Collective Bargaining Agreement

Between the

STEPHENSON AREA PUBLIC SCHOOLS
BOARD OF EDUCATION

And the

MICHIGAN EDUCATION SUPPORT
PERSONNEL ASSOCIATION, MEA

2026-2029

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PREAMBLE

This Agreement is entered into this 1st day of July, 2026 between the Board of Education (the "Board") of Stephenson Area Public Schools (the "District") and the Michigan Educational Support Personnel Association/MEA (hereinafter referred to as the "Union"). This Agreement is in effect from July 1, 2026 through June 30, 2029.

WITNESSETH

WHEREAS, the general purpose of this Agreement is to set forth terms and conditions of employment, and to promote orderly and peaceful labor relations for the mutual interest of the Board, the employees, and the Union:

NOW, THEREFORE, the parties hereto agree as follows:

ARTICLE I: Recognition

A. Pursuant to and in accordance with all applicable provisions of Michigan Public Employment Relations Act ("PERA"), MCL 423.201 et *seq.,* as amended, the Board does hereby recognize the Union as the exclusive representative for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment for the term of this Agreement for food service employees, paraprofessionals, secretaries, custodians, and transportation employees; excluding supervisors, confidential secretaries, administrators, and substitutes. The term employee in this agreement members shall be understood to mean all bargaining unit members identified in Article I Recognition.

B. For the purposes of this Agreement, the terms "auxiliary personnel" and "employee" shall mean all full-time and part-time food service, paraprofessionals, secretaries, custodians and transportation employees. "Temporary employees," excluded from the bargaining unit, are defined as seasonal workers or replacements for employees on leave up to ninety (90) days.

C. The listing of specific rights in this Agreement is not intended to be, nor shall be, restrictive of or a waiver of the rights of the Board not listed unless specifically limited by the terms of the agreement.

D. Except as expressly prohibited or limited in this Agreement, the determination and administration of school policy, and the operation and management of the schools, is vested in the Board.

E. Nothing contained herein shall be construed to deny or restrict to any Union member the rights they have under the Michigan PERA or applicable civil service laws and regulations. The rights granted to Union members hereunder shall be deemed to be in addition to those provided elsewhere.

ARTICLE II: Board Rights

A. The Board on its own behalf and on behalf of the electors of the District, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws and the Constitutions of the State of Michigan and of the United States.

B. The exercise of its powers, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and secretion in connection therewith shall be limited only to the extent such specific and express terms are in conformance with the constitution and laws of the State of Michigan and the constitution and laws of the United States.

c. Such rights shall include, but are not limited to, the following:

1. The executive management and administrative control of the school system.
2. The establishment and enforcement of District rules not in conflict with this Agreement.
3. The assignment of work to employees, and the scheduling of hours.
4. To hire all employees and to promote, lay off, transfer, discipline or discharge and recall all such employees.
5. To determine the number, location or closing of its facilities.
6. To determine the financial policies, including all accounting procedures.
7. The Board may implement and establish such procedures necessary for the efficient and effective operation of the District.
8. To make reasonable provisions for the health, safety, and first aid of its employees during hours of employment.

ARTICLE III: Union Membership

Employees may elect to become a member of the Union.

ARTICLE IV: Seniority

A. Seniority shall be defined as the length of service within the District measured from the most recent date of hire as a regular employee. If more than one individual employee has the same starting date of work, position on the seniority list shall be determined by the Union with the results conveyed, in writing, to the Superintendent. Seniority is for the purpose of determining the employee's length of service in the District.

B. Probationary employees shall have no seniority until the completion of the probationary period, one (1) year, at which time their seniority shall revert to their first day of work. All current employees, at the execution of this Agreement, shall maintain existing seniority list and shall not be required to complete an additional probationary period.

c. For the purposes of this Agreement, all employees shall be placed in one of the following classifications based on their current assignments:

1. Secretaries
2. Paraprofessionals
3. Bus Drivers
4. Food Service
5. Custodians

D. The District, in collaboration with the Union leadership, shall prepare, maintain and post the seniority list. The seniority list shall be prepared and posted conspicuously in all buildings of the District by October 15 each year. Objections to the list must be filed by November 15; thereafter, the list shall be final and conclusive for that year. A copy of the seniority and subsequent revisions will be furnished to the Union.

E. Seniority shall be permanently lost by an employee upon termination, resignation, retirement, transfer to a non-bargaining unit position (subject to Article VI, Vacancies, Transfers & Promotions), or failure to return from an authorized leave of absence.

F. Any employee who takes a different position within one of the five classifications in which they are currently working, will not be reduced in their hourly pay rate unless the employee is subject to a demotion for just cause or the employee voluntarily bids and accepts a lower paying position. The employee shall be paid at the rate of his/her summed seniority with the classification in which she/he is currently working.

G. Effective August 13, 2019, an employee who transfers from one classification to another will retain all years of seniority during the transfer. No retroactivity shall occur.

ARTICLE V: Vacancies, Transfers and Promotions

A. It is understood and agreed that certifications and skills test results are the priority and take precedence over seniority only when dealing with assignment, vacancies, transfer, and promotions of paraprofessionals.

B. A vacancy shall be defined as a newly created bargaining unit position, or a present bargaining unit position created by the death of an employee, dismissal or resignation that is not filled that the Board intends to fill.

c. All vacancies shall be posted on the District website. Said posting shall contain the following information:

1. Classification;
2. Qualifications;
3. Job title;
4. Rate of entry level pay; and

5. Location of vacancy.

D. Any posting during the school year or summer shall be emailed to each current Union President and Secretary via the school email. Interested employees may apply in writing to the Superintendent or designee, within the five (5) workday posting period.

E. Vacancies shall be filled with the most qualified applicant from within the affected classification with the most seniority. Should no employee from the affected classification apply, the vacancy may then be filled by the most qualified applicant from other classifications with the most seniority.

F. In the event of any vacancy or opportunity for extra work (for employees not currently working forty (40) hours per week), including promotions and transfers from one classification to another, employees shall be given preference in the filing of such positions, vacancies, or in having the opportunity to perform the work over all other applicants, provided they have previously performed such work in a satisfactory manner as indicated in prior evaluations.

G. Temporary Vacancy

When an employee is absent for fifteen (15) consecutive workdays on an approved leave or sick leave, the position shall be posted. The most senior and qualified employee shall be granted the temporary vacancy. When the person on an extended leave returns to work, he/she shall return to their original position and the person filling the temporary vacancy shall return to the position she/he held prior to the vacancy.

H. Within fifteen (15) workdays after the expiration of the posting period, the District shall make known its decision as to which applicant has been selected to fill a posted position.

