

AGREEMENT

between

CHARLOTTE PUBLIC SCHOOLS

378 State Street
Charlotte, MI 48813

and

CHARLOTTE PUBLIC SCHOOLS FOOD SERVICE EMPLOYEES ASSOCIATION

July 1, 2026 through June 30, 2028

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**AGREEMENT
BETWEEN**

THE CHARLOTTE PUBLIC SCHOOLS, HEREINAFTER REFERRED TO AS THE "EMPLOYER," AND THE FOOD SERVICE EMPLOYEES ASSOCIATION, HEREINAFTER REFERRED TO AS THE "EMPLOYEES."

**ARTICLE I
PURPOSE**

It is the purpose of this Agreement to promote and insure harmonious relations, cooperation, and understanding between the Employer and Employees covered hereby to insure true bargaining and establish standards of wages, hours, and other conditions of employment.

The term "employee" as used herein shall include all Food Service personnel employed by the Employer, excluding those employees who are supervisory, secretarial, substitute, or temporary employees and all other employees.

The Employees shall be represented by a leadership team not to exceed three individuals. These individuals shall be selected in a manner determined by the Employees of the Food Service Employees Association.

Full-time Employees shall be Employees who work thirty (30) hours or more per week and at least thirty (30) weeks per year.

**ARTICLE II
MANAGEMENT RIGHTS**

The Employer, on its own behalf and on behalf of its electors, hereby retains and reserves unto itself, without limitations, all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan and of the United States. Further, all rights which ordinarily vest in and are exercised by employers, except such as are specifically relinquished herein to the Food Service Employees, are reserved to and remain vested in the Employer, including the right:

- A. To manage its affairs efficiently and economically, including the determination of quantity and quality of services to be rendered, the control of materials, tools and equipment to be used, and the discontinuance of any services, materials or methods of operation;
- B. To introduce new equipment, methods, machinery or processes, to change or eliminate existing equipment, and to institute technology and to decide on materials, supplies and equipment to be purchased;
- C. To purchase any or all work, processes of services, the construction of new facilities or the improvement of existing facilities;
- D. To determine the number, location, and type of facilities and installations;
- E. To determine the size of the work force and increase or decrease its size;
- F. To hire, assign and lay off employees, to reduce the work week or the work day or to effect reductions in hours worked by combining layoffs and reductions in work week or work day;

- G. To direct the work force, assign work, and determine the number of employees assigned to operations;
- H. To establish, change, combine, or discontinue job classifications, and to prescribe and assign job duties, content and classifications, and to establish wage rates for any new or changed classifications;
- I. To determine lunch, rest periods and cleanup times, starting and quitting time, and the number of hours to be worked;
- J. To establish work schedules;
- K. To adopt, revise and enforce reasonable working rules and general requirements, and to carry out cost and general improvement programs;
- L. To determine reasonable provisions for health, safety, and first aid of employees during hours of employment;
- M. Determine whether to enter into intergovernmental agreements to collaborate, consolidate, or jointly perform functions or services, and the impact of those decisions on employees.
- N. To select employees for promotion or transfer to supervisory or other positions and to determine the qualifications and competency of employees to perform available work;
- O. To determine the use of volunteers in providing services;
- P. Food Service Employees may be evaluated annually.
- Q. The Superintendent or his/her Designee may request that any Employee have a physical or mental examination where there is reason to believe that the job performance is not satisfactory. The Board of Education reserves the right to designate the examining doctor and the cost of the examination shall be paid by the Board of Education.

ARTICLE III GRIEVANCE PROCEDURE
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A. DEFINITIONS

- 1. A "grievance" is defined as an alleged violation of a specific Article or Section of this Agreement.
- 2. The term "Employee" may include any individual or group covered by this Agreement.
- 3. The "grievant" is the person making the claim.
- 4. The term "working days" when used in this Section shall be defined as any day in which the administrative offices are open.

B. PROCEDURE

- 1. Time Limits

- (a) Any grievance not filed within five (5) working days of the date of the occurrence of the conditions giving rise to the grievance, shall not be considered a grievance under this Agreement.
 - (b) Any grievance which is not appealed within the specified time limits set forth in that step level shall be considered settled on the basis of the decision rendered at the previous level. If the answer to a grievance is not given within the specified time limits of that step level, the appealing party may automatically appeal the grievance to the next step level of the grievance procedure.
 - (c) The time limits provided in this Article are to be strictly observed. Every effort should be made to expedite the process. However, time limits may be shortened, extended, or waived at any step by written mutual agreement.
2. A grievance concerning alleged safety hazards may be processed directly to Step Two of the grievance procedure.

