

Dexter Community Schools
Board of Education
Executive Summary and Recommendation

- Purpose: To ratify a successor agreement with the Dexter Education Support Personnel Association.
- Explanation: The attached tentative agreement with the DESPA was ratified by the DESPA membership last week. The successor agreement will run from 2022-2025 with a financial reopener in 2023-2024 and 2024-2025. The agreement includes increases for all hourly wages, and an off-schedule payment for employees currently on step 10 in the 2021-2022 school year, longevity payment increase and a guaranteed off-schedule payment to be paid by October 31, 2022 for actively employed members based on 2021 base amount earned. Effective January 2022, the Board maximum contribution will be 80% of the premiums of the medical/health benefit plan costs. The agreement includes language changes to clarify uniform reimbursement, paraeducators and food and nutrition employees.
- Recommendation: It is the recommendation of the Superintendent for the Dexter Community Schools Board of Education to ratify the attached tentative agreement for a successor agreement between the DCS Board of Education and the Dexter Education Support Personnel Association.

TA'd 6/9/22



Frances Bastion

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**SUCCESSOR AGREEMENT
BETWEEN THE
DEXTER COMMUNITY SCHOOLS BOARD OF EDUCATION
AND THE
DEXTER EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION**

This successor agreement for the contract expiring June 30, 2022 is entered into between and among the Dexter Educational Support Personnel Association (the "Association"), collectively referred to as "the parties".

The parties agree as follows:

1. The contract will be for three (3) years effective July 1, 2022 through June 30, 2025.
2. There will be a financial re-opener for 2023-2024 and 2024-2025.
3. Hourly wages will be increased as follows:
 - Eliminate steps 1-5 for Custodians/Grounds, Maintenance, Secretaries, Cooks/Cashiers and Kitchen Managers
 - Special education paraeducators, Custodians/Grounds, Secretaries will earn the same hourly rate
 - Eliminate general education paraeducator and lunch monitor steps
 - Certified skilled maintenance increased by \$2.00/hour after certification is earned.
 - A \$1000 stipend for counseling secretary, special education secretary and the secretary that holds the DSO to be paid with half in November and the remainder in May.

Custodians/Grounds:

- Employees on Step 6 in 2021-2022 who would have not completed the full year (per contract language) and moved to Step 7 in 2022-2023 will be granted the step and move to Step 7 in 2022-2023.
- Employees on Step 6 in 2021-2022 who would have completed the full year (per contract language) and moved to Step 7 in 2022-2023 will be moved to Step 8 in 2022-2023.
- Employees currently at Step 10 in 2021-2022 would be paid an off-schedule amount of \$1500 on January 31, 2023 if actively employed through January 31, 2023.

Maintenance:

- Employees currently below Step 5 in 2021-2022 would move to Step 7.
- Employees currently at Step 5 in 2021-2022 would move to Step 8.
- Employees currently at Step 10 in 2021-2022 would be paid an off-schedule amount of \$1500 on January 31, 2023 if actively employed through January 31, 2023.

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Secretaries:

- Employees on Step 6 in 2021-2022 who would have not completed the full year (per contract language) and moved to Step 7 in 2022-2023 will be granted the step and move to Step 7 in 2022-2023.
- Employees on Step 6 in 2021-2022 who would have completed the full year (per contract language) and moved to Step 7 in 2022-2023 will be moved to Step 8 in 2022-2023.
- Employees on Step 7 in 2021-2022 who would have completed the full year (per contract language) and moved to Step 8 in 2022-2023 will be moved to Step 9 in 2022-2023.
- Employees on Step 8 in 2021-2022 who would have completed the full year (per contract language) and moved to Step 9 in 2022-2023 will be moved to Step 10 in 2022-2023.
- Employees currently at Step 10 in 2021-2022 would be paid an off-schedule amount of \$1500 on January 31, 2023 if actively employed through January 31, 2023.

Cooks/Cashiers:

- Employees on Step 6 in 2021-2022 who would have not completed the full year (per contract language) and moved to Step 7 in 2022-2023 will be granted the step and move to Step 7 in 2022-2023 if universal free lunch is extended through June 30, 2023.
- Employees on Step 6 in 2021-2022 who would have completed the full year (per contract language) and moved to Step 7 in 2022-2023 will be moved to Step 8 in 2022-2023 if universal free lunch is extended through June 30, 2023.