I. In the event of promotion inside or outside the bargaining unit or transfer from one classification to another, the employee shall be given a thirty (30) workday trial in which to show his/her ability to perform on the new job. The District may give the promoted or transferred employee reasonable assistance to enable her/him to perform up to the District's standards on the new job. If the employee is unable to demonstrate ability to perform the work required during the trial period, or at the option of the affected employee, the employee shall be returned to his/her previous assignment.

J. An employee shall not be placed on a lower step (salary schedule, wage scale) due to an involuntary transfer except as provided by Article V (H). The parties agree that whenever possible, involuntary transfers of employees are to be affected only for reasonable and just cause. Involuntary transfer may be needed to best serve the needs of the District. The parties will meet prior to any involuntary transfer to discuss the matter.

K. Any employee who temporarily assumes the duties of another employee will be paid their regular rate for those duties. An employee's pay rate shall not be reduced as the result of any temporary change in duties.

L. The District retains the right to determine the qualifications of applicants for the purpose of filling vacancies, transfers, or promotions.

M. For a period of up to one (1) year from the date of leaving a bargaining unit position, she/he may return to their former bargaining unit classification with their former seniority, but only if an opening exists within that classification. No seniority shall accrue during non-bargaining unit periods of employment.

ARTICLE VI: Reduction in Personnel, Layoff, and Recall

A. Layoff shall be defined as a necessary reduction in the work force beyond normal attrition.

B. No employee shall be laid off pursuant to a necessary reduction in the work force unless said employee shall have been notified of said layoff at least thirty (30) calendar days prior to the effective date of layoff. The Board reserves the right to pay the employee for the 30 calendar days in lieu of giving advance notice of *layoff.* In the event of a necessary reduction in work force, the Board shall identify the specific position(s) to be eliminated and shall notify the employee(s) in those positions. Employees whose positions have been eliminated due to a reduction in the work force, or who have been affected by a lay off/elimination of position, shall have the right to assume a position in their classification(s) for which they are qualified, which is held by a less senior employee. In no case shall a new employee be employed by the Board while there are laid off employees who are qualified for a vacant or newly-created position.

C. In the event of a layoff, the Board and Union may mutually agree to allow individual employees to waive their seniority rights for the purpose of voluntary layoff. With the approval of the Board and the Union, employees may, at their option, without prejudice to seniority and other rights, under the Agreement, waive their seniority in the instance of the Board instituting a layoff during the period of this Agreement. If an employee opts for voluntary layoff, the employee may not exercise seniority rights to bump a less senior employee prior to recall within the classification. Such waiver, if authorized by the employee, shall not be construed to be a waiver of seniority or any other right under the Agreement, including the employee's right to be recalled from such layoff. Seniority shall not accumulate during periods of layoff. Whenever possible, there shall not be reduction in the normal work hours provided for any employees or position without prior discussion with the Union.

D. In the event of a reduction in the work hours in a classification, employees with the greater qualifications and seniority may use the same to maintain his/her normal work schedule by displacing employees with less seniority on the work schedule. In no case shall a reduction of any employee's work hours take effect until ten (10) workdays after written notice to the affected employee(s) is given by the Board.

E. A laid off employee shall, upon application, be granted priority status on the substitute list according to her/his seniority.

1. Laid off employees may continue their health, dental, and life insurance benefits by paying the regular monthly per subscriber group rate premium for such benefits to the Board, in compliance with the COBRA provisions.

2. Laid off employees shall be recalled in order of seniority with the most senior employee being recalled first to a position for which they are qualified within their current or former classification. Any employees who has served more than forty-five (45) working days in a classification in the past three (3) years shall be deemed qualified for that position in that classification.

3. Notices of recall shall be sent by certified or registered mail to the last known address and to the most current email address, as shown on the District's records. The recall notice shall state the time and date on which the employee is to report back to work. It shall be the employee's responsibility to keep the District notified as to his/her current mailing or email address.

4. A recalled employee shall be given five (5) calendar days from receipt of notice, excluding Saturday, Sunday and holidays, to report to work. The Board may fill the position on a temporary basis until the recalled employee can report to work, providing the employee reports with the five (5) day period. Employees who decline recall or fail to respond to recall to an equivalent position in time held prior to being laid off for which he/she is qualified, shall forfeit her/his recall and seniority rights. Employees (hired prior to July 1, 2008) shall be entitled to recall for up to four (4) years. However, after two years, the employee must provide written notice by July 1 of each year of their desire to remain on the recall list. Employees hired after July 1, 2008 shall be entitled to recall for the length of their seniority or up to 3 years but with no recall rights in the probationary period.

ARTICLE VII: Maintenance of Standards

A. All terms and conditions of employment, including wages, hours of work, extra compensation for duties outside regular hours of work, break periods, leaves and general conditions of employment of all employees shall be maintained as negotiated. This Agreement shall be the entire agreement between the parties and shall supersede any and all past practices not specifically addressed in this Agreement.

B. The District agrees that this is the sole Agreement between the parties. Issues that may arise during the term of this Agreement will be reviewed with the Union and the parties may enter into an agreement to resolve said issues via a letter of understanding which, if agreed to by the parties, shall become a functional component of this Agreement.

ARTICLE VIII: Negotiation Procedures

A. The parties intend this Master Agreement to cover all problems and questions arising between them. Once executed, this Agreement shall not require any mandatory reopener unless specifically agreed to in writing by both parties. In all such instances, no new area shall be bargained or negotiated upon until this Agreement shall have been lawfully terminated or has expired, or until there shall be mutual, written agreement by and between the parties.

B. In any negotiations, each party shall have control over the selection of its negotiation or bargaining representatives from within or outside the school district. It is recognized that no final agreement between the parties may be executed without ratification by a majority of the Board of Education and by a majority of the membership of the Union, but the parties mutually pledge that representatives selected by each shall be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations or bargaining, subject only *to* such ultimate ratification.

C. If the parties fail to reach an agreement in such negotiations, either party may invoke the mediation machinery of the Michigan Employment Relations Commission.

ARTICLE IX: Grievance Procedure

A. Definitions

1. A grievance is a claim based upon an event, condition or circumstance under which a union member works caused by misinterpretation or inequitable application or alleged violation of the specific terms and conditions of the Agreement.

2. A “party of interest” is the person or persons making the claim and any person or persons who might be required to take action or against whom action might be taken in order to resolve the problem.

3. “Grievant” is an employee, group of employees, or the Union alleging a contractual violation(s) including employees on active layoff list or a superintendent approved leave of absence.

4. The term “days” when used in this section shall, except where otherwise indicated, shall mean school days during the academic year and days when the administrative office is open between academic years in the summer months.

B. Purpose

The primary purpose of the grievance procedure is to secure, at the lowest level possible, equitable solution to the problems of the parties. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at any level of such procedure. Nothing contained herein shall be construed as limiting the right of any employee having *a* grievance to discuss the matter informally with any appropriate member of the administration. It is understood that the discussions need to occur at the lowest level possible. The parties agree the matter related to workplace issues can best be resolved informally.

