

**STATEMENT OF EMPLOYMENT CONDITIONS
FOR YEAR AROUND EDUCATIONAL TECHNICIANS / LABORER (School Farm)
2017/2018, 2018/2019 & 2019/2020 SCHOOL YEARS**

Employment Stipulation

Position & Location: _____ **Date of Hire:** _____

Employee: _____

Period of Employment Stipulation: August 16, 2017 to August 15, 2018

Rate of Remuneration: _____ /per hour

Insurance Benefit: _____

Retirement Program: _____

HOURS OF WORK - Work schedules shall be determined by the district to best fit its needs. Employees shall be notified as soon as possible in the event of changes in work schedules. Employees who work more than 6 1/2 hours per day shall receive two ten minute rest periods as scheduled by the district. Employees who eat lunch at school may be scheduled by the district for an unpaid lunch break. Employees who work in excess of forty hours per week shall be paid overtime premium of 50% of their regular rate for hours beyond forty. Hours compensated for but not worked shall not be included in the computation of overtime premium. If the District initiates an early release or a late arrival on a full student day the employee shall be paid for the normally scheduled hours. If the District cancels school for a snow day employees are still expected to report to work. If the employee is unable to come in to work it is unpaid time. If the District directs you to stay home it will be a paid day.

No Educational Technician is to work time outside their regular assigned hours unless authorized to do so by the direct Supervisor with approval by the Superintendent or Assistant Superintendent for Business.

Any adjustment in hours must result in no more than the weekly authorized hours assigned to that position and transpire within the same work week. No adjustment will be less than 15 minutes.

SICK LEAVE - Employees shall earn sick leave at the rate of twelve (12) days per year. Sick days may be accumulated to a maximum of 125 days. Employees may use sick leave for personal illness and up to eight (8) days per year may be used with the approval of the district to attend to the illness of a member of the immediate family including a parent, grand-parent, children, or a family member domiciled in the employee's home. If the employee must care for a family member that is not domiciled, but has met the requirement of FMLA then the Superintendent may approve additional days off with pay if sufficient vacation, sick, and personal days are available. Upon retirement, employees who have fifteen (15) or more years of continuous service with the district will be paid

sixty dollars (\$60.00) per day up to 85 days for a maximum of **\$5,100**. After 25 years of consecutive service, an employee who separates from the district will receive **sixty-five dollars (\$65.00)** per day up to 105 days for a maximum of **\$6,825**.

SICK LEAVE INCENTIVE - All employees that do not use any sick days in a school year may convert three (3) sick days into one (1) additional personal day for the next school year. An employee may be sent home sick by the school nurse if the principal or other administrator in the employee's assigned building feels they are not able to perform the duties assigned.

VACATIONS - Year round employees who have completed one (1) full year of service shall be eligible for two (2) weeks paid vacation. Year round employees who have completed eight (8) years of service shall be eligible for three (3) weeks paid vacation. Year round employees who have completed sixteen (16) years of service shall be eligible for four (4) weeks paid vacation. Vacation periods shall be determined by mutual agreement between the employee and the district.

HOLIDAYS - The following days shall be considered paid holidays for all employees:

- | | |
|------------------------|----------------------------|
| New Year's Day | Columbus Day |
| Martin Luther King Day | Veterans' Day |
| Presidents' Day | Thanksgiving Day |
| Patriots Day | Day after Thanksgiving Day |
| Memorial Day | Christmas Day |
| Independence Day | |
| Labor Day | |

Whenever a day normally considered a paid holiday falls on a weekend, the district shall determine an alternate day off with pay. Whenever an employee is required to work on a holiday, the district will pay the employee for hours worked.

OTHER LEAVES OF ABSENCE - In the event of a death occurring in the immediate family - mother, father, spouse, domestic partner, child, step-child, step-parent, sister, brother, mother-in-law, father-in-law, sister-in-law, brother-in-law, grandchild and grandparents, or any person residing in the household of an employee, that employee shall be granted up to three consecutive working days off which all must be taken within one week of the date of death, unless approved by the building principal and superintendent, without loss of pay to make funeral arrangements and attend services. The district shall grant employees up to one paid day to serve as pall bearer or attend the funeral of any other relative at the discretion of the Superintendent.

