



**COLLECTIVE
BARGAINING
AGREEMENT**

BETWEEN

**BUCHANAN COMMUNITY
SCHOOLS**

and the

**BUCHANAN ASSOCIATION OF
PARAPROFESSIONALS**

**For the period of July 1, 2024 through June 30, 2028
Duration: 4 years**

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THIS AGREEMENT is made as of the date set forth below between the BUCHANAN COMMUNITY SCHOOLS, Berrien County, Michigan, acting through its Board of Education (the “Employer”) and the BUCHANAN ASSOCIATION OF PARAPROFESSIONALS (the “Association”).

ARTICLE 1 PURPOSE AND RECOGNITION

A. Recognition: The Employer recognizes the Association as the exclusive representative of all employees in the bargaining unit as to wages, hours, and other terms and conditions of employment.

B. Employees Defined: The word “employee or paraprofessional” shall mean all full-time and regular part-time Classroom Paraprofessionals, Health Care Paraprofessionals, and Band Paraprofessionals, excluding administrators, teachers, substitutes, confidential employees, supervisory employees, students employed part-time or working in a co-op or similar program, and all other employees.

ARTICLE 2 MANAGEMENT RIGHTS

Except as otherwise provided in the Agreement, the Employer retains and reserves unto itself, without limitation, all powers, rights, authority, duties, and responsibilities conferred upon it or vested in it by the Laws and Constitutions of Michigan and the United States, and all rights and powers to manage and conduct the Employer’s activities and to utilize and direct its employees. Such rights include but are not limited to the rights to hire, promote, assign, transfer, and discipline employees, and to determine the size of its work force.

ARTICLE 3 ASSOCIATION RIGHTS AND RESPONSIBILITIES

The Association shall have, in addition to other rights expressly set forth herein or provided by statute, the following rights:

A. Bulletin Boards and Internal Mail: The use of designated bulletin boards, or sections thereof, for the purpose of giving notice of Association activities, and the use of internal school mail services to distribute Association materials. Such use shall be in accordance with the Employer's established regulations. Such notices shall contain nothing of derogatory nature to the Employer.

B. Use of Facilities: The Association shall have the right to use school facilities for meetings and equipment; including computers, duplicating equipment, calculating machines, and all types of audio-visual equipment when such equipment is not otherwise in use. The Association shall pay for the cost of all materials and supplies incident to such use and shall be in accordance with the Employer's established regulations.

C. Association Representatives: The Association may use a grievance committee composed of not more than three (3) employees in the bargaining unit. Should an Association representative who is an employee be required by management to attend a grievance meeting during their scheduled working hours, such time shall be without loss of pay, but limited to only one (1) representative at any one (1) time.

D. Association Responsibilities: The Association shall have, in addition to other responsibilities expressly set forth herein or provided by law, the following responsibilities:

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

E. Concerted Activities: For the life of this Agreement, the Association will, in good faith, cooperate with the Employer in attempting to assure that reasonable work standards, schedules, and its rules and regulations are complied with and that it will not directly or indirectly encourage, permit, or

cause any concerted work stoppage, slowdown, strike, or other interference with the Employer's day-to-day operations. Any employee engaging in such activity may be disciplined up to and including discharge.

F. The Employer specifically recognizes the right of its employees to request the services of the Michigan Employment Relations Commission for mediation assistance.

G. An Association member, who engages, during the work day, in negotiating on behalf of the Association with any representative of the Employer or participates in any grievance negotiation, shall be released from regular duties without loss of salary. The Association shall reimburse the District on a current basis those sums paid to the Office of Retirement Services for Association release time.

ARTICLE 4 EMPLOYEE RIGHTS

A. Personnel Files: Employees shall have reasonable access to their personnel files. Such access shall be limited to not less than twice per contract year. If an employee questions material in their files, the employee may attach a written notation to the material in question. The employee's review of such file shall be in the presence of a representative of the Employer. Furthermore, the employee may have an Association representative present at such review.

B. Just Cause: No employee shall be disciplined without just cause.

C. The provisions of this Agreement and the wages, hours, terms and conditions of employment shall be applied without regard to race, religion, color, national origin, age, sex, marital status, or association/membership with the activities of any employee organization.