Kitchen Managers:

- Employees on Step 6 in 2021-2022 who would have completed the full year (per contract language) and moved to Step 7 in 2022-2023 will be moved to Step 8 in 2022-2023 if universal free lunch is extended through June 30, 2023.
- Employees currently at Step 10 in 2021-2022 would be paid an off-schedule amount of \$1500 on January 31, 2023 if actively employed through January 31, 2023 if universal free lunch is extended through June 30, 2023.

Special Education Paraeducators:

- Employees would move steps per the existing language regarding step changes.

General Education Paraeducators:

- Employees currently at Step 10 in 2021-2022 would be paid an off-schedule amount of \$1500 on January 31, 2023 if actively employed through January 31, 2023.

4. Article IX- Paid Leave Days

Illness or injury to a member of the employee's immediate family (defined as spouse, child, parent, brother, sister or household dependent). The use of paid leave days to cover illness or injury to a member of an employee's immediate family as defined herein shall be limited to two (2) days. An exception to this provision may be granted by the employee's immediate supervisor or the Assistant Superintendent for Personnel-**Executive Director of Human Resources.**

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5. Article VII- Compensation

I. The Employer will provide uniforms and shoes to **building and grounds** bargaining unit members when required for their job(s) (building and ground, F&N, etc):

The Employer will provide five (5) shirts for Building and Grounds employees when hired and will replace damaged shirts, up to five (5) per year, per employee.

~~The Employer may require the submission of dated, itemized receipts for reimbursement of uniform expense or direct the employee to obtain the uniforms from the supplier through a purchase order procedure.~~

~~The employer agrees to reimburse Food & Nutrition employees up to fifty dollars (\$50) for shoes purchased (original receipt submitted) by Food & Nutrition employees, one time per year, as recommended by the Food & Nutrition Supervisor and employee committee. Shoes must meet Food & Nutrition dress code criteria and must be slip-resistant.~~

Buildings and Grounds staff are expected to wear protective safety toe and slip-resistant footwear specifically designed to help reduce accidents. The Employer will provide protective footwear, that are not normal streetwear shoes or normal work boots to bargaining unit members when required for their job(s), either as a direct purchase or on a reimbursement basis, at the discretion of the Employer. Shoes with protective safety toe and slip resistant grip that have a tread pattern that helps resist against slippery surfaces. Slip resistant shoes have high resistance tread which is designed to help reduce your chances of slipping or falling at work. If not purchased directly by the employer, the employer will reimburse for one pair of footwear, one time per school year, up to one hundred dollars (\$100) upon submission of an expense reimbursement with original receipt. If the employee terminates employment or returns the shoes, no reimbursement will be made.

6. Article VIII- Fringe Benefits

A. Health Benefits

The Board of Education agrees to make medical benefit plan cost contributions and premium payments, to the extent specified in this Article, for the plans and products identified below for eligible bargaining unit members pursuant to the following conditions. Food & Nutrition and Paraeducator fringe benefits are described in Article XIII (NEW Food and Nutrition Classification) and Article XII (Paraeducators Classification) respectively.

Medical/ health benefit plans and products will be made available through the Board's participation in the Health Plan Purchasing Consortium. The medical/health and non-medical benefit plans, specifications, and products

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available to bargaining unit members will be as designated by the Washtenaw Health Insurance Consortium.

B. Eligibility and Level of Fringe Benefits

~~For purposes of this Article, a "Full-time employee" is defined as an employee (excluding paraprofessionals) assigned thirty (30) hours or more per week. For purposes of this Article, a "Parttime employee" is defined as an employee (excluding paraprofessionals) assigned 15 hours, but less than 30 hours per week. Employees assigned fewer than fifteen (15) hours are not eligible to participate in any benefits under this Article, or for any Board contributed amounts for such benefits. For Paraprofessionals, "full time" means an employee assigned to work 6.75 hours a day on a normal work day.~~

For purposes of this Article, a "Full-time employee" is defined as an employee assigned thirty (30) hours or more per week average over 12 months, **including secretaries who work 188, 203 or full year**. Employees assigned fewer than thirty (30) hours are not eligible to participate in any benefits under this Article, or for any Board contributed amounts for such benefits.

