not to exceed a total of ninety (90) work days (except in the case of maintenance April to October only which shall not exceed one hundred thirty (130) work days for seasonal labor).

"Substitutes" shall be defined as a person scheduled to work in the absence of a regular employee on a leave of absence (paid or unpaid), including vacation and during the period of time required to post and fill vacancies.

Unless otherwise indicated, use of the term "employee" or "bargaining unit member" when used hereinafter in this Agreement shall refer to all members of the above-defined bargaining unit.

A probationary employee shall be considered an employee who has served in a bargaining unit position for less than ninety (90) calendar days.

It is expressly recognized by the parties that the Custodial Supervisor, Bus Mechanic, Transportation Supervisor, Food Service Director, and Finance Director may continue to perform bargaining unit work of the same kind and nature and to the extent as has been done in the past. It is understood that other supervisory employees may perform bargaining unit work in circumstances such as emergency situations, when operational difficulties are encountered, in the testing of materials and equipment, and in the instruction or training of employees. Work performed by non-bargaining unit employees shall not result in the layoff of regular bargaining unit members.

ARTICLE 5: Union Dues Deductions

- 5.1 Membership in the Union and the payment of Union dues are voluntary activities as provide Public Act by 349. Under Public Act 53, the district cannot collect dues or fees on behalf of the GESPA.

In order that the bargaining agent can exercise its duty to support all employees of the bargaining unit by enforcing provision of the master agreement, the employer will provide the bargaining agent with the following information for each bargaining unit employee on or before August 15 of each school year. The following information shall be provided to the designated representative provide that person is identified to the district between July 15 and August 1:

- A. Name
- B. Last known address
- C. Marital status and number of dependents if known
- D. Status of employee (active, leave, layoff)
- E. Hire date into the current bargaining unit
- F. Compensation of any kind from Grant Public Schools for the previous school year.
- G. Other compensation and the positions for which the bargaining unit member was paid in the previous school year.
- H. Building and assignment from the previous school year.
- I. If the bargaining agent feels additional information is needed they may request it of the employer and it will be provided as long as the information exist in the form requested and does not need to be created nor caused excessive work for the employer. The information will be provided within 10 business days of the written request.

- 5.2 The Union agrees to indemnify and save the Board, including individual Board members and their agents, harmless against any and all claims, demands, awards, judgments, suits, attorney's fees and legal costs or other forms of liability by reason of action taken or not taken by the Board or its designated agent for the purpose of complying with the provisions of this article.

In the event of any legal action against the Board because of its compliance with this Article, the Union agrees to defend such action at its own expense and through its own counsel.

The Union shall have complete authority to compromise and settle all claims which it defends under this section.

In any such instances, the Board agrees to give full and complete cooperation to the Union and its counsel in securing and giving evidence, obtaining witnesses, and making relevant information available.

ARTICLE 6: Association Rights

- 6.1 Upon reasonable request, the Board shall make available to the Union information necessary to assist in the processing of grievances, administration of the Agreement, and negotiations.
- 6.2 A. Officers or authorized representatives of the Union may be admitted onto the Board's premises during working hours for the purpose of adjusting grievances and other union and advocacy functions, providing that said visitation shall not disrupt the work of the Board. The Union agrees that its

representatives shall advise the building administration's office of their need to be on school property upon their arrival.

B. The facilities and equipment of the Board shall be available to the Union in accordance with Board Policy as long as such use does not interfere with job responsibilities and everyday operations.

- 6.3 The Union shall have the right to post notices of activities and matters of Union concern at designated bulletin boards in each building or facility to which employees may be assigned.
- 6.4 The Union shall be entitled to five (5) days per year to be used at the discretion of the Union, and the Union shall reimburse the Board for the cost of substitutes during these days. The day shall be scheduled as early as possible and by mutual agreement with the supervisor. Five (5) days written notice must be given to the supervisor after mutual agreement has been reached regarding the days.
- 6.5 There shall be two (2) signed copies of any final agreement. One copy shall be retained by the Board and one by the Union. The district will provide an electronic copy of this agreement to all union members after ratification and a final draft is completed.
- 6.6 The district shall notify the Association president with the name, building, and position of all new hires throughout the year. The district will also notify the Association president of any resignations, terminations, change of position, and retirements throughout the year.

ARTICLE 7: District Rights

- 7.1 Nothing contained herein shall be considered to deny or restrict the Board of its rights, responsibilities, and authority under the Laws of the State of Michigan and of the Federal Government of the United States. Except as stated by this Agreement, all the rights, powers, and authority the Board had prior to this Agreement are retained by the Board.
- 7.2 It is expressly agreed that all rights which ordinarily vest in and have been exercised by the Board, except those which are relinquished herein by the Board, shall continue to vest exclusively in and be exercised exclusively by the Board without prior negotiations with the Union either as to the taking of action under such rights or with respect to the consequence of such action during the term of this Agreement. Such rights shall include, by way of illustration and not by way of limitation, the right to:
- A. Manage and control the school's business, the equipment, the operations and to direct the working forces and affairs of the Board.
 - B. Continue its rights and past practice of assignment and direction of work of all of its personnel, determine the number of shifts and hours of work, starting and ending times, length of the workyear, and scheduling of all the foregoing, but not in conflict with the specific provisions of this Agreement, and the right to establish, modify or change any work or business hours or days.
 - C. Direct the working forces, including the right to hire, promote, suspend and discharge employees (non-probationary employees for just cause), transfer employees, effectuate an employee evaluation system, assign work or extra duties to employees, determine the size of the work force, and to lay off employees.
 - D. Determine the services, supplies and equipment necessary to continue its operations; determine the methods, schedules and standards of operation; determine the means, methods, and processes of carrying on the work, including automation thereof or changes therein, and the instruction of new and/or improved methods or changes therein.
 - E. Adopt reasonable rules and regulations.
 - F. Hire all employees; determine their qualifications and conditions of continued employment, dismissal (non-probationary for just cause), or demotion, and promote and transfer all such employees.
 - G. Determine the number and location or relocation of its facilities, including the establishment or relocation of new schools, buildings, departments, divisions or subdivisions thereof, and the relocation or closing of offices, departments, divisions or subdivisions, buildings or other facilities.
 - H. Determine the placement of operations, production, services, maintenance or distribution of work, and the source of materials and supplies.

- I. Determine the financial policies, including all accounting procedures, and all matters pertaining to public relations.
 - J. Determine the size of the management organization, its functions, authority, amount of supervision and table of organization, provided that the Board shall not abridge any rights from employees as specifically provided for in this Agreement.
 - K. Determine the policy affecting the selection, testing or training of employees, providing such selection shall be based upon lawful criteria.
 - L. Subcontract bargaining unit work per Article 11. 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, shall be limited only by the terms of this Agreement and then only to the extent such terms hereof are in conformance with the Laws of the State of Michigan, and the Laws of the United States.
- 7.3 The matters contained in this Agreement and/or the exercise of any such rights of the Board are not subject to further negotiations between the parties during the term of this Agreement without the mutual consent of the parties.
- 7.4 Pay will be on a bi-weekly basis for hours worked/earned during the prior two (2) weeks and will be paid into a direct deposit or pay card account.

ARTICLE 8: Bargaining Unit Members Rights and Protections

- 8.1 The private/personal life of the employee is not within the appropriate concern of the Board unless the conduct of the employee adversely affects the employee's relationship with students or the discharge of other school-related duties.
- 8.2 Non-probationary employees will not be disciplined or discharged without just or reasonable cause. Confirmation of discipline or discharge will be issued in writing stating the reasons for the action. A copy of the written statement will be provided to the Union representative and the employee when time off or discharge is involved.

Due process will be followed in disciplinary actions which may include written warnings or reprimands, suspensions with or without pay, or dismissal. However, any disciplinary action shall be appropriate to the behavior which precipitated said action and, therefore, might begin at any level. The discipline and discharge of probationary employees shall not be subject to the Grievance Procedure.

- 8.3 The Association agrees that the Employer has just cause to discharge any employee who is convicted of any felony while employed in Grant Public Schools and cannot employ any employee who is convicted of a listed offense under MCL 380.1230c.
- 8.4 An appeal regarding disciplinary action will be submitted to Level Two of the Grievance Procedure according to the timelines set forth in Article 9 of this Agreement.
- 8.5 A bargaining unit member shall be entitled to have present a representative of the Union during any meeting which will lead to disciplinary action by the Board. When a request for such representation is made, no action shall be taken with respect to the bargaining unit member until such representative of the Union is present, but in no case shall action be suspended for more than twenty-four (24) hours unless by mutual agreement.

At the request of the Union representative or employee, the supervisor or superintendent's representative will meet with the Union representative and the employee prior to the employee being required to leave the facility in the instance of suspension or discharge, unless the employee's offense requires immediate removal from the work site.