D. The Employer shall furnish job descriptions to each present employee, newly-hired personnel, and the Association President. Job descriptions of personnel placed in newly-created positions and/or positions that change shall be furnished by the Employer within thirty (30) days of job assignment. Job descriptions shall be reviewed by each employee and their supervisor(s) before June 1st and updated when appropriate. A copy of any change will be given to the President of the Association within thirty (30) days.

E. If a Paraprofessional or the student that the Paraprofessional assists needs to be reassigned, the administration shall do so in a timely manner not to exceed twenty (20) calendar days. A parent request for a student reassignment due to a personality conflict will not be held against the Paraprofessional in a disciplinary matter unless an investigatory process finds just cause.

ARTICLE 5 TIME SCHEDULE

A. Descriptions: Periods of employment shall be determined by the need as stated by the immediate supervisor and communicated through the Business Office with at least two (2) weeks' notice to the employees before starting or concluding employment.

B. The School Day Working Hours:

1. Regular Paraprofessional: An employee who is scheduled to work a minimum of six and one-half (6 ½) hours or more per day.
2. Part-Time Paraprofessional: An employee who is scheduled to work less than six (6) hours per day.
3. Probationary Employee: A person hired into a regular position, full or part-time, who is serving an initial probationary period of sixty (60) days. Upon successful completion of the probationary period, such employee shall attain all benefits and incur all obligations under this Agreement retroactive to the first date of hire.

C. Weather Conditions and School Closings: Paraprofessionals are not required to report for duty and will lose no compensation. Paraprofessionals will be paid for the number of inclement weather days allowable by the Michigan Department of Education. After those days, school year Paraprofessionals will not report to work, as any remaining days will be made up at the end-of-the-school year. Employees who are excused by their supervisor to leave early because of weather conditions will receive full pay for the remainder of their normal work day. If an employee has scheduled a personal day or used a sick day before

notification of a District-wide snow day or closing, on such day, the employee will not have that personal day or sick day deducted from their accumulated leave and will be paid a full day's wage.

D. Delay of School: When the start of school is delayed for any reason, bargaining unit employees will be expected to report no later than the delayed starting time. Employees will be paid for the time they actually worked.

E. Student Not Present:

1. Paraprofessionals may report when their assigned student is absent. Every attempt will be made by the supervisor to assign paraprofessionals duties for that day similar to their everyday specified duties. Classroom Paraprofessionals assigned to ECSE or GSRP will report only on days when classroom students are in attendance. However, the principal may allow up to seven (7) additional days per year per paraprofessional to attend professional development or provide assistance to the classroom teacher.

ARTICLE 6 SENIORITY

A. Probationary Period: A new employee shall be in a probationary status for the first sixty (60) days worked. There shall be no seniority for probationary employees. Such employees shall be subject to all provisions of this Agreement, except a probationary employee shall not have the opportunity to bid on vacancies. An employee's seniority is defined by length of service with the Employer since their last hire date as a regular employee. If more than one employee has the same start date, the position of seniority shall be determined by drawing lots.

B. Credit and Seniority for Part-Time/Substitute/Temporary Work: Paraprofessionals who accept part-time or active substitute positions because of a work reduction.

C. Seniority Defined: Upon the satisfactory completion of the probationary period, seniority shall be determined in accordance with the following: An employee's seniority is defined as length of service

with the Employer since their last hire date as a regular employee. Seniority shall not accrue during layoffs or unpaid leaves of absence.

D. Seniority List: Seniority is defined as the length of service within the District as a bargaining unit employee. Accumulation of seniority shall begin on the employee's first work day. The Association President and Secretary shall receive notice of each new employee hired.

E. Loss of Seniority: Seniority shall be lost if the employee:

1. Voluntarily quits,
2. Is Discharged (unless reinstated through procedures set forth in this Agreement),
3. Retires, or
4. Has their employment relationship with the Employer otherwise terminated.

