

TENTATIVE AGREEMENT

SEIU LOCAL 517M

And

LAKE FENTON COMMUNITY SCHOOLS

ARTICLE X – LEAVES OF ABSENCE

~~A. Sick leave credit may be earned on the basis of one (1) day per month during which the employee works the scheduled eight (8) hour day, seventeen (17) or more days of the month.~~

~~This will be implemented on January 1, 1998. **Employees shall receive twelve (12) days of sick leave in their leave bank accounts on July 1st of each year. In the event an employee works less than the entire year their sick leave shall be pro-rated.**~~

1. The District may require the employee to submit to a physical exam at any time while on sick leave.
2. It is the employee's obligation to make application for paid sick days and this must be done within three (3) days of returning to work. The form shall be submitted to the Superintendent or his designee.
3. Sick time will count as time worked if excused or approved. Any employee who is absent for ~~two (2)~~ **three (3)** or more consecutive days, may be required to present a doctor's slip covering the absence. ~~On a calendar year basis, an employee who has missed six (6) days may be required to present a doctor's slip for any absence.~~

Sick days may accumulate to a total of one hundred and eighty (180) days. For employees with ten (10) or more continuous years of service with Lake Fenton Community Schools, the employer shall pay ~~\$20~~ **\$25** per day for each day accumulated up to the 180 day cap, upon the employee's retirement.

4. Employees who miss work due to sickness must notify the District prior to the beginning of the scheduled shift in order to be eligible for sick pay.

[...]

Change to Article C(5):

5. Snow days – Employees shall be granted 1 hour comp time per hour worked, with pay, for the first 6 "Act of God" days provided the employee works a minimum of 4 hours.

Employees must work 4 hours and will not be allowed to use sick, vacation or personal time

in order to be granted the 4 hours off with pay. If the employee works the full 8-hour shift, they shall be granted 8 hours comp time to be compensated at a later date. All comp time must be used by ~~June 30~~ **December 31** each **calendar** year or the employee shall forfeit the hours.

ARTICLE XXIV – WAGES

Effective 7-1-81, up to two (2) years outside experience may be granted at the discretion of the Board, at the time of initial employment, provided the same rationale for granting such shall be applied to all employees.

PAY SCALE- See Attached MOU Regarding Wage Rates for 2020-2021

CUSTODIAL:

STEP

- A (1 – 5 years) \$12.70
- B (6 – 10 years) \$12.85
- C (11 – 15 years) \$13.80
- D (16 – 20 years) \$15.82
- E (20+ years) \$16.37

MAINTENANCE:

STEP

Assistant Maintenance

- A (1 – 5 years) \$16.66
- B (6+ years) \$17.01

Lead Maintenance

- A (1 – 5 years) \$17.69
- B (6+ years) \$18.04

Head Custodian and Lead Maintenance will be paid an additional Five-hundred (\$500.00) Dollars annually. The Lead Custodians (two (2) in the district) shall receive a stipend of 3% for performing all duties as described in the Lead Custodian job description.

The Lead Maintenance will continue to do all water testing and adjustments in accordance with all State and County requirements. He/She will be responsible for maintaining all necessary licensing and certification necessary for the position. The Lead Maintenance shall be paid a stipend of

\$3,000.00 for six months, in return for meeting all the criteria listed above. This stipend shall be paid during the second pay period of January and June each year.

NOTES:

A. PROBATIONARY PAY: Probationary employees shall be paid 95% of the hourly rate at the appropriate step for custodians or maintenance for the duration of the 60-day probationary period.

B. SENIORITY DATE: Employee's seniority date (hire) shall be used to achieve the incremental pay scale steps or to move from A to B, etc.

C. MERIT PAY: Each employee in the group shall be provided with a merit pay stipend of ~~\$100~~ **\$200** if they receive an overall rating of "highly effective" or "effective" on their annual evaluation. This pay shall be included in their last pay of June of each year.

D. LONGEVITY: Employees who have completed ten (10) or more years of continuous service shall receive longevity pay as set out in the table below. Longevity pay shall be paid on the second pay period in May following the individual employee's anniversary date.

Years of Service

	10 – 14 Years	15 – 19 Years	20 – 24 Years	25 Years+ Above
Amount	\$125 \$175	\$175 \$225	\$225 \$300	\$300 \$400

ARTICLE XXV – TERMINATION AND MODIFICATION

A. This Agreement shall remain in effect from July 1, ~~2018~~ **2020** through 11:59 p.m. June 30, ~~2020~~ **2021**.

B. No later than April 1, ~~2020~~ **2021**, or as by mutual agreement, the parties will begin negotiations on a new contract.

C. If either party desires to terminate this Agreement, it shall sixty (60) days prior to the termination date, give written notice of termination. If neither party shall give notice of termination, this Agreement shall continue in full force and effect from year to year, thereafter subject to notice of termination by either party on sixty (60) days written notice prior to the current year of termination.

D. Notice of termination or modification shall be in writing and shall be sufficient if sent by **email or** certified mail addressed to: SEIU Local 517M, 1026 East Michigan Avenue, Lansing MI 48912, and to

the Employer **by email, or** two copies addressed one (1) each to: Superintendent of Schools, Lake Fenton Community Schools, 11425 Torrey Road, Fenton, Michigan, 48430, or to any such address the Union or the Board may make available to each other.

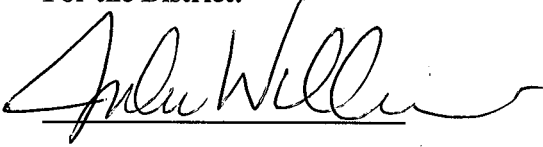
Memorandum of Understanding: Pay rates for 2020-2021 School Year

Due to the ongoing Covid-19 crisis and the uncertainty surrounding state funding and per pupil money for the 2020-2021 school year, the parties mutually recognize that the expiration of the Collective Bargaining Agreement on 6/30/2020 would arrive before the union and the district could have a productive round of negotiations around wages.

In light of this, the parties agree to a mid-year re-opener for the purpose of discussing wages under this agreement. The parties agree to begin discussions of wage rates no later than 10/30/2020. All other negotiated changes to Article XXIV would begin upon ratification of this collective bargaining agreement by the union and the district.

Tentative Agreement Arrived at this 10th day of June, 2020:

For the District:



For the Union:



Dominic Barbato

Union President