- 8.6 An employee shall have the right to schedule with the Superintendent's office a review of the contents of his/her personnel file, excluding initial references, of the Board pertaining to the employee originating after initial employment and to have a representative of the Union accompany the employee in the presence of the Board in such review. No material of a disciplinary nature will be placed in an employee's personnel file unless the employee has had an opportunity to review the material. The employee may submit a written comment regarding any material and the same shall be attached to the material in question within 15 Business days. An employee shall sign the material indicating its presence and his/her awareness, if requested. Such signature shall be

not necessarily mean agreement with the material.

The employer shall notify affected employee(s) in the event that information and/or work records are requested by a third party under FOIA. The employee shall be notified of the request prior to sending the information to the requesting party and the employee shall be given an opportunity to review the documents that are being transmitted before they are transmitted.

- 8.7 Any case of assault upon a bargaining unit member shall be promptly reported to the Board. The Board shall render all reasonable assistance to the bargaining unit member to prevent injury when possible.
- 8.8 The Board shall offer aid and assistance to all employees in the matter of the maintenance of student discipline.

ARTICLE 9: Grievance Procedure

- 9.1 A grievance shall be defined as a claim by a bargaining unit member of an alleged violation, misapplication or misinterpretation of the expressed terms and conditions of this Agreement.

The discipline and discharge of probationary employees shall not be the basis of any grievance filed under the procedure outlined in this Article.

- 9.2 The term "days" as used herein shall mean work days.
- 9.3 Written grievances as required herein shall contain the following:
- A. It shall be signed by the grievant or grievants;
 - B. It shall contain a synopsis of the facts giving rise to the alleged violation;
 - C. It shall cite the sections or subsections of this Agreement alleged to have been violated; It shall contain the date of the alleged violation;
 - D. It shall contain the data of the alleged violation;
 - E. It shall specify the relief requested.

Any written grievance not in accordance with the above requirements may be rejected as improper. Such a rejection shall extend the time limitations hereinafter set forth by five (5) days.

- 9.4
- A. Level One - An employee alleging a violation of the express provisions of this Agreement shall, within ten (10) days of its occurrence or knowledge of its occurrence, orally discuss the grievance with his/her immediate supervisor in an attempt to resolve same. A Union representative may be present during these discussions if requested by the grievant.
 - B. Level Two - If no resolution is reached in level one (1), the grievant, within ten (10) days of the level one (1) meeting may submit a written grievance to the supervisor. Within ten (10) days of receiving the written grievance the supervisor shall render his/her decision in writing, transmitting a copy of the to the grievant(s) and the union representative.
 - C. Level Three - If no resolution is forthcoming that is satisfactory to the parties, the grievant(s) may transmit a written grievance as outlined above to the Superintendent within ten (10) days of receiving the Supervisor's written disposition from level two. Within ten (10) days of receipt of the written grievance, the Superintendent or his/her designated agent shall conduct a grievance meeting to hear the grievance. Within ten (10) days of the discussion, the Superintendent or his/her designated agent shall render his/her decision in writing, transmitting a copy of the same to the grievant(s) and the Union representative.
 - D. Level Four- If no resolution is forthcoming or if no disposition has been made within the period above provided that is satisfactory to the grievant(s), the Union shall have the option of filing a letter of intent to arbitrate with the Superintendent's office within thirty (30) days of the discussion. The thirty (30) day period will be reduced to fifteen (15) days in cases involving a continuing back pay liability. No individual employee shall have the right to process a grievance to Level Three.

Within fifteen (15) days of receipt of the notice of arbitration, the Union President or his/her designee and the Superintendent or his/her designee may try to mutually agree to an arbitrator.

If the parties fail to agree on an arbitrator, the parties shall, within fifteen (15) days of the receipt of

the notice of arbitration, meet and select an arbitrator according to the following procedure:

1. A panel of arbitrators shall be maintained by the parties. Only arbitrators acceptable to both parties shall be placed on the list. Names of new arbitrators to be added to the list may be proposed at any time by either the Union or the Board.
2. Each party shall alternate striking one name from the panel of arbitrators until all arbitrators are eliminated except one. That arbitrator shall be selected for hearing the grievance.
3. The parties will alternate the initiation of the elimination process with each successive grievance.
4. Upon selection by the parties, the arbitrator shall conduct the arbitration hearing and other related matters in accordance with the rules and regulations of the American Arbitration Association.
5. Should either the Board or the Union wish to terminate the use of the preselected panel arrangement for selection of grievance arbitrators, the party wishing to terminate the panel shall give one (1) year's notice to the other party. Prior to formation and/or after termination of the panel selection arrangement, selection shall be through the American Arbitration Association subject to its rules.

9.5 General Arbitration Provisions

- A. It is expressly understood that no grievance arising subsequent to the expiration date or any extensions thereof of this Agreement shall be arbitrated absent mutual agreement between the parties.
- B. If a grievance is sustained by the arbitrator, the fees and expenses of the arbitrator shall be paid by the Board. If the grievance is not sustained by the arbitrator, such fees and expenses of the arbitrator should be paid by the Association. If the arbitrator decides in favor of neither party, the parties shall share equally the arbitrator's fees and expenses. Each party shall assume its own cost for representation.
- C. An award in any one case will not require retroactive adjustment in any other instances not in dispute in the case at hand.
- D. The decision of the arbitrator shall be final and binding subject to review in accordance with the applicable standards for judicial review.

9.6 Restrictions on the Arbitrator's Authority

The arbitrator shall have no power to:

- A. Rule on an issue previously barred from the scope of the Grievance Procedure.
- B. Add to, subtract from, or otherwise modify the expressed terms and conditions of this Agreement.
- C. Award compensatory or punitive damages, except as may be appropriate in a make-whole remedy.
- D. Change any practice, policy, or rule of the Board not in conflict with the terms of this Agreement, nor substitute his/her judgment for that of the Board as to the reasonableness of any such practice, policy, rule or any action taken by the Board.
- E. Decide any question which, under this Agreement, is within the responsibility of the Board to decide. In rendering decisions, an arbitrator shall give due regard to the responsibility of the Board and shall so construe the agreement that there will be no interference with such responsibilities, except as they may be specifically conditioned by this Agreement.
- F. Consider more than one grievance at the same time, except upon expressed written mutual consent on the parties.
- G. Make monetary adjustments where no monetary loss has been caused by the action of the Board.
- H. Issue a back pay award for any amount in excess of lost hourly pay rates not for a period to exceed twenty (20) days prior to the date the grievance was filed.
- I. Establish wage schedules or change any wage.
- J. Rule on an issue involving employee evaluation.
- K. Interpret law or issue a ruling on a subject where there is a procedure prescribed under law for seeking relief (e.g., Wage and Hour, E.E.O., M.E.R.C., etc.)
- L. Arbitration awards or grievance settlements will not be made retroactive beyond the date of the occurrence or non-occurrence of the event upon which the grievance is based. In no event, however, shall the settlement be earlier than twenty (20) days prior to the date on which the grievance is filed.

- 9.7 Should an employee fail to institute a grievance within the time limits specified, the grievance will not be processed. Should a grievant fail to appeal a decision within the limits specified, all further proceedings on a previously instituted grievance shall be barred.
- 9.8 The Union shall have no right to initiate a grievance involving the right of an employee or group of employees without his/her or their expressed approval in writing thereon.
- 9.9 All preparation, filing, presentation or consideration of grievances shall be held at times other than when an employee and/or a participating Union representative are to be at their assigned duty stations, except as agreed by the parties. In such instances, employees will suffer no loss of pay.
- 9.10 The time limits provided in this Article shall be strictly observed, but may be extended by written agreement of the parties.
- 9.11 Notwithstanding the expiration of this Agreement, any claim or grievance arising there-under prior to the expiration of this Agreement may be processed through the Grievance Procedure until resolution. Subsequent to the expiration date of this Agreement, grievances are subject to the restrictions detailed in Section 9.5-A.

