

Agenda of Regular Meeting

The Board of Education Waverly Community Schools

A Regular Meeting of the Board of Education of Waverly Community Schools will be held June 13, 2022, beginning at 6:00 PM in the Board Room, 515 Snow Road, Lansing, MI 48917.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

- I. Call to Order and Pledge to the Flag - President Mary Ann Martin
- II. Special Presentation
 - Bond Update
- III. Correspondence
- IV. Public Comment for Agenda Items
- V. Board Member Comment
- VI. Approval of Agenda and Acceptance of All Reports

Recommendation: *To request a motion to approve the June 13, 2022 agenda as presented and accept all reports into discussion.*

- VII. Approval of Consent Agenda Items
 - A. Items listed below may be approved with one motion unless a board member requests that an item or items be removed for separate action.
 - Regular Meeting Minutes - May 16, 2022
 - Closed Session Meeting Minutes - May 16, 2022
 - Report #21-61, Human Resources Personnel Recommendations
 - Report #21-62, Finance Report, May 2022
 - B. **Recommendation:** *To request a motion to approve the consent agenda as presented.*
- VIII. Presentation of Reports
 - A. Finance and Facilities

1.	For Action - Report #21-63, 2022-23 Budget Resolutions	20
	<u>Recommendation:</u> <i>To approve Report #21-63, the 2022-23 General Fund Resolution, the 2022-23 Debt Retirement Fund Resolution, the 2021-22 Special revenue Funds Resolution and the 2022-23 Sinking Fund Resolution as presented.</i>	
2.	For Action - Report #21-64, Certification of Summer Tax Levy	29
	<u>Recommendation:</u> <i>To adopt Report #21-64, the proposed summer tax levy for the City of Lansing, Delta Township, and Lansing Township as presented.</i>	
3.	For Action - Report #21-65, 2022 Building and Site, Series I Technology Award Recommendations	36
	<u>Recommendation:</u> <i>To approve Report #21-65, awards to the lowest responsible bidder(s) from Bid Package 3B - Districtwide Technology, as per the attached summary, in accordance with Board Policy 6320 (Purchasing).</i>	
4.	For Action - Report #21-66, 2022 Building and Site, Series I Construction Award Recommendations	39
	<u>Recommendation:</u> <i>To approve Report #21-66, awards to the lowest responsible bidder(s) from Bid Package 2 - East Intermediate, as per the attached summary, in accordance with Board Policy 6320 (Purchasing).</i>	
B.	Personnel and Policy	
1.	For Action - Report #21-67, Ratification of Master Agreements	44
	<u>Recommendation:</u> <i>To Approve Report #21-67, Letters of Agreement as negotiated between the BOE and the Waverly Education Association (WEA), Waverly Education Support ParaEducator Association (WESPA), and the Waverly Administrators Education Association (WAEA).</i>	
2.	For Action - Report #21-68, Ratification of Master Agreement - International Union of Operating Engineers (IUOE)	59
	<u>Recommendation:</u> <i>To approve Report #21-68, the tentative agreement as negotiated between the IUOE and the Board of Education as presented.</i>	
C.	Teaching and Learning	
1.	98B Benchmark Report	96
IX.	Public Comment - Open Comment for District related items	
X.	Other Board Business	
XI.	Adjournment	

Minutes of Regular Meeting

The Board of Trustees Waverly Community Schools

Opening of Meeting

The regular monthly meeting of the Waverly Community Schools Board of Education was held on Monday, May 16, 2022 at the Administration Building, located at 515 Snow Rd., Lansing, MI 48917. Board President Mary Ann Martin called the meeting to order at 6:00 PM. The pledge to the flag was led by Elmwood Interim Elementary Principal, Chris Smith.

Members Present: Mary Ann Martin
Alicia Guevara Warren
Amy Krause
Holly Nester
Rhonda Sosnowski
Cathy Pike

Members Absent: Christopher Beasley

Staff Present: Kelly Blake, Superintendent
Chris Huff, Director of Teaching & Learning
Tiffany Wright, Director of Student Services
Evan Nuffer, Director of Finance & Operations
Matt Corliss, Director of Human Resources
Tim Lyman
Tony Terranova
Shawn Lewis
Christopher Smith
Kristen Kochheiser
Ann Marie Lindsay

Others Present: John Thomas
Joy Gleason

Correspondence:

None

Public Comment for Agenda Items:

None

Board Member Comment:

Member Pike stated she had a great time at the Unified program at the High School on May 6th. She commended Principal Terranova and his staff for such tremendous efforts to make the event a success.

Member Krause stated she is very impressed with the completed construction on the front of East Intermediate. The front entrance looks amazing.

Member Martin also attended the Unified Program on May 6th and thought the program was wonderful. The staff did an amazing job involving all students and was very happy with student support and enthusiasm.

Approval of Agenda and Acceptance of Reports

Superintendent Blake requested the addition of a closed session to the agenda after item XII. Other Board Member Comment, for the purpose of discussing contract negotiations.

A motion was presented by Member Krause and supported by Member Pike to adopt the May 16, 2022 agenda with the requested change/addition of the closed session and accept all reports.

Motion PASSED

Vote: Ayes – 6; Nays – 0; Absent – 1, Member Beasley

Approval Consent Agenda Items

A motion was presented by Member Guevara Warren and supported by Member Sosnowski to approve the consent agenda as presented.

- 1.Regular Meeting Minutes – April 18, 2022
- 2.Report #21-56, Human Resources Personnel Report
- 3.Report #21-57, Finance Report

Motion PASSED

Vote: Ayes – 6; Nays – 0; Absent – 1, Member Beasley

Committee Reports

Finance & Facilities Advisory Committee

Director of Finance & Operations, Evan Nuffer, reviewed the May 5, 2022 Finance & Facilities Advisory Committee meeting which included discussions:

- Fund Balance Comparisons with surrounding districts and projections and the district plan to spend the surplus in Waverly’s fund balance.
- Potential contract negotiations.

- Competitive School Safety Grant Program award (\$50,000) to Waverly which will be used to improve exterior doors and front entry to the front vestibule at East Intermediate.
- Upcoming bond projects currently in development – HS athletic complex, East Intermediate bids, and the High School designs.

PRESENTATION OF REPORTS

Finance & Facilities

For Action – Report #21-58, Approve the Ingham ISD 2022-23 General Education Fund Proposed Budget

A motion was presented by Member Sosnowski and supported by Member Nester to approve the presented IISD budget resolution.

Superintendent Blake explained this is a yearly process for districts within the ISD to either support or disapprove the IISD general fund budget for the upcoming school year.

Motion PASSED

Vote: Ayes – 6; Nays – 0; Absent – 1, Member Beasley

For Action – Report #21-59, Adopt and Approve the Purchase of EL Education Curriculum for Kindergarten through 6th Grade.

Director of Teaching & Learning, Chris Huff, gave a presentation on the proposed K-6 ELA curriculum and to all Board member questions.

A motion was presented by Member Guevara Warren and supported by Member Sosnowski to adopt and approve the purchase of the EL Education K-6 curriculum.

Motion PASSED

Vote: Ayes – 5; Nays – 1 Member Krause; Absent – 1 Member Beasley

For Action – Report #21-60, Approve the Michigan High School Athletic Association 2022-23 Membership Resolution

A motion was presented by Member Nester and supported by Member Guevara Warren to approve the presented IISD budget resolution.

Motion PASSED

Vote: Ayes – 6; Nays – 0; Absent – 1, Member Beasley

Superintendent's Report:

Superintendent Blake:

- Prom was a success. It was held on the Michigan Princess.
- Staff retiring this school year are Marilyn Hobrla, Chris Barrera, Lisa Hamilton, Edwina Riddle, Thom Glasovatz, Ann Kennedy, Craig Paksi, Diane Flanagan, Oliva Harris and Brenda Reetz. A retirement celebration will be held at the Admin Building lawn on Thursday, June 9, 2022.
- Waverly Education Foundation funded over \$30,000 of grants this year. Thank you to them for always being so generous.
- Delta-Kiwanas in conjunction with restaurant One North awarded all Waverly Food Service staff with a \$55 gift certificate to One North for their continued hard work for our students.
- Case Credit donated \$750 to help with staff appreciation in each building. We will have treats, refreshments and Case CU give away items in each building next week to again thank our staff for their continued hard work this year.
- Thank you to Chris Smith for filling in at Elmwood Elementary as Principal while Principal Molly Francis is on leave.
- Jeremy Miller, Assistant Principal at East will be filling in for Principal Vickie Tisdale while she is on leave.
- Sports teams are celebrating Senior Night as spring season comes to an end.
- Thank you to Tiffany Wright, Bevin Francis, Tony Terranova, Susan Friend and Dan Kemsley for their hard work organizing a great day for our Unified students on May 6th. They made the day very special for our students.
- Last day for seniors is May 26, 2022.
- Senior Awards night is June 2, 2022 in the High School auditorium.
- Graduation is Saturday June 4th at the football field beginning at 10 am.

Public Comment – Open Comment for District Issues

Mr. John Thomas voiced concern regarding bullying at the Middle School, along with the need for mental health support for our students and staff. He stated students are afraid to come to school and hopes the district has a plan to address student fears. He offered his services to help in any way needed to support Waverly students.

Mrs. Blake acknowledged there was a large amount of student issues at the beginning of the school year and the affect the pandemic has had with students not being able to be in social settings for the last 18 months. She explained we have added additional supports for our students and have recently hired a Director of School Culture to help address culture within our buildings and the needs of all our staff and students to be sure they feel safe at school.

Other Board Business:

None

A motion was presented by Member Sosnowski and supported by Member Amy Krause to enter into closed session for the purposes of discussing contract negotiations.

Roll Call Vote: Catherine Pike – Yes, Amy Krause – Yes, Alicia Guevara Warren – Yes, Holly Nester – Yes, Rhonda Sosnowski – Yes, Mary Ann Martin – Yes

Motion PASSED

Vote: Ayes – 6; Nays – 0; Absent – 1, Member Beasley

Adjournment to closed session at: 7:25 PM.

The board reconvened into open session at 8:02 pm.

The meeting adjourned at 8:03 pm.

Respectfully submitted,

Alicia Guevara Warren, Secretary
aml

Minutes of Closed Session Meeting – May 16, 2022

The Board of Trustees Waverly Community Schools

The Board entered into closed session at 7:30 pm for the purposes of discussing contract negotiations.

Members Present: Mary Ann Martin
Holly Nester
Alicia Guevara Warren
Rhonda Sosnowski
Amy Krause
Cathy Pike

Members Absent: Christopher Beasley

Staff Present: Kelly Blake, Superintendent
Evan Nuffer, Director of Finance
Matt Corliss, Director of Human Resources
Tiffany Wright, Director of Student Services
Chris Huff, Director of Teaching & Learning

The board discussed contract negotiations.

Adjournment at 8:02 PM

Respectfully submitted,

Alicia Guevara Warren, Secretary
aml

WAVERLY COMMUNITY SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
June 13, 2022

Report #21-61

Subject: Personnel Report

A. Employment – Administration

<u>Name</u>	<u>Position</u>	<u>Building</u>	<u>Salary</u>	<u>Effective</u>
Emilie Weaver	Assistant Principal	High School	\$91,161	7/1/2022

B. Transfer – Administration

<u>Name</u>	<u>From Position</u>	<u>To Position</u>	<u>Effective</u>
Shawn Lewis	Colt ECEC Principal	Director of Student Culture	7/1/2022

C. Employment – Certified

<u>Name</u>	<u>Position</u>	<u>Building</u>	<u>Salary</u>	<u>Effective</u>
Hana Steinebach	2 nd Grade Teacher	Elmwood Ele	BA Step 1.5/\$40,429	8/22/2022
Taylor Villarreal	3 rd Grade Teacher	Winans Ele	BA+20 Step 1.5/\$42,203	8/22/2022
Valerie Cochrane	4 th Grade Teacher	Winans Ele	BA Step 11/\$66,235	8/22/2022
Sara Hill	Kindergarten Teacher	Colt ECED	BA Step 9/\$59,697	8/22/2022
Stephen Stauffer	Science Teacher	High School	MA Step 9/\$65,241	8/22/2022
Brittany Coder	Science Teacher	High School	MA Step 6/\$55,250	8/22/2022

D. Employment – Non-Certified

<u>Name</u>	<u>Position</u>	<u>Building</u>	<u>Salary</u>	<u>Effective</u>
Nicole Jones-Robertson	Bus Driver	Service Building	\$16.00/hr	6/9/2022

E. Transfer – Certified

<u>Name</u>	<u>From Position</u>	<u>To Position</u>	<u>Effective</u>
Ivy Morey	Elmwood Para Educator	4 th Grade Teacher Winans	8/22/2022
Zachary Marshall	Middle School Math Teacher	High School Math Teacher	8/22/2022
Jeff Parks	High School Science Teacher	Student Act. & Grant Coordinator	8/1/2022
Ashley Hill	High School Special Ed Teacher	High School Science Teacher	8/22/2022
Denise Noble	Winans ASD Teacher	Middle School ASD Teacher	8/22/2022
Katy Swift	Colt ECEC ASD Teacher	Winans ASD Teacher	8/22/2022
Kaylie Clark	Para Educator	Colt ECEC ASD Teacher	8/22/2022

F. Retirement – Certified

<u>Name</u>	<u>Position</u>	<u>Building</u>	<u>Reason</u>	<u>Effective</u>
Sarah Potter	Business Teacher	High School	Personal	6/10/2022

G. Resignation – Certified

<u>Name</u>	<u>Position</u>	<u>Building</u>	<u>Effective</u>
Amanda Willemot	4 th Grade Teacher	Winans	6/10/2022
Ryan Houthoofd	5 th Grade Teacher	East Intermediate	6/10/2022
Nicolette Poprawa	Special Education Teacher	Middle School	6/10/2022
Brandon Yenchus	Music Teacher	East & Winans	6/10/2022

H. Resignation – Non-Certified

<u>Name</u>	<u>Position</u>	<u>Building</u>	<u>Effective</u>
Nick Eaton	Auditorium Manager	High School	6/30/2022

I. Leave of Absence Request

<u>Name</u>	<u>Position</u>	<u>Building</u>	<u>Effective</u>
Julie Bard	Elementary Teacher	Elmwood	2022-23 School Year

**WAVERLY COMMUNITY SCHOOLS
BOARD OF EDUCATION
REGULAR BOARD MEETING
JUNE 13, 2022
Report #21-62**

FOR ACTION***

Subject:

Finance Report

Recommendation:

The Superintendent recommends the Board of Education review and approve the following report:

Financial Report:

The cash balance as of April 30, 2022 was \$5,670,080.25. Receipts during May, consisting of state aid, property taxes and other revenues in the amount of \$2,490,488.14 minus disbursements during May of \$3,449,482.29, left the district with a General Fund cash balance, as of May 31, 2022, of \$4,711,086.10.

2021-22 General Fund expenditures/transfers-out exceed revenues/transfers-in by \$1,227,673. A summary of year to date activity in comparison to the original budget is included in the supporting documentation.

2021-22 Student Activity Fund revenues exceed expenditures by \$42,232. A summary of year to date activity in comparison to the budget is included in the supporting documentation.

2021-22 Sinking Fund revenues exceed expenditures by \$839,805. A summary of year to date activity in comparison to the budget is included in the supporting documentation.

2021-22 Public Improvement Fund expenditures/transfers-out exceed revenues/transfers-in by \$292,814. A summary of year to date activity in comparison to the budget is included in the supporting documentation.

The balance of the 2021 Building and Site, Series IV Bonds remaining to be allocated, including \$437 of accrued interest, is \$793,428. A summary of life to date activity is included in the supporting documentation

The balance of the 2022 Building and Site, Series I Bonds remaining to be allocated, including \$98,824 of accrued interest/change in market value, is \$54,918,138. A summary of life to date activity is included in the supporting documentation

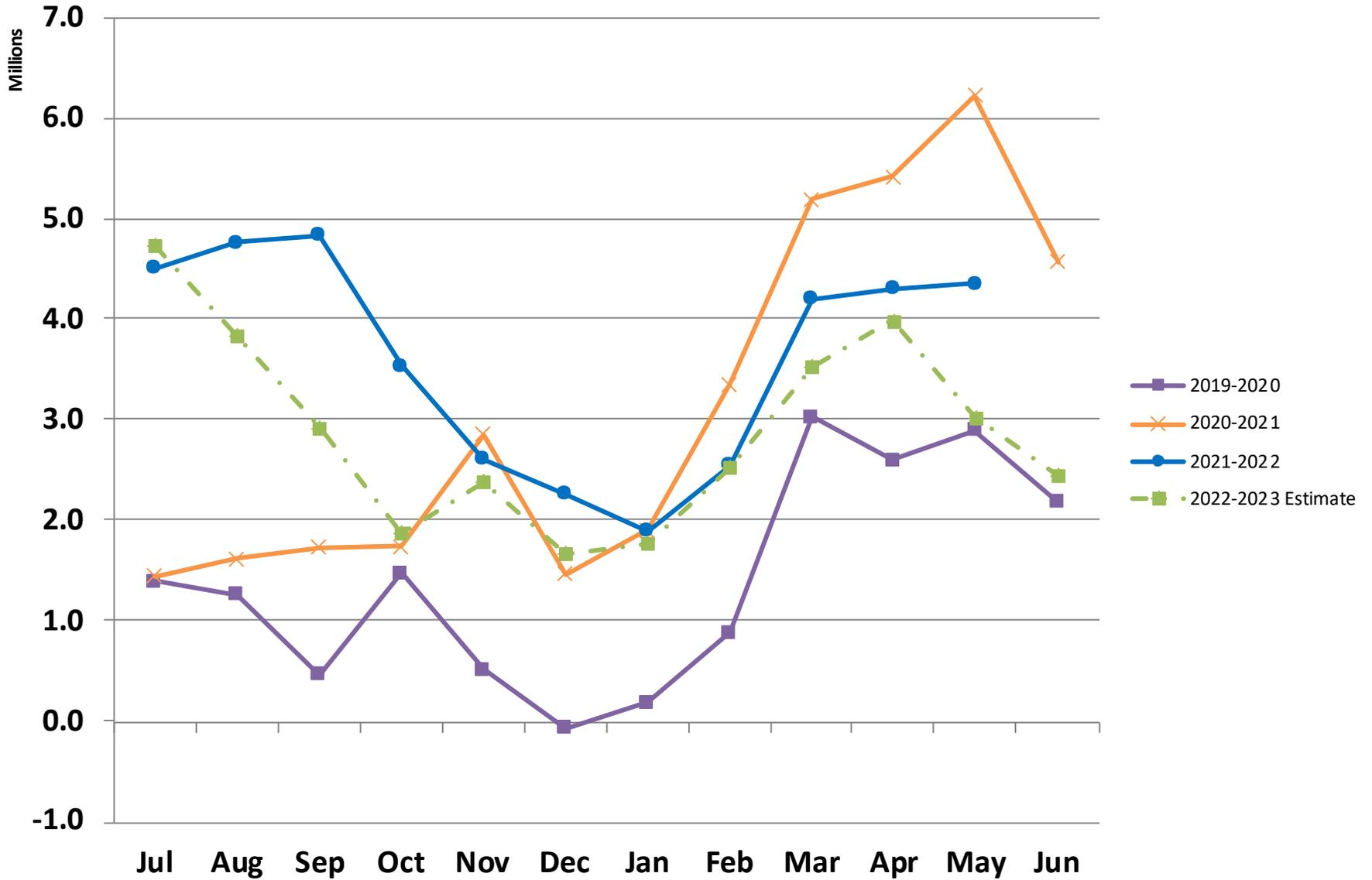
Waverly Community Schools

Finance Committee - Cash Position Report

For the Month Ended May 31, 2022

Balance on Hand April 30, 2022	5,670,080.25
Revenues	
State Aid	2,181,514.35
Taxes	6,938.41
Other Revenue	302,035.38
Interfund Transfers In	-
State Aid Note Proceeds	-
	<u>2,490,488.14</u>
Disbursements	
Payroll and Related Liabilities	(2,875,590.34)
Other Expenditures	(571,073.11)
State Aid Repayment	-
	<u>(3,446,663.45)</u>
Prior Month Adjustments During May 2022	(2,818.84)
Balance on Hand May 31, 2022	<u><u>4,711,086.10</u></u>
PNC Bank - General	4,558,293.63
MILAF	7,842.09
PNC Bank - Payroll	144,950.38
Comerica - Checking	-
	<u><u>4,711,086.10</u></u>
Difference	-