C. Buildings and Grounds, Office Management, and Technology Classifications

Medical/Health (including prescription drugs)

Medical/Health benefit plans and products will be made available through the Board's participation in the Health Plan Purchasing Consortium. The medical/health benefit plans, specifications and products available to bargaining unit members will be as designated by the Washtenaw Health Insurance Consortium. For full-time employees, the Board's contribution for medical/health benefit plan costs will be eighty percent (80 %) of the premiums of the medical/health benefit plan options, not to exceed:

Starting 1/1/2023

- | | |
|--------------|------------------|
| • single | \$ 539.81/month |
| • two-person | \$ 1224.07/month |
| • Family | \$ 1516.00/month |

On each ensuing medical benefit plan coverage year thereafter (unless prevented by Public Act 54 of 2011), the above Board maximum contribution levels shall be increased by the percentage increase factor specified by the State Treasurer for medical benefit plans in the applicable year, as is set forth in Section 3(1) of the Publicly Funded Health Insurance Contribution Act. Provided, in no event shall the resulting adjusted maximum Board contribution level amount exceed three percent (3%) more than the amount of the Board's monthly maximum contribution levels that became effective at the beginning of the previous medical benefit plan coverage year.

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For eligible employees who have medical/health coverage through another source (i.e. spouse, parent), the employee may voluntarily opt out of the Board medical/health benefit plan. In order to be eligible for this option, the employee must: (1) voluntarily and in writing opt out of the medical/health coverage offered by the Board annually; and (2) provide documentation to the Board that he/she and his/her dependents are enrolled in other medical/health coverage that meets the minimum value and coverage requirements of the Affordable Care Act.

Other Non-Medical Benefit Plans

Full time employees must elect and participate in all non-medical benefit plans, as required by the Board's participation in the Health Plan Purchasing Consortium.

Full time employees are eligible for up to the full family dental plan products as designated by the Washtenaw Health Insurance Consortium.

Full time employees are eligible for up to the full family vision plan products as designated by the Washtenaw Health Insurance Consortium.

Full time employees are eligible for the Group Term Life Insurance as designated by the Washtenaw Health Insurance Consortium and subject to the rules and regulations of the insurance carrier.

Full time employees are eligible for the Group Long-Term Disability (LTD) Insurance as designated by the Washtenaw Health Insurance Consortium and subject to the terms and conditions as described in the policy by the insurance carrier.

The Board's total monthly premium contribution for non-medical benefits plans (including dental, vision, group term life insurance, and long-term disability insurance) **will be 80% of the premium**, not exceed \$46 per month. Enrollment must be at the same level of coverage across the medical, dental, and vision plans (for example, if enrolled in family medical, must be family dental and family vision).

Full-time employees may not voluntarily opt out of any non-medical benefit plans as required by the Board's participation in the Health Plan Purchasing Consortium. Employees who do not complete their insurance enrollment online or submit the enrollment application within thirty (30) days of hire shall be auto-enrolled in single coverage of all non-medical benefit plans described.

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Cafeteria Plan/Section 125

The Section 125 plan will include an employee-funded medical care reimbursement account and employee funded dependent care assistance account, as allowed under the IRS Code.

F. General Terms and Conditions Applicable to Article VIII

Spouses must be primary on their own insurance when insurance is available to them by their Employer. "Available" insurance means that the spouse has less than 40% responsibility for contribution to the cost of the lowest available premium. The spouse can also be covered on the Board's policy. Annual certification/documentation may be requested. If coverage for dependent children is available through the spouse's health plan at no additional premium cost, the spouse must also cover the dependent children. Industry standards will determine which policy is primary and which is secondary.

To the extent allowable by law or regulation, the Employee may sign (or otherwise authorize) an agreement authorizing that any such premium and medical benefit plan cost amounts be payroll deducted through the Board's Section 125 Plan. If making direct payment, the Employee shall present payment directly on the 1st day of each month prior to the date at which the payment for the coverage month becomes due.

