

AGREEMENT

between

CHARLOTTE PUBLIC SCHOOLS

378 State Street
Charlotte, MI 48813

and

CHARLOTTE PUBLIC SCHOOLS SECRETARIAL UNIT

July 1, 2023 through June 30, 2026

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This Agreement entered into and effective as of July 1, 2023, by and between the Board of Education of the Charlotte School District, Charlotte, Michigan, hereinafter called the "Board," and the Charlotte Public Schools Secretarial Unit, hereinafter called the "Unit."

ARTICLE 1
UNIT RECOGNITION

The Board hereby recognizes the unit as the exclusive bargaining representative, as defined in Act 379, Public Acts of 1965, for all part-time (working fifteen (15) or more hours per week), full-time and full year secretaries and clerical employees, but excluding secretaries, bookkeepers, and clerks who work in the Central Office; substitutes; temporary employees; third party contractors; supervisors and all other employees.

All personnel represented by the Unit in the above defined bargaining unit shall, unless otherwise indicated, hereinafter be referred to as "Secretaries" and reference to female personnel shall include the male personnel.

ARTICLE 2
EMPLOYEE RIGHTS

- A. Pursuant to Act 379 of the Public Acts of 1965, the Board and the Association hereby agree that every employee of the Board shall have the right to freely organize, join, and support the Unit, or to not do so, for the purpose of engaging in collective bargaining or negotiation and other concerted activities for mutual aid and protection. The parties undertake and agree that they will not directly or indirectly discourage, deprive or coerce any secretary in the employment of any rights conferred by said Act 379, or other laws of Michigan, or the Constitution of Michigan or the United States; that it will not discriminate against any secretary with respect to hours, wages, terms or conditions of employment by reason of their membership or non-membership in the Unit or participate or not participate in collective negotiations or their institution or refusal to institute any grievance, complaint or proceeding under this Agreement.
- B. The Unit and its members shall have the right, subject to prior approval of the supervisor in charge, to use school building facilities at all reasonable hours for meetings related to the local unit. Bulletin boards shall be made available to the Unit.
- C. The Board agrees to furnish to the Unit, in response to reasonable requests, information which will assist the Unit in developing accurate, informed and constructive programs on behalf of secretaries, together with information which may be necessary for the Unit to process any grievance or complaint.
- D. Any case of assault upon a secretary or their property, during working hours or arising out of a school situation, shall be promptly reported to the Superintendent or his/her designee.
- E. The employee may request Unit representation at any meeting which may result in discipline.

ARTICLE 3
BOARD RIGHTS

- A. Nothing contained herein shall be considered to deny or restrict the Board of its rights, responsibilities and authority under the Michigan General Schools Laws, or any other laws or

regulations. Except as specifically stated by this Agreement, all rights, powers and authority the Board had prior to this Agreement are retained by the Board.

B. It is expressly agreed that all rights which ordinarily vest in and have been exercised by the Board, except those which are clearly and expressly relinquished herein by the Board, shall continue to vest exclusively in and be exercised exclusively by the Board without prior negotiations with the Unit either as to the taking of action under such rights or with respect to the consequence of such action during the term of this Agreement. Such rights shall include, by way of illustration and not by the way of limitation, the right to:

1. Manage and control its business, its equipment and its operations and to direct the working forces and affairs of the Employer.
2. Continue its rights, policies and practices of assignment and direction of its personnel, determine the number of personnel and scheduling of all the foregoing, and the right to establish, modify or change any work or business or school hours or days.
3. Direct the working forces, including the right to hire, promote, suspend and discharge employees, transfer employees, assign work or duties to employees, determine the size of the work force and to lay off employees in accordance with the Articles contained in this Agreement.
4. Determine the services, supplies and equipment necessary to continue its operations and to determine all methods and means of distribution, dissemination, and/or selling its services, methods, schedules and standards of operation, the means, methods and processes of carrying on the work including automation or contracting thereof, or changes therein, the institution of new and/or improved methods or changes therein.
5. Adopt rules and regulations.
6. Determine the qualifications of employees, including physical conditions as provided by law.
7. Determine the use of volunteers in providing services.
8. Determine the number and location or relocation of its facilities, including the establishment or relocation of new schools, buildings, departments, divisions or subdivisions thereof, and the relocation or closing of offices, departments, divisions, or subdivisions, buildings or other facilities.
9. Determine the placement of operations, production, service, maintenance or distribution of work and the source of materials and supplies.
10. Determine reasonable provisions for health, safety, and first aid of employees during hours of employment.
11. Determine the financial policies, including all accounting procedures, and all matters pertaining to public relations.
12. Determine the size of the management organization, its functions, authority, amount of supervision and table of organization.
13. Determine the policy affecting the selection, testing or training of employees.

14. To hire all employees, to determine their qualifications and conditions for their continued employment.
 15. To establish course of instruction and in-service training program for employees and to require attendance at any workshop, conference, etc. by employees including special programs.
 16. Determine class scheduling, as well as the duties and responsibilities of other employees with respect to such scheduling.
 17. The Board and/or its representative may adopt rules and regulations not in conflict with the terms of this Agreement concerning the discipline of employees and said rules and regulations are not subject to the grievance procedure.
 18. To determine and re-determine job content.
- C. There is exclusively reserved to the Board all responsibilities, powers, rights and authority vested in it by the laws and constitutions of the State of Michigan and the United States, or which have heretofore been properly exercised by it, excepting where expressly limited by the provisions of this Agreement. The Board retains the rights, among others, to establish and enforce reasonable rules and personnel policies relating to the duties and responsibilities of secretaries and their working conditions, which are not inconsistent with the provisions of this Agreement or violations of law. It is further recognized that the Board, in meeting such responsibilities and exercising its powers and rights, acts through its administrative staff.
- D. Subject to the provisions of this agreement and Public Act 379 of the Public Acts of 1965, the school district reserves and retains full rights, authority and discretion to control, supervise and manage the operation of all schools and the educational process and to make all decisions and policies not inconsistent with the terms of this Agreement.