Waverly Community Schools Cash Flow Analysis (Monthly Lows)



Waverly Community Schools
General Fund - Budgetary Comparison Schedule
For the Month Ended May 31, 2022

	Revised Budget	Actual	Over (Under) Budget	% Available
Revenue				
Local sources	8,947,061	8,675,077	(271,984)	2.7%
State sources	23,465,727	17,179,296	(6,286,431)	27.8%
Federal sources	2,611,130	1,641,136	(969,993)	41.6%
Intergovernmental	3,534,406	2,581,748	(952,658)	27.1%
Transfers In	342,883	-	(342,883)	381.0%
Total revenue	38,901,207	30,077,257	(8,823,949)	22.7%
Expenditures				
Current:				
Instruction:				
Basic program	15,813,513	11,879,500	(3,934,013)	24.6%
Added needs	6,096,554	4,710,008	(1,386,546)	21.4%
Total instruction	21,910,066	16,589,508	(5,320,559)	23.7%
Support Services:				
Pupil	4,605,983	3,558,900	(1,047,083)	25.0%
Instructional staff	2,309,065	1,744,467	(564,599)	25.6%
General administration	387,916	347,338	(40,578)	10.7%
School administration	2,516,135	2,246,686	(269,449)	10.6%
Business	544,537	443,863	(100,674)	18.2%
Operations and maintenance	3,799,053	3,102,077	(696,976)	18.3%
Pupil transportation services	1,170,149	964,970	(205,180)	16.9%
Central	626,995	564,369	(62,626)	10.5%
Other	92,131	83,347	(8,784)	12.5%
Total support services	16,051,964	13,056,016	(2,995,948)	19.3%
Athletics	710,310	550,177	(160,133)	23.9%
Community services	-	-	-	0.0%
Non Publics	3,484	1,222	(2,262)	22.0%
Facility Acquisition	-	-	-	0.0%
Debt service:				
Principal	140,000	140,000	-	0.0%
Interest	3,500	3,500	-	0.0%
Capital outlay	27,318	39,786	12,468	-264.2%
Payments to other public schools	1,040,143	924,721	(115,422)	10.5%
Total expenditures	39,886,785	31,304,930	(8,581,855)	21.5%
Excess of Revenue (Under)Over Expenditures	(985,579)	(1,227,673)	(242,094)	
Transfers Out	350,000	-	(350,000)	100.0%
Change in Fund Balance	(1,335,579)	(1,227,673)	107,906	
Favorable Expenditure Variance (1.5%)	598,302			
Projected Change in Fund Balance	(737,277)			
Fund Balance - Beginning of year	7,637,365			
Fund Balance - End of year	6,900,088			
	17.3%			

Waverly Community Schools
Student Activity Fund - Budgetary Comparison Schedule
For the Month Ended May 31, 2022

	Revised Budget	Actual	Over (Under) Budget	% Available
Revenue				
Local sources	203,280	210,667	7,387	-3.6%
State sources	-	-	-	0.0%
Federal sources	-	-	-	0.0%
Intergovernmental	-	-	-	0.0%
Transfers In	-	-	-	0.0%
Total revenue	203,280	210,667	7,387	-3.6%
Expenditures				
Student Activities	138,854	115,753	(23,101)	17.8%
Athletics	80,953	52,682	(28,271)	34.9%
Total expenditures	219,806	168,435	(51,371)	24.4%
Excess of Revenue (Under)Over Expenditures	(16,526)	42,232	58,758	
Transfers Out	-	-	-	0.0%
Change in Fund Balance	(16,526)	42,232	58,758	
Fund Balance - Beginning of year	194,565			
Fund Balance - End of year	178,039			

Waverly Community Schools
Sinking Fund - Budgetary Comparison Schedule
For the Month Ended May 31, 2022

	Original Budget	Actual	Over (Under) Budget	% Available
Revenue				
Local sources	856,196	855,806	(390)	0.0%
State sources	-	-	-	0.0%
Federal sources	-	-	-	0.0%
Intergovernmental	-	-	-	0.0%
Transfers In	-	-	-	0.0%
Total revenue	856,196	855,806	(390)	0.0%
Expenditures				
Current:				
Support Services - Business	-	527	527	0.0%
Support Services - Central	-	-	-	0.0%
Facilities Acquisition, Construction and Improvements:				
Site Acquisition Services	-	-	-	0.0%
Site Improvement Services	-	-	-	0.0%
Architecture and Engineering Services	-	85	85	0.0%
Building Acquisition and Construction Services	-	-	-	0.0%
Building Improvement Services	-	15,390	15,390	0.0%
Other Acquisition and Construction Services	-	-	-	0.0%
Total expenditures	-	16,002	16,002	0.0%
Excess of Revenue (Under)Over Expenditures	856,196	839,805	(16,391)	
Transfers Out	-	-	-	
Net Change in Fund Balance	856,196	839,805	(16,391)	
Fund Balance - Beginning of year	1,257,398			
Fund Balance - End of year	2,113,594			

Waverly Community Schools
Public Improvement Fund - Budgetary Comparison Schedule
For the Month Ended May 31, 2022

	Original Budget	Actual	Over (Under) Budget	% Available
Revenue				
Local sources	200	52	(148)	73.9%
State sources	-	-	-	0.0%
Federal sources	-	-	-	0.0%
Intergovernmental	-	-	-	0.0%
Transfers In	350,000	-	(350,000)	100.0%
Total revenue	350,200	52	(350,148)	100.0%
Expenditures				
Current:				
Support Services - Business	-	-	-	0.0%
Support Services - Operations and Maintenance	-	-	-	0.0%
Support Services - Transportation	292,866	292,866	-	0.0%
Support Services - Central	-	-	-	0.0%
Facilities Acquisition, Construction and Improvements:				
Site Acquisition Services	-	-	-	0.0%
Site Improvement Services	-	-	-	0.0%
Architecture and Engineering Services	-	-	-	0.0%
Building Acquisition and Construction Services	-	-	-	0.0%
Building Improvement Services	-	-	-	0.0%
Other Acquisition and Construction Services	-	-	-	0.0%
Total expenditures	292,866	292,866	-	0.0%
Excess of Revenue (Under)Over Expenditures	57,334	(292,814)	(350,148)	
Transfers Out	-	-	-	
Net Change in Fund Balance	57,334	(292,814)	(350,148)	
Fund Balance - Beginning of year	649,156	649,156		
Fund Balance - End of year	706,490	356,342		

Waverly Community Schools
2021 Building and Site Bonds, Series IV
Budget Summary
As of May 31, 2022

	Budget	Actual	Encumbered	Balance Remaining
Construction				
Remodeling	1,813,893	1,287,781	597,268	(71,155)
Site Improvements	-	-	-	-
Technology Infrastructure	-	-	-	-
Construction Base Budget Subtotal	1,813,893	1,287,781	597,268	(71,155)
Technology Equipment - Contract				
Interactive Classroom	-	-	-	-
Network Equipment	-	-	-	-
Wireless Network	-	-	-	-
Phone System	-	750	-	(750)
AV Systems	-	-	-	-
Video Distribution/Video Production	-	-	-	-
Tech Equipment Contract Subtotal	-	750	-	(750)
Technology Equipment - Owner PO				
Computers/Mobile Devices	507,752	548,669	350	(41,266)
Servers/Backend Systems	-	-	-	-
Printers	-	-	-	-
AV Equipment	-	3,193	2,433	(5,626)
Non-Instructional Equipment (from FFE)	-	-	-	-
Tech Equipment Owner PO Subtotal	507,752	551,862	2,783	(46,892)
District				
Loose Equipment (Furniture & Transportation)	-	273	-	(273)
Project Contingency	-	-	-	-
Owner GC/Contingency/Issuance Costs	966,761	36,211	-	930,550
Field General Conditions	-	-	-	-
Architect	-	18,488	-	(18,488)
Tech Design/Construction Mgr	146,594	146,594	-	-
District Subtotal	1,113,355	201,566	-	911,789
Totals	3,435,000	2,041,958	600,051	792,991
Bank Interest/Proceeds				437
Total Available				<u>793,428</u>

Waverly Community Schools
2022 Building and Site Bonds, Series I
Budget Summary
As of May 31, 2022

	Budget	Actual	Encumbered	Balance Remaining
Construction				
New Construction	-	-	-	-
Remodeling	39,796,665	-	414,744	39,381,921
Site Improvements	3,194,052	-	-	3,194,052
Construction Base Budget Subtotal	42,990,717	-	414,744	42,575,973
Instructional Technology				
Computers and Mobile Devices	1,468,271	-	-	1,468,271
Audio / Visual	1,782,909	14,819	42,471	1,725,620
Instructional Technology Subtotal	3,251,180	14,819	42,471	3,193,891
Loose Furnishings and Equipment				
Non-Instructional Computers and Mobile Devices	73,904	-	-	73,904
Non-Instructional Audio / Visual	-	-	-	-
Furnishings, Fixtures and Equipment (FF&E)	4,021,389	-	-	4,021,389
Loose Furnishings and Equipment Subtotal	4,095,293	-	-	4,095,293
District				
Buses	449,946	-	-	449,946
Contingency	3,649,973	-	-	3,649,973
Election/Issuance Costs	839,463	709,543	-	129,920
General Conditions	994,618	61,022	-	933,596
Architect and Engineering Fees	2,590,927	1,007,095	1,583,832	-
A/E Reimbursables	431,821	203,670	153,951	74,200
Technology Design	393,305	54,979	338,326	-
Construction Mgr	3,050,990	425,287	2,625,703	-
District Subtotal	12,401,043	2,461,595	4,701,813	5,237,635
Bank Interest/Proceeds	(283,477)	(98,824)	-	(184,653)
Totals	62,454,756	2,377,590	5,159,027	54,918,138

**WAVERLY COMMUNITY SCHOOLS
BOARD OF EDUCATION
REGULAR BOARD MEETING
JUNE 13, 2022**

Report #21-63

FOR ACTION

Subject:

Waverly Community Schools 2022-23 Budget Resolutions

Recommendation:

The Superintendent recommends the Board of Education approve the following resolutions:

The 2022-23 General Fund Resolution with revenues of \$40,367,628 and expenditures of \$42,624,240

The 2022-23 Debt Retirement Fund Resolution with revenues of \$5,945,097 and expenditures of \$5,714,922

The 2022-23 Special Revenue Funds Resolution with revenues of \$2,743,054 and expenditures of \$2,835,046

The 2022-23 Sinking Fund Resolution with revenues of \$916,755 and expenditures of \$-0-

Statement of Purpose:

The chief administrative officer is required to provide the school board such information as the board requires for proper consideration of the recommended budget. (MCL 141.434)

Budget Impact:

The projected General Fund balance as of June 30, 2023 is estimated to be \$5,275,981, or 12.5% of current year operating expenditures.

The projected Debt Retirement Fund balance as of June 30, 2023 is estimated to be \$1,091,657, or 19.1% of current year debt retirement.

The projected Community Services Fund balance as of June 30, 2023 is estimated to be \$0, or 0% of current year operating expenditures.

The projected Student Activity Fund balance as of June 30, 2023 is estimated to be \$175,912.

The projected Food Service Fund balance as of June 30, 2023 is estimated to be \$271,445, or 14.7% of current year operating expenditures.

The projected Sinking Fund balance as of June 30, 2023 is estimated to be \$3,030,349

Historical Perspective:

School districts are required to adopt their 2022-23 budget(s) by June 30, 2022 for the fiscal year beginning July 1, 2022. The State of Michigan has not yet passed a budget for the School Aid Fund.

Discussion of Options:

The Board may adopt the resolutions collectively, reject the resolutions collectively, or take action on each individual resolution separately.

Rationale for Recommendation:

The Board of Education has the responsibility of reviewing the budget presented, holding a public hearing, modifying it as necessary, and approving it for implementation prior to the beginning of the fiscal year. (MCL 141.434)

Strategic Plan Reference:

As the heart of the community, our mission is to educate and prepare each student to achieve her or his academic best, develop character, become a lifelong learner, and contribute as a citizen of our global society.

GENERAL FUND APPROPRIATIONS
Resolution for Adoption by
The Waverly Community Schools Board of Education

RESOLVED that this resolution shall be the General appropriations of Waverly Community Schools for the 2022-23 fiscal year; a resolution to make appropriations; to provide for the expenditure of the appropriations; and to provide for the disposition of all revenue received by the Waverly Community Schools.

BE IT FURTHER RESOLVED, that the total revenues and unappropriated fund balance estimated to be available for appropriation in the General Fund of the school district for fiscal year 2022-23 which includes 17.9946 operating mills to be levied on all property, except principal residence and other property exempted by law and 1.9522 supplemental (hold harmless) operating mills on all principal residences, qualified agricultural property, qualified forest property, industrial personal property and commercial personal property not otherwise exempted by law of ad valorem taxes to be used for operating purposes is as follows:

Revenue:

Local	\$9,139,585
State	24,998,428
Federal	2,469,835
Other Financing Sources	3,759,780
Total Revenue	\$40,367,628
Total Fund Balance, July 1 Available to Appropriate	\$6,900,084
Total Available to Appropriate	\$47,267,712

BE IT FURTHER RESOLVED, that \$42,624,240 of the total available to appropriate in the general fund is hereby appropriated in the amounts and for the purposes set forth below:

Expenditures:

Instruction	
Basic Programs	\$16,836,804
Added Needs	6,659,145
Support Services	
Pupil Support	4,842,304
Instructional Staff Support	2,646,899
General Administration	393,623
School Administration	2,655,358
Business Services	757,823
Operations and Maintenance	3,847,304
Transportation	1,195,740
Central Support	1,298,864
Other Support	958,901
Community Activities	-0-
Nonpublic Schools	3,484
Facilities Acquisitions and Debt Service	70,700
Other Financing Uses	457,291
Total Appropriated	\$42,624,240

BE IT FURTHER RESOLVED, that an amount not to exceed \$350,000 of local revenue shall be appropriated as Other Financing Uses and transferred from the General Fund to the Public Improvement Fund and that such funds shall be used for non-routine capital items, including, but not limited to, the construction of new buildings, major remodeling of buildings, and acquisition of equipment and vehicles.

BE IT FURTHER RESOLVED, that no board of education member or employee of the school district shall expend any funds or obligate the expenditure of any funds except pursuant to appropriations made by the board of education and in keeping with the budgetary policy statement hitherto adopted by the board. Changes in the amount appropriated by the board shall require approval of the board.

Ayes: Members

Nays: Members

Resolution declared adopted.

Secretary, Board of Education

The undersigned duly qualified and acting Secretary of the Board of Education of Waverly Community Schools, Ingham, Eaton and Clinton Counties, Michigan, hereby certifies that the foregoing is a true and complete copy of a resolution adopted by the Board of Education at a _____ meeting held on _____, 2022, the original of which resolution is a part of the Board's minutes, and further certifies that notice of the meeting was given to the public under the Open Meetings Act, 1976 PA 267, as amended.

Secretary, Board of Education

SPECIAL REVENUE FUNDS APPROPRIATIONS
Resolution for Adoption by
The Waverly Community Schools Board of Education

RESOLVED that this resolution shall be the Special Revenue appropriations of Waverly Community Schools for the 2022-2023 fiscal year; a resolution to make appropriations; to provide for the expenditure of the appropriations; and to provide for the disposition of all revenue received by Waverly Community Schools.

BE IT FURTHER RESOLVED, that the total revenues and unappropriated fund balance estimated to be available for appropriation in the Special Revenue Funds of the school district for fiscal year 2022-2023 is as follows:

Revenue:	
Local	\$811,402
State	57,000
Federal	1,767,361
Other Financing Sources	107,291
 Total Revenue	 \$2,743,054
 Total Fund Balance, July 1 Available to Appropriate	 \$539,011
 Total Available to Appropriate	 \$3,282,065

BE IT FURTHER RESOLVED, that \$2,835,046 of the total available to appropriate in the Special Revenue Funds is hereby appropriated in the amounts and for the purposes set forth below:

Expenditures:	
Instructional Services	\$288,593
Business Services	30,866
Operations and Maintenance	500
Athletics	80,953
Student Activities	138,854
Food Services	1,820,855
Community Services	349,426
Fund Modifications (Transfers Out)	125,000
 Total Appropriated	 \$2,835,046

BE IT FURTHER RESOLVED, that no board of education member or employee of the school district shall expend any funds or obligate the expenditure of any funds except pursuant to appropriations made by the board of education and in keeping with the budgetary policy statement hitherto adopted by the board. Changes in the amount appropriated by the board shall require approval of the board.

Ayes: Members

Nays: Members

Resolution declared adopted.

Secretary, Board of Education

The undersigned duly qualified and acting Secretary of the Board of Education of _____, Michigan, hereby certifies that the foregoing is a true and complete copy of a resolution adopted by the Board of Education at a _____ meeting held on _____, 2022, the original of which resolution is a part of the Board's minutes, and further certifies that notice of the meeting was given to the public under the Open Meetings Act, 1976 PA 267, as amended.

Secretary, Board of Education

DEBT SERVICE FUNDS APPROPRIATIONS
Resolution for Adoption by
The Waverly Community Schools Board of Education

RESOLVED that this resolution shall be the Debt Retirement appropriations of Waverly Community Schools for the 2022-2023 fiscal year; a resolution to make appropriations; to provide for the expenditure of the appropriations; and to provide for the disposition of all revenue received by Waverly Community Schools.

BE IT FURTHER RESOLVED, that the total revenues and unappropriated fund balance estimated to be available for appropriation in the Debt Service Funds of the school district for fiscal year 2022-2023 which includes 6.40 debt service mills to be levied on all property not otherwise exempted by law is as follows:

Revenue:	
Local sources	\$5,867,447
State sources	77,650
 Total Revenue	 \$5,945,097
 Total Fund Balance, July 1 Available to Appropriate	 \$861,482
 Total Available to Appropriate	 \$6,806,579

BE IT FURTHER RESOLVED, that \$5,714,922 of the total available to appropriate in the Debt Service Funds is hereby appropriated in the amounts and for the purposes set forth below:

Expenditures:	
Business Services	700
Principal	\$3,260,000
Interest	\$2,454,222
 Total Appropriated	 \$5,714,922

BE IT FURTHER RESOLVED, that no board of education member or employee of the school district shall expend any funds or obligate the expenditure of any funds except pursuant to appropriations made by the board of education and in keeping with the budgetary policy statement hitherto adopted by the board. Changes in the amount appropriated by the board shall require approval of the board.

Ayes: Members

Nays: Members

Resolution declared adopted.

Secretary, Board of Education

The undersigned duly qualified and acting Secretary of the Board of Education of Waverly Community Schools, Ingham, Eaton and Clinton Counties, Michigan, hereby certifies that the foregoing is a true and complete copy of a resolution adopted by the Board of Education at a _____ meeting held on _____, 2022, the original of which resolution is a part of the Board's minutes, and further certifies that notice of the meeting was given to the public under the Open Meetings Act, 1976 PA 267, as amended.

Secretary, Board of Education

SINKING FUND APPROPRIATIONS
Resolution for Adoption by
The Waverly Community Schools Board of Education

RESOLVED that this resolution shall be the Sinking Fund appropriations of Waverly Community Schools for the 2022-2023 fiscal year; a resolution to make appropriations; to provide for the expenditure of the appropriations; and to provide for the disposition of all revenue received by Waverly Community Schools.

BE IT FURTHER RESOLVED, that the total revenues and unappropriated fund balance estimated to be available for appropriation in the Sinking Fund of the school district for fiscal year 2022-2023 which includes 1.00 sinking fund mills to be levied on all property not otherwise exempted by law is as follows:

Revenue:	
Local sources	\$916,755
Total Revenue	\$916,755
Total Fund Balance, July 1 Available to Appropriate	\$2,113,594
Total Available to Appropriate	\$3,030,349

BE IT FURTHER RESOLVED, that \$0 of the total available to appropriate in the Sinking Fund is hereby appropriated in the amounts and for the purposes set forth below:

Expenditures:	
Facilities Acquisition, Construction & Improvement	\$-0-
Total Appropriated	\$-0-

BE IT FURTHER RESOLVED, that no board of education member or employee of the school district shall expend any funds or obligate the expenditure of any funds except pursuant to appropriations made by the board of education and in keeping with the budgetary policy statement hitherto adopted by the board. Changes in the amount appropriated by the board shall require approval of the board.