ARTICLE 10: School Cancellations/Delays

- 10.1 In the event school is canceled prior to the start of an employee's work day due to inclement weather or conditions not within the control of the Board, the following procedures will apply:
- A. Custodians: The first four (4) days of a school year that are canceled prior to the workday starting, will report and work half of their regular shift, but receive their regular rate of pay for the whole day(s). The work shift will be determined by their supervisor or Facilities Director. The days shall be recorded as canceled day #1 through #4 on the time sheet corresponding to the payroll period the day fell. The non-report time will not count toward overtime. This benefit applies only to those employees who were scheduled to work on the canceled days and the district will not track canceled days for individual employees. If there are special events that would require 2nd shift custodians the supervisor will work with staff to ensure coverage for the event by having said staff report for their shift at the appropriate time.
 - B. Aides, bus drivers, secretaries, and food service employees shall not be required to report to work. The first four (4) days of each school year that school is canceled prior to the start of the workday, employees will receive their regular rate of pay for the day(s). These days are to be recorded on the corresponding time sheet and payroll period the canceled day falls as cancellation #1 and #4. If the Board determines not to make up any additional days, employees will be paid their regular rate of pay for the day(s) in the time pay period the decision is made. This time will not count toward overtime. This benefit applies only to those employees who were scheduled to work on the canceled days and the district will not track canceled days for individual employees.
- 10.2 In the event school is canceled after the start of an employee's workday, or delayed due to inclement weather or conditions not within the control of the Board, the following procedures will apply:
- A. Custodial, maintenance, and fifty-two (52) week secretarial employees shall remain on the job and will be paid at their regular rate of pay for the day.
 - B. Except as provided above in Section 10.2-A, aides, secretaries, bus drivers and food service employees will be dismissed following any deemed necessary activities by their supervisor.
- 10.3 In the event the start of school is delayed due to inclement weather or conditions not within the control of the Board, the following procedures will apply:
- A. First shift Custodial and secretarial employees will report to work and will be paid at their regular rate for the day. If road conditions are dangerous, custodial and secretarial employees may push back their start and end time by one hour.
 - B. Aides, bus drivers, and food service employees report time is pushed back an equal amount of the delay and these members will only be paid for time worked on those days.
 - 1. If an Aide's, bus driver's, secretaries', or food service employee's scheduled report time begins⁹

before the delay is declared the employee will be paid for time worked and released for the remaining time of the delay without pay. If their services are needed, as determined by supervisor, the employee will be informed to remain at work with pay or if needed called in during the delay period.

2. Bargaining Unit Members assigned to transportation duties/runs that lose a run due to the delay will be paid for the lost run.

ARTICLE 11: Non-Bargaining Unit Employees/Subcontracting

- 11.1 Non-bargaining unit employees shall not be permitted to perform bargaining unit work, except in the following types of situations:

- A. The expediency rising out of an unforeseen circumstance which calls for immediate action.
- B. In the instruction or training of employees, demonstrating the proper method to accomplish a task assigned.
- C. Youth Employment and Training Programs, Operation Graduation, GM Jobs Program, or other programs of similar nature if no employee suffers loss of regular pay. Employees on layoff will not have a right to such work.
- D. Working supervisors.

- 11.2 Nothing contained herein shall preclude the Board, at its sole discretion, from contracting or subcontracting.

- 11.3 The Board retains the right to contract/subcontract consistent with Section 15 of PERA, MCL 423.215.

- 11.4
- A. There will be no increase in the number of unit members unless determined by the district.
 - B. The current number of positions filled by bargaining unit members in the custodian sub group will be maintained for the length of contract, unless a vacancy is created through attrition as described in sub part C.
 - C. Any vacancy created by attrition or the creation of a new position, the Board reserves the right to exercise its discretion through PERA to fill the positions by a third (3rd) party. The Board will also commit to moves within positions of the subgroups after hours are assessed and determined if the move benefits the employee and the district.

EXAMPLE: A custodian retires from GPS who filled an 8-hour position. The District determines that there is only need for 7-hours to be filled. Current GPS custodians will be able to express interest in the position under 11.4C. If the position is filled from within, which would cause another position to be opened, then the remaining opening would be filled by the third-party provider, or if no current GPS custodian applied for the original opening then those hours would be covered by the third-party provider.

- D. The Board will not guarantee the current hours for the positions but is committed to staffing levels and hours to meet the district's needs in these positions. There is no limitation on sending out RFPs.
- E. Bus drives and Custodians and extra time
 - a. Field trips will be determined by the current rotational process based on drivers who sign up to express interest in a run. If no GPS employed driver is interested in the run the third-party drivers will have an opportunity to take the run.
 - b. Extra time that is beyond the total regularly schedule time will be assigned by the current rotational process. If no GPS employed custodian is interested in the time the third-party custodians will have the opportunity to fill the time.

ARTICLE 12: Special Conferences

- 12.1 Special conferences for important matters other than items which are mandatory subjects of negotiations under the Public Employment Relations Act (PERA) may be conducted at the request of either party. Requests for a special conference shall be made in writing by either the Union president or the Superintendent. Written requests shall detail the reason for requesting the conferences. A meeting will be scheduled within ten (10) calendar days of receiving the request.

- 12.2 Union representatives attending special conferences scheduled during the workday will be released with pay.

- 12.3 It is expressly recognized that alleged violations of this Article are not subject to the Grievance Procedure detailed in Article 9. This Article does not constitute a waiver of any right either party may have to bargain mandatory subjects of negotiations under the Public Employment Relations Act.

ARTICLE 13: General Provisions

13.1 Assignment

- A. The assignment and work schedule of each employee shall be determined by the Board. It is clearly understood by the parties that the following provisions in no way constitute a guarantee of hours per day, days per week, or weeks per year. By way of illustration, not limitation, the Board reserves the right to increase or reduce hours, days and weeks to set the starting and ending days of the work week and work year, and the starting and ending times of the workday.
The work year for full-time bargaining unit members shall generally be as follows:
1. Aides: The work year shall generally coincide with the student attendance year.
 2. School Year Secretaries: The work year shall generally begin at least two (2) weeks before the reporting date of teachers and end two (2) weeks after the last teacher workday.
 3. Food Service: The work year shall generally coincide with the student attendance year.
 4. Bus Drivers: The work year shall generally coincide with the student attendance year.
 5. Custodians: The work year shall generally be fifty-two (52) weeks.
 6. Maintenance: The work year shall generally be fifty-two (52) weeks.
- B. The workday for full-time bargaining unit members shall generally be as follows:
1. Aides: 7 hours (including a 30-minute lunch period)
 2. Secretaries: 8 ½ hours (including a 30-minute lunch period)
 3. Food Service-8 hour employees: 8 ½ hours (including a 30-minute lunch period)
 4. Custodians: 8 ½ hours (including a 30-minute lunch period)
 5. Maintenance: 8 ½ hours (including a 30-minute lunch period)
- C. The workday for bus drivers shall be as per scheduled run. Runs shall be scheduled according to the system set out in Article 15 of this Agreement.
- D. Employees scheduled to work at least five (5) hours per day shall receive a thirty (30) minute unpaid lunch period. This clause may be waived, if necessary to meet the district's needs, by mutual consent of the GESPA bargaining team and the Board. This section shall have no application to bus drivers.
- E. 1. A minimum of two (2) hours shall be credited to an employee called in for an emergency situation, even if less time is worked by the employee on the emergency. In such instances, the Board may assign work to fill out the compensated two (2) hour time period. Employees are called by seniority for such work in accordance with overtime language from 13.2.
2. A minimum of one (1) hour's pay at the overtime rate, if applicable, will be given to bargaining unit employees performing weekend building checks, EPS calls, or emergency call-in authorized by the Board.
- F. Employees shall receive one (1) fifteen (15) minute break for each four (4) hours worked. This section shall have no application to bus drivers.

13.2 Overtime

A. Extra Hours

Extra hours shall be defined as all hours above an employee's regular scheduled hours. All extra hours should be approved by the employee's supervisor prior to the hours worked.

The first opportunity for extra time hours, at the beginning of each school fiscal year, will be offered to the most senior person on the rotation list within the building and classification that the extra time will be worked. Each opportunity, thereafter, for hours will be offered to the next senior person on the rotation list within the specific building where the hours will be worked.

Should an employee choose not to accept the extra time hours being offered, they will go to the bottom of the rotation list. An exception to this would be if any employee, next in rotation, were unable to accept the extra hours due to an authorized absence at the time the extra hours were offered. They would then maintain their position in the rotation for the next offer of extra time hours within their classification and building. For all intents and purposes, the Fine Arts Center is part of the High School. If no one within the specific building and classification accepts the extra hours, then those hours will be offered to employee(s), outside the building, within the classification, by seniority, utilizing the rotation system previously described, until the specific extra hour assignment has been filled.

If no one within the classification accepts the extra hours, the Board then reserves the right to

assign those hours to the least senior employee(s) within the classification, moving up the overtime rotation list from least senior to more senior.

- B. The parties agree that an assignment requiring a shift extension immediately preceding or following an employee's shift on their regular assignment shall constitute an acceptable exemption to the rotation system.
- C. Overtime shall be compensated at the rate of time and one-half (1 ½) of the regular hourly pay for all hours actually worked over forty (40) hours per week, except bus drivers. If drivers are given no responsibilities during down time on field trips, such hours will not be counted toward overtime. Sick, personal or vacation time does not qualify as time actually worked. All work on Saturdays, Sundays, and holidays (Appendix A) shall be compensated at time and one-half (1 ½).
- D. All Food Service employees will be given the chance to sign up for an opportunity to work extra hours at the beginning of the school year.

- 13.3 Regular bargaining unit members within the same classification may substitute for absent bargaining unit members at the substitute rate of pay or their own rate of pay, whichever is higher, provided there is no conflict with regularly assigned hours.