C. When a cause for grievance occurs, the affected employee(s) and/or the Union shall file a grievance in an attempt to resolve the problem.

D. Union representatives shall be appointed and/or elected according to Union policy. The Board hereby designates the immediate supervisor to act as its representative at Level One as hereinafter described and the Superintendent or his designated representative to act at Level Two or during expedited grievances as hereinafter described.

E. The following are exclusions from the grievance procedure:

1. The termination of services or failure to re-employ a probationary employee shall not be a subject of the grievance procedure.

2. The content of an employee evaluation.

3. If the employee has filed a grievance and subsequently files a claim or complaint elsewhere, the grievance shall be deemed withdrawn with prejudice and no further contractual recourse is available.

F. Written grievances as required herein shall contain the following:

1. It shall be signed by the grievant(s) or at least one Union member.

2. It shall contain a synopsis of the facts giving rise to the alleged violation.

3. It shall cite the Article or subsection(s) of the Agreement alleged to have been violated.

4. It shall contain the date for the alleged violation.

5. It shall specify the relief requested.

6. Grievance Report Form signed and dated by grievance committee. Form is attached to this Agreement as Form 1 (F1).

Level One

G. Within twenty (20) days of the alleged violation or when the alleged violation should reasonably have been discovered, the individual member(s) and/or the Union shall first meet with the immediate supervisor concerned and informally discuss the problem. A record of the subject of the discussion shall be made and signed and dated by the administrator, the grievant, and/or the Union.

H. Within five (5) days of the oral discussion, the administrator shall give his/her signed, dated, and written allowed or disallowed status of the grievance to the employee and/or the Union. If the employee(s)/Union is not satisfied with the answer of the administrator, the grievance shall be submitted in writing and advanced to the next level.

Level Two

I. If the complaint is not resolved in the conference between the affected employee(s) and/or the Union and the administration, a formalized grievance shall be advanced and submitted in writing to the Superintendent at Level Two within ten (10) days from the initial discussion. If a grievance affects more than one member or is filed by the Union in defense of the contract rather than a specific individual(s), the grievance may be expedited and begin in writing at the Superintendent's level rather than the immediate supervisor's level without there being any claim of technical failure to follow the grievance procedure by either party.

J. The Superintendent shall answer in writing within ten (10) days of receipt of grievance. The written answer shall specifically state whether or not the Superintendent sustains or denies the grievance and the grounds for that answer, and it shall be signed and dated, a copy to be transmitted to the grievant, the Union secretary, the immediate supervisor concerned, and a copy is to be placed in a permanent grievance file in this office. Within five (5) days of receipt of the Superintendent's denial, the Union and/or grievant may advance the grievance to Level Three.

K. After Level Two of the grievance process, either side may request non-binding mediation from the Michigan Department of Licensing and Regulatory Affairs Bureau of Employment Relations.

Level Three

L. If the bargaining unit member(s) and/or the Union is/are not satisfied with the resolution of the grievance at Level Two, the Union may elect to proceed to the Board level. The Board, or a committee thereof, no later than its regular meeting, or two calendar weeks, whichever is later, may hold a hearing on the grievance with an Association representative. The disposition of the grievance, in writing, by the Board or Board committee, shall be made

no later than seven (7) business days hereafter. A copy of such disposition will be furnished to the Association.

Level **Four**

M. If the employees(s) and/or the Union is/are not satisfied with the resolution of the grievance at Level Three, the Union may elect to proceed to binding arbitration except that any claim or complaint for which there is another remedial procedure established by law shall not be subject to arbitration. If the Union advances the grievance to binding arbitration before an impartial arbitrator, it shall mail a copy of the Demand for Arbitration within twenty (20) days following receipt of the written denial to the Superintendent's office. The arbitrator shall be selected by the American Arbitration Association in accord with its rules, which shall likewise govern the arbitration proceedings and comply with the Michigan Uniform Arbitration Act, MCL 691.1681 ef seq. Both Pai1ies agree to be bound by the award of the arbitrator, and the fees and expenses of the arbitrator shall be the responsibility of the losing party. In the event of a split decision, the fees and expenses of the arbitrator shall be split equally. Each party is responsible for its own legal fees.

N. The powers of the arbitrator shall be subject to the following:

1. He shall have no power to alter, add to, subtract from, disregard, or modify the specific terms of this Agreement

2. More than one grievance may not be considered by the arbitrator at the same time except upon express written mutual consent of the parties.

3. Where no financial loss has been caused by the action of the Board, the Board shall be under no obligation to make monetary adjustments and the arbitrator shall have no power to order one.

4. Back pay shall not be awarded more than thirty (30) workdays prior to the filing of the grievance.

O. Any party of interest may be represented at all meetings and hearings at all steps and stages of the grievance procedure by another Union representative or another person. A Union member may in no event be represented by an officer, agent, or other representative of any union organization other than the Union. When a Union member is not represented by the Union, the Union shall have the right to be present and to state its views at all stages of grievance processing. An individual grievant may not pursue arbitration.

P. Miscellaneous

1. During the pendency of any proceedings and until final determination has been reached, all proceedings shall be private and preliminary dispositions will not be made public without the agreements of all parties, subject to provisions of the Open Meetings Act.

2. There shall be no reprisals of any kind of administrative personnel taken against any party in interest or his/her Union representative, any member of the Grievance Committee, Appeal Committee, or Ad Hoc Committee, or any other participants in the procedure set forth herein by reason of such participation.

3. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

4. Timelines as to filing and to advance or respond to a grievance within this procedure shall be strictly adhered to by all parties unless mutual written agreement to extend a timeline has been reached and signed by the parties involved.

5. Any grievance arising hereunder shall be processed until resolution. In the event this Agreement shall have expired, the parties agree that this procedure shall continue in full force and effect during the negotiations of a successor Agreement and that all grievances shall be processed by this procedure until a successor Agreement has been ratified and signed by the parties at which time the terms of the new contract shall take effect and a new procedure, if any, shall be used.

6. Any Agreement reached between the Union and the Employer is binding on all individuals concerned and cannot be changed by any individual.

7. All preparation, filing, presentation, or consideration of a grievance shall be held at times other than when an employee or participating Union representative is to be at their assigned duty stations unless mutual consent has been obtained beforehand.

ARTICLE X: Employee Rights

A. The Union and its members shall have the right to use the school building facilities for meetings at a time mutually agreed upon by the Union and the administration. No Union member shall be prevented from wearing insignia, pins, or other identification of membership in the Union either on or off school premises, provided it does not interfere with the operation of the school. Bulletin boards and other established media of communication shall be made available to the Union and its members in a designated area of each building.

B. Nothing contained herein shall be construed to deny or restrict to any employee the rights they have under FOIA, PERA, or applicable civil service laws and regulations.

