

AGREEMENT

This agreement is between the South Lake Board of Education of the District of South Lake Schools, St. Clair Shores, Michigan, hereinafter referred to as the "**BOARD**" and, the American Federation of State, County and Municipal Employees and Council #25 and its affiliate Local Union #2457, Paraprofessional Chapter, hereinafter referred to as the "**UNION**".

ARTICLE I – RECOGNITION

Section 1 - Purpose and Intent

The purpose and intent of this Agreement is to set forth the general terms and conditions of employment as such terms and conditions directly affect members of the UNION and to promote orderly and peaceful labor relations in the mutual interest of the BOARD and the UNION.

Section 2 - Definitions

That all terms requiring or needing a definition be contained within the article it relates to.

Section 3 - Recognition of Union

Pursuant to and in accordance with all applicable provisions of Act 379 of Public Acts of 1965 as amended, the UNION is hereby recognized as the exclusive representative for the purpose of collective bargaining in respect to rates of pay, wages, hours and other conditions of employment for the term of this Agreement of all employees of the BOARD included in the bargaining unit described as follows:

All regular full-time and regular part-time Paraprofessionals as listed in the Paraprofessional Pay Plan and Classifications description. Excluding, however, on-call, temporary and all other employees.

The terms of this Agreement shall apply to new classifications added to the bargaining unit upon the mutual agreement of the parties.

Section 4 - Scope of Agreement

This Agreement represents the complete Agreement between the parties. It is agreed that the UNION clearly and specifically waives any and all rights to negotiate on matters outside of this Agreement during the time thereof.

Section 5 - Board Rights

The BOARD, on its own behalf and on behalf of the electors of the District, hereby retains and reserves unto itself, without limitations, all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the Laws and Constitution of the State of Michigan, and of the United States, including, but without limiting the generality of the foregoing, the right:

- (1) to the executive management and administrative control of the school system and its properties and facilities, and to direct the work and activities of its employees;
- (2) to hire all employees and, subject to the provisions of the law, to determine their qualifications and conditions for their continued employment, and to promote, transfer, dismiss, demote all such employees for just cause;
- (3) to determine hours of employment, duties, responsibilities, and assignments of all employees under this Agreement, and the terms and conditions of employment;
- (4) to determine the methods, means and personnel by which operations are to be conducted; maintain efficiency of operations; and take such actions as may be necessary to carry out its missions.

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 specific and express terms of this Agreement, and then only to the extent such specific and express terms thereof are in conformance with the Laws and Constitution of the State of Michigan and Laws and Constitution of the United States.

Section 6 - Strike Prohibition

Under no circumstances will the UNION cause or permit its members to cause nor will any member of the bargaining unit take part in any strike, slowdown or any curtailment of work or restriction of work or interference with the operation of the School District during the term of this Agreement.

In the event of a work stoppage, picketing, or other curtailment of work, the UNION shall immediately instruct the employees, in writing, that their conduct is in violation of the Agreement, that they may be disciplined up to and including discharge, and instruct all persons to quit the conduct. The BOARD shall have the right to discipline, up to and including discharge of any employee who instigates, participates in or gives leadership to any activity herein prohibited. The BOARD will not lock out employees covered by this Agreement during the term thereof.

Section 7 - Distribution of Agreement

The BOARD shall cause the preparation of sufficient copies of this Agreement to be made for distribution to the UNION for each employee covered hereby.

Additional copies of this Agreement shall be furnished to the Chapter Chairperson, to be presented to any new employee hired.

Section 8 - Discrimination

The BOARD and the UNION, agree that they will not discriminate with respect to hire, seniority, terms, conditions or privileges of employment or any matter directly or indirectly related to employment because of race, religion, national origin, ancestry, age or gender.

Article II – UNION RIGHTS

Section 1 - Agency Shop

1. All employees covered by this agreement, who have completed the probationary period, shall as a condition of continued employment, pay union dues or a sum equivalent to the regular monthly dues as a service fee.
2. Newly hired, transferred or rehired employees shall as a condition of employment, join the Union or pay the service fee at the conclusion of their probation.
3. Each employee shall execute an authorization for the deduction of Union dues or service fees utilizing payroll deduction.
4. Employees covered by this Agreement shall be deemed members in good standing within the meanings of this section if they are no more than sixty (60) days in arrears in payment of their Union dues or service fees.
5. Employees who fail to remain in good standing in the Union shall be terminated with-in thirty (30) days of Union notification to the employer when a member of this bargaining unit is in violation of this article.
6. The Union shall indemnify and save the Board harmless against all claims, demands, suits, and other forms of liability that may arise by reason of the Board's compliance with the provisions of this Article.