ARTICLE 4
PAYROLL DEDUCTIONS

- A. The Board shall, upon joint approval of the Unit and Board, also make payroll deduction, upon written authorization from bargaining unit members, for annuities, credit union, savings bond, charitable donations, or any other plan or programs, except where payroll deduction is prohibited by law (e.g., union dues/fees, political contributions).

ARTICLE 5
VACANCIES, PROMOTIONS & TRANSFERS

- A. A "vacancy" shall be defined as a position in this bargaining unit which is open due to the resignation, retirement, death or dismissal of the incumbent secretary which the Board determines to fill. A "vacancy" shall also include newly created positions.

All vacancies within the bargaining unit shall be open and posted for at least six (6) days in each of the buildings where a secretary is employed. Notification via school district email direct to all employed secretaries will be deemed acceptable for this notification requirement. Any secretary may apply for such vacancies.

- B. When vacancies occur during recess periods such that the six (6) days posting period, provided for in paragraph A above, will expire prior to the end of that recess period, the secretaries covered by

this Agreement will be notified of such vacancies by email and posting on the school district's website. The Unit president shall be notified by email when the position is filled.

- C. In filling such vacancy, the Board agrees to give due weight to the background and attainments of all applicants. The Board declares its support of policy for the awarding of positions in the same job classification as that of the internal applicant and for which the applicant is fully qualified. "Qualified" shall mean ability to perform the job duties, meet physical requirements of the job, holding required certifications and/or licenses, as well as having positive evaluation, attendance, and discipline records. Final selection will be the sole prerogative of the Superintendent or designee.
- D. With regard to secretarial testing:
 - 1. All new applicants outside the District may be tested.
 - 2. All internal candidates applying for posted positions higher than their current classifications may be tested.
- E. The parties agree that a secretary who is being considered for an unrequested transfer will be notified and consulted by the Administration prior to arrival at a final decision.

Prior to a transfer decision, the Unit President shall be notified.
- F. Transfers of secretaries from ten-month positions to twelve-month positions shall receive accumulated length of service credit on their new salary schedule and all other benefits equal to twelve-month positions.
- G. The employer shall notify the Unit in writing or via email when a new job is created.

ARTICLE 6

LAYOFF AND RECALL

- A. If there is any reduction, or reduction in hours, of the secretarial staff, a secretary in a class with the greater seniority shall remain employed over a secretary with less seniority provided that he/she is fully qualified to perform the work as determined by their present and impending immediate supervisors, and he or she has received an annual performance evaluation rating of "effective" or higher on his/her most recent evaluation. "Qualified" shall mean ability to perform the job duties, meet physical requirements of the job, holding required certifications and/or licenses, as well as having positive evaluation, attendance, and discipline records. Any secretary whose services are so interrupted (laid off) shall have at least twenty (20) working days' notice.
- B. If secretaries whose services have been so interrupted are to be re-employed, those having the greatest seniority shall be recalled first to an open position, provided that they are fully qualified to perform the work as determined by their former and impending immediate supervisors, and provided their most recent performance evaluation rating was "effective" or higher. The District has no obligation to recall employees rated below "effective" on their most recent performance evaluation. Secretaries with five (5) or more years of seniority shall be eligible for recall one (1) year from the date of layoff. Secretaries with less than five (5) years of seniority shall be eligible for recall for six (6) months from the date of layoff.

ARTICLE 7
SENIORITY AND PROBATIONARY EMPLOYEES

- A. “Seniority” shall be defined as continuous service in the classification from the most recent date of hire. Probationary employees shall have no seniority. Seniority shall not accrue during forced layoffs and paid leaves. Seniority shall not accrue during unpaid leaves but shall be retained at the level attained by the secretary at the time unpaid leave commences.
- B. Seniority is lost when an employee is terminated for cause, quits, or retires.
- C. A seniority list shall be developed by the Board and transmitted to the Unit President and all secretaries annually. If no written objections are received within twenty (20) days of the distribution list, it shall be regarded as conclusive.
- D. A new employee, shall remain on probation for one hundred fifty (150) work days. Following a probationary period, the administrator shall recommend that the secretary be removed from probationary status so long as their evaluation is “effective” or higher. At the conclusion of this probationary period, the employee will be terminated, terminate the employee’s probationary status, or have the probationary period extended for an additional thirty (30) days. At the conclusion of the probationary extension period, final determination will be made to either terminate the employee’s probationary status or terminate employment.

A secretary who begins employment on or before the end of the first semester will be eligible for a wage increase as outlined in Article 11 at the beginning of the following fiscal year. Employees hired on or after the second semester begins will not be eligible for a wage increase for the next fiscal year.

A new probationary employee will be given a copy of the secretarial contract and evaluation form by the Human Resources Office upon request. This form will be used to evaluate the secretary during the probationary period.