C. No employee shall be disciplined (including warnings, reprimands, suspensions, or discharges,) without just cause. Signature verifies receipt but not agreement with contents. Employees shall be allowed to attach a written statement to all such reprimands or evaluations to be placed in the employee's personnel file within ten (10) days. The Union shall be given the opportunity to be present at any disciplinary hearing.

D. The Board agrees that supervisors will not generally be used to displace employees.

ARTICLE XI: Overtime and Compensatory Time

A. Time and one-half shall be paid for all time worked more than forty (40) hours in one (1) week, for which no overtime has already been paid.

B. The hourly rate for overtime shall be paid at time and one-half their normal hourly rate.

C. Compensatory time may be given instead of overtime pay if mutually agreed on by the District and the employee prior to the performance of such work. Compensatory time may accumulate to a maximum of forty (40) hours per fiscal year. Accrued hours shall be used by April 15th or will be paid out in the second pay period in May. Compensatory time earned after April 15th will be paid as it is earned. Compensatory time shall accrue at time

and one-half. The employee requesting use of compensatory leave shall provide notice to the District for use of up to forty (40) hours of compensatory leave at one time, except in cases of emergency when no notice is possible. Requests for compensatory time shall be filed at least ten (10) days prior to the use of such time if a substitute is needed; or three (3) days if a substitute is not needed.

D. Overtime shall be offered based upon seniority within a classification. If no employee accepts the overtime, it shall be assigned to the least senior employee in that classification. Any overtime worked in the District requires prior approval of the Superintendent.

E. Bus drivers who are to drive extra trips which have been canceled, and report because they have not been notified of the cancellation, shall receive credit for one hour worked, and pay for actual waiting time prior to receiving notice of the cancellation.

F. At the start of each semester, the Union will provide the District with a list of drivers willing to make extra trips. Assignment to all such extra trips shall be by seniority rotation from the most senior down to the least senior driver on that list. If a driver declines to accept an extra trip, that trip shall then be offered to the next driver of lower seniority. If all drivers decline an extra trip, it will be assigned to the least senior driver on a rotation basis up the list. In emergency situations, drivers in other classifications may be assigned the extra trip at the administrator's discretion.

G. In the event a driver has accepted an extra trip and is unable to make that trip for any reason, that driver may trade places for an extra trip with another driver provided that the District has been given at least forty-eight (48) hours advance notification that such a switch has been made or with administrative approval if there is less than forty-eight (48) hours advance notice. Drivers shall be notified of all extra trip assignments as soon as they are received by the administration but will be given at least forty-eight (48) hours advance notification of extra trip assignments (except in situations where the administration has not received advance notification.) Drivers exceeding forty (40) hours in any one work week shall be excluded from the extra trip list for that week only.

H. The Board will pay a contracted rate set with a Board approved physician. The employee's physical examination will be completed at the Board's specified physician and paid for by the Board.

ARTICLE XII: Specific Pay Provisions

A. All auxiliary personnel wages will be paid as worked over twenty-one (21) pay periods for school-year employees or twenty-six (26) pay periods for full-year on a biweekly basis. In years with twenty-two (22) or twenty-seven (27) pays occur, the Superintendent or designee will notify the Union President.

B. Employees engaged during their workday in any grievance procedure, including arbitration, shall be released from regular duties without loss of salary.

C. The Union President or designee shall be released from duties without loss of pay for the purpose of participating in area, regional, or state meetings of the Michigan Education Association, not to exceed a total of five (5) days for all Union personnel in any one calendar year. These days shall be used that the discretion of the Union President for the purposes intended upon five (5) days notification, except in case of emergency. Use of

these days shall be dependent on the availability of qualified substitutes. A "qualified" substitute shall be defined as a classified auxiliary substitute on the school's classified auxiliary substitute list. Not more than three (3) days shall be taken consecutively by any one person with prior approval of the Superintendent.

ARTICLE XIII: Classification of Auxiliary Employees

A. School year employees (less than 52 weeks and/or less than 8 hours/day)

1. Bus Drivers
2. Food Service
3. Secretaries
4. Paraprofessionals
    a. Associates or Equivalent
    b. Special Education
    c. All other Aides
5. Custodians

ARTICLE XIV: Sick Leave

A. For the sake of Article XV, XVI and XVII, it is assumed that days shall be converted to an hourly equivalent. Sick leave shall be earned and used on an hourly basis. All employees shall earn sick leave credit at the rate of one day per month, converted to an hourly equivalent, worked. It shall become available to the employee as it is earned. Deduction for such time used shall be at the minimum rate of 2 hours per time used. For example: employee "A" works three (3) hours per day as a bus driver and three hours (3) hours per day as an aide, so employee "A" would earn six (6) hours per month of sick leave.

Unused sick leave shall be cumulative to 125 days. Following retirement and resignation but not termination an employee, with at least ten (10) years of service to the District, will be paid for each unused sick day that was accumulated up to the allowable amount at the rate of $40 per day. Said payoff of sick days may be contributed to a 403b or 457 or cash in lieu that aligns with District policy. Accumulated hours shall be converted back to days based on the number of hours per day the employee is currently working.

B. Any employee who starts his/her last year of employment with the maximum number of accumulated sick leave time shall be allowed to use the full number of hours during her/his retirement year under normal use of sick leave rules.

c. Employees shall be given written notice of sick leave hours available at the beginning of each school year. The employee shall be responsible for keeping a running account of sick leave throughout the balance of the school year.

D. Any employee who is absent because of an injury or disease compensable under the Michigan Workers' Compensation Law, shall receive from the Board, upon written request, the difference between the above insurance benefit and the employee's pay for the number of hours the employee is absent from job duties up to the limit of the employee's accumulative sick leave. Seniority shall accrue up to a maximum of six (6) months.

E. The Board reserves the right to request a statement from a licensed medial professional in cases of chronic, intermittent absences or mass absences. Any expense of such statement shall be borne by the Board.

F. Sick leave with pay chargeable against the employee's allowance shall be granted for: (note: "s" indicates a step relation)

1. A maximum of twelve (12) days per school year for a critical illness of an immediate family member. A critical illness is one that requires the attention of a physician. Immediate family member shall include the employee's spouse, child, stepchild, parent, parent of spouse, or grandchild. A physician's statement may be required that the employee's presence is essential to care for the immediate family member if the absence is for three (3) or more consecutive days. Three (3) days shall be granted for brother, sister, grandparents, or a dependent in the immediate household.

2. Two days of the allowed sick leave time may be used when emergency illness in the family requires an employee to make arrangements for necessary medical or nursing care.