Section 2 - Union Dues

1. All employees will tender the monthly union dues, service fees, or initiation fee by signing an authorization form furnished by the Union for payroll deduction. Such authorization shall continue in effect for the duration of the Agreement.
2. Such sum shall be deducted as dues or fees from the regular salaries of all such paraprofessionals and remitted as soon as possible after the tenth (10th) of the following month.
3. Union dues and/or service fees shall be deducted from the first payroll of each month.
4. The Board shall not be liable, by reason of the requirements of this Agreement, for the remittance of any sum other than that constituting actual deductions made from wages earned by employees.
5. The Union shall indemnify and save the Board harmless against all claims, demands, suits, and other forms of liability that may arise by reason of the Board's compliance with the provisions of this Article.

Section 3 - Union Representation and Stewards

- A. The Union shall notify the Board, in writing, no later than September 1st of each year, of the names of the Stewards and Alternates. The Union shall notify the Board, in writing, within thirty (30) days of any change in the position(s) of Steward and/or Alternate Steward.
- B. Union business shall be conducted after regular working hours except by prior approval of the Superintendent or his designee.
- C. An accredited representative of the American Federation of State, County and Municipal Employees shall have the right to visit the premises during working hours for the purpose of conducting business with the Local #2457 Paraprofessional Chapter, only after obtaining prior approval for each visit from the Superintendent or his designee.

Section 4 - Special Conferences

- 1. A special conference may be arranged to discuss matters deemed important by either party. An agenda for the meeting shall be determined at the time a request is made. No more than two (2) members of the UNION may attend the meeting. In addition, a certified representative of Michigan AFSCME Council #25 may attend.
- 2. Conferences shall be conducted after working hours of the employees attending the meeting. Time and place of such meetings shall be set by mutual consent and such meetings shall be limited to two (2) hours, or extended per mutual agreement.
- 3. Conferences shall not be used to circumvent the established grievance procedure or to affect an early opening of the negotiation process as it pertains to the Collective Bargaining Agreement.

Section 5 - Information Rights

Upon reasonable request, the Board agrees to furnish the Union with readily available information, provided it has a legal duty to do so. This provision shall not be subject to the grievance procedure.

Section 6 - Rescheduled Work Days

Scheduled days of student instruction which are not held because of conditions not within the control of school authorities; such as inclement weather, fires, epidemics, mechanical breakdowns, or health conditions, may be rescheduled to ensure compliance with State law. Paraprofessionals will receive their regular pay for days, which are canceled, but shall work any rescheduled days with no additional compensation.

Section 7 - Threatening Behavior toward Staff Members

Pursuant to, and in accordance with Board Policy 4362.01, the Board believes that a staff member should be able to work in an environment free of threatening speech or actions.

Threatening behavior consisting of any words or deeds that intimidate a staff member or cause anxiety concerning his/her physical and/or psychological well being is strictly forbidden. Any student, parent, visitor, staff member, or agent of this Board who is found to have threatened a member of the staff will be subject to discipline or reported to the authorities.

Section 8 - Personnel Files

Employees shall have access to their personnel files in accordance with Board Policy 8320, and the employees Right-to-Know Act (Act No. 397 of the Public Acts of 1978).

Section 9 - Union Use of School Facilities

The Union may use available school facilities without charge for Union meetings upon reasonable request to the appropriate administrator.

Section 10 - Bulletin Board Space

The Board shall designate bulletin board space in each building for Union use. The Union agrees that all materials posted will be clearly identified and that it accepts responsibility for all such materials. No materials of a political nature will be posted. The Union shall defend, protect and save harmless the Board from any and all claims, demands, suits and/or other forms of liability by reason of such postings under this Section.

Article III – GENERAL PROVISIONS AFFECTING EMPLOYMENT

Section I - Terms of Employment

- A. The BOARD agrees to re-instate one (1) hour of employment to those employees whose hours were effected by the budget constraints implemented in 2000.

In order to meet this additional financial obligation, the BOARD proposes a change to the "Terms of Employment" condition stated in the proposed Paraprofessional Pay Plan.

- B. Paraprofessionals are employed for up to seven (7) hours per day, dependent upon position, coinciding with the school calendar, and the presence of students due to school being in session, or as otherwise scheduled. On **DISTRICT** half-days of schools, all paraprofessionals will only work those hours consistent with the student hours of instruction. Latchkey workers will be expected to work normal hours consistent with program offerings.
- C. On evenings of school related functions, the BOARD may require up to two paraprofessionals to be in attendance of which time will be compensated at their regular rate of pay.