C. STEPS

1. Step One

- (a) An employee having a grievance shall present it in writing to the Supervisor for a decision. An in-person meeting shall be convened with the Supervisor within 10 working days.

2. Step Two

- (a) In the event the grievance is not settled by the Supervisor, the employee shall submit the grievance, in writing, to the Associate Superintendent of Business/Operations and within five (5) working days from the date of Step One. The grievant and the Steward, or his/her designee, shall sign the grievance letter. The grievance letter must indicate:
 - 1) A statement of the grievance and the facts upon which it is based
 - 2) The alleged violation(s) of this Agreement including the specific section implicated by the alleged violation(s).
 - 3) The date on which the events causing the grievance are claimed to have occurred; and
 - 4) The remedy or correction requested.
- (b) The Associate Superintendent of Business/Operations shall meet with the Steward, or his/her designee, and grievant at a time mutually agreeable to them, but no later than fifteen (15) working days following the date of the receipt of the appeal. If the Steward or designee fails to respond to the Associate Superintendent's attempts to meet before the fifteen (15) working days has expired, the grievance shall be considered abandoned by the grievant. The Associate Superintendent or designee shall issue their decision in writing to the Steward within five (5) working days of the above meeting.

3. Step Three

- (a) In the event the grievance is not settled by the Associate Superintendent of Business/Operations, the grievant shall appeal in writing to the Superintendent within five (5) working days of the date the decision of the Associate Superintendent of Business/Operations was due. The appeal shall state the reason or reasons why the decision of the Associate Superintendent was not satisfactory.
- (b) The Superintendent shall meet with the Steward, and grievant at a time mutually agreeable to them, but no later than fifteen (15) working days following receipt of the appeal. If, following reasonable attempt to find a mutually agreeable time to meet, the Steward or designee fails to respond before the fifteen (15) working days has expired, the grievance shall be considered abandoned by the grievant.
- (c) The Superintendent shall then give their decision in writing to the Employee within five (5) working days of meeting. The Superintendent's decision is the final step in the grievance procedure.

ARTICLE IV ACT OF GOD DAYS

- A. When the employee's scheduled work day is canceled due to inclement weather or other conditions beyond the Employer's control, the employee will be paid for the first six (6) such days per school year. For cancellations beyond six (6) days, the member may use their available personal business paid time off allowance to receive compensation. In the event that management is late in making a reasonable attempt to notify Food Service employees and they report to work and start their duties, they will be compensated for two (2) hours at their normal rate of pay.

These cancellations may be rescheduled at the discretion of the Board of Education. Employees shall work on any rescheduled day at their normal rate of compensation for days the food service department is scheduled to operate.

- B. In the event a bargaining unit member receives unemployment and/or underemployment compensation benefits during the school year (associated with his/her regular assignment) due to days of instruction not being held when scheduled because of conditions not within the control of school authorities as stated above, and those days of instruction are rescheduled so that the member works those instructional days at a later time, the member will have his/her pay adjusted, such that his/her unemployment compensation plus the salary paid to the member for the year will be equal to the annual salary he/she would have earned for the school year had there not been scheduled days of instruction canceled for such reasons. This provision shall be subject to the following conditions:
- 1. The total of unemployment compensation plus salary earned by employment in the district shall not be below that which the employee would have received had there not been any such instructional days canceled for such reason.
 - 2. If any employee collects unemployment compensation during the summer and returns to work for the

full school year, the employee shall reimburse the Employer such unemployment compensation received through payroll deduction.

3. This provision shall not be interpreted in a manner inconsistent with state or federal law.

ARTICLE V JURY DUTY

- A. An Employee who is summoned and reports for jury duty as prescribed by applicable law shall be paid by the Board an amount equal to the difference between the amount of wages the Employee otherwise would have earned by working for the Board on that day, and the daily jury fee paid by the court (not including travel allowances or reimbursement of expenses), for each day on which the Employee reports for or performs jury duty and on which the Employee otherwise would have been scheduled to work.
- B. In order to receive payment, an Employee must give the Board prior notice that the Employee has been summoned for jury duty and must furnish satisfactory evidence that the Employee reported for or performed jury duty on the days for which the Employee claims such payment, including documentation evidencing any compensation the Employee may have received for conducting jury duty.

