

ARTICLE 2

UNION AND EMPLOYEE RIGHTS AND RESPONSIBILITIES

- A. The parties agree that the provisions of this Agreement and the wages, hours, terms and conditions of employment shall be applied without regard to race, creed, religion, color, national origin, age, sex, handicap, or memberships in, or association with, the activities of the Union.
- B. All Union materials intended for distribution or display on any property under the management of the Board shall be identified as Union material before display or distribution.
- C. Support personnel shall not engage in Union activities during their working hours, excluding the lunch period, without permission.
- D. The results of any Union election or appointment shall be reported within five (5) working days to the Superintendent's Office.
- E. An employee who considers a working condition hazardous shall immediately report it to his/her supervisor.
- F. ~~An employee who is off duty due to an injury or illness for more than two consecutive work days may be required to present a statement of absence to the supervisor upon returning to work. This statement shall be completed and signed by a physician authorized to practice medicine under the laws of the State.~~
- F. The Union shall be provided bulletin board space for the posting of Union notices and other materials and shall be entitled to use the mail service.
- G. The Union shall have the right to use the school building facilities, at reasonable times and intervals, for Union meetings before or after regular class hours. Such use will be scheduled through the Superintendent's Office. Such meetings shall not be conducted in a place, or at times, which might interfere with school activities, including extra-curricular activities conducted after regular class hours. The Union should have the right at reasonable times and intervals to use of school office equipment including but not limited to; computers, copy machines, other duplicating equipment. Such use may be limited under reasonable rules and regulations generally applicable to use of such equipment by regular school operating personnel. The Union shall pay for the

reasonable cost of all materials and supplies used under rules and regulations generally applicable.

- H. Copies of this Agreement shall be printed at the joint expense of the Board and Union and presented to all Union employees presently employed or employed during the duration of this Agreement.**

(moved from Article 16)

ARTICLE 4

COMPENSATION

- B. Employees using their personal vehicle at the request of the District shall be compensated at IRS mileage rate 36.5 cents per mile. A monthly log of mileage shall be required of all support staff personnel who desire reimbursement.**

~~C. Custodial personnel shall be furnished two (2) sets of uniforms per year, provided by the Board. Custodians wishing to buy their own work pants will be reimbursed up to \$20 for one pair or up to \$40 for two pair, with receipt. Uniforms will be issued at the end of the ninety (90) day probationary period. All such employees will be required to wear clean district approved uniforms while on the job. Uniforms may not be worn at any other time. After the first year uniforms will be issued July 1.~~

~~Food Service personnel shall be furnished two (2) uniform shirts and one (1) apron per year, provided by the Board. The shirts will be issued at the end of the ninety (90) day probationary period. Once issued, food service personnel will be required to wear a clean uniform shirt and apron while on the job. After the first year of employment, shirts will be issued after July 1, but no later than the first day of each school year.~~

Custodial or food service employees that have their clothing destroyed as part of their regular work duties will be compensated for up to \$60 a year for replacement clothing. Employees can submit receipts for reimbursement through Central Office.

- E. In case of school closing due to acts of God, employees, shall not be required to report to work and after six (6) day "grace period will not be paid for Act of God days until the days are made up. Employees will not be paid for days not worked. If additional dates are forgiven by the state, employees shall be compensated for those forgiven dates.** Some employees may be required to report at the discretion of their supervisor, these days will not count towards their six (6) grace days. In case of school delays due to inclement weather or building emergencies, employees who do not report to work will ~~not~~ be paid and the delay will ~~not~~ be charged toward the six (6) day grace period. Members that work year-round may choose to use banked sick or

personal days for Act of God days beyond the six (6) grace period. Year-round members are responsible for indicating on their time sheet