Ayes: Members

Nays: Members

Resolution declared adopted.

Secretary, Board of Education

The undersigned duly qualified and acting Secretary of the Board of Education of Waverly Community Schools, Ingham, Eaton and Clinton Counties, Michigan, hereby certifies that the foregoing is a true and complete copy of a resolution adopted by the Board of Education at a _____ meeting held on _____, 2022, the original of which resolution is a part of the Board's minutes, and further certifies that notice of the meeting was given to the public under the Open Meetings Act, 1976 PA 267, as amended.

Secretary, Board of Education

**WAVERLY COMMUNITY SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
JUNE 13, 2022**

Report #21-64

FOR ACTION***

Subject:

Certification of Summer Tax Levy – City of Lansing, Delta Township and Lansing Township

Recommendation:

The Superintendent recommends the Board of Education adopt the proposed summer tax levy for the City of Lansing, Delta Township and Lansing Township. A certified copy is affixed to the official minutes of this meeting. A copy of the certification (L-4029) is included in the support materials.

Statement of Purpose:

To certify the tax levy, allowing local taxing units to collect summer taxes for the district.

Budget Impact:

If the certification of tax levy is not adopted, taxing units will not collect summer taxes for the school district, which could impact cash flow and necessitate short-term borrowing.

Historical Perspective:

Section 380.1213 of Michigan School Code provides that the Secretary of the Board of Education file a certified copy of a resolution adopted by the Board, stating the number of mills to be levied on taxable properties within the school district. This certification is to be filed with the appropriate township(s) and city clerk(s).

A breakdown of the summer tax levy is as follows:

<u>Operating</u>	<u>Rate</u>	<u>Expires</u>
All – Voted (Hold Harmless)	0.9761	December 31, 2022
Commercial Personal – Voted	3.9734	December 31, 2022
Non-Home – Voted	8.0212	December 31, 2022
 <u>2021 Building and Site Debt</u>		
All	2.2600	December 31, 2022
 <u>2022 Building and Site Debt</u>		
All	4.1400	December 31, 2051
 <u>2016 Sinking Fund</u>		
All	0.5000	December 31, 2025

The summer levy for the City of Lansing, Lansing Township and Delta Township is based upon fifty percent (50%) of the total levy.

Discussion of Options:

The Board may adopt the recommendation as presented, reject the recommendation or could reduce the amount of any of the above levies. Any reduction in tax levy will result in the loss of revenue for the District.

Strategic Plan Reference:

As the heart of the community, our mission is to educate and prepare each student to achieve her or his academic best, develop character, become a life long learner, and contribute as a citizen of our global society.

2022 Tax Rate Request (This form must be completed and submitted on or before September 30, 2022)

MILLAGE REQUEST REPORT TO COUNTY BOARD OF COMMISSIONERS

Carefully read the instructions on page 2.

This form is issued under authority of MCL Sections 211.24e, 211.34 and 211.34d. Filing is mandatory; Penalty applies.

County(ies) Where the Local Government Unit Levies Taxes Eaton County - Delta Township	2022 Taxable Value for ALL Properties in the Unit as of 5-23-22 672,661,794
Local Government Unit Requesting Millage Levy Waverly Community Schools	For LOCAL School Districts: 2022 Taxable Value excluding Principal Residence, Qualified Agricultural, Qualified Forest, Industrial Personal and Commercial Personal Properties. "Not yet known"

This form must be completed for each unit of government for which a property tax is levied. Penalty for non-filing is provided under MCL Sec 211.119. The following tax rates have been authorized for levy on the 2022 tax roll.

(1) Source	(2) Purpose of Millage	(3) Date of Election	(4) Original Millage Authorized by Election, Charter, etc.	(5)** 2021 Millage Rate Permanently Reduced by MCL 211.34d "Headlee"	(6) 2022 Current Year "Headlee" Millage Reduction Fraction	(7) 2022 Millage Rate Permanently Reduced by MCL 211.34d "Headlee"	(8) Sec. 211.34 Truth in Assessing or Equalization Millage Rollback Fraction	(9) Maximum Allowable Millage Levy *	(10) Millage Requested to be Levied July 1	(11) Millage Requested to be Levied Dec. 1	(12) Expiration Date of Millage Authorized
Extra Voted	Operating NON-HOME	05/2012	18.0000	17.9946	1.0000	17.9946	1.0000	17.9946	8.0212		12/2022
Hold Harmless Extra Voted	Operating ALL	05/2012	9.3000	9.3000	1.0000	9.3000	1.0000	9.3000	0.9761		12/2022
Extra Voted	2021 Debt DEBT-ALL	05/2013	2.2600	N/A	1.0000	N/A	1.0000	2.2600	1.1300		12/2022
Extra Voted	2022 Debt DEBT-ALL	05/2021	4.1400	N/A	1.0000	N/A	1.0000	4.1400	2.0700		12/2051
Extra Voted	Sinking Fund ALL	03/2016	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	0.5000		12/2025

Prepared by Andrew Dravland	Telephone Number (517) 244-4515	Title of Preparer Accountant, Business Operations, Ingham ISD	Date 05/25/22
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CERTIFICATION: As the representatives for the local government unit named above, we certify that these requested tax levy rates have been reduced, if necessary to comply with the state constitution (Article 9, Section 31), and that the requested levy rates have also been reduced, if necessary, to comply with MCL Sections 211.24e, 211.34 and, for LOCAL school districts which levy a Supplemental (Hold Harmless) Millage, 380.1211(3).

<input type="checkbox"/> Clerk	Signature	Print Name	Date
<input checked="" type="checkbox"/> Secretary			
<input type="checkbox"/> Chairperson	Signature	Print Name	Date
<input checked="" type="checkbox"/> President			

* Under Truth in Taxation, MCL Section 211.24e, the governing body may decide to levy a rate which will not exceed the maximum authorized rate allowed in column 9. The requirements of MCL 211.24e must be met prior to levying an operating levy which is larger than the base tax rate but not larger than the rate in column 9.

** **IMPORTANT:** See instructions on page 2 regarding where to find the millage rate used in column (5).

Local School District Use Only. Complete if requesting millage to be levied. See STC Bulletin 2 of 2022 for instructions on completing this section.	
Total School District Operating Rates to be Levied (HH/Supp and NH Oper ONLY)	Rate ***
For Principal Residence, Qualified Ag, Qualified Forest and Industrial Personal	0.9761
For Commercial Personal	3.9734
For all Other	8.9973

***** FOR JULY 1 LEVY**

2022 Tax Rate Request (This form must be completed and submitted on or before September 30, 2022)

MILLAGE REQUEST REPORT TO COUNTY BOARD OF COMMISSIONERS

Carefully read the instructions on page 2.

This form is issued under authority of MCL Sections 211.24e, 211.34 and 211.34d. Filing is mandatory; Penalty applies.

County(ies) Where the Local Government Unit Levies Taxes Ingham County - City of Lansing	2022 Taxable Value for ALL Properties in the Unit as of 5-23-22 2,787,480
Local Government Unit Requesting Millage Levy Waverly Community Schools	For LOCAL School Districts: 2022 Taxable Value excluding Principal Residence, Qualified Agricultural, Qualified Forest, Industrial Personal and Commercial Personal Properties. "Not yet known"

This form must be completed for each unit of government for which a property tax is levied. Penalty for non-filing is provided under MCL Sec 211.119. The following tax rates have been authorized for levy on the 2022 tax roll.

(1) Source	(2) Purpose of Millage	(3) Date of Election	(4) Original Millage Authorized by Election, Charter, etc.	(5)** 2021 Millage Rate Permanently Reduced by MCL 211.34d "Headlee"	(6) 2022 Current Year "Headlee" Millage Reduction Fraction	(7) 2022 Millage Rate Permanently Reduced by MCL 211.34d "Headlee"	(8) Sec. 211.34 Truth in Assessing or Equalization Millage Rollback Fraction	(9) Maximum Allowable Millage Levy *	(10) Millage Requested to be Levied July 1	(11) Millage Requested to be Levied Dec. 1	(12) Expiration Date of Millage Authorized
Extra Voted	Operating NON-HOME	05/2012	18.0000	17.9946	1.0000	17.9946	1.0000	17.9946	8.0212		12/2022
Hold Harmless Extra Voted	Operating ALL	05/2012	9.3000	9.3000	1.0000	9.3000	1.0000	9.3000	0.9761		12/2022
Extra Voted	2021 Debt DEBT-ALL	05/2013	2.2600	N/A	1.0000	N/A	1.0000	2.2600	1.1300		12/2022
Extra Voted	2022 Debt DEBT-ALL	05/2021	4.1400	N/A	1.0000	N/A	1.0000	4.1400	2.0700		12/2051
Extra Voted	Sinking Fund ALL	03/2016	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	0.5000		12/2025

Prepared by Andrew Dravland	Telephone Number (517) 244-4515	Title of Preparer Accountant, Business Operations, Ingham ISD	Date 05/25/22
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CERTIFICATION: As the representatives for the local government unit named above, we certify that these requested tax levy rates have been reduced, if necessary to comply with the state constitution (Article 9, Section 31), and that the requested levy rates have also been reduced, if necessary, to comply with MCL Sections 211.24e, 211.34 and, for LOCAL school districts which levy a Supplemental (Hold Harmless) Millage, 380.1211(3).

Local School District Use Only. Complete if requesting millage to be levied. See STC Bulletin 2 of 2022 for instructions on completing this section.

<input type="checkbox"/> Clerk	Signature	Print Name	Date
<input checked="" type="checkbox"/> Secretary			
<input type="checkbox"/> Chairperson	Signature	Print Name	Date
<input checked="" type="checkbox"/> President			

Total School District Operating Rates to be Levied (HH/Supp and NH Oper ONLY)	Rate ***
For Principal Residence, Qualified Ag, Qualified Forest and Industrial Personal	0.9761
For Commercial Personal	3.9734
For all Other	8.9973

* Under Truth in Taxation, MCL Section 211.24e, the governing body may decide to levy a rate which will not exceed the maximum authorized rate allowed in column 9. The requirements of MCL 211.24e must be met prior to levying an operating levy which is larger than the base tax rate but not larger than the rate in column 9.

** **IMPORTANT:** See instructions on page 2 regarding where to find the millage rate used in column (5).

*** **FOR JULY 1 LEVY**

2022 Tax Rate Request (This form must be completed and submitted on or before September 30, 2022)

MILLAGE REQUEST REPORT TO COUNTY BOARD OF COMMISSIONERS

Carefully read the instructions on page 2.

This form is issued under authority of MCL Sections 211.24e, 211.34 and 211.34d. Filing is mandatory; Penalty applies.

County(ies) Where the Local Government Unit Levies Taxes Ingham County - Lansing Township	2022 Taxable Value for ALL Properties in the Unit as of 5-23-22 133,719,819
Local Government Unit Requesting Millage Levy Waverly Community Schools	For LOCAL School Districts: 2022 Taxable Value excluding Principal Residence, Qualified Agricultural, Qualified Forest, Industrial Personal and Commercial Personal Properties. "Not yet known"

This form must be completed for each unit of government for which a property tax is levied. Penalty for non-filing is provided under MCL Sec 211.119. The following tax rates have been authorized for levy on the 2022 tax roll.

(1) Source	(2) Purpose of Millage	(3) Date of Election	(4) Original Millage Authorized by Election, Charter, etc.	(5)** 2021 Millage Rate Permanently Reduced by MCL 211.34d "Headlee"	(6) 2022 Current Year "Headlee" Millage Reduction Fraction	(7) 2022 Millage Rate Permanently Reduced by MCL 211.34d "Headlee"	(8) Sec. 211.34 Truth in Assessing or Equalization Millage Rollback Fraction	(9) Maximum Allowable Millage Levy *	(10) Millage Requested to be Levied July 1	(11) Millage Requested to be Levied Dec. 1	(12) Expiration Date of Millage Authorized
Extra Voted	Operating NON-HOME	05/2012	18.0000	17.9946	1.0000	17.9946	1.0000	17.9946	8.0212		12/2022
Hold Harmless Extra Voted	Operating ALL	05/2012	9.3000	9.3000	1.0000	9.3000	1.0000	9.3000	0.9761		12/2022
Extra Voted	2021 Debt DEBT-ALL	05/2013	2.2600	N/A	1.0000	N/A	1.0000	2.2600	1.1300		12/2022
Extra Voted	2022 Debt DEBT-ALL	05/2021	4.1400	N/A	1.0000	N/A	1.0000	4.1400	2.0700		12/2051
Extra Voted	Sinking Fund ALL	03/2016	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	0.5000		12/2025

Prepared by Andrew Dravland	Telephone Number (517) 244-4515	Title of Preparer Accountant, Business Operations, Ingham ISD	Date 05/25/22
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CERTIFICATION: As the representatives for the local government unit named above, we certify that these requested tax levy rates have been reduced, if necessary to comply with the state constitution (Article 9, Section 31), and that the requested levy rates have also been reduced, if necessary, to comply with MCL Sections 211.24e, 211.34 and, for LOCAL school districts which levy a Supplemental (Hold Harmless) Millage, 380.1211(3).

<input type="checkbox"/> Clerk	Signature	Print Name	Date
<input checked="" type="checkbox"/> Secretary			
<input type="checkbox"/> Chairperson	Signature	Print Name	Date
<input checked="" type="checkbox"/> President			

* Under Truth in Taxation, MCL Section 211.24e, the governing body may decide to levy a rate which will not exceed the maximum authorized rate allowed in column 9. The requirements of MCL 211.24e must be met prior to levying an operating levy which is larger than the base tax rate but not larger than the rate in column 9.

** **IMPORTANT:** See instructions on page 2 regarding where to find the millage rate used in column (5).

Local School District Use Only. Complete if requesting millage to be levied. See STC Bulletin 2 of 2022 for instructions on completing this section.	
Total School District Operating Rates to be Levied (HH/Supp and NH Oper ONLY)	Rate ***
For Principal Residence, Qualified Ag, Qualified Forest and Industrial Personal	0.9761
For Commercial Personal	3.9734
For all Other	8.9973

***** FOR JULY 1 LEVY**

2022 SUMMARY OF ESTIMATED SUMMER DEBT LEVY *

WAVERLY COMMUNITY SCHOOLS

	WAVERLY DEBT LEVY (One-half year rate)			
	2022 Total Taxable Valuation	2021 Debt (B&S) (2013)	2022 Debt (B&S) (2021)	Total Summer Debt
Assessing Unit		1.1300	2.0700	3.2000
Lansing Township	133,719,819	\$151,103.40	\$276,800.03	\$427,903.43
City of Lansing - Ingham	2,787,480	\$3,149.85	\$5,770.08	\$8,919.93
Delta Township	672,661,794	\$760,107.83	\$1,392,409.91	\$2,152,517.74
TOTAL SUMMER DEBT	809,169,093	\$914,361.08	\$1,674,980.02	\$2,589,341.10

* Note: This property tax levy information is for Debt ONLY. Refer to L-4029 for operating levy.

2022 SUMMARY OF SINKING FUND LEVY *

WAVERLY COMMUNITY SCHOOLS

		WAVERLY SINKING FUND LEVY (One-half year rate)
<u>Assessing Unit</u>	<u>2022 Total Taxable Valuation</u>	<u>March 2016 0.5000</u>
Lansing Township	133,719,819	\$66,859.91
City of Lansing - Ingham	2,787,480	\$1,393.74
Delta Township	672,661,794	\$336,330.90
TOTAL SUMMER SINKING FUND LEVY	<u>809,169,093</u>	<u>\$404,584.55</u>

* Note: This property tax levy information is for Sinking Fund ONLY. Refer to L-4029 for operating levy.

**INGHAM INTERMEDIATE SCHOOL DISTRICT
TAXABLE VALUATIONS**

Please Note:

These figures are the ad valorem tax roll.
They include amounts that will be diverted
due to TIFA/DDA/LDFA.

DISTRICT: WAVERLY SCHOOLS

The Non-Homestead numbers below are for Headlee calculation only!
Different Non-Homestead numbers may be used for property tax bills.

<u>ASSESSMENT UNIT</u>	<u>2021 TAXABLE</u>	<u>2021 LOSSES</u>	<u>2022 ADDITIONS</u>	<u>TOTAL 2022 TAXABLE</u>
Lansing Township	126,963,145	964,857	2,693,886	133,719,819
Non-Homestead	60,810,478	261,566	1,911,400	64,809,231
Lansing City-Ingham	2,271,643	5,700	427,400	2,787,480
Non-Homestead	130,226	100	409,600	556,186
Watertown Township	72,339,003	306,800	2,190,425	76,157,548
Non-Homestead	47,729,786	0	1,929,650	50,964,547
Eaton County Total	676,966,109	6,245,415	25,912,851	707,841,695
Non-Homestead	298,505,751	287,262	11,415,600	314,303,985
Delta Township	644,343,790	6,131,415	23,590,851	672,661,794
Non-Homestead	275,990,880	284,262	9,334,400	289,733,660
Windsor Township	32,622,319	114,000	2,322,000	35,179,901
Non-Homestead	22,514,871	3,000	2,081,200	24,570,325
TOTAL All Property	878,539,900	7,522,772	31,224,562	920,506,542
Total Non-Homestead	407,176,241	548,928	15,666,250	430,633,949

	<u>All Property</u>		<u>Non-Homestead Property</u>
Percentage of Overall Increase	4.7769%		5.7611%
Increase on Existing	2.0970%		2.0511%
2022 Base Tax Rate Fraction	0.9795	Truth in Taxation	0.9799
2022 Millage Reduction Fraction	1.0118	Headlee	1.0122
		(Cap = 1.0000)	(Cap = 1.0000)

**WAVERLY COMMUNITY SCHOOLS
BOARD OF EDUCATION
SPECIAL BOARD MEETING
MAY 26, 2021**

Report #21-65

FOR ACTION

Subject:

2022 Building and Site, Series I Technology Award Recommendations

Recommendation:

The Superintendent recommends the Board of Education approve awards to the lowest responsible bidder(s) from Bid Package 3B – Districtwide Technology, as per the attached summary, in accordance with Board Policy 6320 (Purchasing).

Statement of Purpose:

The purpose of the Bid Package 3B – Districtwide Technology was to receive competitive pricing for surveillance cameras, door access control and structured cabling throughout the District.

Background Information:

On May 4, 2021 a special election was held for the purpose of proposing a ballot question to authorize Waverly Community Schools to borrow the sum of \$125,000,000 and issue its general obligation unlimited tax bonds therefor, in one or more series for the purpose of erecting additions to, remodeling, including security improvements to, furnishing and refurbishing, and equipping and re-equipping school buildings; acquiring and installing instructional technology and instructional technology equipment for school buildings; purchasing school buses; and developing, equipping and improving playgrounds, play fields, athletic fields, parking areas and sites. The ballot proposal having received sufficient votes was approved.

On Friday, April 15, 2022 the 2022 Building and Site BP3B – Districtwide Technology was released with responses due on Thursday, May 12, 2022. A summary of the bid responses is attached for reference. Satisfactory post bid interviews were conducted with the apparent low bidder(s) to ensure compliance with bid specifications.

Budget Impact:

The total cost of this recommendation is One Million One Hundred Thirty-Seven Thousand Two Hundred Thirteen and 00/100 Dollars (\$1,137,213.00), including contingency and general conditions. The contracts will be funded entirely by the proceeds from the 2022 Building and Site, Series I bonds. This recommendation is within the amount of \$1,366,567 budgeted for this project.

Discussion of Options:

The Board may entertain a motion to take one of the following actions:

- 1) Accept all bid recommendations, as presented
- 2) Accept or reject each bid individually with a separate motion for each bid category
- 3) Reject all the bids, and reissue a new Invitation to Bid
- 4) Table the recommendation for further discussion

June 7, 2022

Mr. Evan Nuffer
Director, Finance and Operations
Waverly Community Schools
515 Snow Rd.
Lansing, Michigan 48917

RE: Districtwide Technology Bids

Dear Mr. Nuffer,

Bid documents were issued for BP 3B Districtwide Technology. This work includes surveillance cameras, access control, and structured cabling throughout the district. In addition to contacting known interested bidders, bids were advertised on the state bid website, in the local newspaper, and with Barton Malow's online planroom. Bids were received and publicly read May 12, 2022.