The medical benefit plan coverage year is designated by the Washtenaw Health Insurance Consortium. An annual open enrollment period will be during the month of November.

All insurance coverage shall be subject to the rules and regulations of the insurance carriers and employees must make application and meet all other requirements for eligibility as specified by the insurance carrier. The employee must notify the Employer of any change in marital status or age and number of dependents which affects the amount of premium to be paid for insurance coverages and failure to notify shall subject the employee to deduction of the amount of any overpayment from his/her wages. Employees working at least a full school year shall receive their monthly insurance benefit hereunder paid through the interim months from one work year to the next while continuously employed. The months of July and August will be paid for such employee if he/she completes the previous work year and returns the next school year. The monthly amount will not be paid during unpaid leaves of absence or layoff.

Dexter Community Schools is the policyholder on all health benefits provided to its employees. The determination of the carrier and funding arrangements for all benefits are the right of the Board.

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7. Article XII- Paraeducators Classification

1. Some students may need additional staff support and services to be successful in the classroom. Paraeducators take on various responsibilities to help students who need support or supervision. They may be assigned to a specific student, a specific class, or they may work in several different areas.
2. The paraeducator positions are crucial and necessary for the operation of the school district and the well-being of our student population.

Paraeducators can expect to work in one of the following schedules:

- A1. School day/school year - the paraeducator works with special education students all school day, every school day for students on the school calendar, plus up to 5 additional days as may be necessary for training. The total hours are approximately 1,200 annually.
 - A2. Job Share School day/school year - two paraeducators work with special education students cooperatively together to fill a single school day/school year assignment.
 - A3. Part school day/school year - the paraeducator works with special education students on a part-time schedule based on student needs. Total hours are 500-900 annually.
 - A4. 8-hour – the paraeducator works 8 hours per day with special education students in the classroom and in other general programs that may be before or after school. The annual calendar will be every student day plus additional days beyond the school calendar (before the school year, during the school year, and/or after the school year). The total hours are approximately 1,560 annually. To the extent possible, a calendar will be determined two (2) weeks before the start of the school year.
 - A5. Pupil Supervision - the paraeducator works all school day, every school day for students on the school calendar, plus up to 3 additional days as may be necessary for training. The total hours are approximately 1,200 annually.
 - A6. Lunchroom monitor - the paraeducator works 2-3 hours for lunch coverage on every full day for students. Total hours are 350-550 annually.
3. District administration has the sole discretion to establish the number of positions, the location of assignment, and the schedule of positions. Schedules of six (6) hours or more shall include an unpaid duty free lunch period of no less than thirty (30) minutes. No schedules shall exceed eight (8) working hours per day. In an extenuating situation where a paraeducator works beyond the schedule, the paraeducator will be paid for all hours

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worked and overtime shall be paid in accordance with the Fair Labor Standards Act (FLSA).

4. The parties agree that involuntary transfers of employees should be minimized, but the parties recognize the right of the Employer to make involuntary transfers as needed. All involuntary transfers rest within the sole discretion of the Board.
5. Michigan paraeducators are required to hold a high school diploma (or equivalent), regardless of their assignment, under Michigan law. Pursuant to federal guidelines under Every Student Succeeds Act (ESSA) and other laws and regulations, additional requirements for the employment of a paraeducator may be determined by the District.
6. Paid time off:


Should a paraeducator need to take a sick day: A1. School day/school year, A4. 8-hour, and A5. Pupil Supervision paraeducators are provided six (6) paid sick days per school year, converted to hours based on the number of hours the paraeducator is scheduled to work each school day. Sick days are earned at a rate of 0.5 days per full month worked, but may be taken at any time during the year. Sick days are not earned in months when the employee takes 3 or more unpaid days off. Paid sick days may be used for the employee's own illness or accidental injury, illness or injury to a member of the employee's immediate family (defined as spouse, child, parent, brother, sister or household dependent and limited to two (2) days per school year).

Employees shall be allowed a maximum of six (6) days in conjunction with the funeral of an intimate relative (defined as spouse, child, parent, brother, sister, grandparent, grandchild, mother-in-law, father-in-law, household dependent, aunt, uncle, niece, nephew, sister-in-law, or brother-in-law). Three (3) of these days per funeral shall be paid and not charged to paid leave days. Members shall also be allowed to use up to three (3) additional paid leave days from their accumulated leave days per funeral for the purpose of assisting and settling the affairs of the deceased. The use of additional days beyond these days may be approved by the Superintendent.