- H. An employee who after ten (10) years of service to the District qualifies for retirement under the Michigan Public School Employees Retirement System, shall upon retirement, be paid **forty thirty** dollars **(\$40.00 \$30.00)** per day for each day of accumulated sick leave up to a maximum of seventy-five (75) days. Days will be calculated using the employee's total sick hour accrual divided by the employee's current daily hours.
- K. Newly hired full-time employees and part-time employees shall serve a probationary period of ninety calendar (90) days. During that probationary period, new employees ~~will be compensated at the probationary rate listed in Appendix A and will earn sick time~~ **during their probationary period but** will not be eligible for any **other** benefits outlined in this agreement until after the conclusion of the ninety calendar (90) day probationary period. Employees Any newly hired employee that continuously subbed in the exact position for which they were hired, will have the time they subbed count towards their ninety (90) day probationary period.
- M. Members may use their accumulated sick time for compensation for unpaid days off with the school calendar. These unpaid days must fall between the first scheduled student day and the last scheduled student day of the school year. Each member will be limited to using 3 sick days for this compensation each school year. In order for a member to be eligible for this, they must have a minimum of **four (4)** 5-days of sick time accumulated.
- N. Employees who have accumulated at least 90 sick hours may choose to gift up to a maximum of 100 sick hours to another **bargaining unit member teacher** who is experiencing extended illness or hardship related to a family member's catastrophic illness. **Bargaining unit members Teachers** will be notified by email that a member is in need and fill out the form and submit to central office with the number of days they wish to gift. **Bargaining unit members Teacher** who are deemed eligible will be able to accept a maximum of 400 sick hours during their career.

Eligibility will be limited to those that are suffering from a catastrophic, terminal or life threatening situation to the member or immediate family of the member. This includes but is not limited to events that will require extended hospital or rehab appointments over an extended period of time. Immediate family member will be defined by the definition in Article 9 (B)

Requesting employees must have exhausted all days or anticipated to exhaust all days prior to requesting assistance. Requesting **bargaining unit members teachers** will fill out the required form and submit to central office.

P. The District will reimburse each newly hired paraprofessional after July 1, 2026 for the cost of the ParaPro Assessment that is needed to determine highly qualified status through the Department of Education in the State of Michigan. Employee must provide documentation of the testing fees and proof of assessment participation for reimbursement. If the member needs to retake the test due to not getting a qualifying score, the member will be responsible for those fees.

ARTICLE 5
SENIORITY

- A. Seniority shall be defined as the length of continuous service within the bargaining unit beginning with the employee's most recent starting date.
- B. The seniority list shall by classification be revised to reflect the employees' seniority status ~~as of September 1st of each year~~ and shall be updated within thirty (30) days **for all new hires.** ~~and provided to all members, upon request to Central Office.~~ Any laid off employees will be included on the list. **The list will be provided to the association president every ninety (90) days throughout the school year.**

The seniority list will include the following: Name (first, middle and last), Date of hire, Classification, Building, Address, Phone, Email (work and personal if provided), Employee identification number, Wage and Estimated hours and Status (full time or part time).

- C. In the event that more than one individual has the same seniority date, position on the seniority list will be determined by lot. The employee(s) affected will be notified in writing of the date, place, and time of the drawing. The drawing shall be conducted openly and at a time and place which will reasonably allow affected employees and association representatives to be in attendance.
- ~~D. The seniority list will show the names, job titles, and the seniority date of all employees within the unit.~~
- E. Any employee who has been incapacitated at his regular work by injury or compensable occupational disease while employed by the district may be employed at other work on a job that is operating in the district where a vacancy exists and which he/she can do without regard to any seniority provisions in this agreement.
- F. An employee will neither lose nor accrue seniority while on an unpaid leave of absence which exceeds forty-five (45) consecutive workdays.
- G. An employee shall lose seniority for the following reasons:

(1) The employee quits, retires or is discharged.

~~(2) If the employee is absent from work for three (3) consecutive working days without notifying the administrator prior to or within such three (3) days period of a justifiable reason for such absence. The Employee fails to return from an approved leave or layoff.~~

~~(3) The employee obtains a leave of absence under false pretenses.~~

~~(4) The employee accepts regular employment elsewhere while on leave of absence, which employment has not been authorized by the Board.~~

~~(5) The employee is laid off for lack of work or funds for a continuance of twenty four (24) or more consecutive months.~~

~~(6) Seniority shall be broken as a result of continuous absence from work because of illness for twelve (12) continuous calendar months.~~

H. If an employee is involuntarily transferred to a position under the Employer not included in the bargaining unit and within six (6) months thereafter is transferred to an open position within the bargaining unit, the seniority shall be considered to have been retained and accumulated while working in the position to which the employee is transferred for the purpose of all seniority rights and benefits provided for in this Agreement. If an employee voluntarily transfers to a position outside the bargaining unit, he/she will forfeit seniority rights and benefits as provided for in this agreement.