Bid Evaluation Summary and Recommendations

The attached bid tabulation indicates the bid pricing received. After a review of the bid proposals received, post bid interviews were conducted with the low bidders to verify the proposal was inclusive of the scope of work and schedule.

Based upon the evaluation of the project team we present the following company for consideration by the administration and Board of Education.

Bid Category	Contractor	Bid
Structured Cabling	Amcomm Telecommunications	\$129,000
Access Control	People Driven Technologies	\$288,755
Video Surveillance	People Driven Technologies	\$604,459
Bid TOTAL		\$1,022,214
GC's at 2.25%		\$23,000
Contingency at 9%		\$91,999
Grand Total for Award:		\$1,137,213

Upon approval by the Board of Education, Barton Malow will issue a contract to the approved bidder. If you have any questions, please call me at (586) 524-1396.

Sincerely,



Eric Sifferman
Project Manager

WAVERLY COMMUNITY SCHOOLS DISTRICTWIDE TECHNOLOGY BID

27A - Structured Cabling

	Bid	Comments
Amcomm Telecommunications	\$129,000	
Creek Enterprise	\$131,472	
Moss Telecom	\$172,710	
ElectroMedia, Inc.	\$197,300	
C&R Electric	\$232,856	
FD Hayes Electric	\$252,917	

27B - Access Control

	Bid	Comments
People Driven Technology	\$288,755	<i>base bid was \$293,315 - voluntary alternate of (\$4,560)</i>
Technology Install Partners	\$347,614	
Moss Telecom	\$392,090	

27C - Video Surveillance

	Bid	Comments
Moss Telecom	\$476,840	<i>Bid did not confirm to specifications</i>
Creek Enterprise	\$558,369	<i>Bid did not confirm to specifications</i>
People Driven Technology	\$604,459	<i>base bid was \$626,634 - voluntary alternate of (\$22,175)</i>
Technology Install Partners	\$611,945	
ElectroMedia	\$649,760	

**WAVERLY COMMUNITY SCHOOLS
BOARD OF EDUCATION
SPECIAL BOARD MEETING
MAY 26, 2021**

Report #21-66

FOR ACTION

Subject:

2022 Building and Site, Series I Construction Award Recommendations

Recommendation:

The Superintendent recommends the Board of Education approve awards to the lowest responsible bidder(s) from Bid Package 2 – East Intermediate, as per the attached summary, in accordance with Board Policy 6320 (Purchasing).

Statement of Purpose:

The purpose of the Bid Package 2 – East Intermediate was to receive competitive pricing renovations including mechanical, electrical and finish upgrades throughout the building. The project also includes a complete renovation of the locker rooms for the community pool.

Background Information:

On May 4, 2021 a special election was held for the purpose of proposing a ballot question to authorize Waverly Community Schools to borrow the sum of \$125,000,000 and issue its general obligation unlimited tax bonds therefor, in one or more series for the purpose of erecting additions to, remodeling, including security improvements to, furnishing and refurbishing, and equipping and re-equipping school buildings; acquiring and installing instructional technology and instructional technology equipment for school buildings; purchasing school buses; and developing, equipping and improving playgrounds, play fields, athletic fields, parking areas and sites. The ballot proposal having received sufficient votes was approved.

On Wednesday, April 27, 2022 the 2022 Building and Site Bid Package 2 – East Intermediate was released with responses due on Thursday, May 19, 2022. A summary of the bid responses is attached for reference. Satisfactory post bid interviews were conducted with the apparent low bidder(s) to ensure compliance with bid specifications.

Budget Impact:

The total cost of this recommendation is Eight Million Eight Hundred Seven Thousand One and 00/100 Dollars (\$8,807,001.00), including contingency and general conditions. The contracts will be funded entirely by the proceeds from the 2022 Building and Site, Series I bonds. This recommendation is within the amount of \$11,681,687 budgeted for this project. The recommendation does not include an award for sitework or roofing which will be rebid and awarded at a later date.

Discussion of Options:

The Board may entertain a motion to take one of the following actions:

- 1) Accept all bid recommendations, as presented
- 2) Accept or reject each bid individually with a separate motion for each bid category
- 3) Reject all the bids, and reissue a new Invitation to Bid
- 4) Table the recommendation for further discussion



June 7, 2022

Mr. Evan Nuffer
Director, Finance and Operations
Waverly Community Schools
515 Snow Rd.
Lansing, Michigan 48917

RE: BP2 East Intermediate Renovations Bids

Dear Mr. Nuffer,

Bid documents were issued for BP 2 East Intermediate Renovations. This work includes mechanical, electrical, and finish upgrades throughout the building. A complete locker room renovation is also included with this project. In addition to contacting known interested bidders, bids were advertised on the state bid website, in the local newspaper, and with Barton Malow's online planroom. Bids were received and publicly read May 19, 2022.

Sitework & Roofing

Only one bid was received for Roofing. The project team elected not to accept the single roofing bid and to rebid roofing. In addition, no bids were received for sitework. Sitework will also be rebid. This presentation letter does not include the costs for roofing and sitework. Those bid categories will be presented for award in the future after rebids are received.

Bid Evaluation Summary and Recommendations

The attached bid tabulation indicates the bid pricing received. After a review of the bid proposals received, post bid interviews were conducted with the low bidders to verify the proposal was inclusive of the scope of work and schedule.

Based upon the evaluation of the project team we present the following companies for consideration by the administration and Board of Education. (see following page)

Bid Package Name	Vendor Name	Bid Including Alternates
Demolition	Blue Star Inc	\$289,750
Concrete	CI Contracting	\$49,880
Masonry	BNE	\$452,715
General Trades	Clark Contracting Services	\$812,900
Aluminum Storefront & Glazing	Lansing Glass Company	\$897,929
Paint	Ritter Painting Contractors LLC	\$248,660
Flooring	Superior Floor Coverings LLC	\$367,270
Ceilings & Drywall	Grand River Interiors & Plaster LLC.	\$627,000
Tile	Lansing Tile & Mosaic	\$190,775
Gym Flooring	Floor Care Concepts	\$18,731
Food Service	Stafford Smith	\$224,995
Mechanical	Ecker Mechanical	\$2,362,600
Mechanical Controls	SC Technologies (Summit)	\$95,800
Electrical	Superior Electric of Lansing, Inc	\$1,277,400
	BID TOTALS	\$7,916,405
	General Conditions at 2.25%	\$178,119
	Contingency at 9%	\$712,476
	Grand Total for Award	\$8,807,001

Upon approval by the Board of Education, Barton Malow will issue a contract to the approved bidder. If you have any questions, please call me at (586) 524-1396.

Sincerely,



Eric Sifferman
Project Manager
Barton Malow Builders

WAWERLY COMMUNITY SCHOOLS BP2 - East Intermediate

Bid Package Name	Vendor Name	Base Bid	Alternate 2 - Power Inverters	Alternate 3 - AHU 6, 7, & 8	Alternate 6 - Ceilings & Lights In.	Alternate 7 - Kitchen	Alternate 8 - Pool AHU's	Alternate 9 - Solid Surface Sills	Alternate 10 - Epoxy GROUT	TOTAL WITH ALTERNATES	Comments
Demolition	DKI, International Inc.	\$273,000			\$15,000	\$3,000				\$291,000	
Demolition	Blue Star, Inc.	\$275,950	\$8,900		\$5,000	\$4,900				\$289,750	
Demolition	Chrisman Constructors, Inc.	\$287,900	\$13,900		\$13,900	\$1,350				\$303,150	
Demolition	Trumble Group	\$349,000	\$19,000		\$83,400	\$0				\$568,000	
Demolition	Asbestos Abatement Inc.	\$587,350				\$28,000				\$698,750	
Concrete	CI Contracting	\$48,430				\$1,450				\$49,880	
Concrete	Moore Trosper Construction Co	\$90,400				\$4,000				\$94,400	
Masonry	Leidal & Hart Mason Contractors, Inc.	\$234,920								\$234,920	Incomplete bid
Masonry	BNE	\$452,715								\$452,715	
Masonry	Davenport Masonry, Inc.	\$479,754								\$479,754	
General Trades	Clark Contracting Services	\$187,900						\$25,000		\$812,900	
General Trades	Trumble Group	\$837,500					\$33,781			\$871,281	
General Trades	Chrisman Constructors, Inc.	\$848,700					\$54,700			\$903,400	
General Trades	Dobie Construction, Inc.	\$897,900					\$52,000			\$949,900	
General Trades	KIM Construction, LLC	\$995,000					\$30,000			\$1,025,000	
General Trades	Moore Trosper Construction Company	\$1,104,200					\$43,910			\$1,148,110	
Roofing	Quality Roofing	\$2,531,474								\$2,531,474	Roofing not being presented for award
Aluminum Storefront & Glazing	Lansing Glass Company	\$897,929								\$897,929	
Aluminum Storefront & Glazing	Envision Glass & Door	\$910,945								\$910,945	
Paint	Metro Trades LLC	\$181,362								\$181,362	Incomplete Bid
Paint	Ritter Painting Contractors LLC	\$248,660								\$248,660	
Paint	Niles Construction Services	\$280,390								\$280,390	
Paint	Seven Brothers Painting	\$297,810								\$297,810	
Paint	B & J Painting, Inc.	\$319,210								\$319,210	
Flooring	Lansing Tile & Mosaic	\$362,655				\$33,005.00				\$396,100	
Flooring	Superior Floor Coverings LLC	\$387,270								\$387,270	
Flooring	Shock Brothers Flooring, Inc.	\$410,350				\$26,500.00				\$436,850	
Flooring	William Reichenbach Company	\$420,000								\$420,000	
Flooring	Integrity Interiors, Inc	\$428,000								\$428,000	
Flooring	DF Floor Covering	\$446,782								\$446,782	
Ceilings & Drywall	Grand River Interiors & Plaster LLC	\$479,000			\$148,000					\$627,000	
Ceilings & Drywall	Clark Contracting Services	\$487,300			\$141,300					\$628,600	
Ceilings & Drywall	KIM Construction, LLC	\$495,900			\$184,000					\$679,900	
Ceilings & Drywall	William Reichenbach Company	\$513,926			\$513,926					\$1,027,852	
Ceilings & Drywall	Integrity Interiors, Inc	\$585,748			\$83,976					\$669,724	
Ceilings & Drywall	Pontiac Ceiling and Partition, LLC	\$629,000			\$161,500					\$790,500	
Tile	Lansing Tile & Mosaic	\$170,889						\$19,886		\$190,775	
Tile	DF Floor Covering	\$213,992						\$17,972		\$231,964	
Tile	Superior Floor Coverings LLC	\$214,400						\$214,400		\$428,800	
Tile	Integrity Interiors, Inc.	\$230,749						\$15,000		\$245,749	
Tile	Shock Brothers Flooring, Inc.	\$232,500						\$27,450		\$259,950	
Tile	Artisan Tile Inc	\$237,665						\$28,000		\$265,665	
Gym Flooring	Floor Care Concepts	\$18,731								\$18,731	
Gym Flooring	Star Flooring Corporation	\$23,400								\$23,400	
Food Service	Merchandise Equipment	\$67,886.22				\$150,104.62				\$217,991	Bid did not meet specifications
Food Service	Stafford Smith, Inc.	\$69,481				\$155,914				\$225,395	
Food Service	Great Lakes West	\$79,681				\$165,108				\$244,789	
Mechanical	Ecker Mechanical	\$2,169,000					\$87,900			\$2,256,900	
Mechanical	Advantage Mechanical Group	\$2,257,500					\$81,500			\$2,339,000	
Mechanical	Professional Thermal Systems	\$2,407,000					\$74,000			\$2,481,000	

**WAVERLY COMMUNITY SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
JUNE 13, 2022**

Report #21-67

FOR ACTION

Subject:

Ratification of Master Agreements

Recommendation:

The Superintendent recommends the Board approve the Letters of Agreement (LOAs) as negotiated between the Board of Education and each of the following associations: Waverly Education Association (WEA), Waverly Education Support Paraeducator Association (WESPA) and the Waverly Administrators Education Association (WAEA).

Statement of Purpose:

The Board of Education and each respective Association must both ratify the LOAs in order for them to take effect as of the dates prescribed in the LOAs.

Background Information:

The Board and Associations reached new agreements based on specific changes to the contracts as outlined in the LOAs. The Board is committed to providing a competitive salary and benefit package to its employees and determined it was in the best interest of both parties to renew most parts of the existing contracts but modify those terms as specified in the attached LOAs.

Budget Impact:

The estimated increase in total salaries are as follows:

WAEA – \$38,369 (Year 1), \$15,583 (Year 2)

WEA – \$598,996 (Year 1), \$397,086 (Year 2), \$343,865 (Year 3), \$391,455 (Year 4)

WESPA - \$55,617 (Year 1), \$85,094 (Year 2)

Total Year 1 = \$692,981 plus FICA and Retirement

Discussion of Options:

The Board may entertain a motion to ratify the LOAs as presented or reject the LOAs as presented.

Rationale for Recommendation:

The Associations have voted to ratify the Agreements and the administrative team assigned to negotiate the Agreements believe these are fair Agreements negotiated between each party.

LETTER OF AGREEMENT
Between
WAVERLY COMMUNITY SCHOOLS (the “District”)
and the
WAVERLY ADMINISTRATORS EDUCATION ASSOCIATION (the “Association”)

WHEREAS, The District is committed to providing a competitive salary and benefit compensation package for its employees; and

WHEREAS, The District and the Association would like to modify specific terms of their Master Agreement; and

WHEREAS, This letter of agreement affects only the items outlined below, and has no effect on any part of the agreement not specifically outlined.

Therefore, the District and the Association agree as follows:

- 1) This agreement shall be in effect from July 1, 2022 through June 30, 2024.
- 2) The attached replacement for Appendix A shall be considered incorporated into the parties 2020-2021 Master Agreement.

The signatories represent that this new Master Agreement has been ratified by both parties, and expires pursuant to the new duration clause on June 30, 2024.

WAEA President

Superintendent

Date

Date

Appendix A

(July 1, 2022 through June 30, 2024)

Longevity

Beginning the 5th year as an administrator, the annual salary will be increased based on the following schedule

2022-23

- 5 + Years: 1.5% of Base Salary

2023-24

- 5 - 9 Years: 1.5% of Base Salary
- 10 + Years: 3.0% of Base Salary

2024-25 and beyond

- 5 - 9 Years: 1.5% of Base Salary
- 10 – 14 Years: 3.0% of Base Salary
- 15+ Years: 4.5% of Base Salary

Salary Guarantee

At no time will any principal be paid less than the highest member of the Waverly Education Association (Step 11 MA+45 ...currently \$81,922.00).

Principal Compensation

The basic salaries of Principals covered by this Agreement are set forth in Table 1 below. Such salary schedule shall remain in effect for the duration of this Agreement. Principals shall advance one step each for the 2022-2023 and 2023-2024 school years, in comparison to the step on which they were placed in the 2021-2022 and 2022-2023 school years, respectively, or their most recent placement on the salary schedule. Principals whose most recent salary in 2021-2022 was greater than the salary schedule depicted for their position shall not have a reduction in salary and shall maintain their salary from 2021-2022.

Table 1 – Salary Schedule

Salary Schedule					
Position	Days	Step 1	Step 2	Step 3	Step 4
High School Principal (9-12)	261	109,377	114,299	119,442	124,817
Middle School Principal (7-8)	217	100,783	105,318	110,057	115,010
Elementary Principal (K-6)	212	95,674	99,979	104,478	109,180
HS Assistant Principal (9-12)	202	91,161	95,263	99,550	104,030
MS Assistant Principal (7-8)	202	88,506	92,489	96,651	101,000
Elementary Asst. Principal (K-6)	202	85,851	89,714	93,751	97,970

Extra-Duty Compensation

Beginning in the 2022-2023 school year, Principals shall receive an additional Two Thousand and No/100 Dollars (\$2,000.00) and Assistant Principals shall receive an additional One Thousand and No/100 Dollars (\$1,000.00) as extra-duty compensation related to the planning and implementation of the 2021 Building and Site Bond Proposal based on the following schedule:

2022-2023

East Intermediate
Middle School
High School

2023-2024

East Intermediate
Middle School
High School
Elmwood Elementary
Winans Elementary

2024-2025

Elmwood Elementary
Winans Elementary
Colt Early Childhood Education Center

2025-2026

Colt Early Childhood Education Center

LETTER OF AGREEMENT
Between
WAVERLY COMMUNITY SCHOOLS (the “District”)
and the
WAVERLY EDUCATION ASSOCIATION (the “Association”)

WHEREAS, The District is committed to providing a competitive compensation package for its employees; and

WHEREAS, The District and the Association have ratified a new contract that maintains most provisions of the former Master Agreement, but modifies specific terms of that agreement; and

WHEREAS, This letter of agreement lists the only provisions modified as outlined below, and has no effect on any part of the agreement not specifically listed; and

Therefore, the District and the Association agree as follows:

- 1) Article 19 – Duration, shall be replaced in its entirety with the following:

This new Agreement, entered into on _____, 2022, shall be in effect from July 1, 2022 through June 30, 2026. No economic provisions of this Agreement shall be retroactive to any date prior to the date that the Board and the Association have both ratified this Agreement.

- 2) Article 8.17(A) shall be replaced in its entirety for the following:

The Salary Schedule in effect beginning with the 2022-2023 school year shall be as depicted in Appendix A as attached to this LOA.

Prior to step advancement for the 2022-2023 school year, bargaining unit members shall be moved to the new salary schedule. For column placement, bargaining unit members in column BA+20 shall be moved to column BA and bargaining unit members in column MA+15 shall be moved to column MA/BA36. All other column placements shall remain the same as the 2021-2022 school year. For step placement, bargaining unit members shall be moved to a step consistent with their salary placement in the 2021-2022 school year but in no case shall the step placement result in a lower salary. After moving bargaining unit members to the new salary schedule, bargaining unit members will advance one and one-half steps for the beginning of the 2022-2023 school year, in comparison to the original step placement on the new salary schedule. Bargaining unit members who are at Step 12.0 or Step 12.5 shall be advanced to Step 13.

Bargaining unit members will advance one full step for the beginning of the 2023-2024 school year, in comparison to the step on which they were placed in the 2022-2023 school year or their most recent placement on the salary schedule. Bargaining unit members who are at Step 12.5 shall be advanced to Step 13.

Bargaining unit members will advance one full step for the beginning of the 2024-2025 school year, in comparison to the step on which they were placed for the 2023-2024

school year or their most recent placement on the salary schedule. Bargaining unit members who are at Step 12.5 shall be advanced to Step 13.

Bargaining unit members will advance one and one-half steps for the beginning of the 2025-2026 school year, in comparison to the step on which they were placed for the 2024-2025 school year or their most recent placement on the salary schedule. Bargaining unit members who are at Step 12.0 or Step 12.5 shall be advanced to Step 13.

Eligible bargaining unit members will be entitled to lateral column advancement each year, starting in the 2022-2023 school year.

- 3) Effective July 1, 2022, Appendix C – School Calendar, shall be replaced in its entirety with Appendix C – School Calendar as attached to this LOA.
- 4) Effective July 1, 2023, Appendix D – Longevity Stipend and Payment Schedule shall be replaced in its entirety with Appendix D – Longevity Stipend and Payment Schedule as attached to this LOA.

The signatories represent that this new Master Agreement has been ratified by both parties, and expires pursuant to the new duration clause on June 30, 2026.

Waverly Community Schools Board of Education

Waverly Education Association/Ingham Clinton Education Association

Board President

WEA President

Board Secretary

WEA Secretary

Date

Date

APPENDIX A

Salary Schedule

Step	BA	MA/BA36	MA30	MA45
1	43,478	46,458	48,006	49,565
1.5	44,456	47,503	49,086	50,680
2	45,456	48,572	50,190	51,820
2.5	46,479	49,665	51,319	52,986
3	47,525	50,782	52,474	54,178
3.5	48,594	51,925	53,655	55,397
4	49,687	53,093	54,862	56,643
4.5	50,805	54,288	56,096	57,917
5	51,948	55,509	57,358	59,220
5.5	53,117	56,758	58,649	60,552
6	54,312	58,035	59,969	61,914
6.5	55,534	59,341	61,318	63,307
7	56,784	60,676	62,698	64,731
7.5	58,062	62,041	64,109	66,187
8	59,368	63,437	65,551	67,676
8.5	60,704	64,864	67,026	69,199
9	62,070	66,323	68,534	70,756
9.5	63,467	67,815	70,076	72,348
10	64,895	69,341	71,653	73,976
10.5	66,355	70,901	73,265	75,640
11	67,848	72,496	74,913	77,342
11.5	69,375	74,127	76,599	79,082
12	70,936	75,795	78,322	80,861
12.5	72,532	77,500	80,084	82,680
13	74,164	79,244	81,886	84,540

(See Article 8.17)

APPENDIX C

School Calendar

The parties agree that the calendars depicted herein shall be subject to an increase in hours and days if necessary to achieve full state aid. Furthermore, the parties agree that compensation for any such State mandated increase in instructional hours and/or days shall be negotiated if the State increases the per-pupil foundation allowance in consideration of those additional days.