- E. The Unit shall represent probationary employees for the purpose of collective bargaining in respect to hours, wages, terms and conditions of employment. The Unit shall not represent discharged and disciplined probationary employees for matters other than Unit activity.
- F. A newly hired employee shall be on probationary status, taken from and including the first day of employment. At any time prior to the completion of the probationary period, they may be dismissed by the Employer without appeal by the Unit. Upon completion of the probationary period of employees, seniority begins retroactive to the date of employment.
- G. The Unit President shall be notified by the Human Resources Office when a new employee is hired, changes from part-time to full-time, or has completed the probationary period. The Unit President shall be responsible to notify all members of the Unit.

ARTICLE 8
GRIEVANCE PROCEDURE

- A. The primary purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems of the parties to the dispute.

It is agreed that:

1. Both parties shall keep these proceedings as confidential as may be appropriate at each level of the proceeding, the parties, however, understand that the documents created in the process are subject to FOIA.
 2. All documents, communications and records dealing with a grievance shall be filed separately from the personnel files of the participants and no reprisals of any kind shall be taken by or against any party of interest in the grievance procedure by reason of such participation.
 3. A grievance may be withdrawn at any level without prejudice or record unless, in the judgment of the Unit representative, the grievance affects a group of secretaries, in which case the Unit shall process the grievance at the appropriate level.
 4. Work days shall be defined as days which the Central Administrative office is open for the purposes of this Article only.
 5. The parties may agree in writing to extend time lines.
- B. If an individual secretary has a personal complaint which they desire to discuss with a supervisor, they are free to do so without recourse to the grievance procedure. However, no grievance shall be adjusted without prior notification to the Unit and opportunity for a Unit representative to be present, nor shall any adjustment of a grievance be inconsistent with the terms of this Agreement. The Unit will be solely responsible for processing of a grievance on behalf of a secretary.
- C. A claim by any secretary or the Unit that there has been a violation, misinterpretation, or misapplication of any provision of this Agreement may be processed as a grievance. A grievant may invoke the formal grievance procedure on a form signed by the grievant and a designated Unit representative. A copy of the grievance form shall be delivered to the principal or supervisor within five (5) work days of the date of the occurrence giving rise to the grievance or within five (5) work days of the date it is reasonable to assume that the grievant or the Unit should have become aware of the conditions giving rise to the grievance. In no instance shall this time period exceed thirty (30) days from the date of the occurrence. If the grievance involves more than one school building or a contractual problem, it may be filed directly with the Superintendent.
- D. Each grievance shall contain:
1. A statement of facts supporting the claim (who, what, where, when).
 2. A citation to the Articles or sections of this Agreement alleged to have been violated.
 3. A requested remedy or resolution for the grievance.
 4. The name and the signature of the grievant.
- E. Formal decisions rendered at Levels I, II, III, and IV of the grievance procedures shall be in writing, setting forth the decisions and reasons therefore, and shall be transmitted promptly to all parties in interest.

PROCEDURE LEVEL I

Within ten (10) work days of receipt of the grievance, the principal or supervisor shall meet with the Unit representative and grievant in an effort to resolve the grievance. The principal or supervisor shall indicate his/her disposition of the grievance in writing within ten (10) work days of such a meeting and shall furnish a copy thereof to:

1. Unit President
2. Grievant

PROCEDURE LEVEL II

If the Unit or aggrieved person is not satisfied with the disposition of the grievance, or if no disposition has been made within ten (10) work days of the meeting held in Procedure Level I, the grievance shall be transmitted, within ten (10) work days of the Level I disposition, to the Superintendent or his/her designee, who shall meet with the Unit representative on the disposition of the grievance within ten (10) work days after the receipt of the grievance. The Superintendent or his/her designee shall indicate his/her disposition of the grievance in writing within ten (10) work days of such meeting and shall furnish a copy thereof to the Unit President.

PROCEDURE LEVEL III

If the Unit is not satisfied with the disposition of the grievance by the Superintendent or his/her designee, or if no disposition has been made within ten (10) work days of such meeting, the grievance shall be transmitted, within ten (10) work days of the Level II disposition, to the Board by filing a written copy thereof with the secretary or other designee of the Board. The Board, no later than its next regular meeting, or two (2) calendar weeks, whichever shall be later, may hold a hearing on the grievance, review such grievance in executive session, or give such other consideration as it shall deem appropriate. Disposition of the grievance, in writing, by the Board shall be made no later than ten (10) work days thereafter. A copy of such disposition shall be furnished to the Unit President and grievant.

PROCEDURE LEVEL IV

If, at this point, the grievance has not been satisfactorily settled, the Unit shall have the right to submit such grievance to arbitration by the American Arbitration Association in accordance with their rules, providing such submission is made within ten (10) work days after receipt by the Unit of the Board of Education's answer. If the grievance has not been submitted to arbitration within said ten (10) work day period, it shall be considered withdrawn by the Unit. The fees and expenses of the arbitrator shall be paid by the loser. All other expenses shall be borne by the party incurring them, and neither party shall be responsible for the expenses of witnesses called by the other. The arbitration shall be conducted consistent with the Uniform Arbitration Act, PA371 of 2012.

It is expressly agreed that the power and authority of the arbitrator shall be limited in each case to the resolution of the question submitted to him/her. It is further specifically agreed that the arbitrator shall have no power to add to, subtract from, or modify any of the terms of this Agreement.

The arbitrator shall have no power:

1. To resurrect or require retroactive adjustment in any other case previously settled or withdrawn.
2. To establish salary scales.
3. To rule on the termination of services, including layoff or discharge.