ARTICLE 6 LAYOFF AND RECALL

A. During the probationary period, the Board may lay off or terminate employees without regard to this agreement.

B. Layoff and recall shall be according to seniority within classifications.

C. Layoff Procedure

Layoff shall be conducted according to the **five (5)** ~~six (6)~~ separate classifications:

(1) Paraprofessionals/HQ
Paraprofessionals Classroom
Aides/Parapros

(4) Media Personnel
(5) Secretarial
(6) Playground/Lunchroom/Bus Aide

- (2) Custodial/Maintenance
- (3) Food Service

- H. Employees shall be held responsible for keeping the employer notified as to their current mailing email address by written form to the Superintendent's office.

ARTICLE 9 LEAVE PAY

A. ~~At the beginning of the second year of service only, all employees except those on unpaid leave of absence or layoff will be granted three (3) sick days to be credited during the first payroll period in which they work during the fiscal school year, and then accumulate one (1) day per month for each month of employment commencing fifteen work days after the first day of return to work.~~

Employees are responsible for timely and accurate reporting of hours worked. Employees are required to enter time worked, holiday and time off into the electronic system on a biweekly basis. Sick time and personal time should be entered prior to the absence and according to any other stipulations listed in this section. Failure to report time or reporting time inaccurately could result in disciplinary action following an investigation.

Employees will be granted sick leave at the rate of 1 hour for every 15 hours worked. Time will be accumulated and granted each pay period as it is earned.

Up to seventy-two (72) hours of sick leave may be used each year for all purposes allowed by Earned Sick Time Act (ESTA). ESTA time not used each year will roll over as accumulated sick time. Additional information about ESTA can be found [here](https://www.michigan.gov/leo/bureaus-agencies/ber/wage-and-hour/paid-medical-leave-act). (<https://www.michigan.gov/leo/bureaus-agencies/ber/wage-and-hour/paid-medical-leave-act>)

For all other time sick time accumulation, the following apply:

Sick days are to be used throughout the school year whenever the employee is unable to work due to personal or family sickness, accident, disability, or childbirth. The unused portion of yearly sick leave allowance shall accumulate to 100 days. For sick hours accumulated above the 100 day limit, the employee will be compensated for those excess hours at 50% of their hourly rate. This payment will be made on the first pay period in July for the previous year.

~~During the first year of employment only, employees will be granted one sick leave day per month worked. In order to receive the one day per month credit, an employee must work at least fifteen (15) days during the month.~~

- E. On July 1 of each year, each employee shall be credited with two (2) days for regular school year employees and ~~six (6)~~ **three (3)** days for fifty (50) week (5 days per week) employees, which may be used for personal business. This day will be non-accumulative, Unused days shall be converted to sick leave days on June 30. Such leave may be granted upon application submitted in writing to the Superintendent by the employee twenty-four (24) hours before the absence in case of personal business or after the absence in case of emergency. Personal leave time will be granted on a first come first serve basis and shall be limited to four (4) requests for the district and not more than two (2) within any one classification, with the exception of non-student days in which there will be no limit.

In the event that a staff member leaves during the school year, their time will be prorated for the time actually worked. The exiting staff members last paycheck may be reduced to reflect any overpayment of personal time.

Personal days shall not be used the day before or the day after a holiday or other non-scheduled day of work, except for an emergency. Employees may request either, one (1) day before or one (1) day directly following any holiday or school break. Requests may only be made once in a three (3) year period and must comply with the restrictions above.

ARTICLE 11

VACATIONS

- A. ~~Custodial staff may take unpaid, time off for vacation at the discretion of the Superintendent~~ **Full year employees (5 days a week for 50 weeks) shall be entitled to the following vacation time:**
- **Employees with 9 or less years of service with district: 5 days**
 - **Employees with 10 – 19 years of service with district: 8 days**
 - **Employees with 20 or more years with district: 10 days**

ARTICLE 16

MISCELLANEOUS PROVISIONS

A. ~~The Union shall be provided bulletin board space for the posting of Union notices and other materials and shall be entitled to use the mail service.~~

B. ~~The Union shall have the right to use the school building facilities, at reasonable times and intervals, for Union meetings before or after regular class hours. Such use will be scheduled through the Superintendent's Office. Such meetings shall not be conducted in a place, or at times, which might interfere with school activities, including extra-curricular activities conducted after regular class hours. The Union should have the right at reasonable~~