The parties agree that the District may open the contract to discuss modifications to the calendar beginning with the 2024-2025 school year.

The parties agree that scheduled parent-teacher conferences may be held virtually, however, if a parent does not have adequate access to attend a conference virtually, and the District is unable to provide alternate access for the parent to attend a conference virtually, the teacher shall schedule an in-person conference with the parent.

2022 – 2023 SCHOOL CALENDAR

MO	M	T	W	R	F	Notes
AUG	22	23	24	25	26	PD Day - All Staff Report / First Day for Students 1/2 Day
	29	30	31			
SEPT				1	2	NO SCHOOL - Labor Day Weekend
	5	6	7	8	9	NO SCHOOL - Labor Day Weekend
	12	13	14	15	16	PD Day
	19	20	21	22	23	
	26	27	28	29	30	
OCT	3	4	5	6	7	1/2 Day / Afternoon PD
	10	11	12	13	14	
	17	18	19	20	21	Virtual P/T Conferences W/R (Afternoons / Evening) / NO SCHOOL Off-Set Day
	24	25	26	27	28	NO SCHOOL
	31					
NOV		1	2	3	4	
	7	8	9	10	11	PD Day (Election Day)
	14	15	16	17	18	
	21	22	23	24	25	NO SCHOOL - Thanksgiving Holiday Break
	28	29	30			
DEC				1	2	
	5	6	7	8	9	
	12	13	14	15	16	
	19	20	21	22	23	NO SCHOOL - Winter Break
	26	27	28	29	30	NO SCHOOL - Winter Break
JAN	2	3	4	5	6	NO SCHOOL - Monday after January 1
	9	10	11	12	13	
	16	17	18	19	20	NO SCHOOL - MLK Day / 1/2 Day HS Only - Exams / End of MP 1/2 Day
	23	24	25	26	27	
	30	31				
FEB			1	2	3	PD Day
	6	7	8	9	10	
	13	14	15	16	17	NO SCHOOL - Presidents' Day Break
	20	21	22	23	24	NO SCHOOL - Presidents' Day Break
	27	28				
MAR			1	2	3	
	6	7	8	9	10	1/2 Day K-8, Virtual P/T Conferences W/R (Afternoons [K-8] / Evening [9-12]) / PD Day
	13	14	15	16	17	
	20	21	22	23	24	NO SCHOOL - Off-Set Day
	27	28	29	30	31	NO SCHOOL - Spring Break
APR	3	4	5	6	7	
	10	11	12	13	14	1/2 Day K-12 (SAT Testing HS Only)
	17	18	19	20	21	
	24	25	26	27	28	1/2 Day / Afternoon PD
MAY	1	2	3	4	5	
	8	9	10	11	12	1/2 Day
	15	16	17	18	19	
	22	23	24	25	26	NO SCHOOL - Memorial Day Weekend
	29	30	31			NO SCHOOL - Memorial Day Weekend
JUNE				1	2	
	5	6	7	8	9	1/2 Day HS Only - Exams / 1/2 Day Last Day of School

2023 – 2024 SCHOOL CALENDAR

MO	M	T	W	R	F	Notes
AUG	21	22	23	24	25	PD Day - All Staff Report / First Day for Students 1/2 Day
	28	29	30	31		
SEPT					1	NO SCHOOL - Labor Day Weekend
	4	5	6	7	8	NO SCHOOL - Labor Day Weekend
	11	12	13	14	15	
	18	19	20	21	22	PD Day
	25	26	27	28	29	
OCT	2	3	4	5	6	
	9	10	11	12	13	
	16	17	18	19	20	Virtual P/T Conferences W/R (Afternoons / Evening)/ NO SCHOOL Off-Set Day
	23	24	25	26	27	
	30	31				
NOV			1	2	3	
	6	7	8	9	10	PD Day (Election Day)
	13	14	15	16	17	
	20	21	22	23	24	NO SCHOOL - Thanksgiving Holiday Break
	27	28	29	30		
DEC					1	
	4	5	6	7	8	
	11	12	13	14	15	1/2 Day / PD Afternoon
	18	19	20	21	22	
	25	26	27	28	29	NO SCHOOL - Winter Break
JAN	1	2	3	4	5	NO SCHOOL - Winter Break
	8	9	10	11	12	
	15	16	17	18	19	NO SCHOOL - MLK Day / 1/2 Day HS Only - Exams / End of MP 1/2 Day
	22	23	24	25	26	
	29	30	31			
FEB				1	2	
	5	6	7	8	9	1/2 Day / PD Afternoon
	12	13	14	15	16	
	19	20	21	22	23	NO SCHOOL - Mid-Winter Break
	26	27	28	29		
MAR					1	
	4	5	6	7	8	1/2 Day K-8, Virtual P/T Conferences W/R (Afternoon[K-8] / Evening[9-12])/ PD Day
	11	12	13	14	15	
	18	19	20	21	22	NO SCHOOL - Off-Set Day
	25	26	27	28	29	NO SCHOOL - Spring Break
APR	1	2	3	4	5	
	8	9	10	11	12	1/2 Day K-12 (SAT Testing HS Only)
	15	16	17	18	19	
	22	23	24	25	26	PD Day
	29	30				
MAY			1	2	3	
	6	7	8	9	10	
	13	14	15	16	17	
	20	21	22	23	24	
	27	28	29	30	31	NO SCHOOL - Memorial Day Weekend
JUNE	3	4	5	6	7	1/2 Day HS Only - Exams / 1/2 Day Last Day of School

2024 – 2025 SCHOOL CALENDAR

MO	M	T	W	R	F	Notes
AUG	19	20	21	22	23	PD Day - All Staff Report / First Day for Students 1/2 day
	26	27	28	29	30	NO SCHOOL - Labor Day Weekend
SEPT	2	3	4	5	6	NO SCHOOL - Labor Day Weekend
	9	10	11	12	13	
	16	17	18	19	20	PD Day
	23	24	25	26	27	
	30					
OCT		1	2	3	4	
	7	8	9	10	11	
	14	15	16	17	18	Virtual P/T Conferences W/R (Afternoons / Evening)/ NO SCHOOL Off-Set Day
	21	22	23	24	25	NO SCHOOL
	28	29	30	31		
NOV					1	
	4	5	6	7	8	PD Day (Election Day)
	11	12	13	14	15	
	18	19	20	21	22	
	25	26	27	28	29	NO SCHOOL - Thanksgiving Holiday Break
DEC	2	3	4	5	6	
	9	10	11	12	13	1/2 Day / PD Afternoon
	16	17	18	19	20	
	23	24	25	26	27	NO SCHOOL - Winter Break
	30	31				NO SCHOOL - Winter Break
JAN			1	2	3	NO SCHOOL - Winter Break
	6	7	8	9	10	
	13	14	15	16	17	1/2 Day HS Only - Exams / End of MP 1/2 Day
	20	21	22	23	24	NO SCHOOL - MLK Day
	27	28	29	30	31	
FEB	3	4	5	6	7	1/2 Day/ PD Afternoon
	10	11	12	13	14	NO SCHOOL - Presidents' Day Break
	17	18	19	20	21	NO SCHOOL - Presidents' Day Break
	24	25	26	27	28	
MAR	3	4	5	6	7	1/2 Day K-8, Virtual P/T Conferences W/R (Afternoons [K-8]/ Evening[9-12])/ PD Day
	10	11	12	13	14	
	17	18	19	20	21	NO SCHOOL - Off-Set Day
	24	25	26	27	28	NO SCHOOL - Spring Break
	31					
APR		1	2	3	4	
	7	8	9	10	11	1/2 Day K-12 (SAT Testing HS Only)
	14	15	16	17	18	
	21	22	23	24	25	PD Day
	28	29	30			
MAY				1	2	
	5	6	7	8	9	
	12	13	14	15	16	
	19	20	21	22	23	NO SCHOOL - Memorial Day Weekend
	26	27	28	29	30	NO SCHOOL - Memorial Day Weekend
JUNE	2	3	4	5	6	1/2 Day HS Only - Exams / 1/2 Day Last Day of School

2025 – 2026 SCHOOL CALENDAR

MO	M	T	W	R	F	Notes
AUG	18	19	20	21	22	PD Day - All Staff Report / First Day for Students 1/2 Day
	25	26	27	28	29	NO SCHOOL - Labor Day Weekend
SEPT	1	2	3	4	5	NO SCHOOL - Labor Day Weekend
	8	9	10	11	12	
	15	16	17	18	19	PD Day
	22	23	24	25	26	
	29	30				
OCT			1	2	3	
	6	7	8	9	10	
	13	14	15	16	17	Virtual P/T Conferences W/R (Afternoons / Evening) / NO SCHOOL Off-Set Day
	20	21	22	23	24	NO SCHOOL
	27	28	29	30	31	
NOV	3	4	5	6	7	PD Day (Election Day)
	10	11	12	13	14	
	17	18	19	20	21	
	24	25	26	27	28	NO SCHOOL - Thanksgiving Holiday Break
DEC	1	2	3	4	5	
	8	9	10	11	12	1/2 Day / PD Afternoon
	15	16	17	18	19	
	22	23	24	25	26	NO SCHOOL - Winter Break
	29	30	31			NO SCHOOL - Winter Break
JAN				1	2	NO SCHOOL - Winter Break
	5	6	7	8	9	
	12	13	14	15	16	1/2 Day HS Only - Exams / End of MP 1/2 Day
	19	20	21	22	23	MLK Holiday - NO SCHOOL
	26	27	28	29	30	
FEB	2	3	4	5	6	1/2 Day / PD Afternoon
	9	10	11	12	13	NO SCHOOL - Presidents' Day Break
	16	17	18	19	20	NO SCHOOL - Presidents' Day Break
	23	24	25	26	27	
MAR	2	3	4	5	6	1/2 Day K-8, Virtual P/T Conferences W/R (Afternoon[K-8]/Evening[9-12])/ PD Day
	9	10	11	12	13	
	16	17	18	19	20	NO SCHOOL - Off-Set Day
	23	24	25	26	27	NO SCHOOL - Spring Break
	30	31				
APR			1	2	3	
	6	7	8	9	10	1/2 Day K-12 (SAT Testing HS Only)
	13	14	15	16	17	
	20	21	22	23	24	PD Day
	27	28	29	30		
MAY					1	
	4	5	6	7	8	
	11	12	13	14	15	
	18	19	20	21	22	NO SCHOOL - Memorial Day Weekend
	25	26	27	28	29	NO SCHOOL - Memorial Day Weekend
JUNE	1	2	3	4	5	1/2 Day HS Only - Exams / 1/2 Day Last Day of School

APPENDIX D

Longevity Stipend and Payment Schedule

Effective for the 2023-2024 school year, a teacher completing the school year with at least fifteen (15) years of service credit with Waverly Community Schools shall be eligible to receive a lump sum payment of One Thousand Eight Hundred Dollars (\$1,800).

Effective for the 2024-2025 school year, a teacher completing the school year with at least fifteen (15) years but fewer than twenty (20) years of service credit with Waverly Community Schools shall be eligible to receive a lump sum payment of One Thousand Eight Hundred Dollars (\$1,800). A teacher completing the school year with at least twenty (20) years of service credit with Waverly Community Schools shall be eligible to receive a lump sum payment of Three Thousand Six Hundred Dollars (\$3,600).

Effective July 1, 2025, a teacher completing the school year with at least fifteen (15) years but fewer than twenty (20) years of service credit with Waverly Community Schools shall be eligible to receive a lump sum payment of One Thousand Eight Hundred Dollars (\$1,800). A teacher completing the school year with at least twenty (20) years but fewer than twenty-five (25) years of service credit with Waverly Community Schools shall be eligible to receive a lump sum payment of Three Thousand Six Hundred Dollars (\$3,600). A teacher completing the school year with at least twenty-five (25) years of service credit with Waverly Community Schools shall be eligible to receive a lump sum payment of Five Thousand Five Hundred Dollars (\$5,500).

One year of service credit shall be defined as a full school day (or prorated in accordance with part-time employees) on all teacher workdays for a school year. Those bargaining unit members who take legally authorized leave shall not be penalized for that portion of leave.

Longevity payments are to be paid on the last pay in May of the regular school year payroll schedule.

LETTER OF AGREEMENT
Between
WAVERLY COMMUNITY SCHOOLS (the “District”)
and the
WAVERLY EDUCATION SUPPORT PARAEDUCATOR ASSOCIATION (the
“Association”)

WHEREAS, The District is committed to providing a competitive compensation package for its employees; and

WHEREAS, The District and the Association have ratified a new contract that maintains most provisions of the former Master Agreement, but modifies specific terms of that agreement; and

WHEREAS, This letter of agreement lists the only provisions modified as outlined below, and has no effect on any part of the agreement not specifically listed; and

Therefore, the District and the Association agree as follows:

- 1) This new Agreement, entered into on _____, 2022, shall be in effect from July 1, 2022 through June 30, 2024. No economic provisions of this Agreement shall be retroactive to any date prior to the date that the Board and the Association have both ratified this Agreement.

- 2) Appendix A: Wages shall be replaced in its entirety with Appendix A: Wages as attached to this LOA.

The signatories represent that this new Master Agreement has been ratified by both parties, and expires pursuant to the new duration clause on June 30, 2024.

Waverly Community Schools Board of
Education

Waverly Education Support Paraeducator
Association

Board President

WESPA President

Board Secretary

WESPA Secretary

Date

Date

APPENDIX A: WAGES

2022-2023 WAGES

2022-2023 Secretarial/Para Educator/Technical Schedule (effective July 1, 2022)				
Classification	First 3 Months	4-12 Months	Beginning of Second Year	Beginning of Third Year
A1	\$22.02	\$23.29	\$23.98	\$24.96
A	\$19.67	\$20.85	\$21.44	\$22.24
I	\$17.96	\$19.38	\$19.75	\$20.55
II	\$16.52	\$17.69	\$18.28	\$19.05

2022-2023 Food Service Schedule (effective July 1, 2022)				
Classification	First 3 Months	4-12 Months	Beginning of Second Year	Beginning of Third Year
FS1	\$14.93	\$15.56	\$16.14	\$16.89
FS2	\$14.59	\$15.28	\$15.85	\$16.61
FS3	\$13.01	\$14.20	\$14.79	\$15.53
FS4	\$11.48	\$12.05	\$12.34	\$12.63

2023-2024 WAGES

2023-2024 Secretarial/Para Educator/Technical Schedule (effective July 1, 2023)				
Classification	First 3 Months	4-12 Months	Beginning of Second Year	Beginning of Third Year
A1	\$22.68	\$23.99	\$24.70	\$25.71
A	\$20.26	\$21.48	\$22.08	\$22.91
I	\$18.50	\$19.96	\$20.34	\$21.17
II	\$17.02	\$18.22	\$18.83	\$19.62

2023-2024 Food Service Schedule (effective July 1, 2023)				
Classification	First 3 Months	4-12 Months	Beginning of Second Year	Beginning of Third Year
FS1	\$15.38	\$16.03	\$16.62	\$17.40
FS2	\$15.03	\$15.74	\$16.33	\$17.11
FS3	\$13.40	\$14.63	\$15.23	\$16.00
FS4	\$11.82	\$12.41	\$12.71	\$13.01

Educational Credit: Bargaining unit members hired after July 1, 2018, holding an Associate's Degree at the time of hire, shall be placed at Year 2 of the applicable Salary Schedule.

Bargaining unit members hired after July 1, 2018, holding a Bachelor's Degree at the time of hire, shall be placed at Year 3 of the applicable Salary Schedule.

**WAVERLY COMMUNITY SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
JUNE 13, 2022**

Report #21-68

FOR ACTION

Subject:

Ratification of Master Agreement – International Union of Operating Engineers (IUOE)

Recommendation:

The Superintendent recommends the Board approve the tentative agreement as negotiated between the IUOE and the Board of Education as presented.

Statement of Purpose:

The Board of Education and the IUOE must both ratify the agreement in order for it to take effect as of the dates prescribed in the agreement.

Background Information:

The current contract is set to expire on June 30, 2022. The Board and IUOE representatives reached a tentative agreement for a new three year (July 1, 2022 – June 30, 2025) contract on Tuesday, June 7, 2022.

Budget Impact:

The estimated cost of the contract for the 2022-2023 school year is \$34,000. This estimate is based on an increase to the base wages, including FICA and retirement costs. Other changes impacting the budget include an increase to the PA152 contributions and other language changes as presented in the tentative agreement.

Discussion of Options:

The Board may entertain a motion to ratify the contract as presented or reject the contract as presented and continue negotiations with the bargaining unit.

Rationale for Recommendation:

The bargaining unit has voted to ratify the agreement and the administrative team assigned to negotiate the contract believe this is a fair contract negotiated between both parties.

AGREEMENT

between the

WAVERLY COMMUNITY SCHOOLS

and the

**INTERNATIONAL UNION OF OPERATING ENGINEERS
LOCAL 324 - AFL-CIO**

JULY 1, ~~2019-2022~~ - JUNE 30, ~~2022~~2025

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ARTICLE I

PURPOSE

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

ARTICLE II

UNION RECOGNITION, UNION MEMBERSHIP

Section 1. UNION RECOGNITION

A. The Employer hereby recognizes the Union as the sole and exclusive collective bargaining agent of the employees covered by this Agreement for the purpose of collective bargaining with respect to rates of pay, wages, hours, and working conditions.

B. The term "employee" as used herein shall include all Bus Drivers, excluding substitute Drivers, casual and temporary employees, and supervisory, confidential and professional employees. Casual employees shall be defined as those regularly scheduled to work less than three (3) hours per day.

C. Whereas the parties have reached agreement as provided in Public Act #379 of 1964, it is hereby agreed as follows:

Section 2. UNION MEMBERSHIP

All employees employed in the bargaining unit, or who become employees in the bargaining unit, who are not already members of the Union, may upon completion of their probationary period become members of the Union.

If any provision of this Article is invalid under Federal or State law, said provision shall be modified to comply with the requirements of said Federal or State law.

The Union agrees that it will make membership in the Union available to all employees covered by this ~~a~~ Agreement on the same terms and conditions as are generally applicable to other members of the Union.

ARTICLE III

DISCRIMINATION

The Employer and the Union both recognize their responsibilities in the area of Civil Rights. The provisions of this Agreement and the wages, hours, terms and conditions of employment shall be applied to all employees without regard to race, creed, religion, color, national origin, sex, marital status, height, weight, arrest record, disability ~~and~~or age.

ARTICLE IV

VISITATION

Upon request by the Union and the presentation of proper credentials, officers or accredited representatives of the Union shall be admitted onto the premises during working hours for the purpose of ascertaining whether or not this Agreement is being observed by the parties, or for the assisting in the adjusting of grievances, provided said visitation shall not disrupt orderly operations.

ARTICLE V

STEWARDS

A. The employees will be represented by a Chief and an Alternate Steward who shall be chosen or selected in a manner determined by the employees and the Union, and whose names shall be made known to the Employer in writing.

B. Arrangements may be made to allow the Chief or Alternate Steward time off the job with pay for the purpose of investigating grievances, and attending grievance and negotiation meetings, upon approval of the immediate supervisor.

C. During their terms of office, the Chief and Alternate Stewards shall be deemed to head the seniority lists for the purposes of lay-off and recall only, provided they are qualified to do the required work. Upon the expiration of their office they shall return to their previous seniority positions.

ARTICLE VI

MANAGEMENT RIGHTS

Section 1.

The District retains all rights to manage and direct the Waverly Schools to the full extent authorized by law. These rights include, but are not limited to:

A. The management and control of the Waverly Schools, properties, facilities and activities of employees during working hours.