ARTICLE VI LEAVES

All leave requests must be submitted in writing. An employee returning from an approved leave of absence shall be reinstated to her position, if available, or to the next available position comparable to the one vacated by the employee. Seniority and longevity shall not accrue during unpaid leaves of absence.

For purposes of this article, the immediate family shall be defined as the employee's 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 employee's household.

Applicable leaves shall run concurrently with FMLA leave.

A. PAID LEAVES

1. FUNERAL LEAVE

- (a) A maximum of forty (40) hours for a death in the immediate family as defined above.
- (b) Time necessary for attendance at the funeral service of a person whose relationship to the employee warrants such attendance may be granted at the discretion of the immediate supervisor.

2. PERSONAL BUSINESS DAY

- (a) Each full-time employee shall have sixteen (16) paid personal hours each year to be used in that fiscal year. Part-time employees will be entitled to seven (7) hours of paid personal time. These may be used for personal business which cannot be conducted on other than a work day according

to the following provisions:

- (01) Personal leave, in all cases except unforeseen emergency, requires at least two (2) workdays advance notice to the immediate Supervisor. This exception will be waived if an employee wishes to use a personal day in lieu of an unpaid school cancellation day.
- (02) Personal leave is to be used for sound, pressing, and unavoidable reasons only, and its proper use may be subject to verification at the request of the school administration if warranted by the Employee's previous attendance record, or if there is legitimate cause to suspect that the leave has been used improperly.

Unused personal business hours will be automatically rolled into the employee's accumulated sick leave allowance.

3. PAID SICK LEAVE

- (a) Full-time employees will be credited with a total of seventy-two (72) paid sick hours per year. If the Earned Sick Time Act ("ESTA") is in effect, the first 72 hours of earned sick leave may be used for any recognized ESTA purpose running concurrently with other applicable leaves, with those first 72 hours of leave being subject to the same conditions as provided in ESTA.

Employees hired after the beginning of the school year will be credited with a prorated number of days based on days scheduled for the balance of the school year.

Part-time employees will be credited with a total of 30 paid sick hours per year.

- (b) Any of the unused earned sick days will be credited to the Employee's record and may be accumulated to a total of four hundred (400) hours. Accumulated sick time will not be paid upon termination of employment except under the conditions outlined under the Severance Pay Incentive.
- (c) Employees unable to perform their duties because of illness should notify their Supervisor before the start of the workday.
- (d) When an employee is absent due to illness, non-duty related disability, or injury, the Employer may request, at its discretion and the employee's expense, a physician's statement for absenteeism and/or return to work.
- (e) Sick leave time cannot be used for vacation time.
- (f) In the event that an Employee leaves employment with the District, for any reason, and has used more paid leave days than accumulated on a pro-rata basis, then the amount of paid leave days in excess may be deducted from the last paycheck the Employee receives.

4. CRISIS SICK LEAVE

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 first be exhausted. Crisis sick leave may be granted for up to a maximum of ten (10) days, subject to the Superintendent's approval.

5. Paid time off allowances may be used by an employee during the summer if the day is part of their established work schedule as part of a MDE approved summer meal program. Paid time off allowances may not be used for days when the employee is not regularly scheduled to work.

B. UNPAID SICK LEAVE

1. An employee who is physically unable to report for work because of illness, a condition or accident which is non-compensable under the Workers' Compensation Law shall be granted an unpaid leave for a reasonable period of time not to exceed one (1) year, provided he/she promptly notifies the Employer of the necessity therefore and provided further that he/she supplies the Employer with a statement from a medical or osteopathic doctor of the necessity for such and for the continuation of such absence when the same is requested by the Employer. Leaves of absence for periods in excess of one (1) year may be granted at the Employer's discretion. Unpaid leaves of absence may be granted for a reasonable period of time not to exceed one (1) year for prolonged, serious illness in the employee's immediate family requiring the Employee's care and attendance, as certified by a medical care provider.

To the extent required by the Family and Medical Leave Act (29 USC § 28), an eligible employee shall be granted leave and the other rights specified by the law. When leave is taken by an eligible employee 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 employee 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.