4. To rule on an evaluation.
5. To rule on transfer or filling of vacancies.
6. If the grievant files in an alternative forum on the same factual basis as the grievance, the grievance shall be withdrawn.

ARTICLE 9
MISCELLANEOUS PROVISIONS

- A. Periodically there will be meetings with a group of secretaries and administrators to discuss mutual concerns.
- B. The Superintendent may request that any secretary have a medical examination when it is necessary to determine if a secretary can perform the essential functions of their current assignment with or without reasonable accommodations or as is authorized by the Family and Medical Leave Act or Americans with Disabilities Act. The cost of the medical exam shall be paid by the Board of Education.
- C. This Agreement will be posted on the district's website.
- D. Secretaries may leave early without pay, with the consent of their immediate supervisor and/or principal.
- E. Arrangements may be made to allow up to three secretaries (negotiating team) to attend negotiations, without loss of pay at a time mutually agreed upon, if scheduled during working hours.
- F. **UNIT PRESIDENTS**
 1. The employees shall be represented by a Unit President and Alternate, who shall be chosen or selected in a manner determined by the employees and the Unit. The Alternate shall act as an employee representative only in the event the Unit President is unavailable. The Unit President must provide the District with the name of this Alternate.
 2. Arrangements may be made to allow the Unit President time off with pay for the purpose of investigating grievances and attending grievance meetings, including arbitration, during their working hours, upon approval of their supervisor.

ARTICLE 10
HOURS & WEEKS OF WORK

- A. All secretaries shall fully, faithfully and properly perform the duties of their employment.
- B. A secretary is considered full time if scheduled for a minimum of thirty (30) hours per week. The normal work week shall not exceed forty (40) hours per week, Monday through Friday. This is subject to change if job requirements specify differently. Secretaries shall be notified ten (10) work days prior to any schedule change.
- C. All secretaries working in excess of five (5) hours per day shall be entitled to a duty-free, uninterrupted lunch period of not less than 30 minutes, without pay, the timing of which to be mutually agreed upon with the immediate supervisor.

- D. Secretaries shall not exceed the number of work weeks of their immediate supervisor unless unusual circumstances or job requirements prevail; however, they shall be expected to work the equivalent number of weeks as their immediate supervisor, if so scheduled by the Board.

- E. Summer work shall be offered to bargaining unit members before outside applicants/substitutes are considered. Summer work is defined as substituting for a full year Unit secretary or working on special projects arising during the summer that require secretarial help. Summer projects for Central Office are excluded from this consideration. Any bargaining unit member who does summer work shall be paid at their normal rate of pay for hours worked. If bargaining unit members desire to be called for summer work, they shall notify the Human Resources Office in writing by June 1 of each year. The Human Resources Office will maintain a list of secretaries available for summer work.

- F. When completing time records, the Secretary should enter actual time of arrival and leaving. If a secretary is absent during normal working hours, they must record the reason for absence. The Secretary is responsible for having their time record approved by their supervisor or principal and submitted to the payroll office by the date and time scheduled by the business office.

ARTICLE 11
COMPENSATION

- A. The minimum beginning hourly rate of a newly hired secretary will range from \$15.90 - \$17.15 per hour. The hourly rate upon hire is at the sole discretion of the District based upon previous related experience, certifications, education, or other qualifications deemed appropriate. Any secretary paid as Class B as of June 30, 2023 will be moved to the Class A equivalent rate of pay effective July 1, 2023.

- B. Secretaries will be granted the following hourly rate increase if they received a rating of “effective” or higher on their most recent performance evaluation.
 - Beginning July 1, 2023: Base Hourly Rate at June 30, 2023 x 1.05 (Five Percent Increase)
 - Beginning July 1, 2024: Base Hourly Rate at June 30, 2024 x 1.03 (Three Percent Increase)
 - Beginning July 1, 2025: Base Hourly Rate at June 30, 2025 x 1.03 (Three Percent Increase)

- C. Authorized time worked in excess of forty (40) paid hours in any one week (Monday through Friday) shall be compensated at an hourly rate of time and one-half. Paid time off (examples may include: vacation, holiday, personal, inclement weather, or sick days) shall not be included in calculating overtime. Overtime will only be granted in extenuating circumstances. Overtime will not be worked without the prior approval of the secretary’s immediate supervisor and the Superintendent or designee. All hours worked, including overtime, must be submitted to the employee’s immediate supervisor on a timesheet. Failure to follow these requirements may result in a denial of overtime pay.

- D. Alterations in the normal work day will be subject to the approval of the employee’s immediate supervisor (building principal).

- E. There shall be a minimum of ten (10) paid holidays as follows:

- Day Before or After New Year’s Day (Superintendent’s Discretion)
- New Year’s Day
- Good Friday
- Monday of Spring Vacation
- Memorial Day

Fourth of July **only for secretaries scheduled to work more than 48 weeks per year*
Labor Day
Thanksgiving Day
Day after Thanksgiving
Day Before or After Christmas Day (Superintendent's Discretion)
Christmas Day

All secretaries shall receive compensation for President's Day if it is included in the school calendar as a non-staff day. All secretaries shall receive Mid-Winter Break days off with pay if these days are included in the school calendar as non-staff days.