ARTICLE 14: Working Conditions

- 14.1 Employees will be given adequate and appropriate supplies and equipment, in good repair as determined by the Board, to perform their assigned duties.
- 14.2 The Board shall support and assist bargaining unit members with respect to the maintenance of control and discipline of students in the bargaining unit members' assigned work area. On a case-by-case basis, the Board will determine what training and other support should be provided to an employee assigned to provide medically-related services to students.
- 14.3 A bargaining unit member shall be generally responsible to only one (1) supervisor, said supervisor to be designated by the Board. If there is a conflict in directives from more than one supervisor, employees shall follow the directives of the higher-level supervisor.
- 14.4 If you are employed by a third-party company and the District, the District takes precedence. You will not be allowed to work at your third-party company job during the hours that you are scheduled to work at the District job.

ARTICLE 15: Conditions of Employment

15.1 FOOD SERVICE

- A. Food Service Employees who are responsible for transporting food in school vans shall be compensated beginning with the time the van is picked up by the employee at the van storage area and for all time spent fueling and driving the van, including time spent returning the van to the storage site.
- B. Work for Outside Groups - Kitchen work generated by non-employer groups who use school facilities shall be handled in accordance with the posting and overtime provisions of this Agreement.

15.2 CUSTODIANS

Generally, custodians shall work first shift hours during the summer and holiday break period. The Board reserves the right to change shift hours as per Article 13, Section A. Night time custodians will clean per team schedule as determined by the District in consultation with custodians. The Board has the discretion to appoint one Lead Custodian who will receive a .50 cents per hour premium. Lead Custodian is defined as the custodian who is full-time with the most seniority.

15.3 MAINTENANCE

Generally, maintenance should work first shift hours during the summer and holiday break period.

The Board reserves the right to change shift hours as per Article 13, Section A.

15.4 MISCELLANEOUS

- A. Any employee working in more than one classification or holding two (2) part-time positions within one classification shall receive benefits as though all work was performed in one classification.
- B. All Para pros must be HQ certified, or complete HQ certification by the end of their first year. To fill a Title 1 Para pro position, the member must meet the HQ requirements at the beginning of the assignment. Para's hired to fill general funded positions or At-Risk positions that do not meet the HQ requirements, must fulfill the requirements by June 30 of their first year. Failure to fulfill the certification requirements will be cause for separation from the district.
 - 1. The MDE approved assessment (Work Keys) scores to be considered HQ are as follows: Reading (4), MATH (4) and Writing (3).
 - 2. Per the districts understanding that the assessment process to be considered HQ is a onetime requirement. It is agreed that if the state were to define a change to this process that those requirements would overrule this subsection and be followed by the district and GESPA.
 - 3. The time and cost of the testing/certification requirements in place as of July 1, 2013 are the responsibility of the GESPA member.
 - 4. If there are changes to the criteria to be considered Highly Qualified the parties agree to discuss and negotiate the responsibilities of cost and time for active staff members to meet the requirements.
- C. If a teacher is absent, the order of covering the absence is as follows:
 - 1. The teacher puts the absence into Red Rover to try to get a substitute.
 - 2. If the position is not filled through Red Rover, the next step is to try to fill the absence with other teachers covering the classroom.
 - 3. Lastly, if a need for coverage still exists, the opportunity to cover the classroom will be offered to paraprofessionals based on the Administrator's discretion.

15.5 IN SERVICE/TRAINING

There will be no professional development days, unless required by the Board.

ARTICLE 16: Seniority

16.1 New Hires and Probationary status.

- A. A newly hired employee shall be on a probationary status for the first ninety (90) calendar days of employment, taken from and including the first day of employment.
- B. The Probationary period will be extended accordingly for days the employee is absent from work, holidays and/or canceled days of school where the employee is not required to report.
- C. The employee's status changes to having seniority on the calendar day following the end of their probationary period established by the process in 16.1.B.
- D. Probationary employees shall not be entitled to insurance benefits, vacations, or holidays. However, upon completion of the probationary period, the employee will be credited with the vacation days that he/she would have earned, if applicable.
- E. Procedures for calculation of proration of sick and person time is described in A.21.14.

16.2 Seniority

- A. Seniority shall be defined as the length of an employee's continuous service within his/her respective classification from his/her date of hire into that classification until such time as he/she moves out of that classification, at which time his/her seniority will be frozen in the previous classification. Date of hire is defined as the first paid day of work in the classification. Upon satisfactory completion of the probationary period, the employee's seniority date shall be retroactive to date of hire. Seniority shall not transfer from one classification to another.
- B. An employee will lose his/her seniority for the following reasons:
 - 1. The employee resigns or retires.
 - 2. The employee is discharged for cause, and such discharge is not reversed through the grievance procedure.
 - 3. The employee is laid off for one (1) year or the length of his/her seniority, whichever is greater, but not to exceed two (2) years.
 - 4. The employee fails to return from leave on the agreed upon date. In proper cases, exceptions shall

- be made, when mutually agreed upon by the Union and the Board.
5. The employee is absent for three (3) consecutive work days without notifying the Board. Upon return the employee will provide credible reasons to the board for his/her failure to contact the district during this absence. After such absence, the Board shall send written notification to the employee at his/her last known address that the employee has lost seniority and employment has been terminated.
 6. The employee does not return to work when recalled from layoff as set forth in the recall procedure.
- C. Seniority shall be retained, but not accumulated, for an employee on layoff for one (1) year or the length of his/her seniority, whichever is greater, but not to exceed two (2) years. Seniority shall continue to accumulate for an employee on any approved paid leave of absence pursuant to this Agreement or any unpaid work-related disability leave.
 - D. A seniority list shall be furnished to the Union on or about September 30th of each year. If the Union does not challenge the list within thirty (30) days of its publication, it shall be deemed as controlling in all matters relative to seniority until the list is published the following year. Such list shall contain each employee's name and date of hire for each classification.
 - E. In the event more than one (1) employee has the same length of service in a seniority classification, seniority ranking shall be first determined by total years of service in the district. If a tie still exists, employees shall be ranked in order of the highest four digit numbers taken from the last four (4) digits of each employee's Social Security number.
 - F. Seniority shall accrue and shall be applied within the following classifications:
 1. Food Service
 2. Secretary
 3. Aide
 4. Custodian
 5. Bus Driver (including Community Ed. drivers)
 6. Maintenance
 - H. Any supervisor who later comes into the bargaining unit shall retain his/her date of hire with the District as a seniority date. (see Letter of Agreement attached modifying this language)

ARTICLE 17: Vacancies, Transfers, and Promotions

- 17.1 A vacancy shall be defined as a newly created position or a present position that is not filled, which the Board does intend to fill.
- 17.2 Notice of all vacancies in the bargaining unit shall be posted internally in each work location for at least five (5) working days. The most qualified applicant will be selected by the Board; however, when in the determination of the Board the qualifications of both internal and external applicants are equal, the internal applicant with the most seniority will be granted the position. In the case of district employed bus drivers, the transportation director, after posting the run(s), may speak to drivers in order of seniority and have them sign their rejection of the posting. If all district employed drivers sign off the director may immediately take the posting down and fill it with a driver who wishes the run.
- 17.3 A newly promoted or transferred employee shall serve a probationary period of sixty (60) calendar days in the open position. Whenever an employee is promoted or is reclassified upward, he/she shall be placed on the first step that is closest to his/her previous rate of pay without a loss of pay per hour. During the time period that the employee is serving the probationary period, the Board shall provide the employee with periodic evaluations as to the employee's work performance. During the probationary period, the employee shall return to his/her former position at the request of the Board or the employee. This shall not affect the employee's seniority date. Any individual granted a position under this Article or electing to return to his/her former position under this Article or electing to return to his/her former position under the terms of this section shall be prohibited from applying for another position for a period of twelve (12) months from the effective date of assignment in the posted position.
- 17.4 The Board shall have the right to hire a temporary employee during the time that an employee who is covered by this Agreement is not on the job due to a paid or unpaid leave not subject to the provisions of Article IV. The Board shall also have the right to hire temporary employees to temporarily supplement the work force.
- 17.5 The parties agree that involuntary transfer of employees shall not be capricious and shall be

minimized to the extent the Board deems necessary.

- 17.6 All after school and summer school program bus driver (including field trips and extra runs), foodservice, secretarial, and custodial positions shall be posted and filled per the contract as they become vacant. These positions are not subject to seniority; however, first consideration will be given to those bargaining unit members who filled this position the prior year.