FMLA leave year shall be a rolling backward year except, as required by law, for military care giving leave which shall be calculated on a rolling forward basis.

2. OTHER UNPAID LEAVES

- (a) Unpaid leaves of absence for reasons other than stated above may be granted at the Employer's discretion.

ARTICLE VII INSURANCE

The Board of Education, for the duration of this Agreement, shall make premium (and other medical benefit plan costs) contributions on behalf of employees (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 employee 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 employee and District are bound by certification requirements of the carrier.

When employment is interrupted by layoff, discharge, resignation, 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. 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 this Article. 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 Superintendent or designee 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).

	2026-2027	2027-2028
SINGLE	\$615.00	\$ 633.00
TWO PERSONS	\$1,380.00	\$ 1,421.00
FAMILY	\$1,800.00	\$1,854.00

Any health plan medical benefit costs required to maintain coverage in excess of the Board's monthly contributions specified above for Option 1 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.

- A. Option Package 1 shall include the following for members working 30 or more hours per week.
- a. Health Plan: Employees enrolling in Option Package 1 will select their coverage level from a health plan established by the District.
 - b. Dental: Employees enrolling in Option Package 1 may select a coverage level from a dental plan established by the District
 - c. Upon submission of written application, the Employer shall make premium payments for group life insurance coverage in the amount of twenty thousand dollars (\$20,000).
 - d. Vision: Employees enrolling in Option Package 1 may select a coverage level from a vision plan established by the District
 - e. Hearing Aid: \$3,000 maximum over 36 months – devices only.
 - f. Long Term Disability Insurance: Sixty-Six and two-thirds percent (66 2/3%) of average weekly earnings; \$2,000 minimum per month benefit, with a sixty (60) calendar day wait. The employee and the District are restricted and bound by the certification requirements of the LTD carrier.

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 \$440.00 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.

B. Option Package 2 shall include the following for members working 30 or more hours per week.

- a. Dental Plan – same as Option Package 1
- b. Vision Plan – same as Option Package 1;
- c. Term Life Insurance - same as Option Package 1
- d. Long Term Disability - same as Option Package 1
- e. A cash stipend, in the amount of \$440.00 per month. 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.

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 VIII WORKERS' COMPENSATION

A. An employee who is absent because of an injury or disease compensable under the Workers' Compensation Act shall make a written election of one (1) of the following options at the time he/she becomes eligible for Workers' Compensation benefits:

- 1. The employee may utilize his/her accumulated sick leave for each day absent, up to a maximum of five (5) days, provided that he/she reimburses the District for the amount of Workers' Compensation

benefits received for the corresponding pay period. Employees shall only be eligible to access this alternative if they have sufficient sick leave accumulation.

2. The employee may elect to receive Workers' Compensation benefits only.
3. The employee may elect to receive the difference between his/her regular salary and the amount received as Workers' Compensation benefits. Such difference in salary shall be computed on a percentage basis, and this percentage shall be deducted from the employee's sick leave accumulation. (For example: if Workers' Compensation pays sixty percent of full pay, sick leave will only pay forty percent and the sick leave accumulation shall be charged .4 of a day for each day so used.) Employees shall only be eligible to access this alternative if they have sufficient sick leave accumulation.

ARTICLE IX HOURS AND WORK LOADS
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- A. Full-time employees should work thirty (30) hours per week up to a forty (40) hours per week as the Supervisor feels the work load is necessary, designated by the Food Service Supervisor and the Associate Superintendent for Business and Operations.
- B. Hours of employment for each individual Employee shall be determined by the Food Service Supervisor and the Associate Superintendent for Business and Operations. Review of an Employee's hours will be granted upon request.
- C. Break Provision: Paid break time will be provided as follows:
 - Less than Four (4) hours = 0-minute break
 - Four (4) to Six (6) hours = 15-minute break
 - More than Six (6) hours = 30-minute break or two (2) 15-minute breaks
 - The timing of the break period will be determined by the immediate supervisor.