- D. Office paraprofessionals ONLY will be expected to work their regularly scheduled hours on the two days preceding the official start day of school; during the first official week of school; and during the last official week of school (Monday through Friday).

Section 2 - Health Requirements

Pursuant to and in accordance with Board Policy 4160, the BOARD reserves the right to require a health examination of any employee by a doctor designated by the BOARD, at the Board's expense.

Each employee shall maintain a condition of health sufficient to permit him/her to successfully perform the expressed and implied duties of his/her position.

An employee absent from work because of mumps, measles, chicken pox, or pinkeye, reasonably shown to be attributed to a source in the school shall suffer no loss of compensation and shall not be charged with sick leave for a period not to exceed five (5) school days.

Section 3 - Staff Discipline and Discharge

Pursuant to, and in accordance with Board Policy 4139, the BOARD will utilize due process procedures by conducting an investigation as appropriate to the situation, including providing the employee with reasonable notice and the opportunity to respond.

- A) Discharge, suspension, demotions, warnings, and other disciplinary actions for just cause are the prerogative of the BOARD.

DISCHARGE shall mean, action taken on behalf of the BOARD resulting in the involuntary termination of employment.

DISCIPLINE shall mean, action taken on behalf of the BOARD resulting in the loss of pay to the employee such as, but not limited to, suspension.

WARNING shall mean, action taken, verbal or in writing, which does not result in an involuntary termination of employment or loss of pay.

- B) The BOARD shall promptly, upon warning, discharge, or discipline of a UNION member, notify the steward and chapter chairperson.
- C) During periods of suspension, as a result of disciplinary actions, an employee shall not accumulate leave or vacation days nor shall he/she receive pay for holidays that occur during such suspension.
- D) Written warnings or other records of disciplinary action shall be dated and placed in the personnel file maintained on each employee. The BOARD will not use this material against an employee after it is two years old and said employee has not had any other warnings or other written record of disciplinary action in the intervening period.

Section 4 - Layoff and Recall

If it is necessary to reduce the paraprofessional staff, layoffs will be based on seniority with the least senior person(s) to be laid off first. Recall to employment will be based on seniority and qualifications.

Qualifications will be defined as:

1. Previous experience in the position.
2. Formal (documented) training for the position.
3. Demonstrated ability to perform the duties listed in the Job Description for the position.
4. Qualifications identified in each Job Description.
5. Meet standards as noted in "No Child Left Behind" legislation.

Section 5 - Training, Conferences and Workshops

The BOARD will compensate paraprofessionals at their regular rate of pay for those conferences, workshops or in-service training's required and approved by the BOARD.

Only those conferences that directly relate to, or permit the employee to successfully perform the expressed and implied duties of his/her position, will be approved.

Section 6 - Posting Procedures

All paraprofessional vacancies, EXCEPT NOON SUPERVISORS, will be posted to all members of the paraprofessional group for a period of five (5) working days. Secretarial vacancies will be posted to all Maximum level paraprofessionals who are regularly employed for five (5) hours or more per day. Current employees will be given favorable consideration for positions prior to the employment of outside personnel.

Section 7 - Experience Levels

Entrance Level: A 90-day period provides paraprofessionals an opportunity to become familiar with performance responsibilities.

Intermediate Level I: Upon recommendation by the principal, that familiarization with performance responsibilities has been achieved, the paraprofessional is advanced to Intermediate Level I. If familiarization with performance responsibilities has not been achieved as determined by the principal, the paraprofessional's employment will be terminated. (The familiarization period may be extended at the Entrance Level salary level for good reason upon recommendation of the principal with approval of the Personnel Director).

Intermediate Level II: Paraprofessionals become eligible for advancement to Intermediate Level II after one year's service, with the principal's recommendation that the paraprofessional has demonstrated continued growth in achieving performance responsibilities.

Maximum Level: Paraprofessionals become eligible for advancement to Maximum Level after two years' service, with the principal's recommendation that optimum growth has been attained in achieving performance responsibilities.

Section 8 - Evaluation

Paraprofessional personnel are evaluated bi-annually. Performance is evaluated on general achievement of area job goals and specific achievement of performance responsibilities. A copy shall be given to the employee, and an opportunity afforded to discuss the evaluation prior to its filing.

Advancement from level to level is based upon achievement of performance responsibilities as recommended by the principal, and is not automatic.

Article IV - SENIORITY

Seniority

Seniority is defined as the uninterrupted anniversary date of employment as a Paraprofessional.