- F. Friday before Labor Day. All secretaries may have the option of taking off work with no pay the Friday before Labor Day, subject to their supervisor's approval.
- G. Secretaries shall be entitled to a floating holiday which can be taken at a time mutually agreed upon by the secretary and the building administrator.
- H. Holidays occurring during the vacation period shall not be charged against vacation allowance.
- I. Secretaries need not report to work on days when school is closed due exclusively to inclement weather (examples may include snow or ice); however, if school is open remotely staff may be requested to report to work. Failure to do so may result in disciplinary action. If the school receives State Aid in full under the State Aid Act for the days when school is closed due to inclement weather, secretaries will receive their full regular compensation, up to six (6) days. Employees shall work on any rescheduled days at their normal rate of compensation. For cancellations beyond six (6) days or for reasons other than inclement weather, the secretary must report for work in order to be compensated, or use a vacation day or personal business day to receive compensation, if approved by their administrator. The determination to cancel, delay, and/or reschedule any day of work or partial day shall be the prerogative of the Employer and shall not be subject to the grievance process.
- J. Paychecks will be issued twice a month.
- K. Home event athletic pass (regular season home games only) for individual secretaries. Secretaries represent the district at all athletic events, and shall be "on call" if assistance is needed by administrators.

ARTICLE 12 **IMPROVEMENT**

- A. Each secretary should continue to improve. In-service programs will be provided cooperatively by the administration, school board, and secretaries at least once per year as mutually agreed upon by both parties and subject to the budget process. It is suggested that in-service courses be offered in part on school time.
- B. All secretaries shall be expected to participate in reasonable in-service programs formulated with the cooperation of the Board, the Administrators and the Secretaries, unless excused for a period of time because of illness or some other unavoidable cause.
- C. Improvement shall be defined as subject matter improvements and shall not be construed as to imply taking of any specific course or number of courses in any given period of time.
- D. The parties support the principals of continuing training of secretaries.

- E. When new equipment and/or software are purchased for office use, the administration will provide appropriate training for secretaries. The amount and kind of training including place and time will be determined by the administration. If secretaries are not satisfied with the training arrangements made by the administration, the Unit President and the Superintendent, or their designee, shall meet to try to resolve any problems associated with the training arrangements. The Superintendent's decision shall be final and will not be subject to the grievance procedure.

**ARTICLE 13
FISCAL YEAR**

Unless otherwise stated – all terms of this Agreement shall be considered and administered on a fiscal year basis, July 1 to June 30. The exception is seniority, which shall be computed on the basis of anniversary of date of hire. Should an employee start working between the first and fifteenth day of the month, a full month's credit will be given. After the fifteenth day of the month, the employee shall wait until the following month to receive credit.

**ARTICLE 14
VACATIONS**

- A. Non-probationary Secretaries who work 48 weeks or more shall have the following paid vacation schedule:

With the Completion of 1 to 5 years 2 Weeks
[Ten (10) Working Days]

With the Completion of 6 to 9 years..... 3 Weeks
[Fifteen (15) Working Days]

With the Completion of 10 years and over.....4 Weeks
[Twenty (20) Working Days]

Vacation time must be arranged with the secretary's immediate supervisor with concurrence of the Superintendent of Schools.

- B. A qualifying secretary who begins employment on or before the end of the first semester will be considered eligible for vacation the following fiscal year as outlined in paragraph A above. Employees hired on or after the second semester begins will not be considered eligible until completion of the following full fiscal year.
- C. Vacation allowance may not be accumulated from one year to the next, except on the basis of written request, which must be approved by the immediate supervisor and used before July 30 of the same calendar year.
- D. Vacation shall be scheduled at a time when this will not unduly interfere with or hamper normal operations of the school system. Insofar as possible within this limitation, vacations shall be scheduled at a time satisfactory to the secretary and their immediate supervisor.
- E. Vacation shall be scheduled for a period of not more than one week at a time, or not more than the number of days to which the employee is entitled, whichever is smaller, unless otherwise approved by the immediate supervisor.

- F. Prior or subsequent overtime will not be generally approved within that pay week as a result of time lost due to vacation.

ARTICLE 15
INSURANCE PROTECTION

The Board of Education, for the duration of this Agreement, shall make premium (and other medical benefit plan costs) contributions on behalf of secretaries (as defined in Article 12 of this Agreement) (and eligible dependents) while employed by the District on a regular basis for thirty (30) or more hours per week for one of the following option packages. The secretary shall elect one of the following option packages during the open enrollment period and the decision shall be irrevocable for that school year, unless a qualifying life event necessitates change. The secretary and District are bound by certification requirements of the carrier.

When employment is interrupted by layoff, discharge, quit, retirement or unpaid leave of absence, all employer paid insurance coverage continues only for the balance of the month in which such termination occurs unless otherwise required by law.

If an employee's spouse works full time and his or her employer offers family group health care coverage to its employees, the employee is strongly encouraged to have their spouse take coverage with their employer if out of pocket premium costs or coverage differences do not impose a financial hardship* on the individual or family, and cannot be covered as a dependent under the health insurance program. An employee may request Unit representation. If the spouse does not have the option of group health care coverage then employee may be eligible to be covered under the health insurance program. Employee will be required to pay the requisite premium cost as described under Article 17 in the Master Agreement. Employee will be required to provide annually a truthful statement regarding insurance coverage available through an alternative source.

*Financial Hardship to be reviewed by Unit and Administration as needed.

OPTION 1

Upon submission of written application, the Board shall make payments on behalf of the employee and their eligible dependents for mutually agreed upon health insurance coverage. The Board's contribution for health plan medical benefit costs shall not exceed the following amounts per month. At no time shall the Board's contribution for health plan medical benefit costs exceed the contribution limits authorized by the State Treasurer under Section 3 of 2011 Public Act 152 (as amended).