ARTICLE 18: Layoff and Recall

- 18.1 A layoff shall be defined as a necessary reduction in the work force as determined by the Board.
- 18.2 No employee shall be laid off pursuant to a necessary reduction in the work force unless said employee has been notified in writing at least fifteen (15) working days prior to the effective date of layoff. Such notice will not apply when layoff is necessitated by work stoppages or Acts of God.
- 18.3 The reduction procedure shall be individually applied within each classification as follows:
- A. Probationary employees shall be laid off first, provided there are more senior employees who possess the qualifications to perform the job.
 - B. In the event senior employees must be laid off, layoff shall be determined by the following order:
 - 1. The least senior within the classification being reduced, provided there are more senior employees remaining within the classification who possess the qualifications to perform the duties of the position(s) available.
 - 2. In the event an employee is reduced from a position and no position is available to the employee within the classifications in which the reduced employee has acquired seniority, the reduced employee shall have the opportunity to make application to any posted vacancies within the unit. Should the employee be given one of the posted positions, he/she shall retain the right to his/her job classification should a position become available for which he/she is qualified.
 - 3. An employee reduced from a position in his/her present classification shall be retained at his/her request in a position in another classification in which he/she has previously accumulated seniority, provided there is a less senior employee in that classification and the reduced employee possesses the qualifications to perform the job.
- 18.4 Employees on layoff who are qualified shall be considered before the hiring of new employees outside the district for a vacant position in another unit classification.
- 18.5 When there is a vacancy, employees shall be recalled in order of greatest seniority within the classification from which they were reduced, provided the employee possesses the qualifications to perform the duties of the position to which he/she is being recalled to. In the event a tie exists, the employee with the greatest total years of service in the district shall be recalled first. In the event a tie exists, it shall be broken by the last four (4) digits of the employee's Social Security number, with the employee with the highest number having the most seniority.
- 18.6 Notices of recall shall be sent by certified or registered mail to the last known address as shown on the Board's records (which shall be conclusive in any disputes). A recalled employee shall notify the Board within two (2) days after the letter is registered as arriving as to the employee's acceptance or rejection and must report to work within three (3) days after such notification, exceptions may be made by the Superintendent. The Board may fill the position on a temporary basis until the recalled employee is to report back for work.
- 18.7 An employee offered his/her former position who declines recall shall forfeit his/her seniority rights.
- 18.8 Employees shall remain on the recall list for a period of one (1) year or the length of his/her seniority, whichever is greater, but not to exceed two (2) years.
- 18.9 Probationary employees have no recall rights.
- 18.10 Employees who have their hours reduced by one (1) hour or more shall have the right to bump the least senior employee within his/her classification occupying a position that the senior employee can properly

perform and who is scheduled as many hours per week/annually. If the employee being reduced has no one to bump, then the least senior employee with the nearest number of hours in his/her classification may be bumped. It is understood by the parties that this language does not create a domino effect. Only one(1)bump will occur. The bumped employee may take the position of the employee whose hours are reduced if that employee can properly perform the work.

- 18.11 The district may increase a position's hours per workday, without the need to post the position as a newly created position, provided the increased hours do not allow the position to receive additional benefits or be considered a full-time position. Full time is defined as 8 hours per day.
- 18.12 Any school year bargaining unit employee who collects unemployment compensation during the summer months (MESC's "summer denial period") and who is recalled before the start of his/her normal work year to a position with the same or more hours of work, shall be obligated to reimburse the District the amount of unemployment compensation collected during the summer months. The District is authorized to obtain repayment through a payroll deduction of the appropriate amount in equal payments over the entire year.

ARTICLE 19: Compensation

- 19.1 A. The 2021-22 wage schedule is reflected in Appendix B.
B. MS Head Cook receives an additional \$1.00 per hour
Special Ed Aides receive an additional \$0.60 per hour
1. Year 10-longevity pay will be \$200 per year and will be paid at the end of June, on an off-pay week, after completion of the tenth year of service.
 2. Year 15-longevity pay will be \$400 per year and will be paid at the end of June, on an off-pay week, after completion of the fifteenth year of service.
 3. Year 20-longevity pay will be \$800 per year and will be paid at the end of June, on an off-pay week, after completion of the twentieth year of service.
 4. Year 25-longevity pay will be \$1200 per year and will be paid at the end of June, on an off-pay week, after completion of the twenty-fifth year of service.
- 19.1 At the time of hire, a maximum of eight (8) years of credit may be given, one (1) for each year of professional, relative experience in other school districts or companies.
- 19.2 Summer school and after-school program work shall be considered extra work and paid according to the terms of the funding grant or the rate established by the district. The rate of pay for the positions shall be referenced in the posting of the positions.
In the event that the district funds these two programs from district revenues without the primary support of a funding grant from an outside source the parties will meet to negotiate a pay rate for the positions.

ARTICLE 20: Insurance Benefits

20.1 Employees within the following designated classifications will receive Board paid premium contributions toward insurance plans if regularly scheduled to work the hours specified below.

- A. Eligible Classifications:
1. For members to be eligible for healthcare coverage greater than what is mandated by ACA the following must be met:
 - a. Custodial and Maintenance (40 hours per week)
 - b. Secretaries (40 hours per week)
 - c. Food Service Employees (40 hours per week)
 - d. Bus Drivers (40 hours per week based on the previous year's hour totaling 1440 qualifying hours are based on Article 13.1.A.5. Time from after-school programs, summer school, community education, and alternative education do not qualify and will not be counted.)
 - e. Aides (40 hours per week)
 - f. New hires after July 1, 2012 are not eligible for insurance unless they are regularly scheduled to work 40 hours per week.

2. The medical coverage is to be provided to those employees described above, the member and their eligible dependents for the appropriate coverage as a single, two-party or full family premium. Said coverage will be for a period of twelve (12) months commencing September 1 and ending August 31 of each year for each employee who is actively employed during said academic year. However, for retirees (with retirement effective July 1) coverage shall end June 30, as long as they qualify for the full health subsidy through ORS. Otherwise their coverage will end August 31 of the year. For those who retire prior to completing a full year of service, i.e. retire prior to June 30, their coverage will end on the last day of the month they declare retirement. The Board has the right to inquire; monitor, and audit dependent care coverage provided, that the provider appeal procedure is available to affected employees.
- B. The Board will deduct any contributions through payroll deduction via a Section 125 plan.
 1. The plan specifics and "Grant Public Schools Medical Premium Caps II" are provided in Appendix C. If any annual premium falls below the cap level the difference will remain with the district.
 2. The Grant Public Schools Non-Medical Premium Cap (Pak-B).
GESPA members have access to non-medical coverage as a fulltime employee or as a spouse of a fulltime employee, as well as their immediate family. Said coverage will be for a period of (12) months commencing September 1 and ending August 31 of each year for each employee who is actively employed during said academic year. However, for retirees (with retirement effective July 1) coverage shall end June 30, as long as they qualify for the full health subsidy through ORS. Otherwise their coverage will end August 31 of the year. For those who retire prior to completing a full year of service, i.e. retire prior to June 30, their coverage will end on the last day of the month they declare retirement. The Board has the right to inquire; monitor, and audit dependent care coverage provided, that the provider appeal procedure is available to affected employees.
 3. If any annual premium falls below the cap level the difference will remain with the district.
- C. For those employees electing the High Deductible Health Plan (HDHP), the Board will provide an interest-free loan to employees (which shall not exceed the amount of the deductible, based on the coverage tier (e.g. single, family) in which the employee enrolls.) The purpose of the loan is to allow the employee to make an immediate contribution to his/her health savings account (H.S.A.) The employee can elect to have the loaned amount immediately contributed to his or her (H.S.A.) on a pre-tax basis to fund the payment of uninsured health expenses, or the employee can elect to receive the loan in cash and contribute the amount to his or (H.S.A) on a post-tax basis. At the time the loan is made the employee will sign an election form specifying the amount of the loan, whether the loan should be directly contributed to the employee's (H.S.A.) or paid in cash, and authorizing the Board to take deductions from the employee's taxable, after-tax pay on an equally pro rata basis for the balance of the plan year to repay the loan. If the employee is laid off or leaves the district prior to repaying the loan, the balance of the loan will be deducted from remaining pay periods and/or the employee must repay the District immediately on their own. Employees may contribute, through payroll deduction and/or electronic transfer, additional money towards their H.S.A. up to the maximum amounts allowed by Federal law. It is the individual employee, not the district's, responsibility to be aware of the total amount being transferred into the H.S.A. Adjustments can be requested in January, April, July and October.
- D. In the event that the District reduces an employee's hours below the required amount to receive benefits, the Board will continue to pay the districts portion of the benefits costs to the end of the month the work hour reduction occurs and the following month.
- E. If an employee is terminated, resigns or retires the benefits of the employee will be ended at the end of the month the separation of employment happens or later if agreed to by the district.

- 20.2
- A. All claims submitted are subject to the terms set forth by the various insurance administrators and underwriters. As such, any claims disputes are, therefore, not subject to the Grievance Procedure.
 - B. Eligible employees as set forth herein are responsible for the completion of all necessary enrollment forms and for fulfilling any requirements established by the insurance administrators or underwriters.
 - C. The Board's sole responsibility under this Article is to pay its share of the insurance premiums on behalf of eligible employees.
 - D. Eligible dependent shall be defined by the insurance carrier.
 - E. Probationary employees shall not be eligible for insurance benefits until completion of the probationary period or required by law.
 - F. Change in family status shall be reported by the employee to the business office within thirty (30) days of such change.
 - G. In the event a bargaining unit member dies during a school year, health, life and dental insurance (excluding all salary protection plans) for the bargaining unit member and his/her family shall be continued by the Employer until the bargaining unit member or his/her family or estate has received the

full pro rata portion of the insurance earned at the time of death through the current month and one additional month.