Article V – LEAVES OF ABSENCE

Section 1 – Sick and Emergency Leave

All paraprofessionals at Intermediate or Maximum levels are provided five (5) full time equivalent sick days. Sick days are prorated for part-time and fractional school year employees based on a seven-hour day. Administrative procedures developed for sick day use will be continued.

Unused sick and personal days may accumulate to a maximum of 24 days. Upon resignation or retirement, after a minimum of five years, payment will be made in the amount of **\$40.00** per day.

Section 2 - Personal Leave Days

Two (2) of the five sick days provided Paraprofessional employees may be used as personal leave days. Personal days must be arranged 24 hours in advance except in emergencies. These days may be used to extend a bereavement leave.

Section 3 - Bereavement Days

Paraprofessional employees are eligible to take three (3) days bereavement leave with pay (*prorated to their daily hours of employment*) for deaths within their immediate family. "Immediate family" means husband, wife, mother, father, brother, sister, child, grandparent, grandchild, and mother/father-in-law, sister/brother-in-law, daughter/son-in-law, stepmother, stepfather, stepchild, stepbrother and stepsister. Bereavement days must be taken within the time period commencing with the death and ending with the second calendar day following the funeral--providing the employee attends the funeral.

Section 4 - Jury/Court Leave

Each employee shall be excused from his/her regularly assigned duties for jury duty or attendance at Court as a witness, pursuant to subpoena, requiring the employee to testify in a suit involving the District. Such days will not be charged as personal leave. The employee will continue to be paid his/her regular pay during the assigned jury duty. The employee shall return to the District the total jury duty stipend in whole minus any accrued travel costs.

Section 5 - Leave for Union Business

Members of the Union, elected to Local Union positions or selected by the Union to do work which takes them from their employment with the Board, shall, at the written request of the Union, receive temporary leave of absence (without pay) for periods not to exceed two (2) years or the term of office, whichever may be shorter. Upon their return, they shall be re-employed at work with accumulated seniority. No more than one member of the Local Union may be on leave in any given year.

Section 6 - Conference Leave for Union Business

Upon written application submitted at least one (1) week in advance to the Superintendent or his/her designee, the Chapter Chairperson will be granted up to three (3) days leave per year, without pay, to attend International or Council 25 educational conferences, conventions and/or official Union functions.

Article VI – GRIEVANCE PROCEDURE

Section 1 - Definition

Grievance shall mean, a complaint submitted, in writing, by an employee or a group of employees within the bargaining unit, that there has been a violation, misinterpretation or misapplication of any provision of this Agreement. Initiation of a grievance may be verbal, at the first step.

Section 2 – Procedures

- A. A grievance submitted under the following procedure may be withdrawn by the Chapter Chairperson or his/her designee and/or the Union at any step of the grievance procedure, without prejudice. Such grievance, once withdrawn in writing, shall be considered by all parties as having been satisfactorily settled.
- B. Failure of the Chapter Chairperson or his/her designee to file a grievance or appeal within the specified time limit, at any step of the grievance procedure, shall constitute the grievance as being dropped.
- C. Failure to respond to a grievance within the time limit prescribed at any step of the grievance procedure shall be considered as an unsatisfactory response and the grievant may proceed to the next step in the grievance procedure.
- D. Grievances, as defined, shall be presented and adjusted in accordance with the following procedure:
 - 1. The employee may discuss items he/she believes are grievances with his/her Steward or the Chapter Chairperson or his/her designee, before his/her shift begins or after it ends, except for a clearly recognized emergency.
 - 2. The Steward or Chapter Chairperson or his/her designee may informally discuss a grievance with the immediate Supervisor of the member(s) initiating the complaint.

STEP I:

- a. In the event the matter is not resolved informally, it shall be reduced to writing and submitted in triplicate as a grievance, to the immediate supervisor.
- b. Grievances must be filed, in writing, within five (5) working days, after the grievance arises. Copies of the written grievance, signed by the employee, shall be submitted to the immediate supervisor.
- c. The immediate supervisor shall respond, in writing, to the grievance and tender it to the Chapter Chairperson or his/her designee, within five (5) working days of the receipt of the written grievance.

STEP II:

- a. Within five (5) working days after receiving the decision from the immediate supervisor, the Chapter Chairperson or his/her designee, may appeal this decision to the Personnel Director. The appeal shall be in writing and be accompanied by a copy of the original grievance and the decision at STEP I.