At the end of each fiscal year, unused sick days accumulate in a sick bank without limitation. The sick bank will be exhausted starting with the most recently banked sick days.

A1. School day/school year, A4. 8-hour, and A5. Pupil Supervision paraeducators are provided a block of 10 additional banked sick days once during each period of years 4-6, 7-9 and 10+ example below. Years are based on completed consecutive years of service as a full time paraeducator whose hire date was on or before the first day of school in the respective year.

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	added 9/6/2022	added 9/5/2023	added 9/3/2024
Hired on or before 9/3/2019	10 banked days		
Hired 9/4/2019 – 9/8/2020		10 banked days	
Hired 9/9/2020 – 9/7/2021			10 banked days

Banked sick days may be used should you need to take a medical leave due to your own serious health condition. A doctor's note may be required if the employee is absent three or more days. You must exhaust your current year earned sick days to use banked sick days.

A paraeducator who has been employed with the District for ten (10) years or more and retires (defined as drawing benefits from the MPSERS) or dies while an active employee will receive fifteen dollars (\$15) per full day of banked sick time for each of those days earned through June 30, 2019 and forty (\$40) for days accumulated thereafter, provided that the employee has fifty (50) or more accumulated sick days. A paraeducator who retires after the (10) years without fifty (50) or more accumulated sick days will receive fifteen (\$15) per full day of banked sick time. Total sick bank hours divided by 6.75 will be used for the final payout calculation for: A1. School day/school year and A5. Pupil Supervision paraeducators. Total sick bank hours divided by 8 will be used for the final payout calculation for A4. 8-hour paraeducators.

C. When a normally scheduled school day is canceled for weather or other reasons, District administration may request paraeducators to work all or a portion of the normally scheduled day. The District may provide in-service or other duties as assigned (i.e., pupil support, building support, etc) after the first two force majeure days. If the District notifies support staff to not report: A1. School day/school year, A2. Job Share School day/school year, A3. Part school day/school year, A4. 8-hour, A5. Pupil Supervision paraeducators will receive the pay they would have received on that day for the first two (2) days that are called during that school year for their position.

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D. A4. 8-hour paraeducators are eligible for the Washtenaw County Consortium PT Support Staff medical and ancillary plans (dental, vision life insurance and life insurance) per the terms and conditions of the Consortium. The Consortium requires all eligible employees to participate. The District will provide up to 80% towards the cost of single coverage, not to exceed \$539.81/month for medical and \$46/month for ancillary plans combined. The employee may choose to enroll in 2-person or family coverage at their own expense for any amounts that exceed what is provided for the single subscriber. The employee may opt out of medical, but must elect Pak B that includes ancillary coverages only (dental, vision life insurance and life insurance).

Coverage is effective the first of the month following date of hire. The employee must enroll in the plan within 30 days of being eligible or will automatically be enrolled in Pak B for the remainder of the year. If an eligible employee completes the school year, the coverage and District contribution will continue uninterrupted during the summer months as long as the employee returns to work at the beginning of the next school year. If the employee does not return, the coverage will be terminated, the District's contribution will be terminated, and COBRA offered retroactive to the first of the month following the last day the employee actually was present at work.

The employee share of the premium payments for summer coverage will be deducted on June 15 (for the June 15, June 30, July 15, July 31, August 15, and August 31 premiums). If wages are not sufficient, any remainder due will be deducted on June 30. If wages are still not sufficient, then the employee must pay the balance due by personal check no later than June 30 (for the month of July) and July 31 (for the month of August).

If at any time there are insufficient wages (i.e. beginning of school year, winter break, spring break, etc.), the employee share of the premium payments missed will be taken on the next paycheck. If wages are still not sufficient, then the employee will pay the balance due by personal check no later than the end of that month.

Should the eligible employee go on an unpaid leave (defined as 5 or more days) at any point of the year, except per the requirements under FMLA, the coverage will be terminated, the District's contribution will be terminated, and COBRA offered.