3. Death of an immediate family shall have a limitation of five (5) paid days for each bereavement. Additional paid time may be granted by the Superintendent for extenuating circumstances. Immediate family member shall refer to the spouse, child, grandchild, parent, sibling, and sibling-in-law, grandparent of the employee or of the spouse. Not more than one (1) day of sick leave shall be granted by the Board for the death of an uncle, aunt, nieces, or nephews, of the employee or of the spouse. Special consideration may be granted to the employee for non-relatives who reside with the family.

4. Other requests for being absent from work:

   a. Jury dutv. An employee called for jury duty, and/or who is being subpoenaed for a court appearance, if the employee is not a party to the action, will be paid the difference between their pay as a juror and their regular salary.

   b. Such time spent in jury duty will not be charged against personal business or sick leave. Employees are expected to turn in a statement for what they received from the court. Any mileage fees paid by the court to the employees may be retained by the employee.

5. Report of absence forms must be completed by the end of the second school day after the employee returns to duty or after the fifth day of absence. All payments will be withheld until properly completed forms are received.

G. When unable to report to work, employees shall call the Superintendent's designee at least two (2) hours, but in no case less than one hour, prior to their regularly scheduled reporting time. Prior to exhaustion of an employee's sick leave, the employee may apply in writing for an extended unpaid leave not to exceed ninety (90) workdays. If the employee returns to work before the exhaustion of their sick leave time and/or the exhaustion of the ninety (90) day unpaid leave of absence or returns to work before one (1) calendar year has elapsed from the last day worked, the employee shall be entitled to return to their current position. If the employee's absence is of a duration longer than one (1) calendar year beyond their last day worked, the employee may return to an open position in their classification. After two (2) years from the last day worked, if the employee does not return to the District; the employee shall be deemed terminated. It is understood that this leave language will run concurrently with FMLA rights provided the employee qualifies. This provision shall not take precedence over layoff and recall provisions in this Agreement.

H. Michigan Paid Medical Leave Act.

In accordance with the Michigan Paid Medical Leave Act ("MPMLA"), MCL 408.961 et *seq.,* an eligible non-exempt (hourly) employee may use up to foily (40) hours of paid medical leave for any of the following for the employee or family member per fiscal year:

1. Mental or physical illness, injury, or health condition, including related medical diagnosis, care, treatment, or preventative medical care.
2. For a victim of domestic violence or sexual assault, any related medical care or counseling; victim services or legal services; judicial proceedings or relocation.
3. 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 MPMLA. This provision shall be interpreted and applied consistent with the MPMLA and shall not provide greater benefits then that allowed by the statute.

To be eligible, the non-exempt (hourly) employee must be employed for more than 25 weeks in a calendar year, worked an average at least 25 hours per week during the immediately preceding calendar year.

ARTICLE XV: Paid Days

A. An employee shall be entitled to paid personal hours. Deduction for discretionary time shall be at the minimum rate of two (2) hours per time used. An application form is due three (3) workdays in advance of the requested leave date, except in the case of an emergency. If an emergency is determined, the three-day application period may be waived. The nature of the emergency must be communicated to the immediate supervisor, or the Superintendent or designee. He/she will make a decision on the information available in terms of the three-day waiver.

B. School year employees shall receive four (4) personal days based upon regularly scheduled hours per year to be used at the employee's discretion with proper notification and may carry over one (1) day per year to a maximum of five (5) days. This carry over of a remaining personal day shall be automatic and not require the employee request it. Use of personal days shall be under the following guidelines:

1. All requests for time off must be approved by the employee's direct or immediate supervisor at least three (3) business days in advance.

C. An employee will not be charged for sick hour(s) or personal leave applied for in the event school is canceled on those days unless the employee is expected to report to work on a day when school is canceled. Employees choosing to utilize personal business days on Act of God days may do so without penalty to attendance incentive (Article XV(G)) by completing personal business day paperwork and having it signed by the direct supervisor the next workday after Act of God day.

D. Any personal hours not used in the current school year will be allowed to accumulate as sick hours at the start of the new school year. Total accumulation of sick time is not to exceed 125 days.

E. Employees must request in writing, by the second pay period in May, their intent to carry over *a* discretionary day or move it into sick time.

~~F.~~ On days in which school is canceled, delayed and/or students are released early due to inclement weather, emergencies, and/or acts of God; employees will receive their normal pay for that day. Employees are not required to report for work during the hours of the cancellation, delay, or early release, but may do so if they so choose, however employees shall notify the building principal as to whether or not they will report for work. If there is a cancellation of school after the workday has started, employees shall remain at their workstations until all students are safely off the premises. For days when there is a delay in the start of the workday, employees shall report to their workstations at the time deemed necessary by their immediate supervisor. Employees will be required to work any days added to the calendar due to any of the above circumstances in order to meet state mandated days and hours requirements.

G. Attendance incentive. All school-year employees whose absences (except for approved school business leave, Association business leave or Act of God days) do not exceed the levels specified below, will receive a semi-annual stipend to be paid in a non-payroll week in January and a non-payroll week in June.

0 days absent per semester (excluding Jury Duty and Bereavement Days) - $500 stipend per semester.

H. School-year employees shall receive a paid day for the following holidays:

Labor Day*, Memorial Day*, Thanksgiving, Christmas, New Year's, Easter, Day after Thanksgiving, Christmas Eve, New Year's Eve, Good Friday.

Personal Days may not be used to begin early or extend a holiday period. However, it is understood that extenuating circumstances do arise from time to time. If circumstances exist, an employee may request to begin early or extend a vacation one (1) time per year. Employees should make such requests to the office of the Superintendent. A sub, if required, will need to be secured before such a request is made. The Superintendent may deny such requests depending on the needs of the district.

ARTICLE XVI: Health/Medical/Dental/Vision/Life Benefit

A. The Board shall provide premium contribution payments toward mutually agreed upon Health/Medical plans, Vision/Life plans, and Dental plans. Dental plans are available for employees only This premium contribution is for the duration of this agreement. Dollar amounts are listed on the attached chart. All qualifying employees (listed under D.1 - D.3),

will choose insurance from the plans available through the MESSA Upper Peninsula Area Purchasing Agreement (UPAPA). The specific MESSA Medical Plans available to eligible employees are determined by the Coalition Team of the Upper Peninsula Area Purchasing Agreement. Plans will be decided by the Coalition Team each September for implementation on the following January 1. Should the District no longer participate in the UPAPA, or if the UPAPA no longer exists, the existing MESSA plans will be in place until other plans are negotiated. Dental, vision, life and long-term disability benefits are still subject to this collective bargaining and are listed elsewhere in this Agreement.

B. It is understood that the Superintendent will request medical insurance bids every three years as required by law. The timing of these requests will coincide with the renewal dates or a minimum of three years for the APA. Any proposed changes to participation in the APA and/or the Medical Insurance Carrier is considered a working condition and must have Association and Board approval in order to be implemented.