B. The management's rights to hire all employees in this unit, determine qualifications and conditions for continued employment, dismissal, or demotion, or the promotion or transfer of all such employees.

C. The right to determine all matters involving work standards; the means, methods and process used to maintain these standards; the right to introduce new and/or improved equipment, and the right to introduce new and/or improved methods and facilities.

D. The right to establish reasonable rules and regulations.

Section 2.

The exercise of these powers, duties and responsibilities by the District, and adoption of policies, rules and regulations in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement, and the laws which govern the Waverly Schools.

ARTICLE VII

SAFETY

The Employer will conform to the provisions of the Occupational Safety and Health Act, State and local regulations where applicable and required by law.

ARTICLE VIII

UNION RIGHTS

Section 1.

All bus loads shall not exceed ten percent (10%) over rated capacity; however, the District will reduce loads to fifty-five (55) students on secondary bus runs to the extent possible considering scheduling and financial constraints.

Drivers shall be provided with a preliminary list of students assigned to their buses within two (2) weeks from the start of school. If the assignment of a student(s) is changed, the Driver shall be promptly notified of any change affecting his/her bus.

Section 2.

Bus Drivers will be given the authority under the Student Code of Conduct to recommend a student be removed from riding the bus, whose conduct merits loss of bus riding privileges. The parent/student will be informed by the Driver. The supervisor shall assist the driver upon request. A written report will be given to the supervisor by the end of the next working day . The length of suspension will be determined by the supervisor, after consultation with the Driver, depending upon the seriousness of misconduct and prior reports.

Section 3.

Employee lounge areas, restroom and lavatory facilities will be provided for the Drivers during normal working hours.

Section 4.

Parking facilities shall be made available to bargaining unit employees. Drivers returning after the close of school may make arrangements with the transportation supervisor in order to provide access to restroom and telephone facilities.

Section 5.

Religious and political activities or lack of them shall not be grounds for discipline or discrimination with respect to the employment of any employee.

Section 6.

The District shall, with the written authorization of the employee, make deductions for Capital Area Credit Union and/or other legally authorized deductions.

Section 7.

Tax-sheltered annuities are presently being deducted by the Waverly Schools and shall continue to be deducted at the request of the employee. The annuities shall be from a Board approved list which shall contain, as a minimum, the tax-sheltered annuities now available, and the PET annuity, unless the list is reduced for reasons beyond the District's control.

Section 8. CLOTHING ALLOWANCE

The District agrees to reimburse the employee a maximum of one hundred fifty dollars (\$150.00) each school year for the purchase of job related attire. The District shall also provide two (2) items of clothing with the District logo, selected by the employee from a District provided catalog. Clothing orders shall be submitted to the Supervisor not later than October 1 each year.

Section 9 TIME CHECKS

Time checks to reassess paid time allocated for a specific run may be requested if there has

been a change of fifteen (15) minutes or more in the time of the run. Such a request must be put in writing by the Driver, signing the request to verify receipt on that date, within ten (10) days of driving the route. A time check shall be carried out within thirty (30) working days from the submission date. The time check will be carried out during the regular morning and afternoon runs. In any case, the time check run shall be driven by the regular Driver. If there is found to be a significant route time change, payment to the Driver shall be retroactive to date the run was first driven or significantly modified. All runs and assignments are subject to time checks, however, more than one (1) Driver time check request per year is not authorized unless the route is changed or modified. Time checks will not be done in cases of temporary road construction; however, drivers will be paid the actual time for delays caused by said construction.

Section 10. PROMOTION/TRANSFER

The District shall agree to post on employee bulletin boards, maintained for such purpose, all permanent job openings in positions covered by this Agreement for a period of seven (7) working days prior to a permanent filling of these vacancies. Employees promoted shall be granted a four (4) week trial period to determine his/her ability to perform the jobs, and his/her desire to remain on the job. During the four (4) week trial period, the employee shall have the opportunity to revert to his/her former position if vacant, otherwise, a position in his/her former classification assigned by the designated supervisor. If the employee is unsatisfactory in the new position, notice and reasons shall be submitted in writing by the supervisor to the Personnel Director or other Superintendent's designee with a copy to the employee. The employee may then be reassigned to his/her former classification and to his/her former seniority status. During the trial period, employees will receive the rate of the job he/she is performing. (All seniority accumulation to be suspended during any trial employment period within a different bargaining group at Waverly Schools.)

ARTICLE IX

SENIORITY

Section 1.

Seniority shall be defined as length of continuous service in the employ of the School District as a school Bus Driver, commencing with the date of last hire. Seniority shall be based on regular/permanent assignment, after probation. Seniority shall be accumulated by continuous driving of regular routes, morning and afternoon routes, and optional routes, excluding field trips. During the employee's probationary period, employees will have no seniority status. At the end of the probationary period, each employee will be entered on the seniority list as of the date of last hire.

Section 2.

Employees who leave the bargaining unit to take a non-bargaining unit position with the Waverly Schools, may return to the bargaining unit with the same seniority they held prior to leaving the bargaining unit, providing they return within one (1) year.

Section 3.

Full-time regular Drivers who voluntarily change status from regular Driver to substitute Driver for reasons other than lay-off shall have their seniority frozen, and shall not accumulate seniority while remaining in a substitute status.

Section 4.

Seniority shall be lost and the employment relationship terminated under the following conditions:

- A. Voluntary resignation, retirement or discharge.
- B. Continuous lay-off in excess of two (2) calendar years.
- C. Failure to return to work within thirty (30) calendar days of receiving a recall notice following lay-off.
- D. Failure to return to work from a leave of absence unless excused by the Employer.
- E. Three (3) consecutive unauthorized absences without contacting the Employer. Employer may take into account extenuating circumstances.
- F. Employee abandons position without notice.

ARTICLE X

DISCIPLINE

No non-probationary employee shall be disciplined or discharged without just and reasonable cause. Before a meeting is called from which disciplinary action may result, the employee shall be notified and shall be entitled to have a representative of the Union present. The district shall not use an employee's prior record which is more than three (3) years old in imposing discipline or discharge.

ARTICLE XI
GRIEVANCE PROCEDURE

Section 1.

A grievance is defined as, and limited to, an alleged violation, misinterpretation or misapplication of a specific provision of this Agreement. Any member or members of the unit or the Union may file a grievance.

Section 2.

The term "~~d~~Days" shall be defined as workdays; exclusive of holidays, weekends, and non-driving days provided for the unit by the Agreement during the school year; and exclusive of holidays and weekends during the summer. The number of days at each level are maximums. The time limits may be extended by mutual written agreement.

Section 3.

The grievance shall be submitted in writing and shall include the following:

- A. A statement of the facts alleging the violation.
- B. The specific Article or Section of this Agreement which is alleged to have been violated.
- C. The specific relief which will resolve the grievance.
- D. The name(s) of the aggrieved party.
- E. Appropriate transmittal signatures and dates.

Section 4.

Neither party shall be restricted as to representatives included in the Grievance Procedure.

Section 5. **INFORMAL PROCEDURE**

Prior to initiating formal Grievance Procedures, the aggrieved party shall attempt to seek resolution with appropriate supervisor.

Section 6. **FORMAL PROCEDURE**

LEVEL ONE Supervisor's Level:

Within five (5) days of the alleged violation of this Agreement, or of the grievant's

knowledge of its occurrence, whichever is first, the aggrieved party shall submit a written grievance to the immediate supervisor. Within five (5) days of receipt of the written grievance, the supervisor shall schedule a Level One hearing. In the event a Level One hearing is not scheduled within the five (5) day limitation, Level One shall be waived and the grievance referred to Level Two. Within five (5) days of the hearing on the grievance, the supervisor shall render a decision in writing, transmitting a copy to the Union, the aggrieved party, and to the Personnel Director or other Superintendent's designee.

LEVEL TWO Superintendent's Level:

If the decision of the supervisor is unsatisfactory to the grievant, the Union, within five (5) days of receipt of the supervisor's decision, shall transmit to the Personnel Director or other Superintendent's designee, the Level One decision, and statement of intent to file at Level Two. Within ten (10) days of a Level Two grievance, the Personnel Director shall schedule a Level Two hearing.

Within seven (7) days of the hearing on the grievance, the District shall render a decision in writing, transmitting a copy to the Union and to the aggrieved party.

LEVEL THREE Mediation

If the Grievance is not resolved through Level Two, then the parties shall within ten (10) days of the Unions receipt of a Superintendent's Level Two decision, request the assistance of a Michigan Employment Relations Commission (MERC) mediator. Such mediation will commence as soon as possible. In the event a MERC mediator is not available in a reasonable time a Federal Mediation and Conciliation Service (FMCS) mediator may be used. The District and the Union may mutually agree to waive mediation. If the mediation results in a satisfactory settlement, then the parties shall reduce it to writing. If no settlement is reached, the grievance shall proceed to Level Four.

LEVEL FOUR Arbitration:

A. In the event the aggrieved person is not satisfied with the disposition of the grievance at Level Two, the grievance may be submitted to binding arbitration within fifteen (15) days after receipt of the answer at the next preceding steplevel.

The arbitrator shall be mutually agreed to by the parties, or if they cannot agree, the arbitrator shall be selected by the American Arbitration Association in accordance with its rules which shall likewise govern the arbitration hearing.

Neither party shall be permitted to assert in such arbitration proceeding any ground not previously disclosed to the other.

B. It shall be the function of the arbitrator, and he/she shall be empowered, except as his/her powers are limited below, after due investigation, to make a decision in cases of alleged

violation of the specific Articles and Sections of this Agreement.

1. It is expressly agreed that the power 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. Arbitration shall be limited to a claim of misinterpretation, misapplication, or violation of the negotiated Agreement. When the arbitrability of the issue is challenged, the arbitrator shall first hear and rule on the question of arbitrability before hearing the merits of the issue. The decision of the arbitrator shall be final and binding on both parties. When either party believes that the arbitrator has exceeded his/her powers, it is fully understood that either party retains full legal rights of appeal to a court of competent jurisdiction.
2. The fees and expenses of the arbitrator shall be shared equally by the District and the Union. All other expenses to be borne by the party incurring them, and neither party shall be responsible for the expense of witnesses called by the other.
3. No decision in any one case shall require retroactive adjustment in any other case.
4. He/she shall have no power to establish salary scales.
5. He/she shall have no power to rule on any of the following:
 - a. The termination of services of or failure to reemploy any probationary Driver.
 - b. Reduction in personnel, except specific negotiated procedures; arbitration of procedures shall be limited to a procedural remedy.

Miscellaneous

- A. A grievance may be withdrawn at any level without prejudice or record.
- B. No reprisals of any kind shall be taken by or against any party of interest or any participant in Grievance Procedure by reason of such participation.
- C. Access shall be made available to records and all pertinent information (other than confidential personnel files) used in the determination and processing of the grievance.
- D. No grievance shall be filed for or by any Driver after the effective date of his/her voluntary resignation.
- E. Any grievance filed during the life of this Agreement shall be processed through

the steps of this procedure regardless of whether such times required may go beyond the expiration date of this document.

F. The award of the arbitrator shall be based exclusively on evidence presented at the arbitration hearing, and the award shall not be based on other extra-contract matters not specifically incorporated in this Agreement. The arbitrator shall not interpret Sstate and/or Ffederal law.

Section 7.

Grievances shall be processed from one step-level to the next within the time limits prescribed in each of the stepslevels. Any grievance not answered by the District within the prescribed time limits, or any extension which may be agreed to, shall automatically be moved to the next steplevel. Any grievance not carried to the next step-level by the Union within the prescribed time limits, or any extension which may be agreed to, shall be automatically closed upon the basis of the Employer's last disposition.

Section 8.

Employees shall be allowed representation at Level Three of the Grievance Procedure, either by the Union or outside counsel. At Levels One and Two, employees may be represented by the Union Steward or Business Representative.

ARTICLE XII

LAY-OFF AND RECALL

Section 1.

If bus routes are changed or reduced and Drivers are not needed, Drivers shall be laid off according to seniority, with the least senior employee being laid off first.

Section 2.

Recall of Drivers following lay-off shall be according to seniority with the employee with the most seniority being the first to be recalled.

Section 3.

Any Drivers laid off will have their seniority frozen and shall receive no benefits. Laid-off Drivers may be considered for substitute driving. Laid-off Drivers who are offered substitute driving will have the offer made on the basis of seniority on a rotating basis per temporary vacancy.

ARTICLE XIII

PROBATION

Section 1.

All new Drivers assigned to a regular run / permanent position shall be considered probationary until they have accumulated thirty (30) driving days, exclusive of approved leaves of absence not to exceed five (5) driving days. Backup Drivers shall not have to serve a separate probationary period when assigned to a regular run if they have successfully completed their probationary period as a Backup Driver. If a Driver has been a substitute in the District for one (1) calendar year or more, they shall be considered probationary until they have accumulated thirty (30) driving days, exclusive of approved leaves of absence not to exceed five (5) driving days.

Section 2.

During the probationary period, employees shall have no seniority status.

Section 3.

Probationary Drivers shall be covered by wages and sick leave prorated benefits from the date of hire, but shall be excluded from all other provisions of this Agreement until placed on permanent status at the completion of the probationary period. Upon the successful completion of the probationary period, Drivers shall have all rights and benefits of this Agreement. Seniority and all matters pertaining to sick leave and vacations, except wages and fringe benefits not otherwise provided, shall be retroactive as of regular/permanent assignment.

Section 4.

The District reserves the right, when warranted, to extend the probationary period, not to exceed an additional thirty (30) working days. When the Driver's probationary period is extended for any reason, the District shall provide the Driver and the Union with a copy of the reasons for the extension.

ARTICLE XIV

LEAVES

Section 1.

Leaves of absence without pay may be granted for a maximum of thirty (30) driving days in any one (1) year. Leaves of absence shall be governed by the following:

A. The Driver must fill out and submit to the Employer a leave of absence request on a form supplied by the District at least one (1) week prior to the date of the requested leave, except in case of emergency.

- B. A substitute Driver must be available to cover the Driver's route.
- C. The Drivers shall continue to accumulate seniority while on approved leaves.
- D. Leaves of absence may be extended or renewed upon mutual consent.
- E. Leaves will not be granted to enable an employee to seek other employment or to perform a trial period for other employment.

Section 2. EXTENDED ILLNESS LEAVE

A. Leaves for illness or injury extending beyond the period compensated under sick leave shall be provided without pay or benefits up to a period not to exceed one (1) calendar year. Failure to return within a period of one (1) calendar year, without notification to the District, shall constitute voluntary resignation. An extension of one (1) additional calendar year of extended illness leave may be granted upon approval from the supervisor and the Director of Human Resources.

B. Proof of fitness to return to work may be required at the employee's expense prior to the return from extended illness leave. Such proof may be verified by a District named physician at District expense.

C. Upon notice to the District of the employee's ability to return to work, the employee will be returned to his/her regular driver classification, which is subject to Article XVI Section 1 F and Article XIX Section 15 E.

D. Employee seniority shall continue to accumulate during an extended illness leave.

E. Leaves under this Section will conform and run concurrently with any allowable leave under the Family and Medical Leave Act.

F. If a ~~d~~Driver ends the school year on an extended leave, the ~~D~~river shall notify the ~~D~~istrict of his/her status and/or intent to return by August 1st.

Section 3. MATERNITY LEAVE

Pregnancy shall be considered the same as any other temporary disability. Maternity leaves granted under this Section will conform and run concurrently with any allowable leave under the Family and Medical Leave Act.

Section 4. PAID SICK LEAVE

A. The District maintains a paid sick leave program for all unit employees. Sick leave for covered employees is earned and credited at the rate of one (1) day per full calendar month of active employment with a sixty (60) day accumulation. The accumulated sick leave plus the new year's total shall be credited at the beginning of each school year and shall be prorated upon leaving

employment, based on the number of full calendar months of active employment worked in a year.

B. An employee using sick leave during a period that includes a scheduled holiday will be paid for the holiday. He/she cannot be paid for both on the same day, nor will he/she be charged for a day of sick leave.

C. Employees who have exhausted their paid sick leave credit and are still unable to return to work may draw from vacation credits previously accumulated.

D. In the event of death of a regular Waverly Schools Bus Driver while in the employment of the District, any unused sick leave benefits shall be paid to the designated beneficiary.

E. Unused sick days may, upon request of the employee, be reimbursed at the end of the school year rather than accumulate. Should an employee elect to bank sick days, the accumulation shall be limited to sixty (60) days. Upon retirement or resignation of employment, fifty percent (50%) of the accumulated sick leave shall be paid at the prevailing rate. No payment will be made where the termination was for just cause which is upheld. Resignation or retirement due to failure to pass drug testing will not receive accumulated sick leave payout. Any employee hired prior to September 1 of any given school year and using not more than three (3) sick days during any school year shall receive a five hundred dollar (\$500.00) bonus at the end of the school year. An employee shall be able to use up to three (3) days of accumulated sick leave for the purpose of funeral leave which will not be included in the calculation of the sick leave bonus.

F. The District maintains a paid personal leave program for all unit employees. Such paid leaves are charged against and limited to the employee's accumulated sick leave and shall be granted for the following reasons:

1. Ten (10) days per year for illness in the immediate family.
 - a. The definition of immediate family for the purpose of illness will include: spouse, child, step-child, parent, step-parent, or dependent living in the household.
2. Five (5) days per death in the immediate family.
 - a. The term "immediate family" for death is interpreted to mean: spouse, child, parent, sister, brother, parent of spouse, sister-in-law, brother-in-law, son-in-law, grandparent, grandparent of spouse, grandchild, stepfather, stepmother, half brother, half sister, daughter-in-law, or a dependent in the immediate household.

G. Employees who have exhausted their paid sick leave and personal leave days may take unpaid funeral leave up to three (3) days.

Section 5. PERSONAL LEAVE DAYS

Two (2) days per year paid personal leave, prorated upon leaving employment, not chargeable against the employee's contract salary or sick leave allowance, shall be granted for personal business. Before employees can use unpaid leave, employees shall be required to use their personal leave days. Approval is to be obtained through the employee's supervisor and arrangements made a week in advance or sufficient time to obtain a substitute in case of emergency. Unused personal business leave shall accumulate and be accrued as sick leave each year on July 1st, or at the end of the year can be accumulated if not used during one school year and added to next year's allowance to equal a sum of not more than four (4).. A personal business day is not to be taken the last workday preceding a holiday nor the first workday immediately following a holiday.

Section 6. WORKER'S COMPENSATION

Employees are covered by Worker's Compensation. In the event an employee is unable to work because of a disability determined to be compensable under the Michigan Worker's Compensation law, the District agrees to provide the employee the option of being paid the difference between his/her salary, determined as of the date of disability, and the Worker's Compensation payment. The total amount of such payments shall not exceed the monetary value of the employee's accumulated sick leave, determined as of the date of disability. Accumulated sick leave shall be reduced in accordance with any such District payments. An employee who does not elect to be paid the difference between his/her salary and Worker's Compensation will retain accrued sick leave upon return to work. Additional sick leave will not accrue during a disability period.

Section 7.

An employee who (1) serves on jury duty, or (2) who serves as a witness on behalf of the District will be paid for time missed from regularly scheduled work, provided proof of service is submitted to the personnel office and pay is reimbursed to the District. Witness service on behalf of the District will not be charged to leave or vacation time. Employees are expected to return to work after their service.

ARTICLE XV

RETIREMENT

Section 1.

Retirement age shall be in compliance with the State and Federal laws.

Section 2.

In appreciation for years of service in the Waverly Schools, a retirement payment of one

hundred dollars (\$100.00) per year of service in the School District will be paid by the School Board to an employee upon his/her retirement, provided the employee had accumulated ten (10) years seniority in the School District in a position covered by this Agreement and qualifies to retire through the Michigan Public School Retirement System.

Section 3.

In case of death of an employee while he/she is still actively employed by Waverly Schools, his/her retirement and vacation pay shall be paid to his/her designated beneficiary.

ARTICLE XVI

WORK ASSIGNMENTS

Section 1. DEFINITIONS

A. Field trips are educational, recreational, athletic and senior citizen trips. Preference in the assignment of field trips shall be given to regular Drivers in the bargaining unit.

B. Optional routes are assignments other than regular routes that are part of the bid procedure. Optional routes shall not be subject to the minimum route pay as identified in Article XIX Section 4.