If payment is not received as indicated, the coverage will be terminated, the District's contribution will be terminated, and COBRA offered retroactive to the coverage period previously paid.

Reenrollment and the District's contribution will be reinstated the first of the month following return from an approved FMLA. In the case of a non-FMLA termination of coverage, the employee will be reinstated as a newly eligible employee the first of the month after returning to work for the next school year.

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E. All other language in the DESPA contract, Articles, Appendices, or LOA relating to salary, wages, hours, compensation, and benefits is not applicable to the paraeducators unless paraeducators are specifically included.

8. Article XIII Food and Nutrition

Food & Nutrition staff work together to prepare meals to ensure students are fueled to learn by preparing and serving meals that are nutritious, delicious, and enticing to all students. F&N staff must work within USDA guidelines to ensure program compliance.

The F&N positions are crucial and necessary for the operation of the school district and the well-being of our student population.

A. F&N staff can expect to work in one of the following schedules:

A1. Cook/Cashier (3-4.75 hours/day) - The staff member works on full-day student school days plus 1-3 additional days prior to the start of the school year to attend back-to-school meetings and prepare the kitchen for the first day of school. Staff is expected to help out where necessary and attend all required training to meet professional standards requirements.

A2. Cook/Cashier (5-7 hours/day) - The staff member works on full-day student school days, half-day student school days, plus 1-3 additional days prior to the start of the school year to attend back-to-school meetings and prepare the kitchen for the first day of school. Staff is expected to help out where necessary and attend all required training to meet professional standards requirements. Cooks/Cashiers in this category may be relied upon in conjunction with or in absence of a Kitchen Manager for help with more involved tasks that are critical to the meal service.

A3. Kitchen Manager (6.5-8 hours/day) - The staff member works on full-day student school days, half-day student school days, plus 3-5 additional days prior to the start of the school year to attend back-to-school meetings and prepare the kitchen for the first day of school. Staff is expected to help out where necessary and attend all required training to meet professional standards requirements. Kitchen Managers are relied upon for maintaining standards, training staff, and leading an open and inclusive environment in our kitchens.

In an extenuating situation where an employee is asked to work beyond their schedule, the employee will be paid for all hours worked and overtime shall be paid in accordance with the Fair Labor Standards Act (FLSA).

District administration has the sole discretion to establish the number of positions, the location of assignment, and the schedule of positions. The parties agree that involuntary transfers of employees should be minimized, but the parties recognize the right of the Employer to make involuntary transfers as needed. All involuntary transfers are not subject to the grievance and rest within the sole discretion of the Board.

An F&N staff who has been employed with the District for ten (10) years or more and

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retires (defined as drawing benefits from the MPSERS) or dies while an active employee will receive fifteen dollars (\$15) per full day of banked sick time for each of those days earned through June 30, 2019 and forty (\$40) for days accumulated thereafter, provided that the employee has fifty (50) or more accumulated sick days. An F&N staff who retires after the (10) years without fifty (50) or more accumulated sick days will receive fifteen (\$15) per full day of banked sick time. Total sick bank hours divided by 8 will be used for the final payout calculation.

A. Food and Nutrition employees will receive **the first** two (2) paid force majeure days when a site is closed and the employee's services cannot be used elsewhere within the department.

A3. Kitchen Managers who work 7 hours or more are eligible for the Washtenaw County Consortium PT Support Staff medical and ancillary plans (dental, vision life insurance and life insurance) per the terms and conditions of the Consortium. The Consortium requires all eligible employees to participate. The District will provide up to 80% towards the cost of single coverage, not to exceed \$539.81/month (this is increased per PA 152 from 2021-22) for medical and \$46/month for ancillary plans combined. The employee may choose to enroll in 2-person or family coverage at their own expense for any amounts that exceed what is provided for the single subscriber. The employee may opt out of medical, but must elect Pak B that includes ancillary coverages only (dental, vision life insurance and life insurance).

Coverage is effective the first of the month following date of hire. The employee must enroll in the plan within 30 days of being eligible or will automatically be enrolled in Pak B for the remainder of the year. If an eligible employee completes the school year, the coverage and District contribution will continue uninterrupted during the summer months as long as the employee returns to work at the beginning of the next school year. If the employee does not return, the coverage will be terminated, the District's contribution will be terminated, and COBRA offered retroactive to the first of the month following the last day the employee actually was present at work.