C. The Board shall pay no more than the Treasury defined caps under PA 152 for the medical benefit plan year beginning on January 1. This annual employer paid amounts shall adjust annually at the beginning of each medical benefit plan coverage year, to the maximum payment permitted by Section 3 of the Public Funded Health Insurance Contribution Act.

D. The Board paid Health/Medical plans will be paid to the following eligible positions.

1. Front office Secretaries: The board will pay on behalf of each eligible employee in this position, who elects medical coverage the maximum amount allowed by statute (under MCL 15.563) for single, two-person, or fully family subscribers. The amounts will be adjusted at the start of each medical plan year (currently January 1st).

2. Special Education Aides: The board will pay on behalf of each eligible employe in this position, who elects medical coverage, the maximum amount allowed by statute (under MCL 15.563) for single person subscribers. The amounts will be adjusted at the start of each medical plan year (currently January 1st).

3. Full time-Food Service Employee: The board will pay on behalf of each eligible employe in this position, who elects medical coverage, the maximum amount allowed by statute (under MCL 15.563) for single person subscribers. The amounts will be adjusted at the start of each medical plan year (currently January 1st).

E. Any employee eligible for Health Insurance through their spouse's employment, other employment, or the State of Michigan Office of Retirement Services will not be eligible for district provided Health Insurance. ~~or cash in lieu (CIL).~~

F. Any other position not listed shall be covered under the attached chart and they shall be entitled to Board provided premium contribution for Vision VSP 3 Plus P 250CL, Dental 100/90/90 ($3,000 annual max), Life $50,000, AD&D $50,000 plans, and LTD 66 2/3% Max $2,500. Employees will pay all deductibles associated with the plans.

G. For new hires in the positions identified above, plans will begin on the date of employment set by the board upon hire.

H. If the employee selects a MESSA insurance plan with and HSA, the Board will pre-fund the deductible amount annual to each employee's Health Savings Account by January 1 of the plan year or pro-rate in August for a new employee by way of payroll deduction. An employee who leaves the district, and has their Health Savings Account prefunded, will need to pay the district back the remaining balance within three (3) months of leaving the district.

1. The cost for said options will be through payroll deduction. Caps apply to all medical insurance in accordance with the caps. Consolidated Omnibus Reconciliation Act applies for all employees terminated or leaving the District.

I. Any insurance benefits provided for herein shall be subject to the terms and conditions specified in the insurance policies and any claim by any employee shall not be the basis of a grievance or a subject to arbitration. The Board, by payment of any premium required to provide coverage as agreed upon, shall be relieved of all liability with respect to any insurance benefits provided in this Agreement. The failure of an insurance company to provide any of the benefits which it has contracted for, for any reason shall not result in any liability to the Board.

J. Coverage shall run from 7-1 to 6-30 each year.

K. Change in family status shall be reported by the employee within thirty (30) days of such a change. The employee shall be responsible for any over payment of premiums made by the Board in his or her behalf for failure to comply with this procedure.

L. All Board paid health/medical/dental and vision premium payments will be terminated on the last day of the month in which the employee retires or leaves the district.

ARTICLE XVI: Health Benefit Board Premium **Contribution**
2026-2029

Level based on annual hours worked:

0 —700	$3,434.00
701 — 1000	$4,013.00
1001 — 1300	$4,604.00
1301 — 1400	$4,899.00
1401 — 2079	$5,194.00

ARTICLE XVII: Evaluation

A. The Superintendent or his/her designee shall be responsible for the evaluation of all auxiliary employees.

B. Employees will be provided with a copy of any formal evaluation of their services. Any employee shall have the right to respond, in writing, to the formal evaluation within ten (10) working days of provision of the evaluation. Signature verifies receipt but not agreement with contents. This response shall be limited to the formal, written evaluation and be placed in the employee's personnel file. The written response shall be attached to the appropriate evaluation.

ARTICLE XVIII: Continuity of Operation

All employees recognize the desirability of continuous and uninterrupted operation of the educational program during the normal school day and the avoidance of disputes which threaten to interfere with such operations. During the period of this Agreement, the auxiliary employees agree not to engage in or assist in, directly or indirectly, any work stoppage or strike. The Board and the Union agree that they will not, during the period of this Agreement, engage in or assist in, directly or indirectly, any unfair labor practices in this district as defined by PERA.

ARTICLE XIX: Auxiliary Employees Compensation Schedule

See Appendix B

ARTICLE XX: Emergency Manager

An emergency manager appointed under the Local Financial Stability and Choice Act, MCL 141.1501 et seq., may reject, modify, or terminated this Agreement as provided in the Act.

ARTICLE XXI: Working Conditions

A. Assault/ Harassment on a staff member:

1. Assault, threat, Harassment: Any case of physical aggression, or assault, upon a bargaining unit member shall be reported to the Board of Education. After suitable investigation of aggression or assault on a bargaining unit member, the Board will reimburse the bargaining unit member for any loss, damage, or destruction of clothing or personal property of the bargaining unit member while on duty in the school or on the school premises not involving intentional misconduct or personal negligence on the part of the bargaining unit member. The District will determine the cost of reimbursement to the employee for lost or damaged personal property on a case-by-case basis.
2. Harassment or threatening behavior consisting of any words or deeds that intimidate a bargaining unit member or reasonably cause concern for their physical and/or psychological well-being is strictly forbidden. Any student, parent, visitor, staff member, or agent of the Board who is found to have threatened a bargaining unit member will be subject to discipline and or reported to the authorities.
3. Complaints from parents: Any consistent and severe complaints directed to the Administration by a parent of a student, shall be promptly called to the attention of the employee.
    a. In the event of a written reprimand, the employee shall be informed of any complaining parents' name

ARTICLE XXI: Duration of Agreement

This Agreement shall be effective as of July 1, 2026 and shall continue in effect until June 30, 2029. This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated above.

BOARD OF EDUCATION OF
STEPHENSON AREA PUBLIC SCHOOLS

By: _____
Its: President

_____
Date

By: _____
Its: Vice President

_____
Date

STEPHENSON AREA PUBLIC SCHOOLS
SUPPORT PERSONNEL ASSOCIATION

By: _____
Its: President

_____
Date

By: _____
Its: Secretary

_____
Date

APPENDIX A: Group Specific Provisions

I. Food Service

A. Breakfast time will be offered to food services personnel before the work is offered to other employees.

B. Cooks who work extra days over the normal current school calendar days, such as conference days, will be paid at their regular hourly rate for the number of hours worked as turned in on a time sheet.

C. On “Act of God" days or other emergency school closings, head cooks are expected to come to their respective buildings as soon as is possible in the morning to take care of perishable foods if necessary. Two (2) hours' time will be allowed for payment upon receipt of time sheet.