~~times and intervals to use of school office equipment including but not limited to; computers, copy machines, other duplicating equipment. Such use may be limited under reasonable rules and regulations generally applicable to use of such equipment by regular school operating personnel. The Union shall pay for the reasonable cost of all materials and supplies used under rules and regulations generally applicable.~~

~~C. Copies of this Agreement shall be printed at the joint expense of the Board and Union and presented to all Union employees presently employed or employed during the duration of this Agreement.~~

~~D. Vans may be driven by non-bargaining unit members only when the driver is not compensated.~~

E. Employees ~~on an annual basis~~ shall inform the Superintendent's office of their availability and the type of additional work they would like to perform, **including work during vacations (summer, winter, spring break)**. The District will utilize those qualified applicants in a fair rotation order. **This refers to work that is additional, any position positing (temp or permanent) will follow the usual selection process.**

~~F. Annually, during the months of March, May and November, employees may inform the Superintendent's office of their availability to work during summer vacation and the winter and spring break period. (Notification in March will be for the spring break period, notification in May will be for the summer vacation period, and notification in November will be for the winter break period.) Such request must be in writing and include the type of work for which they would like to be considered.~~

G. Employees, except in emergency situations, shall not be required to provide medical or medically related procedures. On a case-by-case basis, the District will determine and provide training to an employee whose assignment includes providing limited medical services to a student. (Limited medical services include, but are not limited to, administering medication, taking temperatures, and other necessary services included in an I.E.P. or Section 504 plan)

ARTICLE 18

DISCIPLINE OF EMPLOYEES

- A. Employees shall not be disciplined without just cause.
- B. Disciplinary action shall be defined as any reprimand, suspension or discharge.
- C. **Discipline shall follow the principles of progressive discipline for minor infractions. Discipline progression shall progress from warnings, suspension and then termination.**

The severity of the offense may warrant bypassing early steps and initiating discipline at a higher level, depending on the nature and circumstances of the infraction.

~~D. The Board of Education has just cause to discharge any employee who:~~

- ~~(1) is convicted of a felony.~~
- ~~(2) is convicted in court of any misdemeanor involving theft, conversion, embezzlement, intentional destruction or damage to school district property, and for acts involving rape, child molesting, and pornography.~~
- ~~(3) is absent for three (3) working days, barring emergency, without notifying the Employer.~~
- ~~(4) does not return to work when recalled from layoff within five (5) consecutive days barring an emergency or illness.~~
- ~~(5) is under the influence of intoxicants or drugs while on duty.~~
- ~~(6) consumes or sells intoxicants or drugs while on Board property.~~
- ~~(7) steals Board property.~~
- ~~(8) duplicates school district issued keys without written permission.~~
- ~~(9) intentionally falsifies employment records.~~
- ~~(10) fails to meet State requirements without notifying the Board.~~
- ~~—(11) participates in or gives leadership to any illegal work stoppage.~~
- ~~—(12) carelessly endangers the safety of the students.~~

~~E. The above are meant to be representative of reason for discharge but are not to be limitations upon the Board for taking discharge actions.~~

- F. Before any meeting is called from which disciplinary action may result, the employee shall be notified and shall be entitled to have present a representative of the Union. If a Union representative is requested to be present, no longer than two (2) working days may lapse before such meeting is held. In no event shall the administration be restricted from taking such protective action as the administration may determine to be necessary to protect the rights of students and others. If an employee is suspended during an investigation, the employee will receive their regular pay during this time.

HOURS, ASSIGNMENTS AND CONDITIONS

B. Custodial/Maintenance

1. A split shift shall be defined as a working day where there is a break of more than a two-hour period. **Any shift that is regularly scheduled to be a split shift, employees shall be paid a premium of \$.35 per hour.**

(a) Any shift that regularly begins on or after 6:30 A.M. and concludes before 6:30 P.M. shall be described as the first shift.

(b) Any shift that regularly begins on or after 2:30 P.M. and concludes by 12:00 midnight shall be described as the second shift and shall be paid at a ~~twenty-five~~ **thirty-five** cent (~~\$. 25~~ **\$.35**) per hour premium.

All employees working in the schools on the second shift shall be rescheduled to the day shift when school is not in session. In proper cases exceptions may be made.