	2023-2024	2024-2025	2025-2026
SINGLE	\$550.00	\$555.00	\$570.00
TWO PERSONS	\$1,200.00	\$1,215.00	\$1,250.00
FAMILY	\$1,500.00	\$1,515.00	\$1,560.00

Any health plan medical benefit costs required to maintain coverage in excess of the Board's monthly contributions specified above for Plan A shall be the responsibility of the bargaining unit member and shall be payroll deducted from the wages of that individual. The medical benefit plan coverage year shall run from July 1 through June 30, annually.

It is acknowledged that the monthly amount contributed by the Board (as set forth above) shall first be allocated to the premium (and other medical benefit plan costs) for the health plan with any remaining amount of the Board's designated contribution then allocated to fund a qualifying employer sponsored HSA deductible, if the employee is participating in a CPS HSA eligible high deductible health plan.

Example: The HSA single subscriber premium is \$500. The Board would first allocate \$500 of its \$550 monthly contribution for other medical benefit plan costs (as specified above) to the qualifying HSA premium (and other medical benefit plan costs) with the remaining \$50 deposited to the employee's qualifying Health Savings Account.

Board payment of the premium for mutually agreed upon dental insurance.

Board payment of the premium for Long-Term Disability Insurance: 66 2/3 – 60 calendar day wait.

Board payment for the premium for Life Insurance of \$20,000 with AD & D.

Board payment of the premium for mutually agreed upon vision insurance.

The District shall not be required to provide the health insurance segment of this option if a secretary is already covered by another health insurance plan.

OPTION 2

For eligible employees waiving Option 1 above, a cash stipend in the amount of \$400.00 per month shall be paid by the Board to the employee in accordance with the Section 125 Cafeteria Plan. If an employee waives available coverage(s) under the Section 125 Plan and elects to receive additional compensation under the terms of the Plan, any direction of that compensation to a tax deferred annuity under Section 403(b) of the Internal Revenue Code or within the meaning of Section 1224 of the Revised School Code shall be regarded as a voluntary and elective contribution made by the employee through salary reduction. All cash in lieu payments are conditional upon the District receiving documentation of other coverage that meets the Affordable Care Act minimum value and coverage requirements.

Board payment of the premium for mutually agreed upon dental insurance.

Board payment of the premium for Long-Term Disability Insurance: 66 2/3 – 60 calendar day wait.

Board payment for the premium for Life Insurance of \$20,000 with AD & D.

Board payment of the premium for mutually agreed upon vision insurance.

Disputes over policy coverages between the insurance carrier, policyholder and/or underwriter and employees or their dependents or beneficiaries shall be a matter solely between the employee and the insurance company.

The terms of any insurance contract or policy issued by any insurance underwriter, carrier, policyholder or third-party administrator shall be controlling as to all matters concerning benefits, eligibility, coverage, termination of coverage and other related matters. The employee is responsible for assuring completion of all forms and documents required for participation in the above-described insurance programs. The School District, by payment of its share of the insurance premiums indicated above shall be relieved from any and all liability with respect to insurance benefits programs.

ARTICLE 16
LEAVES OF ABSENCE

- A. Any secretary whose personal illness, including maternity, and/or family care extends beyond the period compensated under Article 19 may be granted a leave of absence without pay for such time as is necessary for complete recovery from such illness, up to a maximum of one (1) calendar year. Upon return from leave, a secretary may be assigned to a like position provided it is vacant. There should be a notice of intent to return of no less than 30 days prior to the anticipated return date.

When it is determined either by mutual agreement or a doctor's statement that a secretary cannot fulfill the essential functions of her assignment (with or without reasonable accommodation), the secretary will ask for a voluntary leave of absence; or the District may place the secretary on an involuntary leave of absence. In either case, the secretary shall have the opportunity to carry her fringe benefits at the secretary's expense, to the extent permitted under FMLA.

- B. Jury Duty or Subpoena: A secretary who serves on Jury Duty will be paid the difference between their pay for that duty and her regular pay provided proof of service and pay is submitted. A leave of absence with full pay shall be granted for court appearances when subpoenaed as a witness in any case connected with the secretary's employment on behalf of the District so long as it is not the result of the employee's misconduct. Absences required by this paragraph shall not be deducted from sick leave.
- C. Adoptive Leave: Any secretary may apply for an adoptive leave without pay. Leave for this purpose shall be granted to an eligible secretary to the extent required by the Family and Medical Leave Act. When first notified that they have been accepted as an adoptive parent by the adoption agency, the secretary desiring leave shall apply to the Personnel Office for an adoptive leave without pay that shall commence when the secretary assumes custody of the child and may continue for up to one (1) year.
- D. Military Leave: Military leaves of absence shall be granted to any secretary who shall enter into military service, consistent with state and federal laws. Secretaries on military leave shall be given the benefit of any increments that would have been credited to them had they remained in active service to the school system and all accumulated sick days acquired prior to entry into the service will be reinstated.
- E. Personal Leave: Personal leave must be approved by the Superintendent, or his/her designee.
- F. To the extent required by the Family and Medical Leave Act (PL 103-3), an eligible secretary shall be granted leave and all other rights specified by the law. When leave is taken by an eligible secretary under the Family and Medical Leave Act, the District shall likewise enjoy and reserve all rights afforded it by the law, whether or not the same are specifically enumerated in this Agreement. The parties intend that the provisions of the Family and Medical Leave Act, including District and eligible secretary rights and responsibilities shall be supplementary to this Agreement and shall prevail over the terms of this Agreement to the extent of any conflict or inconsistency.
- G. Applicable leaves shall run concurrent with FMLA if an employee is eligible for FMLA leave.
- H. Any employee elected or appointed to a full-time office or position in the Unit whose duties require her absence from work, shall be granted a leave of absence without pay for up to one (1) year. This leave may be extended at the Board's discretion for an additional year.