ARTICLE 7 VACANCIES AND PROMOTIONS

A. Whenever any vacancy or other special opportunity in any Paraprofessional position in the bargaining unit shall occur, the Superintendent's Office or designee, will provide email notice of such vacancy to the Association President and Vice President who will in turn communicate the vacancy to the Paraprofessional unit employees. No vacancy shall be filled, except in an emergency on a temporary basis, until the vacancy has been posted for at least five (5) work days, or until the Association Officers communicate that no current paraprofessional is interested in filling the vacancy.

B. Paraprofessional unit employee may bid on the vacancy by replying to the email. The position will be awarded to the most senior applicant who "possesses qualifications" as defined in the job descriptions.

ARTICLE 8 LAYOFF, RECALL, AND BUMPING RIGHTS

A. The Employer will notify the affected employee(s) at least thirty (30) days in advance, if possible, of the anticipated layoff(s). After notification, the employees who has equal weekly hours for

which they are qualified, as determined by the job posting, have the right to use their seniority to bump the least senior employee. If there is not a least senior employee who has equal weekly hours, a laid off employee shall have the right to use their seniority to bump the least senior employee who has the closest weekly hours. The least senior employee who is bumped shall be placed on layoff.

B. When the Employer recalls laid-off employees, those employees shall be recalled in the reverse order in which they were laid off, provided the employees are qualified as determined by the Employer to perform the duties of the position being staffed. This provision shall only apply to senior employees.

C. The Employer shall give written notice to any laid-off employee of a job opening by sending the job posting by certified mail to the laid-off employee at their last known address. The employee has ten (10) work days from the receipt of the notice, excluding Saturdays, Sundays, and Holidays to reply to the posting and indicate interest in the position. If the employee submits an application for the position and qualifies, the Employer will notify the employee by certified mail of the date to report to work. The Employer may fill the position on a temporary basis until the recalled bargaining unit-employee can report for work providing the employee reports within the ten (10) calendar day period. Failure by the employee to respond or comply with the recall notice within the ten (10) calendar day period shall be considered a voluntary quit and the employee will automatically terminate their employment relationship with the Employer. The Employer's obligation to recall the laid-off employee will cease after one (1) year from the date of lay off.

D. If a position within the bargaining unit is phased out and the bargaining unit employee is placed into another bargaining unit position at a lesser rate of pay, the employee will be compensated for the job they are currently performing.

E. If more than one individual has the same seniority, the relative ranking of such persons on the seniority list will be determined by a drawing of lots participated by all affected bargaining unit

employees. One (1) week before the drawing, written notice of the drawing, including date, place, and time, will be provided to the Association and all affected bargaining unit employees. The drawing will be conducted openly and at a time and place that reasonably allows all interested bargaining unit employees, and particularly those affected, to attend. The Association President or designee shall draw for any person unable to attend. All affected bargaining unit employees will be notified in writing of the results of the drawing within forty-eight (48) hours of the drawing.

F. Administration has the management right to place a Paraprofessional within the unit to a student or classroom as long as the position has the same hours.

ARTICLE 9 GRIEVANCE PROCEDURE

A. A grievance shall be defined as an alleged violation of the expressed terms of this Agreement.

A grievant shall be defined as an employee.

B. An employee may assert their right to present such grievance directly to the Employer and have it adjusted without the Association's intervention, provided that the adjustment is not inconsistent with the terms of this Agreement and that the Association is given the opportunity to be present at such adjustment.

C. Informal Conference, Step 1: The grievant shall meet with their immediate supervisor or principal within five (5) work days of the alleged grievance with the object of resolving the matter verbally.

D. Formal, Step 2: If the grievance is not satisfactorily resolved at the informal conference, the grievant shall, within five (5) work days from the informal conference, submit a Buchanan Association of Paraprofessionals, Grievance form to their immediate supervisor or principal. The immediate supervisor or principal shall respond in writing in five (5) work days. All written grievances must be submitted on a Grievance Form.

E. If the grievant is not satisfied with the disposition of the grievance at Step 2, the employee may appeal in writing within five (5) work days to the Superintendent or designee. The Superintendent or designee shall respond in writing within ten (10) work days of such hearing.