C. Regular routes are those routes that bring students to and from school at the beginning and the end of the school day.

D. A shuttle run shall be defined as transporting students from one school building (including private schools) to another school building within the District when not otherwise designated as an optional route assignment. Shuttle runs are offered by seniority.

E. Regular Driver

The term "Regular Driver", for the purpose of this Article, shall mean all non-probationary Bus Drivers.

F. Route Bid

The term "Route Bid" shall mean a request, in person, for work assignments, except for extenuating circumstances agreed to in writing by the District and Union.

Section 2.

A. Drivers shall hold their regularly assigned routes, regular routes and optional routes for the year July 1st through June 30th, exclusive of in-area shuttle runs, except for

the following reasons:

- a. The supervisor detects incompetency, or
- b. When a regular run is eliminated or added
- c. When a regular run is increased or decreased by fifteen (15) minutes or more, the run shall be posted for bidding up to twice annually based on the schedule below:
 - i. By the end of the sixth week of the school year
 - ii. By the first Friday in February

B. Once an optional route assignment has been posted and bid upon, any additions of two (2) or more schools or stops shall be considered as a new run and posted accordingly, provided additional time beyond that paid has been added to the route.

Section 3. BID PROCEDURE

A. Yearly bus runs will be posted as soon as they are known in August, or if possible, at least five (5) working days before the annual bid meeting. A meeting will be scheduled by the supervisor of Drivers as soon thereafter as possible to bid on runs according to Drivers' seniority. Any change in the amount of time of more than fifteen (15) minutes will be made prior to posting, as long as the dispatcher has been made aware of the change.

1. Drivers shall choose their regular route at the beginning of each school year on the basis of Driver seniority, unless seniority is bypassed for just cause. In such an event, the Driver will be notified of being bypassed and for what cause. If requested by the Driver, the notification and the accompanying statement of cause will be provided in writing.
2. Optional routes shall be selected by seniority at the beginning of each school year after the regular routes have been chosen. Optional routes shall be composed of one (1) single list for bidding purposes.

B. Vacancies

1. When a vacancy occurs or a new route is established during the school year, it will be posted not less than five (5) working days prior to the assignment of a regular Driver. During this posting period, Drivers may bid the vacancy or new route. Bids will be resolved on the basis of seniority, and the vacancy or new route filled with a regular Driver immediately following the end of the posting period at a bid meeting. All vacancies which result from the bid procedure referred to above will be resolved at this bid meeting. All Drivers interested in changing routes may bid on the resultant vacancy(s) at this meeting on the basis of seniority, and any and all resultant vacancies will be filled at this meeting. A regular Driver may be bypassed only if assignment of that person would result in a work week in excess of forty (40) hours per week. There will be no separate bid posting for resultant vacancies. Shifting of Drivers shall occur on the first (1st) day after

attendance at bid meetings that occur during the year.

2. Vacancies or newly created optional route assignments arising after the bid meeting will be subject to the bid procedure. However, a regular Driver who had previously successfully bid for an optional route will be ineligible to bid on the new optional route unless he/she abandons the prior optional route assignment bid, or no other regular Driver bids on the new optional route assignment. This bidding shall not result in any Driver scheduled in excess of forty (40) hours per week. Drivers who were not regular Drivers at the time of the original bid shall only be allowed to bid on optional routes if no regular Driver bids.

When an assigned optional route is split into two (2) or more optional routes, the Driver with the original assignment shall have the choice as to which portion of the split route to retain.

Section 4. FIELD TRIPS

A. A field trip of up to and including twenty (20) students shall require one (1) parent or teacher chaperone riding on the bus. Student field trip groups in excess of twenty (20) students on one (1) bus shall require two (2) parents and/or teacher chaperones riding the bus. It shall be the responsibility of the District to inform the activity sponsor of this requirement prior to or at the time of request for a field trip bus. District Policy 5131, Article IV, Section C, regarding bus conduct currently in effect, shall apply to field trips.

1. Preference in the assignment of field trips shall be given to the regular Driver.
2. Field trip Drivers will normally drive their regular route.
3. Drivers will receive regular pay for all field trips. On split trips, the Driver will receive a minimum three (3) hours pay (one and one-half [1 - 1/2] hours per Driver/split minimum). During deadheading time of more than one (1) hour, the employee not driving will receive minimum wage per hour. A split trip on the same day will be assigned to the same Driver if he/she is available.
4. Field trips shall be divided as equally as possible among the regular Bus Drivers. An up-to-date list showing field trip hours shall be posted once each week. For the purpose of this Section, time not worked because the employee was unable or did not choose to take the field trip will be charged the actual number of hours of the trip. For the purpose of equalization of hours, each Driver will start with zero (0) hours accumulated as of the first (1st) day of the then current school year. Drivers who know they are unavailable for certain days or times will notify the dispatcher in writing.

5. If no Driver within the Bus Drivers' unit is available for a field trip, the District shall have the right to assign a qualified Driver from outside the unit.
6. Every effort will be made to post field trips as soon as it is clerically possible by 2:00 p.m. on Friday, and signed by the Drivers by 5:00 p.m. on the following Monday.
7. A Driver on an extra trip, during the prescribed eating times, may take his/her bus to an eating establishment of his/her choice within the area unless the person in charge requests a bus to be left at the site for student use. The Driver must clear it with the person in charge before leaving.
8. During field trip down time, the Driver shall take reasonable steps to provide for the security of his/her bus.
9.
 - a. When field trips of up to three (3) hours duration are scheduled during regular morning or afternoon runs, the garage mechanic, substitute Driver, Transportation Supervisor or transportation secretary may be used for these trips, unless a regular Driver is available.
 - b. When field trips are posted, the exact location of the destination shall be posted. Drivers shall be given a copy of the complete itinerary of the trip prior to the start of the trip.
 - c. If students from other schools are to be transported with Waverly students on a field trip, such information shall be posted with the field trip when known.
10. Buses shall be swept out by the Driver upon its return from field trips, and the Driver paid a minimum of fifteen (15) minutes for such clean-up time, providing the trip does not leave directly from a regular assigned run, and regular run clean-up has not been performed. Any defects noted at that time shall be reported in writing as soon as possible to the mechanic.
11. When a school van accompanies a bus on a trip, a qualified Driver will be given first consideration to drive and will be covered by field trip rules. However, the District reserves the right to assign another Driver when it is in the best interest of the District.
12. On special occasions it may be necessary for the District to approve of an outside carrier for a field trip. It is not intended to deny Drivers field trips or reduce the overall number of field trips, but to permit the District the necessary flexibility to meet unusual conditions when they occur.

B. Field Trip Cancellations

Bus Drivers will be notified of cancellations of field trips as follows:

1. After-school field trips, Drivers shall be notified at least two (2) hours before departure time, or be paid one (1) hour's pay.
2. Field trips during the school hours of any school day, Drivers shall be notified of cancellation at least one (1) hour before departure time or be paid one (1) hour's pay or the equivalent of your route pay if a route was given up by the Driver for the field trip.
3. On Saturday and Sunday field trips, the Driver shall be notified of cancellations twenty-four (24) hours in advance, except in case of extreme emergency. If the Driver does not receive the twenty-four (24) hour notification, he/she shall be paid the amount of the actual driving time of the scheduled trip, or two (2) hours pay, whichever is less.
4. In any event, if the Driver is not notified of a cancellation and when arriving at the point of departure learns of the cancellation, he/she shall be paid for the full amount of the trip, or six (6) hours' pay, whichever is less.
5. In the event a posted trip is canceled within forty-eight (48) hours preceding the trip, and the number of students to be transported is nine (9) or more, and other modes of transportation are used, the Driver shall be paid the amount of the actual driving time for the scheduled trip, or two (2) hours' pay, whichever is less.
6. In the event of a breakdown during a trip, the Driver will be paid for all hours actually on duty.

ARTICLE XVII

MISCELLANEOUS

Section 1. PROVISION OF LAW

If any provision of the Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

Section 2.

Copies of this Agreement shall be posted on the District's website.

Section 3. PHYSICAL OR PSYCHIATRIC EXAMINATIONS

A. A physical or psychiatric examination required by the District and/or the State, and performed by a District named physician, shall have the cost paid by the District.

B. Any fee incurred due to providing proof of being free from Ttuberculosis shall be paid by the District.

Section 4. COMMERCIAL DRIVER'S LICENSE

All fees for obtaining a license to drive for the District shall be borne by the District.

Section 5. DRIVER RESPONSIBILITIES

Driver responsibilities shall include but not necessarily be limited to:

A. Preparing an accident report immediately after each accident involving the bus or school bus passengers.

B. Ensuring the safety of all passengers by strict adherence to all traffic and safety laws and regulations.

C. Ensuring that his/her bus is mechanically safe prior to any run. A Driver has the right to refuse to drive any vehicle which does not comply with the published State Vehicle Safety Standards. Should the supervisor review the refusal and determine the bus does meet State safety standards, the opinion shall be issued to the Driver in writing. If the Driver still feels his/her bus is unsafe, the District may direct the Driver to drive, and the matter shall then be subject to the Grievance Procedure.

D. Drivers shall be responsible for keeping his/her bus clean and neat at all times.

E. Drivers shall be responsible for fueling and checking oil.

F. Drivers shall be responsible for enforcing District policies and regulations as they pertain to student conduct.

G. Drivers shall operate their buses in accordance with regulations for driving and care of the vehicle.

H. Drivers must have a physical examination as required by law. The exam will include a drug test. Such exams will be provided by a District appointed physician at District expense.

The actual screening procedure will be administered by medical personnel. The specimen will be analyzed by a reputable, independent medical laboratory using scientifically accepted tests. Precautions will be taken at every stage of the process to ensure strict chain of custody and provide confidentiality.

The laboratory will test for those drugs that have been determined to be the most commonly used and that are covered under the Controlled Substance Act, Schedules I, II, III and IV. Based on the reliability of the various tests available, all samples will be initially screened for morphine, methadone, codeine, other opiates, barbiturates, amphetamines, cocaine, cocaine metabolite, phencyclidine, and marijuana using the EMIT method. If this initial screening through the EMIT method yields a positive result, the laboratory will automatically cause to be performed a confirmation test on the specimen using Gas Chromatography/Mass Spectrometry (GC/MS). Only tests that have been confirmed by the above process will be reported by the laboratory as positive. A positive initial screening that is followed by a negative result from the GC/MS confirmation test will be reported as a negative test by the contract laboratory.

The laboratory will notify the Waverly Community Schools by mail or phone of any negative results, and employees will be informed of the results as soon as possible. Written confirmation of confirmed positive results will be mailed to the School, consistent with the Privacy Act and contractual guidelines.

All test results will be reported to the Waverly Community Schools. To the extent allowable by law, all non-patient records concerning specific individuals who tested positive will remain in the strictest confidence, with only authorized individuals who have a "need-to-know" having access to them. Patient records concerning employees while in a drug rehabilitation program selected by the District will not be forwarded to the Waverly Community Schools, but will remain in strict confidence under the administration of the program.

If the School's representative obtains a positive test result, he/she will immediately arrange a meeting with the employee to gather further information regarding the positive sample. During the meeting, the employee will be given the opportunity to present evidence and/or information that the positive test resulted from prescribed or over-the-counter drugs, or that special circumstances may have affected the test results. The employee must provide information on prescription and non-prescription drugs, along with the name of the prescribing physician and a release of information in the event that the physician must be contacted for clarification, and to obtain a statement of ability to perform duties in a safe manner. The District reserves the right to seek a second opinion. Failure to provide physician information within five (5) business days, or failure of the drug test related to illicit or illegal drugs, will result in immediate termination.

If the initial drug test is positive, the Bus Driver will be suspended with pay until the more complete battery of drug tests and formal investigation can be performed.

It is further understood that all provisions contained herein are subject to the Grievance Procedure contained in the Collective Bargaining Agreement between the Waverly Community Schools and the I-U-O-E Local 324.

- I. Drivers must notify the District by August 1st of their intent to return to work.

Section 6.

The bus supervisor will make arrangements for the early starting up of buses in order to defrost windshields when weather conditions warrant.

Section 7.

The Employer and Union agree to meet at the request of either party to discuss matters of mutual concern.

Section 8.

Any employee who has accumulated seven (7) points shall be placed on suspension. The employee will remain on suspension until such time as the employee no longer has seven (7) accumulated points on his/her driving record or six (6) months, whichever occurs first. In the event that an employee is incapable of removing the accumulation of seven (7) points within the six (6) month period, the employee will be considered terminated.

Section 9.

A fob key to the transportation building shall be given to each driver.

Section 10.

An emergency manager appointed under the Local Financial Stability and Choice Act is authorized to exercise powers as provided in the Local Financial Stability and Choice Act, Public Act 436 of 2012, as well as to reject, modify, or terminate the ~~collective~~ Collective bargaining Bargaining agreement Agreement as provided in the local financial stability and choice act, 2012 PA 436, MCL 141.1541 to 141.1575.

ARTICLE XVIII

PAID HOLIDAYS AND VACATIONS

Section 1.

Each regular full-time Bus Driver shall receive regular run pay for the holidays listed below, provided:

- A. On the date of the holiday, the employee has been on the payroll for at least thirty (30) driving days and has completed the probationary period.
- B. The employee has worked scheduled hours the entire day on the last day scheduled

for his/her classification prior to the holiday, and first day for his/her classification after the holiday, unless the supervisor granted a personal business day for emergency purposes or unless the holiday fell during the employee's scheduled vacation period such as Christmas.

Section 2.

The holidays covered in this Article are:

Memorial Day
Thanksgiving Day
Day after Thanksgiving
Christmas Eve Day
Christmas Day
Day after Christmas
New Year's Eve Day
New Year's Day
President's Day
Martin Luther King Jr. Day

If a paid holiday falls on Sunday, the Drivers will receive the pay for the Monday schedule of regular hours. If the paid holiday falls on Saturday, the Drivers will receive the pay for the Friday schedule of regular hours.

Section 3.

Bus Drivers will earn one (1) day of vacation for each full school year of service, up to a maximum of twelve (12) days vacation pay. ~~For employees hired after September 1, 2008, vacation accumulation shall be up to a maximum of ten (10).~~ Employees with three (3) or more year's seniority may use their earned accumulated vacation days during the school year, up to a maximum of five (5) days, provided there are substitute Drivers available to cover. Drivers may use vacation or personal days during student break periods or unpaid weekdays during the school year insofar as this does not conflict with Article XVIII Section 1 (B). Unused vacation time will be paid at the end of the school year with the last pay period.

Section 4.

If the school year begins prior to Labor Day, Labor Day will become a paid holiday.

ARTICLE XIX

SALARY AND COMPENSATION

Section 1. SALARY SCHEDULE

~~Beginning July 1, 2019~~

Length of Employment		
Probation-11 months		15.00
12-23 months		\$16.00
24-35 months		\$17.00
36+		\$19.32

~~Beginning July 1, 2020~~

Length of Employment		
Probation-11 months		\$15.50
12-23 months		\$16.50
24-35 months		\$17.50
36+		\$19.82

~~Beginning July 1, 2021~~

Length of Employment		
Probation-11 months		\$16.00
12-23 months		\$17.00
24-35 months		\$18.00
36+		\$20.32

~~Beginning July 1, 2022~~

Length of Employment		
---------------------------------	--	--

<u>Probation-11 months</u>		<u>\$17.50</u>
<u>12-23 months</u>		<u>\$19.00</u>
<u>24 months +</u>		<u>\$21.50</u>

Beginning July 1, 2023

<u>Length of Employment</u>		
<u>Probation-11 months</u>		<u>\$19.00</u>
<u>12-23 months</u>		<u>\$20.00</u>
<u>24 months +</u>		<u>\$22.25</u>

Beginning July 1, 2024

<u>Length of Employment</u>		
<u>Probation-11 months</u>		<u>\$20.00</u>
<u>After 12 months</u>		<u>\$23.00</u>

In order to continue to attract qualified drivers to the District, at the discretion of the Director of Human Resources, credit may be given for up to three (3) years of school bus driving experience after successful completion of the probationary period.

All staff hired after July 1, 2019 shall use direct deposit.

Section 2. OVERTIME

Any Driver who works in excess of forty (40) hours in any one (1) work period, from Monday a.m. to Sunday p.m., shall receive a time and one-half (1-1/2) overtime rate for all hours in excess of forty (40) hours.

Any Driver who drives a field trip on a paid holiday or Sunday shall receive a time and one-half (1 ½) overtime rate for all hours worked.

Section 3. SALARY LEVEL PLACEMENT

A Driver's salary level placement shall be determined as of his/her anniversary date of employment.

Section 4. MINIMUM ROUTE PAY

Minimum pay for regular morning and afternoon runs shall be two (2) hours, which

includes fifteen (15) minutes before route and fifteen (15) minutes after route to perform non-driving duties, including fueling. In the event that the District eliminates transportation service for segments of the student population or restructures service in a way that significantly reduces actual drive time of routes, the Union agrees that it will meet with the District to discuss the possible need to reduce the minimum route pay for regular morning and afternoon runs.

Drivers called back to work in an emergency to return students home from school at a time other than their regularly scheduled run time, will be paid the greater of one (1) hour or the actual time spent on the route.

Section 5. SHUTTLE RUNS

All shuttle runs included within the time structure of regular routes shall be considered part of the regular route for payment purposes. Any time, including time for shuttle runs added to a regular route after it is initially established so that the bus leaves earlier or returns later, shall be paid as part of the regular route.

Section 6.

Bus Drivers shall be paid for the actual time, requested and approved by the supervisor, spent in conferences with parents, students and/or administration.

Section 7.

On days that school is closed due to inclement weather, Drivers will be paid for their regularly scheduled hours, including optional routes, McKinney-Vento assignments and extra assignments. If the school year is extended in order to meet the minimum required days and hours of instruction as determined by the Department of Education, Drivers will be required to report for duty and shall be paid for hours worked.

Section 8. REIMBURSEMENT

Meals will be reimbursed when Drivers are out of the District on a field trip at the specified meal times. A Waverly School voucher form and a dated cash register receipt shall be required for reimbursement. Reimbursement shall be up to the standard based on the amounts approved annually by the Board but not less than the amounts as specified below:

Breakfast	6:00 a.m. to 9:00 a.m.	\$7.00
Lunch	12:00 noon to 2:00 p.m.	\$10.00
Dinner	5:30 p.m. to 8:00 p.m.	\$15.00

No reimbursement on split trips.

~~Any cost for room incurred for an~~The cost for a required overnight stay shall be paid reimbursed by the District, up to a maximum of seventy dollars (\$70.00) per night based on the least expensive single occupancy room rate, not to exceed Three Hundred and 00/100 Dollars

(\$300.00) per night without prior written approval of the Superintendent or his/her designee. An itemized receipt shall be required for reimbursement.

Section 9. MANDATORY MEETING PAY

Mandatory Bus Driver meetings shall provide the Drivers a minimum of one (1) hour's pay, or the actual time of the meeting, whichever is greater. There shall be a minimum of three (3) hours and a maximum of six (6) hours of Professional Development annually consisting of bus/transportation issues related to Bus Driver responsibilities. Training provided in Article XIX Section 11 shall qualify for Professional Development hours of this section.

Section 10.

In any event, should a Driver be doing his/her optional or regular route at noon and is asked to do another assignment or shuttle, the Driver will be paid for the total amount of time worked, or the minimum amount of time allotted for the original route or assignment, whichever is greater.

Section 11.

A Bus Driver will be paid at their hourly rate for all hours spent in attendance at all Bus Driver education programs required by the State and Federal law

Section 12.

Drivers shall be paid for all actual routing time - that is, laying out and/or planning routes when routes are changed significantly by the District - up to the District's minimum route pay.

Section 13.

Minimum pay for optional routes will be one and one-half (1-1/2) hours.

Section 14.

Drivers will be paid for their time in attendance at the annual bid meeting, and in no event less than one (1) hour's pay.

Section 15. BACKUP DRIVERS ~~{a minimum of two (2), four (4) hour positions}~~

A. A Backup Driver:

1. will serve a probationary period;
2. is a regular daily permanent position that shall be referred to as "Backup Driver";

3. The District shall determine the time of each shift (coincides with a.m./p.m. and noon run periods);
- B. Backup Driver is subject to the bid procedure as an alternate choice to a regular route.
 - C. A Backup Driver shall be able to bid to a regular run when they become available.
 - D. The date of first hire as a Backup Driver shall be used in determining seniority for the bidding process.
 - E. Backup Drivers who take a run for two (2) or more consecutive days shall continue on that run until the regular driver returns, the route is posted, or the Back Up Driver is absent from the run for more than one day. Should a Backup Driver take a long term position, a substitute will be used to fill that Backup Driver's position, and shall not be subject to benefits under this Agreement.
 - F. All other conditions of the Contract shall apply to the Backup Driver position.