With the consent of the employee, work shift times may be temporarily adjusted, **from the assignment given by supervisor at the beginning of the year.**

ARTICLE 20 INSURANCE

- A. The board will offer single subscriber medical, **dental and vision** insurance to support staff members who average thirty (30) hours of work or more per week. Weekly hours will be calculated according to the Affordable Health Care Act (ACA) guidelines. The measurement period will run from October to October. Those eligible will be offered insurance starting in January for one year. Coverage can be extended each year as long as the member continues to average 30 hours per week.

The insurance coverage for eligible members will have a choice of MESSA ABC3 (deductible of \$3500, 10% co-payment and ABC Rx prescription) or MESSA Essentials (deductible of \$375, 20% co-insurance and EbM Rx coverage) **until December 31, 2026. Starting July 1 2027 eligible member will have a choice from the following plans offered by The Pool.** The district agrees to pay ~~75%~~ **85%** of the premium annually towards the medical insurance premium and the remaining premium will be paid by the employee through a payroll deduction. The amount required from the employee shall be payroll-deducted from the employee over the school-year pay periods.

Employees that wish to have full family or two-person insurance may purchase the additional coverage. The cost will be anything above and beyond the 85% of single

subscriber that the district pays. These payments will be made through payroll deductions.

Plan Options	Coverage
Enhanced HSA 2500 214/215	Deductible - \$2500 20% coinsurance \$4,500 annual individual out of pocket max
Value 500 095	Deductible - \$500 20% coinsurance \$4,500 annual individual out of pocket max
Enhanced HSA 126/127	Deductible: \$1600 0% coinsurance \$2600 annual individual out of pocket max
Enhanced 1000 112	Deductible: \$1000 0% coinsurance \$3000 annual individual out of pocket max

Life, AD&D, and L.T.D. insurance shall be provided for all employees working twenty hours (20) per week or more. Life Insurance benefits will be for \$10,000.00 and AD&D benefits will be for \$10,000.00 and be provided by the vendor of the District's choice. **Starting in July of 2027 the Life and AD&D coverage will increase benefits to \$50,000.**

Vision insurance: NVA - \$130 frames and \$110 contacts

Dental insurance: ADN administrators - 100/80/80/80 \$1300 annual max

ARTICLE 21 EMPLOYEE PROTECTION

A. Any case of criminal assault upon an employee that had its inception in a school-centered problem shall be reported immediately in writing to the Superintendent or his/her designated representative. In the event of such an assault, the employee involved may request assistance of the Board in such a matter. These requests shall be made in writing to the Superintendent.

B. **Student assaults on employees properly acting in the line of assigned duties shall be immediately reported to the employee's supervisor. All personal injuries reports need to be filled as soon as possible and turned into Central Office. When personal injury occurs, the employee and supervisor will meet to discuss potential remedies. Personal protection equipment will be provided at the district's expense when requested by the**

employee. Protective equipment will be worn until mutually agreed upon between employee and administration that is no longer needed.

- C. The Board will reimburse the employee for loss, damage, or destruction of personal property which was used on school premises, when such property is needed or used in the normal work of the employee, when such property is registered with the immediate supervisor in written form, and when the loss, damage or destruction is not the result of the employee's negligence, not to exceed \$100, unless such loss is covered by insurance.
- D. Use of physical force is governed by the Michigan Law regulating the use of corporal punishment by school employees.

ARTICLE 22 BOARD RIGHTS

- A. Nothing contained herein shall be considered to deny or restrict the Board of its rights, responsibilities, and authority under the laws of the State of Michigan and of the Federal Government of the United States. Except as stated by this Agreement, all the rights, powers, and authority the Board had prior to this Agreement are retained by the Board.
- B. It is expressly agreed that all rights which ordinarily vest in and have been exercised by the Board, except those which are relinquished herein by the Board, shall continue to vest exclusively in and be exercised by the Board without prior negotiations with the Union either as to the taking of action under such rights or with respect to the consequences of such action during the term of this Agreement. Such rights shall include, by way of illustration and not by way of limitation the right to:
1. Manage and control its business, its equipment, and its operations and to direct the working forces and affairs of the Board.
 2. ~~Continue its rights, policies, and practices of assignment and direction of its personnel; determine the number of personnel and scheduling of all the foregoing, and the right to establish, modify or change any work or business or school hours or days.~~ **The right to assign work, determine staffing levels, establish work schedules, transfer employees, and determine job duties consistent with this Agreement.**
 3. ~~The right to direct the working forces, including the right to hire, promote, suspend and discharge employees, transfer employees, assign work or duties to employees, determine the size of the work force and to lay off employees.~~
 4. Determine the services, supplies, and equipment necessary to continue its operations and to determine all methods and means of distributing, disseminating and/or

selling its services, methods, schedules and standards of operation, the means, methods and processes of carrying on the work, including automation and the institution of new and/or improved methods of changes therein.