- 20.3 The Board will continue to pay insurance premiums for employees in school year positions d u r i n g the summer months and for break periods during the school year.
- 20.4 Part time employees may purchase health insurance benefits, provided for full time employees in this agreement at group rates through payroll deduction according to the rules and regulations of the underwriter.
- 20.5 Grant Public School employees who qualify to receive medical health care (who are not on Medicare, Medicaid, or retiree healthcare insurance coverage) but elect not to participate in GPS health care coverage and take coverage through a family member outside of the GPS, will receive \$5,000 per year. They will also be eligible for Pak-B coverage through GPS.
- 20.6 The GESPA may request a review of the status and performance of the medical care insurance before September 1 each year. If the premium costs are raised to a point that another insurance option may be more affordable or if there are documented complaints of unsatisfactory service, such as unpaid claims or unreasonable denial of access to health care providers, then the GESPA reserves the right by October 1, to request the District to identify at least two other insurance options for the GESPA's consideration. In addition, the GESPA may select one vendor for consideration. The GESPA will contribute to the decision process of which, vendors to consider. The "plan year" is defined as January 1 to December 31.
- 20.7 The non-medical coverage package will be determined/selected by agreement between the GESPA and the Board of Education.

ARTICLE 21: Paid Leaves

- 21.1 At the beginning of each work year, each bargaining unit member shall be credited PTO days as follows:
- | | |
|-----------------------|---------|
| 10-12 month employees | 13 days |
| School year employees | 11 days |
- A. If an employee is scheduled to work two (2) or more weeks of any month, that month shall be considered a work month for sick leave allocation purposes.
- B. PTO accumulation will be prorated for unpaid leaves lasting over one (1) calendar month.
- C. Upon reaching maximum accumulation, no further current year allowance will be credited.
- D. All sick leave and personal days will be rolled over to PTO days beginning 7/1/2025.
- 21.2 PTO leave shall accumulate, if unused, to a maximum of
- | | |
|-----------------------|----------|
| 10-12 month employees | 120 days |
| School year employees | 90 days |
- 21.3 The member is responsible for notifying the school of an absence as soon as possible.
- a. Uses of these days shall be for:
- Personal sick days.
 - Taking care of a sick family member.
 - Personal business that cannot be conducted outside of the school hours.
 - Attending funerals outside of immediate family as defined within the contract.
 - Paid Time Off (PTO) shall not be used to extend a vacation period unless specifically given written permission by the Superintendent.
 - The District can request written reasoning for any absence requested for more than two (2) consecutive days.
- 21.4 A day is defined as the length of the employee's regularly scheduled workday. When an employee's hours are increased or decreased, the accumulation will be prorated.
- 21.5 It is the responsibility of each employee to report to his/her supervisor or designee unavailability for work prior to his/her normal starting time.
- A. Each employee shall, at the time of reporting absence, state the reason for absence, where the employee may be reached in case of emergency, and the anticipated length of an absence.
- B. An employee utilizing PTO days shall be considered continuously employed for purposes of computing

benefits under this Agreement.

- C. Insurance benefits shall cease to be paid for eligible employees upon exhaustion of the employee's PTO leave accumulation and any eligible insurance benefits under the Family and Medical Leave Act. During all periods of unpaid absence, the employee will assume responsibility for premium payments, if he/she elects to continue those benefits.

- 21.6 Workers' Compensation. An employee receiving Workers' Compensation pay and electing to receive supplemental pay will provide check receipts to the Board within ten (10) days of receiving checks. The Board will pay the difference between Workers' Compensation payments and the employee's regular expendable income for a period not to exceed the number of prorated days of his/her accumulation. An employee whose Workers' Compensation extends beyond the PTO leave and/or vacation days' accumulation shall be placed on an unpaid leave. Statements from medical professionals may be required as per Section 22.1 of this Agreement. Reinstatement rights will be provided as per Section 22.8 of this section.
- 21.9 Jury Duty. Employees required to report for jury duty during working hours shall be released with pay provided they turn over to the Board any earnings (excluding mileage) received for jury duty.
- 22.1 Three days of absence will require preapproval, or you could be required to provide medical verification. Without a doctor's note or approval from the Superintendent, you may receive disciplinary action, up to and including termination. At any time, if you no call or no show you may receive disciplinary action, up to and including termination.
- 21.10 Employees may be required to supply a doctor's verification to verify the reason for an absence.
- 21.11 The Board agrees to follow the provisions of the Family and Medical Leave Act of 1993 (FMLA).

As prescribed and required by the FMLA, the Board will provide insurance benefits as per Article 20 of this Agreement. If an employee does not return to work after the leave, payment for fringe benefits shall be deducted from any severance pay that the employee is entitled to. Before allowing any leaves for medical purposes under the FMLA, the Board may require the employee to obtain a second and/or third medical opinion or provide any necessary documentation of the need for such a leave from the Board-appointed physician. Any second or third opinion will be paid for by the Board, if not covered by insurance.

Any paid PTO days provided for in this Agreement shall count toward the twelve (12) week period provided for in the FMLA. Any paid PTO leave provided for under this Agreement must be exhausted before the employee is eligible for an unpaid leave (to a combined maximum of twelve (12) weeks as per the FMLA). Any alleged Board violations of the FMLA shall be dealt with under the procedures set up in the FMLA and not subject to the Grievance Procedure contained herein.

- 21.12 Bereavement Leave. The bargaining unit member shall be granted a maximum of three (3) days paid leave per death for immediate family members, which shall not be deductible from PTO leave. Additional paid bereavement days deductible from PTO leave may be taken for a death in the immediate family. Immediate family shall be interpreted as husband, wife, mother, father, brother, sister, brother-in-law, sister-in-law, children, grandchildren, son-in-law, daughter-in-law, parent-in-law, and grandparents. Unused funeral/bereavement leave shall not be cumulative.
- 21.13 Employees will, after completing their probationary period, receive their PTO days, prorated to the length of service during the first fiscal year of employment. Then at the scheduled return to work date in each following fiscal year the employee will be credited with the full number of PTO days.
- 21.14 For anyone who is retiring, or is leaving employment after working at GPS for over 15 years, payout for unused PTO days will be paid out as follows:
 - A. You will be paid your daily rate, capped at 50 days.

ARTICLE 22: Unpaid Leaves

- 22.2 Medical Leave. An employee who has exhausted his/her PTO leave because of illness, disability (including maternity) or accident, and is physically unable to report to work shall be granted upon written request to the Board a leave of absence without pay for the duration of the illness or disability up to six (6) months. The notification shall be provided to the Board within 5 calendar days of learning of their situation, and include a statement from his/her physician or medical professional. The statement should include necessity and length of time for such absence and for the continuation of such absence, including a return to work date. The Board reserves the right to require a second opinion at a Board-appointed physician or medical professional. If the employee is uncomfortable with whom the Board appoints, the Board will provide two (2) more names from whom the employee may choose. Extensions may be granted at the discretion of the Board. To be considered for an extension a written request must be provided to the Board at least two (2) weeks prior to the end of the approved leave.
- 22.3 Personal Leave. Upon approval of the Board, an employee may be granted a personal leave for up to six (6) months. Upon return, the employee shall be returned to the same position prior to the leave. It is understood that such granting of this leave is discretionary with the Board and is not subject to the Grievance Procedure.
- 22.4 Military Service Leave. Military unpaid leaves of absence shall be granted in accordance with applicable laws. The reinstatement rights of any employee who enters the military service of the United States by reason of an act of law enacted by Congress, or who may voluntarily enlist during the effective period of such law, shall be determined in accordance with the provision of the law granting such rights. Service in the military reserve or National Guard shall qualify for military leave.
- 22.5 Any employee interested in applying for an unpaid leave of absence (as described in 22.1, 22.2, and 22.3) must submit a written application to the Superintendent, which includes the requested beginning and ending dates of the leave and the purpose for requesting the leave.
- 22.6 Unpaid leaves shall be without Board-paid benefits, except as those provided for in the Family and Medical Leave Act.
- 22.7 Seniority shall not accrue during unpaid leaves of absence for more than thirty (30) day.
- 22.8 At least fifteen (15) calendar days prior to the date a leave is scheduled to expire, the employee shall notify the Superintendent of his/her intent to return to work. Failure by the employee to give notice of return shall be deemed a resignation. Return shall be subject to the operation of the Reduction of Personnel procedures of this Agreement.
- 22.9 During an authorized leave of absence, the Board reserves the right to fill the position of the absent regular employee with a substitute. Upon expiration of the leave, the employee will be returned to his/her former position.
- 22.10 Any employee who willfully misrepresents the facts pertaining to an absence for the purpose of qualifying for benefits under any unpaid leave provisions of this Article shall forfeit all benefits or rights he/she may have accrued under the provisions of this Article. If such an offense is repeated, it will constitute grounds for discipline up to and including dismissal.