ARTICLE X OVERTIME

- A. Any overtime worked in excess of forty (40) hours per week by regular employees under the direction of the Supervisor will be paid at the rate of one and one half (1 ½) times the hourly rate. This would include time spent for evening or weekend work, special functions and events. This does not include duties performed for special functions that occur during the normal scheduled work day which will be compensated at employee's regular rate of pay.
- B. Overtime shall be divided and rotated as equally as possible within the building according to seniority and among those employees who regularly perform such work, provided they are qualified to perform such work.
- C. When completing time records, the Employee should accurately and honestly enter their actual time of arrival and leaving. If an Employee is absent during normal working hours, they must record the reason for absence. The Employee is responsible for having their time record approved by their supervisor and submitted to the

payroll office by the date and time scheduled by the business office. Failure to do so may result in the delay of payment until the immediately following pay date. Failure to follow these requirements may result in discipline, up to and including termination.

ARTICLE XI DISCIPLINE & DISCHARGE
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Dismissal, suspension, and or any other disciplinary action of any non-probationary employee shall be only for a reason which is not arbitrary or capricious, with the employee having the right to defend themselves against the charges raised against them. Written notification of dismissal, suspension, or any other disciplinary action shall be sent to the employee.

ARTICLE XII SENIORITY
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- A. A newly hired Employee shall have a period of one hundred and fifty (150) working days of probation. Days of absence during the first one hundred and fifty (150) work days shall not be counted toward the probationary period and are required to be made-up. A Probationary Employee may be discharged with or without cause or notice and may not grieve the termination. Upon notice to the Union, the Employer may extend an Employee's probationary period for up to thirty (30) additional work days if the Employer has documented the Employee's performance concerns and/or misconduct.
- B. Seniority shall start upon the first day of hire of a regularly scheduled Employee (including part time employees).
- C. An up-to-date seniority list shall be kept by the Human Resources, available to the Employees yearly. If there is no challenge to the seniority list within ten (10) working days of its receipt by the Association, such list shall be considered conclusive.
- D. Employees being laid off first shall be Employees with an evaluation rating of less than effective, and then those with least seniority in the classification being reduced. When a reduction of hours is necessary, the Board will notify the Association and consider their input regarding layoff. Layoff shall first be accomplished by reducing the hours of those with the least seniority in the classification being reduced, provided that the remaining employees are qualified to perform the job functions of the laid-off or reduced employee.

If in the future, a reduction of hours would be necessary, six (6) hour employees may be assigned a combination, split shift to an elementary school to maintain their full-time status. It shall be understood that there shall be no travel mileage paid between schools for this assignment.

- E. If an employee should terminate his/her employment, or the District terminates his/her employment, his/her seniority shall terminate the same day.
- F. When an Employee substitutes for a person with a higher classification for one (1) full workday or more, the person doing the substituting shall receive the hourly wage for that classification.
- G. Upon completion of the probationary period, the Employee's seniority date shall be retroactive to date of hire.

In the event the Board hires two (2) Employees on the same date, the Employees would then be placed on the seniority list based on their date of hire, and the Employee whose last name begins with the first letter in the alphabet would be determined to be the more senior Employee, and such Employees shall be placed on the seniority list on that basis.

ARTICLE XIII
ASSIGNMENT, TRANSFER, PROMOTIONS

- A. Promotions to a higher classification will be made when compatible with the best interest of the school system as determined by the Board of Education. All promotions, when possible, shall be made from within the group, provided said Employee is fully qualified and capable to perform the duties of said position. All job openings shall be posted for five (5) days prior to filling a vacancy. An Employee's skills, ability, education, effort, qualifications, prior evaluations, and seniority may be major considerations.

ARTICLE XIV
HOLIDAY PAY

- A. Pay for holidays shall be based upon the employee's normal daily assigned schedule.
- B. Holiday pay for all full time and part time employees shall be paid as follows if school is not in session:

New Year's Eve*

New Year's Day*

Mid-Winter Break (maximum of two days if included in school calendar)

Good Friday (if school is not in session)

Memorial Day

Fourth of July (only if a summer meal program is in session that week)

Friday Before Labor Day

Labor Day

Thanksgiving Day

Day After Thanksgiving

Christmas Eve*

Christmas Day*

Day After Christmas*

**If any of these days fall on a weekend, employee will be compensated for the prior business day (for a total of 5 paid days over Christmas Break).*