5. ~~Adopt rules and regulations.~~

6. ~~Determine the qualifications of employees.~~

7. Determine the number and location or relocation of its facilities including the establishment or relocations of new schools, buildings, departments, divisions or subdivisions, buildings or other facilities.

8. Determine the placement of operations, production, service, maintenance or distribution of work, and the source of materials and supplies.

9. Determine the financial policies, including all accounting procedures and all matters pertaining to public relations conducted by the Board.

10. Determine the size of the management organization, its functions, authority, amount of supervision and table of organization, provided that the Board shall not abridge any rights of employees as provided for in this Agreement.

11. ~~Determine the policy affecting the selection, testing, or training of employees providing that such ——— selection shall be based upon lawful criteria.~~ **The right to establish lawful qualifications, hiring procedures, selection procedures, testing requirements, and training standards for employees.**

12. ~~The Board shall continue to have exclusive right to establish, modify or change any condition except those covered by provisions of the Agreement.~~

13. ~~The Board shall determine all methods and means to carry on the operation of the schools.~~

14. ~~To exercise management and administrative control of the school system, and its properties and facilities.~~

15. ~~To establish courses of instruction and in-service training programs for employees, and to require attendance at any workshop, conference, etc., by employees, including special programs during the workday.~~ **To establish policy and courses of instruction and in-service training programs consistent with this Agreement.**

16. ~~To establish hiring procedures and qualifications.~~

17. The Board and/or its representative may adopt rules and regulations not in conflict with the terms of this Agreement concerning the discipline of employees.

18. ~~The Board shall continue the right to determine and redetermine job content.~~

- C. The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the terms of this Agreement and then only to the extent such terms hereof are in conformance with the laws of the State of Michigan and the laws of the United States. **The exercise of the foregoing powers, rights, authority, duties, and responsibilities shall be limited by this Agreement and applicable law.**

ARTICLE 26 DURATION

The provisions of this agreement shall be effective upon ratification by both parties and shall continue in full force and effect Until June 20, ~~2026~~**2028**. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

APPENDIX A SALARY SCHEDULE

2026-2027

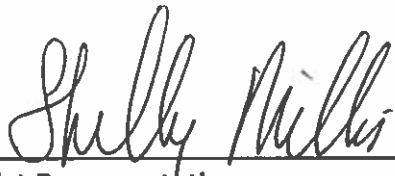
Steps	Custodial	Secretaries	LeadCook	Paraeducators	Media Personnel	HQ Paraeducators
1	16.41	16.88	15.38	15.10	15.42	15.23
2	16.82	17.30	15.76	15.48	15.81	15.61
3	17.24	17.73	16.16	15.86	16.20	16.00
4	17.67	18.18	16.56		16.61	16.40
5	18.11	18.63	16.98		17.02	16.81
6	18.66	19.19	17.49		17.53	17.32
7	19.22	19.77	18.01		18.06	17.83
8	19.79	20.36	18.55		18.60	18.37
9	20.39	20.97	19.11		19.16	18.92
10	21.00	21.60	19.68		19.73	19.49

2027-2028

Steps and 3.5% increase

Steps	Custodial	Secretaries	LeadCook	Paraeducators	Media Personnel	HQ Paraeducators
1	16.98	17.47	15.92	15.63	15.96	15.76
2	17.41	17.91	16.32	16.02	16.36	16.16
3	17.84	18.36	16.72	16.42	16.77	16.56

4	18.29	18.81	17.14	17.19	16.98
5	18.75	19.28	17.57	17.62	17.40
6	19.31	19.86	18.10	18.15	17.92
7	19.89	20.46	18.64	18.69	18.46
8	20.49	21.07	19.20	19.25	19.01
9	21.10	21.70	19.78	19.83	19.58
10	21.73	22.36	20.37	20.42	20.17



District Representative



Union Representative