The employee share of the premium payments for summer coverage will be deducted on June 15 (for the June 15, June 30, July 15, July 31, August 15, and August 31 premiums). If wages are not sufficient, any remainder due will be deducted on June 30. If wages are still not sufficient, then the employee must pay the balance due by personal check no later than June 30 (for the month of July) and July 31 (for the month of August).

If at any time there are insufficient wages (i.e. beginning of school year, winter break, spring break, etc.), the employee share of the premium payments missed will be taken on the next paycheck. If wages are still not sufficient, then the employee will pay the balance due by personal check no later than the end of that month.

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Should the eligible employee go on an unpaid leave (defined as 5 or more days) at any point of the year, except per the requirements under FMLA, the coverage will be terminated, the District's contribution will be terminated, and COBRA offered.

If payment is not received as indicated, the coverage will be terminated, the District's contribution will be terminated, and COBRA offered retroactive to the coverage period previously paid.

Reenrollment and the District's contribution will be reinstated the first of the month following return from an approved FMLA. In the case of a non-FMLA termination of coverage, the employee will be reinstated as a newly eligible employee the first of the month after returning to work for the next school year.

- A. F&N staff are expected to wear slip-resistant footwear specifically designed to help reduce accidents. The Employer will provide protective footwear that are not normal street shoes or normal work boots to bargaining unit members when required for their job(s), either as a direct purchase or on a reimbursement basis, at the discretion of the Employer. Shoes with slip resistance grip have a tread pattern that helps resist against slippery surfaces. No slip oil resistant shoes have high resistance tread which is designed to help reduce your chances of slipping or falling at work. If not purchased directly by the employer, the employer will reimburse, for one pair of footwear, one time per school year, up to one hundred dollars (\$100) upon submission of an expense reimbursement with original receipt. If the employee terminates employment or returns the shoes, no reimbursement will be made.
- B. All other language in the DESPA contract, Articles, Appendices, or LOA relating to salary, wages, hours, compensation, and benefits is not applicable to the F&N staff members, unless F&N staff members are specifically included.

9. Appendix B- Longevity Payments

a. Longevity payments increase:

Years/Steps Completed	10-15 Years	16-20 Years	21-25 Years	26+ Years
12 mo.	\$200 250	\$350 400	\$600 650	\$1000 1100
10 mo.	\$175 200	\$300 325	\$500 550	\$850 900
9 mo.	\$150 175	\$250 275	\$400 450	\$700 750

10. ~~To recognize the additional dedication, work and commitment to students at Dexter Community Schools,~~ DESPA members will receive a one-time off-schedule payment of 4.00% to paraeducators and 3.00% to other DESPA members of the base amount earned in the 2021 calendar year. The payment will be made no later than October 31, 2022 for all DESPA members actively working as of October 31, 2022 at Dexter Community Schools, including members on paid FMLA, and have not otherwise terminated at the time of payment.

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for work performed

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In recognition of this payment, the one-time payment under the provision of Article XX will not be paid from the ~~2022-2023~~ calendar year.
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This payment can only be made if both parties ratify the agreement no later than June 20, 2022.