II. Bus Drivers

A. Drivers will be paid hourly rates based upon the hours worked with a minimum of (4) four hours per day. Drivers shall submit weekly time sheets verifying hours worked. All drivers are expected, as part of the job, to keep the bus clean inside and out; do daily safety checks, minor maintenance (ex. change light bulbs, etc.) without bus supervisor prompting.

B. Extra Trips. Extra trip rate shall be the employee's regular rate.

C. Overnight Trips: Drivers shall be paid at the extra trip rate for actual driving time, down time, and time spent at school events of a chaperoning nature. Time for sleep or personal activities away from school events when the driver's presence is not required will not be paid.

1. Transportation at the IRS rate per mile for those who drive their own vehicles.

2. School vehicles must be used when available; permission to use private vehicles must be obtained before expenses will be authorized.

D. Meal allowance will be allowed upon presentation of a receipt but not to exceed an average of $20/meal when it is necessary for the driver to be working during mealtime. The Menominee run and the swim run are not eligible for said meal allowance.

E. Bus drivers, when authorized, who assist when a bus has broken down, as well as breakdown time for drivers of the disabled bus, will be reimbursed at regular hourly rate for actual time as determined by the Director of Transportation, and counted toward the total amount of time worked for that week.

F. When it becomes necessary for a driver to obtain or renew a driver's license, the District agrees to rebate to the employee the full cost of any such license upon the employee's written request. The District further agrees to pay required testing fees once in each licensing renewal period. Drivers may choose a qualified medical provider to conduct their DOT physical examination.

G. Any special trips, i.e., athletic trips, Menominee run, forestry deliveries, swimming, field trips, and trips of any nature other than a regular bus run, will be paid at the extra trip rate. Driver will add twenty (20) minutes of inspection and warm up time to their time sheet.

H. Twenty (20) minutes per day will be added by each driver for each workday for drivers to compensate for mandated pre-trip inspection and will be considered time worked.

III. Paraprofessionals

A. When it is necessary for a paraprofessional to obtain or renew required testing, the district agrees to reimburse the employee the full cost of such testing upon receipt of the employee's written request.

B. 1 on 1 Paraprofessionals if no sub, will receive extra duty pay (1 1/2 time).

IV. Secretaries

A. 11 month Secretaries will receive an additional two personal days per year.

V. Custodians

A. Vacation:

a. One week (five work days) after one full year, measured by July 1
b. Two weeks (ten work days) after two full years, measured by July 1
c. Three weeks (fifteen work days) after seven full years, measured by July 1
d. One extra day per year (work day) after fifteen full years, measured by July 1

Vacation dates must be approved by the Superintendent or his designee five (5) working days prior to starting vacation. Unused vacation days may be carried over to the next fiscal year; however these days must be taken within that fiscal year or be lost. Vacation may be scheduled throughout the school year upon ten (10) business days notice, and upon availability of a substitute, if needed.

A vacation sign-up calendar will be made available July 1 through July 31. Employees may sign up for a portion or all of vacation time to be used from August 1 through July 31 of the following year. Once the employee's reserved dates are confirmed by the immediate supervisor, only the employee who reserved the dates may apply for a change of those dates on the calendar. In the event more employees sign up for a date that there are substitutes available, vacation time will be assigned by the immediate supervisor on a seniority basis.

Vacation days shall be prorated based upon the percentage number of days worked and paid leave taken in the year.

B. Paid Holidays

If the holiday falls on Saturday, the employee shall take the previous Friday as the day off. If the holiday falls on Sunday, the employee shall take the following Monday as the day off.

a. New Year's Day
b. Good Friday
c. Memorial Day
d. July 4th
e. Labor Day
f. Thanksgiving Day
g. Friday after Thanksgiving or opening day of deer season (must notify immediate supervisor at least five (5) days in advance of choice)

h. Christmas Day
i. Birthday or extra day at Easter
j. One-day on Christmas Eve and New Year's Eve when those days fall on a weekday.

If it is necessary for the full year employee to work on a holiday, approved or ordered in advanced by the Superintendent of Schools, a replacement vacation day will be granted, and the above rules apply.

C. The custodian position is intended to be a year-round, forty (40) hour week position.

APPENDIX B: Wage Scale 2026-2029

The classification of paraprofessionals with associates degree or higher will also reflect those with credits equivalent to an associate degree. All Special Education paraprofessionals shall be paid in the associate's degree or higher column of the wage scale.

2026-2027 $1.00 +3% Index

	BASE	$ 17.07	$ 18.14	$ 17.07	$ 20.28	$ 20.28	$ 18.14	$ 20.28
STEP	INDEX	AIDE	SPEC ED AIDE	FOOD SERVICE	DRIVERS	SECRETARY	ASSOCIATES OR EQUIVELANT	CUSTODIAN
1	1.00	$ 17.07	$ 18.14	$ 17.07	$ 20.28	$ 20.28	$ 18.14	$ 20.28
2	1.03	$ 17.58	$ 18.68	$ 17.58	$ 20.89	$ 20.89	$ 18.68	$ 20.89
3	1.06	$ 18.09	$ 19.23	$ 18.09	$ 21.50	$ 21.50	$ 19.23	$ 21.50
4	1.09	$ 18.61	$ 19.77	$ 18.61	$ 22.11	$ 22.11	$ 19.77	$ 22.11
5	1.12	$ 19.12	$ 20.32	$ 19.12	$ 22.71	$ 22.71	$ 20.32	$ 22.71
6	1.15	$ 19.63	$ 20.86	$ 19.63	$ 23.32	$ 23.32	$ 20.86	$ 23.32
7	1.18	$ 20.14	$ 21.41	$ 20.14	$ 23.93	$ 23.93	$ 21.41	$ 23.93
8	1.21	$ 20.65	$ 21.95	$ 20.65	$ 24.54	$ 24.54	$ 21.95	$ 24.54
9	1.24	$ 21.17	$ 22.49	$ 21.17	$ 25.15	$ 25.15	$ 22.49	$ 25.15
10	1.27	$ 21.68	$ 23.04	$ 21.68	$ 25.76	$ 25.76	$ 23.04	$ 25.76
11	1.30	$ 22.19	$ 23.58	$ 22.19	$ 26.36	$ 26.36	$ 23.58	$ 26.36
12	1.33	$ 22.70	$ 24.13	$ 22.70	$ 26.97	$ 26.97	$ 24.13	$ 26.97
13	1.36	$ 23.22	$ 24.67	$ 23.22	$ 27.58	$ 27.58	$ 24.67	$ 27.58
14	1.39	$ 23.73	$ 25.21	$ 23.73	$ 28.19	$ 28.19	$ 25.21	$ 28.19
15	1.42	$ 24.24	$ 25.76	$ 24.24	$ 28.80	$ 28.80	$ 25.76	$ 28.80
16	1.45	$ 24.75	$ 26.30	$ 24.75	$ 29.41	$ 29.41	$ 26.30	$ 29.41
17	1.48	$ 25.26	$ 26.85	$ 25.26	$ 30.01	$ 30.01	$ 26.85	$ 30.01
18	1.51	$ 25.78	$ 27.39	$ 25.78	$ 30.62	$ 30.62	$ 27.39	$ 30.62
19	1.54	$ 26.29	$ 27.94	$ 26.29	$ 31.23	$ 31.23	$ 27.94	$ 31.23
20+	1.57	$ 26.80	$ 28.48	$ 26.80	$ 31.84	$ 31.84	$ 28.48	$ 31.84