F. Formal Step, 3: If the grievant is not satisfied with the disposition of the grievance at Step 2, the employee may appeal in writing within five (5) work days of receipt of the decision at Step 2 to the Board. Upon receipt of such request, the Board may hold a hearing or may designate one (1) or more of its members to hold a hearing. This hearing will be held and a final determination submitted in writing to the grievant within forty (40) days after its submission to the Board. The decision of the Board is final and binding on both parties.

G. The grievance procedure shall not apply to:

1. The discharge or discipline of any probationary employee,
2. Any provision of this Agreement which contains express exclusion from the Grievance Procedure, or
3. Any matter which is a prohibited or illegal bargaining subject.

H. Any grievance which is not made within the time prescribed shall be deemed to have been withdrawn and shall automatically terminate any further proceedings. Any grievance, which is not awarded within the time specified, shall be deemed to have been denied and the grievance shall automatically advance to the next step unless withdrawn.

ARTICLE 10 SICK DAYS AND LEAVES OF ABSENCE

A. Paid Leaves

1. Sick Days: Sick days shall be earned on the basis of one (1) sick day earned for each month worked. These days may be used periodically or consecutively as circumstances may demand. Employees who are absent and who have no accumulated sick time, shall not

be paid for those days absent. Proven abuse of sick time or unreasonable use of time-off without pay shall subject an employee to appropriate discipline. Annual sick leave shall accumulate without limitation up to retirement.

In accordance with the Michigan Paid Medical Leave Act ("PMLA"), MCL 408.961 et seq., an eligible non-exempt (i.e., hourly) employee may use paid leave for any of the following for the employee or family member:

- a. Mental or physical illness, injury or health condition, including related medical diagnosis, care, treatment, or preventative medical care.
- b. For a victim of domestic violence or sexual assault, any related medical care or counseling; victim services or legal services; judicial proceedings, or relocation.
- c. For closure of the employee's primary workplace by order of a public official; for an employee's need to care for a child whose school or place of care has been closed by order of a public official; or a determination by health authorities that the presence of the employee or family member in the community would jeopardize the health of others due to exposure to a communicable disease.

A family member includes a child, parent, spouse, grandparent, grandchild, or sibling as defined by the PMLA. The interpretation of this provision shall be consistent with the PMLA and shall not provide greater benefits than allowed by law.

2. Bereavement: Five (5) days paid absence may be used due to the death of a member of the immediate family, defined as: spouse, parent, child, grandchild, grandparent, sibling, mother-in-law, father-in-law, daughter-in-law, son-in-law, and in loco parentis. One (1) day paid absence may be used due to the death of a brother-in-law, sister-in-law, grandparent-in-law, aunt, uncle.

3. Personal Business: Two (2) days per year may be used for the purpose of personal business which cannot be transacted outside the regular school day or when arrangements cannot be made to avoid its use. The personal business day may not be taken on days before or after a vacation or holiday. To be eligible for personal business leave the employee must file a request with their immediate supervisor at least seventy-two (72) hours before the planned leave. The immediate supervisor may waive said notification in case of an emergency. Such leave shall not accumulate, however, personal business leave not used will be added to the employee's sick leave.

2. Other Paid Leaves:

a. Professional: A maximum of two (2) days per year shall be allowed for interschool visiting, professional meetings, and conventions according to the individual's need or affiliation. Any employee officially designated by the school administration to attend a meeting or convention sponsored by an educational or professional organization shall be allowed reasonable expense. The unused time shall not be considered part of the regular two (2) day allowance and no deduction from salary shall be made for such an absence. Any employee wishing to use the above two (2) days, or any part of it should make arrangements with the Administration. This (2) two-day allowance shall not accumulate in any way.

b. Jury Duty: Employees on jury duty shall receive the difference between the daily fee for jury duty, excluding expenses, and their average daily pay providing jury duty is less.

B. Unpaid Leaves: Except as provided in this Agreement, emergency leave without compensation may be granted at the discretion of the administration.