ARTICLE 17
BUSINESS AND SICK LEAVE

- A. **Sick Leave:** A full time secretary is credited with eleven (11) days of sick leave on the first day of their contract each year, for personal illness or family care, cumulative to 40 days. Sick days may be used for personal business with approval of their immediate supervisor. "Personal business" days are intended to allow the employee to complete needed tasks that can only be performed during the school day or days when the employee is not working such as scheduled service appointments, court appearances, or other similar obligations. Personal business days are not intended to be used as vacation days or before or after a scheduled school year break."
- B. A crisis sick leave extension may be allowed to cover emergency situations where an employee faces an extended absence qualifying for FMLA leave. A written request must be received by the Superintendent from the employee and all of the employee's own sick leave days must be exhausted. Crisis sick leave may be granted for up to a maximum of ten (10) days subject to the Superintendent's approval.
- C. A secretary must use their accumulated sick leave prior to making application for benefits under the long-term disability policy referenced in Article 17 of this Agreement.
- D. Applicable paid leave shall run concurrent with FMLA if an employee is eligible for FMLA leave.
- E. **Worker's Disability Compensation:** A secretary who is absent because of an injury or disease under the Worker's Disability Compensation Act shall make a written election of one of the following options at the time they become eligible for workers' compensation benefits:
1. The secretary may utilize their accumulated sick leave for each day absent provided that they reimburse the District for the amount of workers' compensation benefits received for the corresponding pay period. Secretaries shall only be eligible to access this alternative if they have sufficient sick leave accumulation.
 2. The secretary may elect to receive workers' compensation benefits only.
 3. The secretary may elect to receive the difference between her regular compensation and the amount received as workers' compensation benefits. Such difference in compensation shall be computed on a percentage basis, and this percentage shall be deducted from the secretary's sick leave accumulation. (For example: if workers' compensation pays sixty percent (60%) of full pay, sick leave will only pay forty percent (40%) and the sick leave accumulation shall be charged .4 of a day for each day so used.) Secretaries shall only be eligible to access this alternative if they have sufficient sick leave accumulation.
- Injuries or diseases compensable under the Workers' Compensation Act shall be reported immediately to the Human Resources Office so instruction may be given on how to proceed relative to billing of medical services, reporting, etc.
- A secretary who is absent because of an injury or disability shall not return to work without first presenting notification from a physician that the secretary may return to work and is capable of performing the essential functions of her assignment, with or without reasonable accommodation. The Board may require a second medical opinion, at its expense.
- F. A secretary who is unable to perform her duties because of illness shall notify her office before the start of the work day. A medical excuse may be required for an employee.

- G. Leave of absence with pay chargeable against the secretary's sick leave allowance shall be granted for the following reasons:
1. All eleven (11) days per working year for an illness in the immediate family. "Immediate family" shall be defined as: father, mother, father-in-law, mother-in-law, spouse, children, brother, brother-in-law, sister, sister-in-law, daughter-in-law, son-in-law, niece, nephew, grandmother, grandfather, grandchild and others living within the household of the employee.
 2. Health appointments shall be charged against the employee's sick leave. Exceptions may be made at the discretion of the secretary's immediate supervisor.
- H. Funeral Leave: Leave of absence with pay not chargeable against the secretary's sick leave allowance shall be granted for the following reasons:
1. A maximum of five (5) days for a death in the immediate family. "Immediate family" shall be defined as: father, mother, father-in-law, mother-in-law, spouse, children, brother, brother-in-law, sister, sister-in-law, daughter-in-law, son-in-law, niece, nephew, grandmother, grandfather, grandchild and others living within the household of the employee.
 2. Time necessary for attendance at the funeral service of a person whose relationship to the secretary warrants such attendance, if approved by her immediate supervisor.
- I. Unpaid leave shall be acceptable upon approval of the secretary's immediate supervisor and/or principal. Any leave request for an extended period of time (in excess of one week) must be approved by the Superintendent.
- J. Attendance Incentive: For each year (July – June) the employee shall receive an attendance incentive as outlined below. An attendance incentive is available for no or limited absences defined as no absence other than sick days being used as personal days (or snow days), funeral days or approved vacation. Jury duty, court ordered appearances, and district requested absences are excluded from this calculation. This incentive will be paid the last pay of the contract year (June).

Full Time Employees (30 or more hours per week)

- 0-1 Absences During Contract Year = \$500 off schedule payment
- 2-3 Absences During Contract Year = \$300 off schedule payment

Part Time Employees (Less than 30 hours per week)

- 0-1 Absences During Contract Year = \$250 off schedule payment
- 2-3 Absences During Contract Year = \$150 off schedule payment

ARTICLE 18
PART-TIME SECRETARIES

A part-time secretary shall be defined as a secretary who works less than thirty (30) hours per week.

Part-time secretaries shall not be covered by the provisions of the Article 17/Insurance as long as he/she is regularly scheduled to work less than 30 hours per week, as specified in Article 17.