ARTICLE XX

INSURANCE

Section 1. LIFE INSURANCE

Group life in the amount of ~~Twentytwenty-Five-five Thousand thousand Dollars-dollars~~ (\$25,000.00).

Section 2. HEALTH INSURANCE

The District shall offer Medical Benefit Plan Coverage to all eligible employees. The Medical Benefit Plan Coverage shall comply with the Patient Protection and Affordable Care Act, Public Act 152 of 2011 (as amended), and the IRS Code, including all requirements necessary to avoid penalties, taxes, or fines attributable to the Board. The Medical Benefit Plan Coverage options shall be as agreed upon by these parties. Should the plan fail to comply with the PPACA, PA 152, or the IRS Code, the Parties will meet immediately to choose compliant Medical Benefit Plan Coverage. If a plan has not been chosen within ten (10) days, the District is free to choose a compliant plan which is generally comparable to previously chosen coverage.

The District's monthly insurance premium/Medical Benefit Plan cost contribution to eligible employees shall be:

Singles: ~~\$568-609~~ per month or eighty percent (80%) of the monthly premium rate, whichever amount is less.

2-Person: ~~\$568-609~~ per month or eighty percent (80%) of the monthly premium, whichever amount is less.

Full-Family: ~~\$568-609~~ per month or eighty percent (80%) of the monthly premium, whichever amount is less.

Eligible "full-time" employees shall be those who meet the definition of "full-time" as contained within the PPACA (currently working an average of ~~thirty~~ [30] hours or more per week).

Bargaining unit members enrolling in health insurance shall pay any additional Medical Benefit Plan costs which exceed the Board's contribution (as indicated above) through payroll deduction. The bargaining unit member's payment amount shall be the difference between the actual Medical Benefit Plan cost and the Board's contribution amount (as indicated above). These payments shall be paid via payroll deduction twice monthly; however, in no instance shall the Board provide any employee pre-payment (a loan of money) to cover the individual's portion of Medical Benefit Plan costs.

Employees hired after January 1, 2011, and working less than thirty (30) hours per week on average, will not be eligible for ~~employer-Employer~~ paid health insurance, but will be paid cash in lieu in the amount of one hundred ~~and~~ thirty (\$130.00) dollars per month.

- a. To those employees not electing health insurance, the District will provide a cash option. The cash option shall be one hundred ~~and~~ thirty dollars (\$130.00) per month to invest in tax-exempt cafeteria options on a salary reduction assignment basis. The amount of the cash payment received may be applied by the unit member to a tax-deferred annuity or toward the MEBS/PET 125 plan. Any amounts exceeding the Employer's subsidy shall be payroll deducted. An open enrollment period shall be provided whenever the contribution subsidy amount changes for the group. The Employer shall formally adopt a qualified plan document which complies with Section 125 of the Internal Revenue Code. All costs relating to the implementation and administration of benefits under this program shall be borne by the Employer.
- b. The Union may, after consulting with the District, modify or alter insurance plan specification(s) provided that: (i) any changes in the plan specification will only become effective on January 1; and (ii) the Union absorbs the cost (if any) of conducting additional open enrollment periods; (iii) that the plan or plan specification changes do not increase the District's costs as set forth in Article XX Section 2.

Section 3 VISION INSURANCE

The Board shall provide full premiums for each eligible employee for MESSA VSP3 or a comparable plan. The District will provide for payment of a prescription for glasses/lenses every other year. In the instance that a doctor determines that the prescription has changed in a year, the District will provide payment for frames and lenses or contact lenses. Documentation of a prescription change will be required. The District will continue to pay for a yearly eye exam.

ARTICLE XXI

NO STRIKE AGREEMENT

The Union shall not, at any time, so long as this Agreement is in effect, authorize, sanction or condone, nor will any Driver take part in any strike, slow-down, stoppage, sit-in, or picketing of the Waverly Schools. The Union further agrees that it will not, nor will any Driver support or recognize any such activities by other bargaining units. In the event of any such action on the part of individual Drivers, the Union officers will immediately post notices and release public statements advising that such action is unlawful, in violation of this Agreement, and unauthorized by the Union. Should the Union not adhere to and abide by this provision, it shall be liable for any and all damages, injuries, and costs incurred by the District. The District shall have the right to discipline, including discharge, any Driver determined to be in violation of this provision.

ARTICLE XXII

SCOPE, WAIVER AND ALTERATION OF AGREEMENT

Section 1.

No agreement, alteration, understanding, variation, waiver or modifications of any of the terms, conditions or covenants contained herein shall be made by any employee or group of employees with the Employer, unless executed in writing between the parties hereto, and the same has been ratified by the Union.

Section 2.

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 and conditions herein.

Section 3.

If any Article or Section of this Agreement or any supplements thereto should be held invalid by operation of law, and by any competent jurisdiction or tribunal, or if compliance with or enforcement of any Article or Section of this Agreement should be restrained by such tribunal, the remainder of this Agreement 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 Section.

ARTICLE XXIII

WORK CALENDAR

The work calendar for Bus Drivers shall coincide with school days in session as determined by the District.

ARTICLE XXIV

TERMINATION AND MODIFICATION

A. The effective date of this Agreement is July 1, ~~2019~~2022.

B. If either party desires to terminate this Agreement it shall, ninety (90) calendar days prior to the termination date, give written notice of termination. If neither party shall give notice of termination, or withdraws the same prior to the termination date of this Agreement, it shall continue in full force and effect from year to year, thereafter subject to notice of termination by either party on ninety (90) calendar days' written notice prior to the current year of termination.

C. If either party desires to modify or change this Agreement it shall, ninety (90) calendar days prior to the termination date, or any subsequent termination date, give written notice of amendment, in which event the notice of amendment shall set forth the nature of the amendments desired. If notice of amendment of this Agreement has been given in accordance with this paragraph, this Agreement may be terminated by either party on ten (10) calendar days' written notice of termination. Any amendments that may be agreed upon shall become and be a part of this Agreement.

D. Notice of termination or modification shall be in writing and shall be sufficient if sent by Certified Mail to the Union, International Union of Operating Engineers, Local 324, ~~AFL-CIO~~, 500 Hulet Drive, Bloomfield Township, Michigan 48302, and if to the Employer, addressed to Waverly Community Schools, 515 Snow Road, Lansing, Michigan 48917, or to any other address the Union or the Employer may make available to each other.

E. This Agreement shall continue in force and effect until June 30, ~~2022~~2025.

WAVERLY COMMUNITY SCHOOLS

**INTERNATIONAL UNION OF
OPERATING ENGINEERS,
LOCAL 324, AFL-CIO**

President, Board of Education

Business Manager

Secretary, Board of Education

President

Recording-Corresponding Secretary

LETTER OF UNDERSTANDING

During the term of this Agreement, whenever the District invokes Article XVI, Section 4 (Field Trips), #12, of the Collective Bargaining Agreement, for an in-state trip, the quote between the District and the outside carrier will be given to the Union. The Union, if it chooses, may Abid@ on the trip, but must do so within forty-eight (48) hours of receiving the quote from the District.

The parties agree to award the trip to the Union if the bid meets the outside carriers quoted price for the trip, provided, the Employer may invoke Article XVI, Section 4, #12, when it deems necessary to approve an outside carrier.

For the *Employer*

For the *Union*

Date

Date



WAVERLY

COMMUNITY SCHOOLS

Pride. Tradition. Excellence.

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PA48, 98(b) Benchmark Reporting

June 13, 2022

Act No. 48
Public Acts of 2021
Approved by the Governor*
July 13, 2021
Filed with the Secretary of State
July 13, 2021
EFFECTIVE DATE: July 13, 2021

Sec. 98b. (1) In order to receive state aid under this article for 2021-2022, a district must do all of the following:

(a) By not later than the first meeting of the board that occurs in February of 2022 and by not later than the last day of the 2021-2022 school year, the district superintendent or chief administrator of the district, as applicable, shall present both of the following at a public meeting of the board:

(i) Subject to state and federal privacy laws, the results from benchmark assessments and local benchmark assessments, as applicable, administered under section 104a.

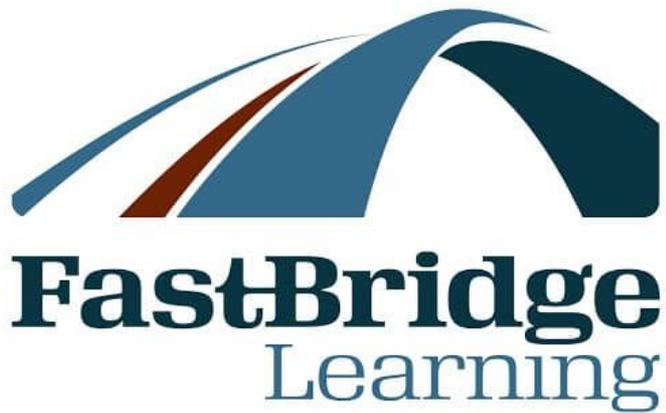
(ii) For each school operated by the district, each school's progress toward meeting the educational goals described in subdivision (d).

(b) The district shall ensure that the information presented under subdivision (a) is disaggregated by grade level, by student demographics, and by the mode of instruction received by the pupils to which the information applies.

(c) The information presented under subdivision (a) must also be compiled into a report that the district shall make available through the transparency reporting link located on the district's website.

Section 98(b) of Public Act 48 requires benchmark reporting to each district's School Board twice per year. Once in February and again at the end of the year

FastBridge



Assessments for Colt, Winans, Elmwood, East

Early Reading (K-1)
Early Math (K-1)

aMath (2-6)
aReading (2-6)

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Progress

FastBridge gives us a comparison of our students' growth against their peers across the country



99

0-19.99 %ile

20-29.99 %ile

30-84.99 %ile

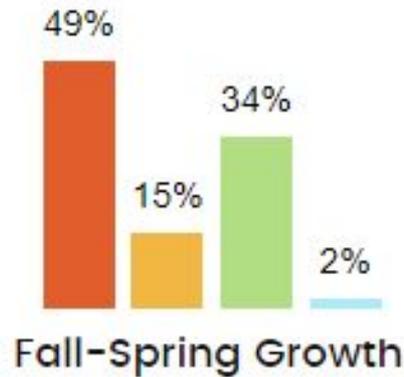
85 %ile and Above

Early Reading (K & 1st)

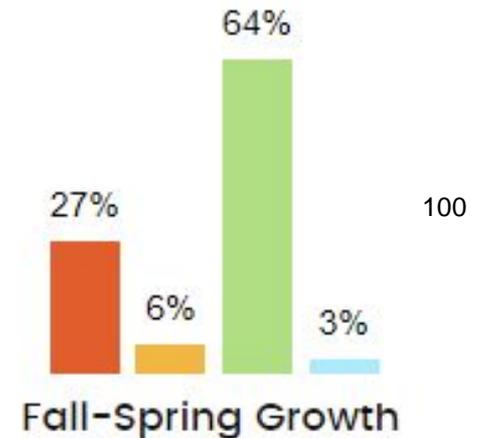
Colt (K)



Elmwood (1st)



Winans (1st)



0-19.99 %ile

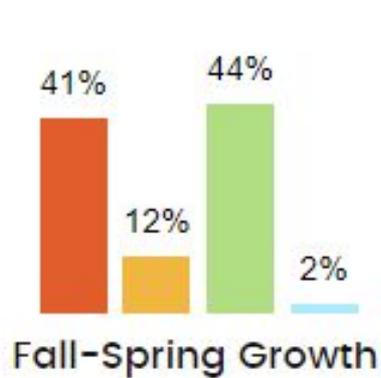
20-29.99 %ile

30-84.99 %ile

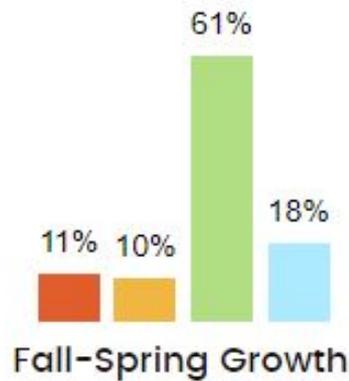
85 %ile and Above

Early Math (K & 1st)

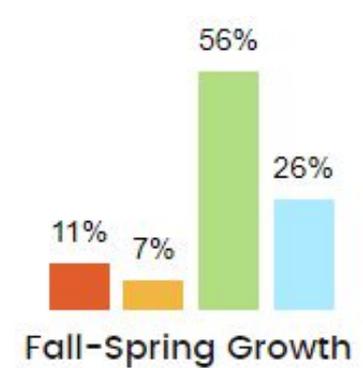
Colt



Elmwood



Winans



101

0-19.99 %ile

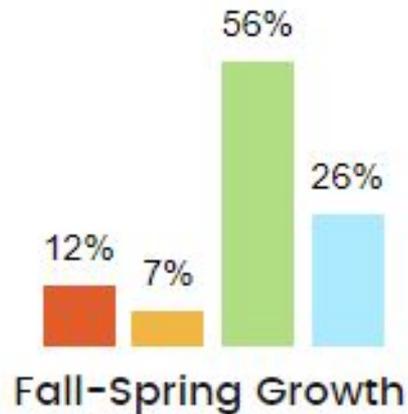
20-29.99 %ile

30-84.99 %ile

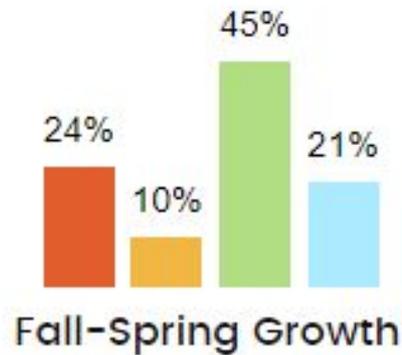
85 %ile and Above

aReading (2nd-6th)

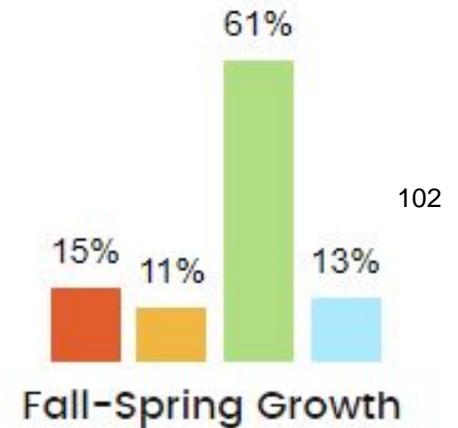
Elmwood



Winans



East



0-19.99 %ile

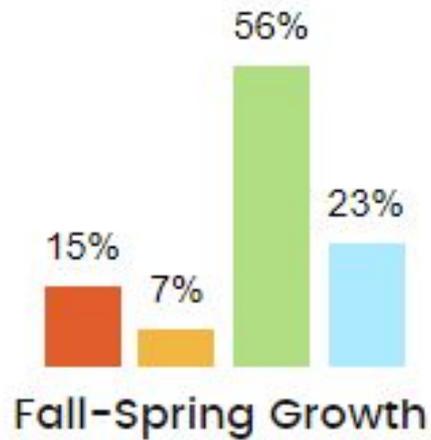
20-29.99 %ile

30-84.99 %ile

85 %ile and Above

aMath (2nd-6th)

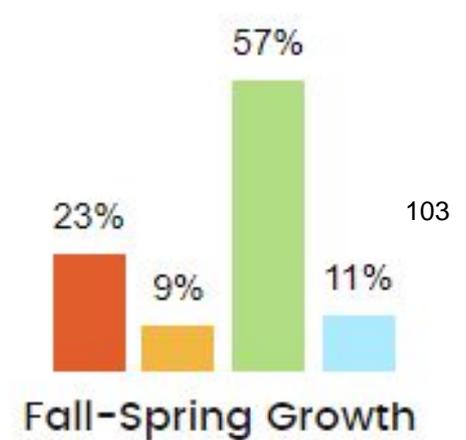
Elmwood



Winans



East



0-19.99 %ile

20-29.99 %ile

30-84.99 %ile

85 %ile and Above

Fall FastBridge Results

Achievement or Growth on Benchmark Assessment - By Grade Level

Reporting Category Suggest reporting on subgroups where n≥30	By First Board Meeting in February 2022		No Later than Last Day of School Year	
	Reading 30th Percentile or higher	Math 30th Percentile or higher	Reading 30th Percentile or higher	Math 30th Percentile or higher
FastBridge Assessments				
Kindergarten <i>Early Reading/ Early Math</i>	43%	45%	37%	53%
1st Grade <i>Early Reading/ Early Math</i>	27%	46%	37%	57.5%
2nd Grade <i>aReading/ aMath</i>	43%	53%	48%	54%
3rd Grade <i>aReading/ aMath</i>	49%	38%	45%	40%
4th Grade <i>aReading/ aMath</i>	55%	42%	53%	47%
5th Grade <i>aReading/ aMath</i>	44%	41%	55%	35%
6th Grade <i>aReading/ aMath</i>	52%	52%	67%	63% 

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NWEA



Northwest Evaluation Association

- Used in over 9,500 schools
- Cumulative scoring provides benchmark for learning across the globe
- Has been implemented in WCS since 2017

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Math

Fall 2021-2022	7	208.0		National Norm
Spring 2021-2022	7	211.8	+3.8	226.73 (+6.52)
Fall 2021-2022	8	213.8		
Spring 2021-2022	8	218.0	+4.2	230.30 (+3.87)
Fall 2021-2022	9	218.7		
Spring 2020-2021	9	227.2	+8.5	230.03 (+3.6)
Fall 2021-2022	10	223.6		
Spring 2021-2022	10	226.6	+3	232.42 (+3.35)

Reading

Fall 2021-2022	7	208.5
Spring 2021-2022	7	208.6
Fall 2021-2022	8	213.7
Spring 2021-2022	8	215.2
Fall 2021-2022	9	215.5
Spring 2021-2022	9	212.8
Fall 2021-2022	10	211.4
Spring 2021-2022	10	216.0

+0.1

+4.2

-2.7

+4.6

National Norm

218.36
(+4.16)

221.66
(+3.65)

221.40
(+2.5)

221.47
(+2.04)

Spring NWEA Results

Reporting Category	By First Board Meeting in February 2022		No Later than Last Day of School Year	
	Reading Fall RIT	Math Fall RIT	Reading Spring RIT	Math Spring RIT
All Students	213.7	213.8	215.2	218
Econ. Disadvantaged	N/A*	N/A*	N/A*	N/A*
Special Education	N/A*	N/A*	N/A*	N/A*
English Learner	N/A*	N/A*	N/A*	N/A*
Female	217.1	214.7	218.1	219.6
Male	210.9	213	212.8	216.6
African American	211.2	210.3	213.4	215.3
White	216.9	216.2	217.9	222.2
Hispanic/Latio	213.5	215.4	215.5	216.6
Asian	218	223.6	217.8	229
Native American	N/A	N/A	N/A	N/A
Multi-Racial	N/A	N/A	N/A	N/A

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End-of-Year Take-A-Ways

- We are seeing growth - but still behind when compared to peers
- Older students catching up quicker than younger students
- Celebrations (Elementary: Winter to Spring, Secondary Fall to Spring)
 - 1st grade reading +10%
 - 5th grade reading +11%
 - 6th grade reading +15%, math +11%
 - 8th grade reading +4.2 RIT points. math +4.2 RIT points
 - 9th grade math +8.3 RIT points
 - 10th grade reading +4.6 RIT points

 - 7th grade African American: +10.9 RIT points Math
 - Colt Multi-racial: +7% math
 - Elmwood Multi-racial: +12% reading, +25% math
 - Winans Multi-racial: +6% reading, 18% math

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Next Steps

- Data Review & Action Planning
 - District Leadership Team (6-15)
 - District Literacy Team (On-Going)
 - Building Leadership Teams (On-Going)
 - Individual Teachers, Interventionists, and Coaches (On-Going)
- New ELA Curriculum roll-out (22-23)
- Explore new Math Curriculum (23-24)

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