1. Family and Medical Leave: An employee who has worked for the District for at least 1250 hours during the preceding twelve (12) months shall be granted up to twelve (12) weeks of unpaid leave during any fiscal year under the Family and Medical Leave Act , with health care coverage provided by the Board pursuant to the Family and Medical Leave Act , if requested by the employee, for one (1) or more of the following reasons: Birth of the employee's child or care for a child; a child's placement with the employee for adoption or foster care; to care for a spouse, child or, parent (but not parent-in-law) who has a serious health condition; or the employee's own serious health condition. Any family and medical leave shall be subject to the following conditions:
 - a. The employee shall first exhaust any sick leave they may have accrued before placement on unpaid family and medical leave.
 - b. Upon return from leave, the employee shall be assigned to either the same position from which leave was taken, or to a comparable position for which the employee is qualified. Restoration may be denied in the event of a reduction of staff.
 - c. If the employee fails to return from the leave at its expiration (except in the event of a continuance, onset, or recurrence of the employee's serious health condition or other circumstances beyond the employee's control), the Board shall have the right to recover all health care premium payments made during the unpaid leave interval. These amounts may be deducted from any wage or other payments due the employee, with any deficiency to be remitted by the employee to the Board within five (5) days of demand.

ARTICLE 11 VACATIONS AND HOLIDAYS

A. Vacation: Vacation time off may not be taken except as provided by the school calendar. However, Paraprofessionals shall be entitled to receive up to five (5) days of vacation pay (calculated at their regular rate and normal work schedules) accrued at the rate of one-half ($\frac{1}{2}$) day for each month the employee actively works. Vacation days may be taken at any time when students are not in session and the day is not otherwise a paid day (i.e. holidays). All remaining vacation days must be taken after the last day of school and be paid out in the school year in which they are earned.

B. Holiday Pay: The days listed below shall be observed as paid holidays. Each employee will be paid at the employee's regular hourly rate for the hours per day that the employee is normally scheduled to work. To be eligible for holiday pay, an employee must work the day before and the day after the scheduled holiday, unless the employee is on an approved leave of absence:

- Dr. Martin Luther King, Jr. Day (if school is not in session)
- President's Day (if school is not in session)
- Memorial Day
- Labor Day (only when the first student day is prior to Labor Day)
- Thanksgiving Day and the Friday after Thanksgiving
- Christmas Eve and Christmas Day
- New Year's Eve and New Year's Day

When paid holidays fall on Saturday, Friday shall be considered the holiday; when paid holidays fall on Sunday, Monday will be considered the holiday.

ARTICLE 12 WAGES AND BENEFITS

A. Pay Dates: Employees will be paid bi-weekly with insurance payments deducted semi-monthly and tax-deferred annuities deducted either semi-monthly or monthly as requested in writing.

B. Overtime Pay: Overtime work in excess of forty (40) hours per week shall be paid at one and one-half (1½) times the regular hourly rate. No compensatory time may be granted, in accordance with the Fair Labor Standards Act. All overtime must be paid. Those employees who perform such work on a straight time basis shall normally perform overtime work. If the Employer determines that other employees are also required to perform such work, nothing in this Agreement prevents such assignment. If more than one (1) employee performs such work, the work shall be divided amongst said employees.

C. Training and Workshops:

1. Newly-hired personnel shall be paid for all training.
2. For the purpose of attending a training function, an employee who drives their personal vehicle shall be paid mileage within thirty (30) days of the training function.
3. Compensation for meals, lodging, and travel for each work day shall be paid if the employee leaves the District for training at the District's request. Actual expense for meals (when no meal is provided) will be reimbursed within thirty (30) days.
4. If a paraprofessional has certification requirements necessitated by their grant funded source, the District will pay for the required test.

D. Insurance:

1. The insurance benefit year is January 1 – December 31.
2. The Association shall identify its preferred insurance carrier and coverage, and shall advise the Board of the insurance carrier and coverages selected for each medical benefit plan coverage year at least forty-five (45) days before the beginning of the medical benefit

plan coverage year. The medical benefit plan identified by the Association shall comply with the Patient Protection and Affordable Care Act (“PPACA”), the IRS Code, and the Publicly Funded Health Insurance Contribution Act, MCL 15.561, *et seq.*, including any requirements necessary to avoid taxes, fees, or penalties.