ARTICLE 23: Vacations

- 23.1 Upon completion of one (1) complete fiscal year of service (July 1 - June 30), all fifty-two (52) week employees will receive five (5) full working days of vacation with pay.
- B. If an employee is hired during the fiscal year, vacation days will be prorated as provided in the contract, up to five (5) days for the first partial fiscal year.
 - C. Thereafter, vacation days are accrued as follows:
 - Hired before July 1, 2012
 - (Fiscal year = July 1 – June 30)
 - First full fiscal year of employment = One week (5 days)
 - Second full fiscal year of employment = Two weeks (10 days)
 - Tenth full fiscal year of employment = Three weeks (15 days)

Fifteenth full fiscal year = Four weeks (20 days)

Hired after July 1, 2012

(Fiscal year = July 1 – June 30)

Second full fiscal year of employment = One week (5 days)

Fourth full fiscal year of employment = two week (10 days)

Tenth full fiscal year of employment = Three weeks (15 days)

- A. Vacation days are earned based on the prior year of employment. Vacation time will not be earned in the following circumstances:

1. An employee on unpaid leave will not earn any time during the leave.
2. An employee on paid leave will not earn vacation days for time after the first six (6) weeks per incident.
3. An employee on work-comp. will not earn vacation days for time after the first four (4) weeks per incident.

In workmen compensation situations where the employee elects to pay their portion of the ORS fees to allow for the time to count toward retirement, and the employee has vacation days earned they will not be able to use during the fiscal year the following will be allowed. A per diem rate will be calculated and the district will apply that amount multiplied by the number of available vacation days and apply it toward the cost of the ORS fees. If this total amount is not enough to cover the cost of the fees the employee will be responsible to pay the difference. If the amount is greater than the ORS fees, the employee would be able to carryover up to five (5) vacation days to the next fiscal year.

- 23.2 A maximum of two (2) weeks' vacation may be taken during the school year.

- A. Vacation requests shall be submitted to supervision prior to the ending of school in June or twenty (20) days prior to the period of time requested. The supervisor shall notify the employee of the disposition of the request within two (2) weeks of the request. Denial of vacation requests shall not be arbitrary or capricious.
- B. Supervision shall have the authority to grant or deny the period of time requested. No vacations shall be authorized during the two (2) weeks prior to the start of school in the fall.
- C. No vacation pay will be allowed unless the vacation is taken. If the denial of vacation, accumulated July 1 through June 30 of any year, results in a potential loss of vacation, the employee may carry up to five (5) days forward into the next vacation year to be used by October 1 of that next year.

ARTICLE 24: Paid Holidays

24.1 General Provisions

- A. For purposes of this Article, the term "day" shall be defined as the number of hours the employee is regularly scheduled to work per day.
- B. An employee must work the entire last regularly scheduled workday preceding and following the holiday in order to receive holiday pay. Any paid leave days do not constitute a worked day if preceding or following the holiday, unless preapproved by the superintendent.
- C. Probationary employees shall not be eligible for paid holidays.
- D. In the event a holiday falls during an approved vacation, the employee will receive holiday pay.

- 24.2 Employees will receive paid holidays in accordance with the appropriate schedule detailed in Appendix A.

ARTICLE 25: Evaluation

- 25.1 Each employee shall be apprised of evaluation criteria derived from contractual job descriptions at the time of his/her employment.
- 25.2 Each employee shall be formally evaluated by his/her immediate supervisor at least once every two (2) years. Failure by the supervisor to complete the evaluation within the time period will result in a satisfactory rating of that evaluation cycles evaluation.
- 25.3 A copy of the written evaluation shall be given to the employee during a conference within ten (10) days of the evaluation. If deficiencies are observed, they shall be specifically noted along with recommendations for improvement.

- 25.4 The employee's signature does not necessarily mean that he/she agrees with the evaluation. The employee may submit additional comments to the evaluation, which shall be attached.
- 25.5 For each classification, an evaluation instrument will be developed by the Board after consultation with the Union.

ARTICLE 26: No Strike Clause

- 26.1 The Union and the Board recognize that strikes and other forms of work stoppages 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 program. The Union, therefore, agrees that its officers, representatives and members shall not authorize, instigate, cause, aid, encourage, ratify or condone, nor shall any employee take part in any strike, slowdown or stoppage of work, boycott, "sick out," picketing or other interruption of activities in the school system. Failure or refusal on the part of any employee to comply with the provisions of this Article shall be cause for whatever disciplinary action is deemed necessary by the Board.
- 26.2 The Board agrees it will not lock out employees during the term of this Agreement. This provision shall not be construed to prohibit the Board from sending employees home during a strike by another labor group or by the Union and/or certain of its members in violation of Section 26.1.

ARTICLE 27: Waiver

- 27.1 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 Board and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waive 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.
- 27.2 This Agreement constitutes the sole and entire existing Agreement between the parties and supersedes all prior practices, whether oral or written, and expresses all obligations of and restrictions imposed upon the Board and the Union. This Agreement is subject to amendment, alteration or additions, only by a subsequent written agreement (Letters of Agreement) between and executed by the Board and the Union. The waiver of any breach, term or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of all of its terms and conditions.

ARTICLE 28: Job Descriptions

For each classification, job descriptions will be developed by the Board after listening to the perspective of the union. The current descriptions shall be available to all bargaining unit members. If job descriptions are changed they will be distributed to affected unit members. At the time of hire employees will be provided a copy of their job description.

ARTICLE 29: Duration

All articles of this Agreement shall be effective upon ratification by the Board and shall remain in effect until June 30, 2027.

In Witness, Whereof, the parties have executed this Agreement.

BY 
For the GESPA

DATE

June 23, 2025

BY 
For the Grant Board of Education

DATE

6/23/2025

APPENDIX A

Paid Holidays

		Aides	Secretaries (12 months)	Secretaries (School Year)	Cafeteria (Food Service)	Custodial
July 4			X			X
Labor Day		X	X	X	X	X
Thanksgiving Day		X	X	X	X	X
Day after Thanksgiving		X	X	X	X	X
Day before Christmas		X	X	X	X	X
Christmas Day		X	X	X	X	X
New Year Eve Day		X	X	X	X	X
New Year Day		X	X	X	X	X
*Good Friday			X			X
Memorial Day		X	X	X	X	X

*In the event Good Friday is a scheduled day of student instruction, employees designated above to receive holiday pay will report for work and shall not receive holiday pay. As do other district employees.

Bus drivers, Para Pros and Food Service unit members will work at least one day prior to the first day students return to school in preparation for the start of the school year.

APPENDIX B – 2025-2026 HOURLY PAY SCHEDULE

25-26 STEP	Aide	Special Ed Aide	Custodial	Lead Custodian	Secretarial	Food Service	Head Cook
1	12.71	13.33	13.02	13.52	13.43	15.79	16.79
2	13.02	13.63	13.43	13.93	13.89	16.09	17.09
3	13.33	13.94	13.84	14.34	14.66	16.40	17.40
4	13.63	14.25	14.25	14.75	15.38	16.71	17.71
5	13.99	14.61	14.71	15.21	16.09	17.17	18.17
6	14.30	14.91	15.12	15.62	16.86	17.58	18.58
7	14.71	15.32	15.53	16.03	17.37	17.99	18.99
8	15.12	15.73	16.04	16.54	17.89	18.40	19.40
9	15.53	16.14	16.61	17.11	18.40	18.81	19.81
10	15.94	16.55	17.22	17.72	18.91	19.27	20.27
11	16.45	17.07	17.84	18.34	19.42	19.73	20.73
12	16.96	17.58	18.45	18.95	20.09	20.24	21.24
13	17.53	18.14	19.07	19.57	20.71	20.71	21.71
14	18.04	18.66	19.73	20.23	21.32	21.17	22.17
15	18.55	19.17	20.35	20.85	21.94	21.63	22.63
16	19.07	19.68	20.96	21.46	22.55	22.09	23.09
17	19.58	20.19	21.58	22.08	23.17	22.55	23.55
18	20.09	20.71	22.19	22.69	23.78	23.01	24.01
19	20.60	21.22	22.80	23.30	24.39	23.47	24.47
20	21.11	21.73	23.41	23.91	25.00	23.93	24.93
Lead Custodian will be paid an additional \$0.50 per hour.							
Special Education Aides will be paid an additional \$0.60 per hour.							
Head Cook will be paid an additional \$1.00 per hour.							

* The percentage increase will be negotiated on a yearly basis. This pay schedule represents the steps + 2.5% increase, which will be up for negotiation.