**ARTICLE XV
WAGE SCALES & CLASSIFICATION**

2026-2027 WAGE SCHEDULE			
	ELEM	SECONDARY	SECONDARY LEAD
Level 1	\$ 15.00	\$ 15.50	\$ 17.50
Level 2	\$ 15.20	\$ 15.70	\$ 17.70
Level 3	\$ 15.40	\$ 15.90	\$ 17.90
Level 4	\$ 15.60	\$ 16.10	\$ 18.10
Level 5	\$ 16.00	\$ 16.50	\$ 18.50
Level 6	\$ 16.20	\$ 17.20	\$ 19.20
Level 7	\$ 16.40	\$ 17.40	\$ 19.40
Level 8	\$ 16.60	\$ 17.60	\$ 19.60
Level 9	\$ 16.80	\$ 17.80	\$ 19.80
Level 10	\$ 17.25	\$ 18.25	\$ 20.25
Level 11	\$ 17.50	\$ 19.00	\$ 21.00
Level 12	\$ 17.85	\$ 19.35	\$ 21.35
Level 13	\$ 18.15	\$ 19.65	\$ 21.65
Level 14	\$ 18.45	\$ 19.95	\$ 21.95
Level 15	\$ 18.70	\$ 20.20	\$ 22.20
2027-2028 WAGE SCHEDULE			
	ELEM	SECONDARY	SECONDARY LEAD
Level 1	\$ 15.30	\$ 15.80	\$ 17.80
Level 2	\$ 15.50	\$ 16.00	\$ 18.00
Level 3	\$ 15.71	\$ 16.21	\$ 18.21
Level 4	\$ 15.91	\$ 16.41	\$ 18.41
Level 5	\$ 16.32	\$ 16.82	\$ 18.82
Level 6	\$ 16.52	\$ 17.52	\$ 19.52
Level 7	\$ 16.73	\$ 17.73	\$ 19.73
Level 8	\$ 16.93	\$ 17.93	\$ 19.93
Level 9	\$ 17.14	\$ 18.14	\$ 20.14
Level 10	\$ 17.60	\$ 18.60	\$ 20.60
Level 11	\$ 17.85	\$ 19.35	\$ 21.35
Level 12	\$ 18.21	\$ 19.71	\$ 21.71
Level 13	\$ 18.51	\$ 20.01	\$ 22.01
Level 14	\$ 18.82	\$ 20.32	\$ 22.32
Level 15	\$ 19.07	\$ 20.57	\$ 22.57

**ARTICLE XVI
MISCELLANEOUS**

UNIFORM STIPEND: Employer shall reimburse employees \$150 per year for reasonable costs incurred for uniforms, work apparel, or required job-related attire associated with the performance of their assigned duties. Employees shall not be required to submit receipts or other proof of purchase as a condition of reimbursement. Reimbursement shall be processed through payroll on or before June 30 of each contract year covered under this Agreement.

**ARTICLE XVII
SEVERENCE PAY INCENTIVE**

There is no compensation for unused paid leave except under the following conditions. If a minimum of 30 calendar days of notice is provided to the Superintendent prior to a employee's resignation, the employee will receive the following sick leave payment benefit. This benefit is void if employee is terminated by the employer or if less than 30 days of notice is provided by the employee. Sick leave hours are converted to days using the following formula: Accumulated Sick Leave Hours / Daily Scheduled Hours = Unused Sick Days

Completed Full Years of Service With The District	Amount Per Unused Sick Day	Completed Full Years of Service With The District	Amount Per Unused Sick Day
10-14 Years	\$20/Day	20-24 Years	\$40/Day
15-19 Years	\$30/Day	25 or More Years	\$60/Day

**ARTICLE XVIII
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. 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.
- D. It is hereby agreed that this Agreement is the complete understanding between the parties. This Agreement shall supersede any rules, regulations or past 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.

- E. 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.
- F. The Association and the Board recognize that strikes and other forms of work stoppage by employees are contrary to law and public policy. The Association and the Board subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of the school system. The Association, 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.
- G. The Board shall not authorize, instigate, cause, aid, encourage, ratify or condone any lockout of employees.

An emergency manager appointed under the Local Financial Stability and Choice Act, MCL 141.1541, et seq., may reject, modify, or terminate this Agreement as provided in that Act.

ARTICLE XIX ACCEPTANCE

The effective date of this agreement is July 1, 2026 to June 30, 2028.

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

CHARLOTTE BOARD OF EDUCATION

FOOD SERVICE EMPLOYEES

President, Board of Education

Unit Representative

Superintendent of Schools

Unit Representative

Date

Date