3. Subject to Section 15b of the Public Employment Relations Act, MCL 423.215b, the Board shall contribute the maximum hard-cap amount per eligible employee allowed by law for the medical benefit plan coverage year then in effect. The Board shall first contribute to medical benefit plan premiums, and then to a Health Savings Account (if any amount remains) in a combined amount not to exceed the employee’s statutory hard-cap. The Board shall contribute an amount up to each eligible employee’s statutory hard-cap in pro-rated monthly premium payments, with the remainder, if any, in a lump sum HSA payment.
4. For employees assigned to less than a full-time position as defined by the PPACA (currently working an average of thirty (30) hours or more per week in the District) insurance benefits are not required under the PPACA and therefore will not be provided.
5. For all employees continuously employed, insurance benefits allowed shall not be terminated before September 1 for any employee leaving the District’s employment after June 1 of the same school year, so long as the individual pays their portion of the medical benefit plan costs. The Board's contribution shall cease for any individual whose employment ceases before June 1 or who goes on an unpaid leave of absence, other than a leave of absence under the Family and Medical Leave Act. Individuals shall be responsible for ensuring that the Board is reimbursed for any pro-rated portion of its HSA contributions attributable to that portion of the medical benefit plan coverage year

remaining when the individual leaves active employment with the District, except where the leave is related to the Family and Medical Leave Act.

6. To the extent allowed by law, employees may contribute to a health Flexible Spending Account or Section 125 plan in an amount authorized by law for the medical benefit plan coverage year, which shall be used to offset any deductibles, premium costs attributable to the employee (if any), and any other items allowed by law and the Board's Section 125 plan.
7. If, in any insurance benefit year, the monthly insurance premium exceeds the Board's contribution, any additional amounts shall be payroll deducted, or if wages are not available for payroll deduction, shall be paid directly by the individual before the 1st of the month in which the premium payment is due.
8. The Board will provide a Section 125 Plan that complies with the IRS Code.
9. An employee may opt to take cash-in-lieu of insurance rather than the medical benefit plan on the conditions that: (1) the employee voluntarily and in writing opts out of the available medical health care plan; and (2) provides documentation to the Superintendent's designee that the employee has other medical health care coverage that meets the minimum value and coverage requirements of the Affordable Care Act. For each employee taking cash-in-lieu, the Board shall pay Four Hundred Sixty Dollars (\$460.00) monthly, minus all applicable taxes, deductions, and any payments made towards non-medical benefit insurance plans chosen by the employee, in accordance with the District's Section 125 Plan.

Plan A: The Board shall contribute up to the maximum hard-cap amount per eligible employee allowed under the Publicly Funded Health Insurance Contribution Act, MCL 15.564. An employee shall pay any cost

that exceeds this limit, which amount shall be deducted from the employee’s compensation. Any employee hired after July 1, 2015 will only be offered Single coverage.

E. Wage Schedule

For the 2024-2025, 2025-2026, 2026-2027, and 2027-2028 contract years, eligible bargaining unit employees will advance one (1) step each contract year.

1. Pay Schedule for Duration of this contract ending June 30, 2028

Classroom and Health Care Paraprofessionals		GSRP Paraprofessionals	
Start	\$14.56	Start	\$15.56
Level 1	\$14.81	Level 1	\$15.81
Level 2	\$15.06	Level 2	\$16.06
Level 3	\$15.31	Level 3	\$16.31
Level 4	\$15.56	Level 4	\$16.56
Level 5	\$15.81	Level 5	\$16.81
Level 6	\$16.06	Level 6	\$17.06
Level 7	\$16.31	Level 7	\$17.31
Level 8	\$16.56	Level 8	\$17.56
Level 9	\$16.81	Level 9	\$17.81
Level 10	\$17.06	Level 10	\$18.06

Band Paraprofessionals will be compensated on an individual basis since the qualifications for the Band Paraprofessional are varied. Pay shall reflect the education and/or prior experience of the applicant.

Wage negotiations reopener for 2026-2027 at the end of the 2025-2026 school year.