2027-2028 $1.00 +3% Index

	BASE	$ 18.07	$ 19.14	$ 18.07	$ 21.28	$ 21.28	$ 19.14	$ 21.28
STEP	INDEX	AIDE	SPEC ED AIDE	FOOD SERVICE	DRIVERS	SECRETARY	ASSOCIATES OR EQUIVELANT	CUSTODIAN
1	1.00	$ 18.07	$ 19.14	$ 18.07	$ 21.28	$ 21.28	$ 19.14	$ 21.28
2	1.03	$ 18.61	$ 19.71	$ 18.61	$ 21.92	$ 21.92	$ 19.71	$ 21.92
3	1.06	$ 19.15	$ 20.29	$ 19.15	$ 22.56	$ 22.56	$ 20.29	$ 22.56
4	1.09	$ 19.70	$ 20.86	$ 19.70	$ 23.20	$ 23.20	$ 20.86	$ 23.20
5	1.12	$ 20.24	$ 21.44	$ 20.24	$ 23.83	$ 23.83	$ 21.44	$ 23.83
6	1.15	$ 20.78	$ 22.01	$ 20.78	$ 24.47	$ 24.47	$ 22.01	$ 24.47
7	1.18	$ 21.32	$ 22.59	$ 21.32	$ 25.11	$ 25.11	$ 22.59	$ 25.11
8	1.21	$ 21.86	$ 23.16	$ 21.86	$ 25.75	$ 25.75	$ 23.16	$ 25.75
9	1.24	$ 22.41	$ 23.73	$ 22.41	$ 26.39	$ 26.39	$ 23.73	$ 26.39
10	1.27	$ 22.95	$ 24.31	$ 22.95	$ 27.03	$ 27.03	$ 24.31	$ 27.03
11	1.30	$ 23.49	$ 24.88	$ 23.49	$ 27.66	$ 27.66	$ 24.88	$ 27.66
12	1.33	$ 24.03	$ 25.46	$ 24.03	$ 28.30	$ 28.30	$ 25.46	$ 28.30
13	1.36	$ 24.58	$ 26.03	$ 24.58	$ 28.94	$ 28.94	$ 26.03	$ 28.94
14	1.39	$ 25.12	$ 26.60	$ 25.12	$ 29.58	$ 29.58	$ 26.60	$ 29.58
15	1.42	$ 25.66	$ 27.18	$ 25.66	$ 30.22	$ 30.22	$ 27.18	$ 30.22
16	1.45	$ 26.20	$ 27.75	$ 26.20	$ 30.86	$ 30.86	$ 27.75	$ 30.86
17	1.48	$ 26.74	$ 28.33	$ 26.74	$ 31.49	$ 31.49	$ 28.33	$ 31.49
18	1.51	$ 27.29	$ 28.90	$ 27.29	$ 32.13	$ 32.13	$ 28.90	$ 32.13
19	1.54	$ 27.83	$ 29.48	$ 27.83	$ 32.77	$ 32.77	$ 29.48	$ 32.77
20+	1.57	$ 28.37	$ 30.05	$ 28.37	$ 33.41	$ 33.41	$ 30.05	$ 33.41

2028-2029 $1.00 +3% Index

	BASE	$ 19.07	$ 20.14	$ 19.07	$ 22.28	$ 22.28	$ 20.14	$ 22.28
STEP	INDEX	AIDE	SPEC ED AIDE	FOOD SERVICE	DRIVERS	SECRETARY	ASSOCIATES OR EQUIVELANT	CUSTODIAN
1	1.00	$ 19.07	$ 20.14	$ 19.07	$ 22.28	$ 22.28	$ 20.14	$ 22.28
2	1.03	$ 19.64	$ 20.74	$ 19.64	$ 22.95	$ 22.95	$ 20.74	$ 22.95
3	1.06	$ 20.21	$ 21.35	$ 20.21	$ 23.62	$ 23.62	$ 21.35	$ 23.62
4	1.09	$ 20.79	$ 21.95	$ 20.79	$ 24.29	$ 24.29	$ 21.95	$ 24.29
5	1.12	$ 21.36	$ 22.56	$ 21.36	$ 24.95	$ 24.95	$ 22.56	$ 24.95
6	1.15	$ 21.93	$ 23.16	$ 21.93	$ 25.62	$ 25.62	$ 23.16	$ 25.62
7	1.18	$ 22.50	$ 23.77	$ 22.50	$ 26.29	$ 26.29	$ 23.77	$ 26.29
8	1.21	$ 23.07	$ 24.37	$ 23.07	$ 26.96	$ 26.96	$ 24.37	$ 26.96
9	1.24	$ 23.65	$ 24.97	$ 23.65	$ 27.63	$ 27.63	$ 24.97	$ 27.63
10	1.27	$ 24.22	$ 25.58	$ 24.22	$ 28.30	$ 28.30	$ 25.58	$ 28.30
11	1.30	$ 24.79	$ 26.18	$ 24.79	$ 28.96	$ 28.96	$ 26.18	$ 28.96
12	1.33	$ 25.36	$ 26.79	$ 25.36	$ 29.63	$ 29.63	$ 26.79	$ 29.63
13	1.36	$ 25.94	$ 27.39	$ 25.94	$ 30.30	$ 30.30	$ 27.39	$ 30.30
14	1.39	$ 26.51	$ 27.99	$ 26.51	$ 30.97	$ 30.97	$ 27.99	$ 30.97
15	1.42	$ 27.08	$ 28.60	$ 27.08	$ 31.64	$ 31.64	$ 28.60	$ 31.64
16	1.45	$ 27.65	$ 29.20	$ 27.65	$ 32.31	$ 32.31	$ 29.20	$ 32.31
17	1.48	$ 28.22	$ 29.81	$ 28.22	$ 32.97	$ 32.97	$ 29.81	$ 32.97
18	1.51	$ 28.80	$ 30.41	$ 28.80	$ 33.64	$ 33.64	$ 30.41	$ 33.64
19	1.54	$ 29.37	$ 31.02	$ 29.37	$ 34.31	$ 34.31	$ 31.02	$ 34.31
20+	1.57	$ 29.94	$ 31.62	$ 29.94	$ 34.98	$ 34.98	$ 31.62	$ 34.98