A part-time secretary will receive pro-rated compensation based on their regular daily schedule for each of the holidays listed for full-time secretaries under Article 12E.

A part-time secretary will be credited with eleven (11) days of sick leave, equivalent hours paid are determined based on the secretary's normal daily schedule.

A part-time secretary will receive a maximum of five (5) pro-rated days of bereavement leave for a death in the immediate family. Part-time secretaries shall also qualify for time necessary for attendance at the funeral service of a person whose relationship to the secretary warrants such attendance, if approved by her immediate supervisor.

A part-time secretary will receive pro-rated credit for seniority computation for each full year that he/she is in their part-time position.

ARTICLE 19 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 forty (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 than 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 20 RESIGNATION AND RETIREMENT

- A. Any secretary desiring to resign shall file a letter of resignation with her immediate supervisor at least ten (10) working days prior to the effective date.
- B. Any secretary who resigns from their position maintains their right to being paid for earned vacation time, prorated based upon the amount of time the employee worked that school year.
- C. Any secretary leaving employment with the District will not be entitled to payment for accumulated sick time.
- D. Mandatory state retirement fund contributions will be paid by the Board of Education. This does not include voluntary member investment plans.

ARTICLE 21 EVALUATIONS

- A. An annual evaluation form will be used to evaluate a secretary's performance based generally on their job description.

- B. Any secretary who received a rating of minimally effective or ineffective from their evaluating administrator may be required to seek specific training to provide improvement in their area of weakness.
- C. Signing of an evaluation represents the secretary's receipt of the evaluation. Should the secretary refuse to sign an evaluation, the District will request that the Superintendent or designee witness the receipt and document such.

ARTICLE 22
SCOPE, WAIVER AND ALTERATION OF AGREEMENT

- A. No agreement, alteration, understanding, variation, waiver or modification of any of the terms or conditions or covenants contained in this Agreement shall be made by any employees, group of employees, supervisory or administrative personnel, unless executed in writing between the parties to this Agreement and after having been ratified by both the Board of Education and the Unit.
- B. The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of the terms of and conditions herein.
- C. No increase in benefits or compensation beyond that allowed in the contract will be permitted unless expressly ratified by both parties.
- D. If any Article or paragraph of this Agreement or any supplement thereto should be held invalid by operation of law or by any tribunal of competent jurisdiction (or if compliance with or enforcement of any Article or paragraph should be restrained by such tribunal) the remainder of this Agreement and supplements shall not be affected thereby, and the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement for such Article or paragraph.
- E. It is hereby agreed that this Agreement is the complete understanding between the parties. This Agreement shall supersede any rules, regulations or practices of the Board, which shall be contrary to or inconsistent with its terms. It shall likewise supersede any contrary or inconsistent terms contained in any individual employee contracts heretofore in effect. All future individual employee contracts shall be made expressly subject to the terms of this Agreement. The provisions of the Agreement shall be incorporated into and be considered part of the established policies of the Board. Individual contracts shall not be issued until both parties ratify this Agreement.
- F. This Agreement incorporates the Agreement reached by the parties on all agreed issues, which were subjects of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge of contemplation of either or both of the parties at the time they negotiated or signed this Agreement.
- G. The Unit and the Board recognize that strikes and other forms of work stoppage by employees are contrary to law and public policy. The Unit and the Board subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of the school system. The Unit, therefore, agrees that its officers, Representatives and members shall not authorize, instigate, cause, aid, encourage, ratify or condone, nor shall any member take part in any strike, slowdown or stoppage of work.
- H. The Board shall not authorize, instigate, cause, aid, encourage, ratify or condone any lockout of employees.

- I. If an emergency financial manager is appointed by the State under PA 4 of 2011, Fiscal Accountability Act, the emergency manager may reject, modify, or terminate the Collective Bargaining Agreement in his/her sole discretion. This authority is a prohibited subject of bargaining under the Public Employment Relations Act (PERA).

ARTICLE 23
DURATION OF AGREEMENT

This Agreement shall be effective upon ratification by both parties and shall continue in effect until the 30th day of June, 2026.

This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated. This Agreement is entered into this 8th day of May, 2023, by the parties.

The effective date of this Agreement is July 1, 2023.

IN WITNESS WHEREOF, the parties have caused this instrument to be executed.

Charlotte Public Schools


Charlotte Public Schools Secretarial Unit



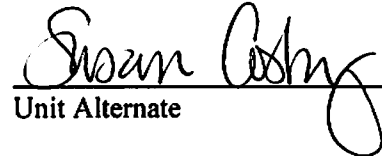
Board of Education Secretary



Unit President



Superintendent



Unit Alternate

2022-2023 BASE		2023-2024		2024-2025		2025-2026
HOURLY RATE		HOURLY RATE		HOURLY RATE		HOURLY RATE
\$ 15.15		\$ 15.91		\$ 16.38		\$ 16.88
\$ 15.90		\$ 16.70		\$ 17.20		\$ 17.71
\$ 16.85		\$ 17.69		\$ 18.22		\$ 18.77
\$ 17.35		\$ 18.22		\$ 18.76		\$ 19.33
\$ 17.50		\$ 19.11		\$ 19.68		\$ 20.27
\$ 17.60		\$ 18.48		\$ 19.03		\$ 19.61
\$ 17.90		\$ 18.80		\$ 19.36		\$ 19.94
\$ 18.20		\$ 19.11		\$ 19.68		\$ 20.27
\$ 18.75		\$ 19.69		\$ 20.28		\$ 20.89