2. Service Compensation

Credit on the pay schedule to a maximum acceptable to the Board may be allowed to those presenting satisfactory prior experience. Current employees may make written application for this credit to the Business Manager.

3. Longevity Scale

For employees who have worked for the district for 10+ years, the following longevity will be awarded in a lump sum payment annually in the last pay of the fiscal year:

10-14 years:	\$350
15-19 years:	\$475
20-24 years:	\$550
25-29 years:	\$800
30+ years:	\$1,000

**ARTICLE 13
MISCELLANEOUS**

A. Temporary or Part-Time Employment or Substituting: If there is a need for temporary, part-time, or substitute help for a Paraprofessional, the employee asked to work shall be determined as follows:

- First opportunity for substitute work shall be given to the employee from whose office or building the request is made.
- The offer shall be made to the bargaining unit employee by seniority. If the employee refuses the opportunity, the Administration will continue asking down the seniority list until the position is temporarily filled.
- If a bargaining unit employee is unavailable, an outside substitute will be called to work for the day. If a substitute has been called, the substitute has first rights to stay. If the vacancy is a full-day position, only one (1) substitute will fill the vacancy.

B. A Paraprofessional asked by a supervisor to temporarily assume the duties of another employee for at least three (3) consecutive days, will be paid the rate for those duties. An employee's rate of pay shall not be reduced by any temporary change in

C. duties.

D. Written Resignation: Any Paraprofessional desiring to resign shall file a written resignation with the Business Manager at least ten (10) days before the resignation's effective date, after first discussing the resignation with the immediate supervisor.

E. Employee's Address: It shall be the responsibility of each employee to notify the Employer of any change of address. The employee's address as it appears on the Employer's record shall be conclusive.

F. Separation: Upon the employee's separation from District employment, accrued but unused vacation days and personal days shall be paid no later than two (2) payroll cycles of the employee's effective separation date.

G. School Employees Retirement Fund: The Board will contribute its legally required amount to the Michigan Public School Employees Retirement Fund.

H. Retirement Incentive: Employees who have attained ten (10) consecutive years of service with the District shall, upon retirement, receive a retirement incentive bonus. Five (5) retirement incentive days, payable at the rate of forty dollars (\$40.00) per retirement incentive day, shall be awarded for the first ten (10) years of service. One (1) additional retirement incentive day shall be awarded for each year over ten (10) up to a maximum of twenty (20), payable at sixty dollars (\$60.00) per retirement incentive day. This benefit shall be paid no later than two (2) payroll cycles of the employee's effective retirement date.

I. Sick Day Payout: At the time of retirement, provided the employee has been employed for the last ten (10) years, any sick days over eighty (80) with a cap of 170 days shall be collected by the employee at the rate of 25% pay per day in a lump sum total. A day shall be considered six and one-half (6 ½) hours. This benefit shall be paid no later than two (2) payroll cycles of the employee's effective retirement date.

J. Preservation of Benefits: Employees, who on the effective date of this Agreement have earned accumulated sick days, shall be able to keep these sick days in the bank until they are needed, with no loss of accumulated sick days.

K. Job Description: to be updated periodically and included in the employee handbook.

ARTICLE 14 SEVERABILITY

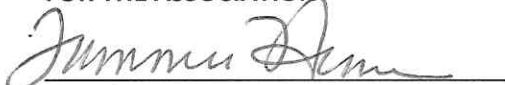
If any provision of the Agreement or any application of the Agreement to any employee is found contrary to law, then such provision or application shall be deemed null and void, but all other provisions shall continue in full force and effect; furthermore, the provisions of such law shall supersede, to the extent of the conflict, the provisions of this Agreement and govern the relation of the parties.

ARTICLE 15 DURATION

This Agreement shall become effective July 1, 2024, and shall continue in full force and effect thereafter up to and including June 30, 2028.

An emergency manager appointed under the Local Financial Stability and Choice Act has the authority to reject, modify, or terminate this Agreement as provided in that Act.

FOR THE ASSOCIATION



President



Vice-President

FOR THE EMPLOYER



President



Secretary