APPENDIX B - 2026-2027 HOURLY PAY SCHEDULE

26-27 STEP	Aide	Special Ed Aide	Custodial	Lead Custodian	Secretarial	Food Service	Head Cook
1	15.00	15.60	15.00	15.50	15.00	16.18	17.18
2	15.10	15.70	15.10	15.60	15.10	16.49	17.49
3	15.20	15.80	15.20	15.70	15.20	16.81	17.81
4	15.30	15.90	15.30	15.80	15.76	17.13	18.13
5	15.40	16.00	15.40	15.90	16.49	17.60	18.60
6	15.50	16.10	15.50	16.00	17.28	18.02	19.02
7	15.60	16.20	15.92	16.42	17.81	18.44	19.44
8	15.80	16.40	16.44	16.94	18.33	18.86	19.86
9	15.92	16.55	17.02	17.52	18.86	19.28	20.28
10	16.34	16.97	17.65	18.15	19.38	19.75	20.75
11	16.86	17.49	18.28	18.78	19.91	20.22	21.22
12	17.39	18.02	18.91	19.41	20.59	20.75	21.75
13	17.97	18.60	19.54	20.04	21.22	21.22	22.22
14	18.49	19.12	20.22	20.72	21.85	21.70	22.70
15	19.02	19.65	20.85	21.35	22.48	22.17	23.17
16	19.54	20.17	21.49	21.99	23.11	22.64	23.64
17	20.07	20.70	22.12	22.62	23.74	23.11	24.11
18	20.59	21.23	22.75	23.25	24.37	23.59	24.59
19	21.12	21.76	23.38	23.88	25.00	24.05	25.06
20	21.65	22.29	24.01	24.51	25.60	24.52	25.53
Lead Custodian will be paid an additional \$0.50 per hour.							
Special Education Aides will be paid an additional \$0.60 per hour.							
Head Cook will be paid an additional \$1.00 per hour.							

** The percentage increase will be negotiated on a yearly basis. This pay schedule represents the steps + 2.5% increase, which will be up for negotiation.*

Appendix C	Option I PPO Select (100/80)	Option II PPO Versatile (90/70)	Option III Flex HDHP (100/80)	Option IV ACA HDHP	Option V
Employee Description of Medical Cost	Full time per Article 20.1.A The board shall pay the annual medical & non-medical premiums up to the following caps: 2025 (July-Dec) Single: \$7,718.26 Two person: \$16,141.28 Full Family: \$21,049.85 2026 (Jan-Dec) Single: \$7942.09 Two person: \$16,609.38 Full Family: \$21,660.30 2025 (Jan-Dec) Cap set by State of Michigan 2026 (Jan-Dec) Cap set by State of Michigan The employee will pay the difference between the cap and the PPO Select premium.	Full time per Article 20.1.A The board shall pay the annual medical & non-medical premiums up to the following caps: 2025 (July-Dec) Single: \$7,718.26 Two person: \$16,141.28 Full Family: \$21,049.85 2026 (Jan-Dec) Single: \$7942.09 Two person: \$16,609.38 Full Family: \$21,660.30 2025 (Jan-Dec) Cap set by State of Michigan 2026 (Jan-Dec) Cap set by State of Michigan The employee will pay the difference between the cap and the PPO Select premium.	Full time per Article 20.1.A The board shall pay the annual medical & non-medical premiums up to the following caps: 2025 (July-Dec) Single: \$7,718.26 Two person: \$16,141.28 Full Family: \$21,049.85 2026 (Jan-Dec) Single: \$7942.09 Two person: \$16,609.38 Full Family: \$21,660.30 2025 (Jan-Dec) Cap set by State of Michigan 2026 (Jan-Dec) Cap set by State of Michigan The employee will pay the difference between the cap and the PPO Select premium.	Employees scheduled to work 30 or more hours per week The board will pay \$3,600 toward Single medical coverage only. The employee will pay the difference between the cap and premium. <i>This Option is also available to all employees at their own cost.</i>	Full time per Article 20.1.A and 20.5. Pak-B: dental, vision, life, LTD 2025 (Jul-Dec) Single: \$1,036.56 Two Person: \$1963 Full Family: \$2355 2026 (Jan-Dec) not available and \$5,000 CIL per year
Medical	In-network: • Deductible - \$500 member/\$1000 family • Co-pay - \$10/office visit • Rx - \$10 generic/\$40 brand Details of complete plan available in the Business Office and on District web page.	In-network: • Deductible - \$250 member/\$500 family • Co-pay - \$20/office visit • 10% Coinsurance • Rx - \$10 generic/\$40 brand Details of complete plan available in the Business Office and on District web page.	In network: • Deductible - \$1,600 member/\$3,200 family • Rx – After deductible \$10 generic/\$40 brand Details of complete plan available in the Business Office and on District web page.	ACA HDHP In-network: • Deductible - \$3,000 member • Rx – After deductible \$10 generic/\$40 brand Details of complete plan available in the Business Office and on District web page.	Not available
Employee Description of Pak-B Cost	Full time per Article 20.1.A Pak-B: dental, vision, life, LTD Paid at 2025-26 rates Single: \$1,036.56 Two Person: \$1963.32 Full Family: \$2355	Full time per Article 20.1.A Pak-B: dental, vision, life, LTD Paid at 2025-26 rates Single: \$1,036.56 Two Person: \$1963.32 Full Family: \$2355	Full time per Article 20.1.A Pak-B: dental, vision, life, LTD Paid at 2025-26 rates Single: \$1,036.56 Two Person: \$1963.32 Full Family: \$2355		

Dental	Board will provide dental coverage comparable to Delta Dental as of July 1, 2016 and shall pay 80% of Class I and Class II benefits such as radiographs, preventative services, bridges, partials, dentures and emergency palliative services. Class III will be paid at 80% with an annual max of \$1,500. Class IV (ortho) is paid at 80% with a lifetime max of \$2,700 for each dependent covered by policy.	Board will provide dental coverage comparable to Delta Dental as of July 1, 2016 and shall pay 80% of Class I and Class II benefits such as radiographs, preventative services, bridges, partials, dentures and emergency palliative services. Class III will be paid at 80% with an annual max of \$1,500. Class IV (ortho) is paid at 80% with a lifetime max of \$2,700 for each dependent covered by policy.	Board will provide dental coverage comparable to Delta Dental as of July 1, 2016 and shall pay 80% of Class I and Class II benefits such as radiographs, preventative services, bridges, partials, dentures and emergency palliative services. Class III will be paid at 80% with an annual max of \$1,500. Class IV (ortho) is paid at 80% with a lifetime max of \$2,700 for each dependent covered by policy.	Not available	Same coverage as detailed in Options I – IV.
Vision	Exams \$135 for contact lens, \$130 frame allowance in network. Coverage will be comparable to VSP Gold III as of July 1, 2016. More details will be available in the Business Office or on the District web page.	Exams \$135 for contact lens, \$130 frame allowance in network. Coverage will be comparable to VSP Gold III as of July 1, 2016. More details will be available in the Business Office or on the District web page.	Exams \$135 for contact lens, \$130 frame allowance in network. Coverage will be comparable to VSP Gold III as of July 1, 2016. More details will be available in the Business Office or on the District web page.	Not available	Same coverage as detailed in Options I – IV.
Long-term Disability	The Board will provide to all eligible employees under applicable underwriting rules and regulations, a long-term disability benefit program described as follows: 1. An employee who is disabled under the plan will receive 66 2/3% of his/her monthly salary, not to exceed \$5,000. 2. An employee will not be eligible for benefits until a ninety (90) workday waiting period has elapsed. 3. Freeze on Offsets 4. Alcoholism/drug addiction 2 year Details of this coverage will be available in the Business Office or District web page.	The Board will provide to all eligible employees under applicable underwriting rules and regulations, a long-term disability benefit program described as follows: 1. An employee who is disabled under the plan will receive 66 2/3% of his/her monthly salary, not to exceed \$5,000. 2. An employee will not be eligible for benefits until a ninety (90) workday waiting period has elapsed. 3. Freeze on Offsets 4. Alcoholism/drug addiction 2 year Details of this coverage will be available in the Business Office or District web page.	The Board will provide to all eligible employees under applicable underwriting rules and regulations, a long-term disability benefit program described as follows: 1. An employee who is disabled under the plan will receive 66 2/3% of his/her monthly salary, not to exceed \$5,000. 2. An employee will not be eligible for benefits until a ninety (90) workday waiting period has elapsed. 3. Freeze on Offsets 4. Alcoholism/drug addiction 2 year Details of this coverage will be available in the Business Office or District web page.	Not available	Same coverage as detailed in Options I – IV.
Life Insurance	The Board agrees to provide a \$30,000 term life and \$30,000 accidental death insurance for all employees. Such coverage shall begin, in the case of new employees, after probationary period. Coverage will terminate upon termination of employment.	The Board agrees to provide a \$30,000 term life and \$30,000 accidental death insurance for all employees. Such coverage shall begin, in the case of new employees, after probationary period. Coverage will terminate upon termination of employment.	The Board agrees to provide a \$30,000 term life and \$30,000 accidental death insurance for all employees. Such coverage shall begin, in the case of new employees, after probationary period. Coverage will terminate upon termination of employment.	Not available	Same coverage as detailed in Options I – IV.