**DEXTER COMMUNITY SCHOOLS
BOARD OF EDUCATION**

**DEXTER EDUCATIONAL SUPPORT
PERSONNEL ASSOCIATION**

By: _____

By: _____

Its: _____

Its: _____

By: _____

By: _____

Its: _____

Its: _____

	CUSTODIANS/ GROUNDS					MAINTENANCE*		
	2021-2022	2022-2023				2021-2022	2022-2023	
Step 1	\$ 12.79			Step 1		\$ 16.62		
Step 2	\$ 13.06			Step 2		\$ 16.76		
Step 3	\$ 13.34			Step 3		\$ 16.94		
Step 4	\$ 14.42			Step 4		\$ 17.34		
Step 5	\$ 14.93			Step 5		\$ 17.76		
Step 6	\$ 15.75	\$ 16.00		Step 6		\$ 18.20	\$ 18.50	
Step 7	\$ 16.55	\$ 17.00		Step 7		\$ 18.63	\$ 19.00	
Step 8	\$ 17.35	\$ 17.50		Step 8		\$ 19.07	\$ 19.50	
Step 9	\$ 17.88	\$ 18.25		Step 9		\$ 19.36	\$ 20.00	
Step 10	\$ 18.22	\$ 19.25		Step 10		\$ 19.56	\$ 20.75	
	TECHNOLOGY					PARAEDUCATORS		
	2021-2022					2021-2022	2022-2023	
Step 1	\$ 16.62			Step 1		\$ 11.96	\$15.00	
Step 2	\$ 16.76			Step 2		\$ 12.25	\$15.00	
Step 3	\$ 16.91			Step 3		\$ 12.36	\$15.00	
Step 4	\$ 17.34			Step 4		\$ 12.63	\$15.00	
Step 5	\$ 17.76			Step 5		\$ 12.87	\$15.00	
Step 6	\$ 18.20			Step 6		\$ 13.12	\$15.00	
Step 7	\$ 18.63			Step 7		\$ 13.38	\$15.00	
Step 8	\$ 19.07			Step 8		\$ 13.69	\$15.00	
Step 9	\$ 19.36			Step 9		\$ 13.73	\$15.00	
Step 10	\$ 19.56			Step 10		\$ 13.79	\$15.00	
				Longevity		\$ 14.04	\$15.00	
	LUNCH MONITORS					SPECIAL ED PARAEDUCATORS		
	2021-2022	2022-2023				2021-2022	2022-2023	
Step 1	\$ 11.60	\$ 12.75		Step 1		\$ 12.39	\$ 16.00	
Step 2	\$ 11.63	\$ 12.75		Step 2		\$ 12.92	\$ 17.00	
Step 3	\$ 11.70	\$ 12.75		Step 3		\$ 13.43	\$ 17.50	
Step 4	\$ 11.94	\$ 12.75		Step 4		\$ 13.95	\$ 18.25	
Step 5	\$ 12.24	\$ 12.75		Step 5		\$ 14.47	\$ 19.25	

	SECRETARIES					COURIER, TRANSPORT & RECEIVING		
	2021-2022	2022-2023				2021-2022	2022-2023	
Step 1	\$ 12.79			Step 1		\$ 12.79		
Step 2	\$ 13.06			Step 2		\$ 13.06		
Step 3	\$ 13.34			Step 3		\$ 13.31		
Step 4	\$ 14.42			Step 4		\$ 14.12		
Step 5	\$ 14.93			Step 5		\$ 14.93		
Step 6	\$ 15.75	\$ 16.00		Step 6		\$ 15.75		
Step 7	\$ 16.55	\$ 17.00		Step 7		\$ 16.55		
Step 8	\$ 17.35	\$ 17.50		Step 8		\$ 17.35		
Step 9	\$ 17.88	\$ 18.25		Step 9		\$ 17.88		
Step 10	\$ 18.22	\$ 19.25		Step 10		\$ 18.22		
	COOKS and CASHIERS					KITCHEN MANAGERS		
	2021-2022	2022-2023				2021-2022	2022-2023	
Step 1	\$ 11.38			Step 1		\$ 13.42		
Step 2	\$ 11.63			Step 2		\$ 13.68		
Step 3	\$ 11.66			Step 3		\$ 13.73		
Step 4	\$ 12.06			Step 4		\$ 14.16		
Step 5	\$ 12.48			Step 5		\$ 14.63		
Step 6	\$ 12.89	\$ 13.00		Step 6		\$ 15.05	\$ 15.00	
Step 7	\$ 13.29	\$ 13.50		Step 7		\$ 15.52	\$ 15.75	
Step 8	\$ 13.72	\$ 14.00		Step 8		\$ 15.94	\$ 16.25	
Step 9	\$ 13.99	\$ 14.50		Step 9		\$ 16.27	\$ 17.50	
Step 10	\$ 14.24	\$ 15.00		Step 10		\$ 16.51	\$ 18.00	

*B&G Additional per hour	
Skilled Maintenance in Training	\$ 2.00
Skilled Maintenance Certified	\$ 7.00