Employees shall be granted a leave of absence with pay if they are required to report for jury duty or jury service, or if they are subpoenaed as a witness in a court proceeding. Employees shall be paid the difference between any jury duty compensation they receive and their regular wages for each day of jury service not including travel allowance.

Employees shall be allowed unpaid personal leave if they have exhausted all vacation and personal leave, subject to the approval of the Superintendent. Requests for such leave shall be submitted in writing to the Superintendent.

Employees shall be entitled to 2 personal days per year starting July 1, 2017.

TRAINING - If an employee is required by the district to attend a training session, the employee shall be compensated for the time of actual attendance at the session. Upon approval of the Superintendent in advance of attending any job related enrichment program, the district shall reimburse 100% of the actual tuition cost based upon the University of Maine tuition rate, for up to six (6) credit hours upon receipt of a grade of a B or higher. An employee shall be eligible for this payment once during each school year.

RE-CERTIFICATION – The District will reimburse employees the \$25 fee for re-certification every 5 years.

MILEAGE - If an employee is requested to use a personal vehicle for school business, such mileage shall be reimbursed at the IRS scheduled rate.

WORK RULES - The district will notify employees prior to the effective date of any new rule, regulation, modification or amendment to existing work rules. Employees shall comply with all rules.

VACANCIES - All vacancies shall be posted on appropriate bulletin boards for a minimum of four working days. All vacancies shall be filled with the best qualified candidate as determined by the district.

LAYOFF - The district shall give affected employees at least a ten calendar day notice of layoff.

PHYSICAL EXAMINATION - When an employee is required by the district to take a physical examination from a specified doctor, the district shall pay the total cost of the fees of such medical examination and tests. If such examination or test must be taken during the work day, the employee shall suffer no loss of pay.

INSURANCE –

The District funded Health Plan is the MEA Choice Plus. All employees in this stipulation may elect any coverage offered by the MEA, but the difference is at the employee's cost and no cash in lieu if it is less expensive. Additionally, it is agreed that if at any time the MEA offers a higher deductible Choice Plus Plan, not to exceed \$501 deductible for a single plan, the District may adopt this as the District funded plan with 60 days written notice effective begin the next fiscal year starting July 1.

Effective July 1, 2017 through June 30, 2020 the District will contribute 100% towards single coverage in the MEA Choice Plus plan. All employees hired before January 1, 2017 area also entitled to an insurance benefit of up to \$1,290 for the Choice Plus Plan with no cash in lieu.

If an employee is married to another employee in the District, it is agreed that the employee may request that their premium be added to the spouse's eligible premium, for one (1) policy. In no case will this allow cash in lieu.

To be eligible for health benefits, an employee must work on the average, a minimum of twenty hours per week based upon 52 weeks (1040 hours per year). Employees less than twenty hours per week are eligible for a prorated health plan with Superintendent approval.

WAGES - Effective **July 1, 2017**, the following hourly wage rates shall be in effect:

	2017/2018	2018/2019	2019/2020
Probationary (6 months)	\$14.06	\$14.06	\$14.06
Less than 6 years	\$15.73	\$16.01	\$16.29
6 to less than 11 years	\$16.51	\$16.80	\$17.10
11 to less than 16 years	\$17.06	\$17.36	\$17.67
16 to less than 25 years	\$17.41	\$17.71	\$18.02
25+ years	\$17.70	\$18.01	\$18.33

All employees will be paid by Direct Deposit. If an employee does not have a qualifying account the District will have one provided or have payment direct deposited to an eligible debit card.

MISCELLANEOUS - Employees are encouraged to maintain an open line of communication with their immediate supervisor. Should a situation arise where an employee believes that the immediate supervisor has not responded or cannot properly respond to a legitimate concern, the employee should bring the matter to the attention of the Superintendent or Assistant Superintendent for Business.

The Superintendent will meet, as necessary, with a single representative or a small group of employees to discuss wages and fringe benefits. Other matters of a personal nature will be handled by the Superintendent on an individual basis.

Employee's Signature

Date

Brian M. Carpenter, Superintendent of Schools

Date