- b. The Personnel Director shall respond by investigating the grievance and allowing all parties a reasonable opportunity to be heard. The Personnel Director shall tender, in triplicate, a decision within five (5) working days after receipt of appeal with copies being sent to the representative of the employer first notified of the grievance and the Chapter Chairperson or his/her designee.
- c. The employee and the Union shall respond to the Personnel Director, in writing, within five (5) working days, indicating satisfaction with the decision or a desire to proceed to the next step of the grievance procedure.

STEP III:

- a. If the decision of the Personnel Director is not satisfactory to the Union, within ten (10) working days thereafter, the grievance may be submitted to arbitration before an impartial arbitrator selected by the parties. If the parties cannot agree on an arbitrator, a request for a list of five (5) arbitrators shall be made to the American Arbitration Association Service. The parties agree to follow all AAA rules for arbitrator selection and processing of arbitrations. The Board and the Union shall not be permitted to assert in such arbitration proceedings any grounds or to rely on any evidence not previously disclosed to the other party. The arbitrator shall have no power to add to, or subtract from the terms of this Agreement. Both parties agree to be bound by the award of the arbitrator. The fees and expenses of the arbitrator shall be borne equally by both parties.

All complaints and appeals must be in writing. They shall contain a specific, but concise statement of the facts upon which the grievance is based, a specific reference to the Sections, Articles and Paragraphs of the Agreement which have been misinterpreted or violated; the date of the violation; the specific nature of the relief requested; and shall be signed and dated by the employee involved.

- b. There shall be strict adherence to the time limits specified in this procedure except when a time limit, in any specific instance, is extended by mutual written agreement.
- c. The Chapter Chairperson will be allowed to seek the advice and counsel of, and to have present at any hearing on a step in the grievance procedure, parent Union Representation.

Article VII - HOLIDAYS

Holidays

Maximum level Paraprofessional employees who are regularly employed for five (5) hours or more per day will be eligible to receive payment for eight holidays:

- | | |
|---------------------------|--------------------------------|
| Labor Day | New Year's Day |
| Thanksgiving | * Professional Development Day |
| Friday after Thanksgiving | Good Friday |
| Christmas | Memorial Day |

* If Title I tutors are required, or other paraprofessionals are requested by administration, to attend the professional development day activities, they will receive Easter Monday as a paid holiday.

Article VIII – EMPLOYEE COMPENSATION

Section 1 – Longevity Pay

Longevity pay for all paraprofessional employees as follows:

Over five years of service - \$.25 per hour

Over ten years of service - \$.45 per hour

This amount, calculated on total hours worked, will be paid with the last pay in June.

Section 2 - Terminal Leave Pay

Paraprofessional employees who are employed five (5) hours or more per day will receive a terminal leave payment of **\$40.00** per year of service, provided that they have worked in the district for a minimum of ten (10) years.

Article IX – INSURANCE PACKAGE

Section 1 - Optical Insurance

Maximum level Paraprofessional employees who are regularly employed for five (5) hours or more per day will be eligible to receive optical insurance.

Section 2 - Health Insurance

All five (5) and seven (7) hour regular Paraprofessional employees may elect to join any of South Lake's health insurance plans on a self-pay basis, provided that the individual meets the eligibility requirements of the provider. Additional information about these plans and eligibility requirements can be obtained by contacting the **Personnel Office (435-1630)**.

Upon request, a full description of benefits will be sent to all eligible paraprofessional employees, under separate cover, by the **Personnel Office**.

Article X – DURATION AND SEVERABILITY

Section 1 - Ability to Separate From Agreement

Should either a Court of competent jurisdiction or the Attorney General declare any Article, Section or Clause of this Agreement invalid, such Article, Section or Clause, shall automatically be deleted from this Agreement. The remaining Articles, Sections and Clauses shall remain in full force and effect for the duration of this Agreement.

Section 2 - Duration of Agreement

This Agreement shall be effective as of July 1, 2002 and shall continue in full force and effect until June 30, 2005. If either party desires to terminate, modify or change this Agreement, they shall give the other party written notice to that effect, not less than sixty (60) days prior to June 30, 2005.

Appendix A – Wage Schedules

2002/03 - The chart below reflects a 2% retroactive to August, 2002

2002/2003	Entrance	Intermediate I	Intermediate 2	Maximum
Classification I	11.12	11.56	12.24	12.95
Classification II	10.76	11.21	11.88	12.60
Classification III	10.08	10.64	11.18	12.18
Classification IV	8.65	8.99	9.44	10.34

2003/04 chart below reflects a 2% increase

2003/2004	Entrance	Intermediate I	Intermediate 2	Maximum
Classification I	11.34	11.79	12.48	13.21
Classification II	10.98	11.43	12.12	12.85
Classification III	10.28	10.85	11.40	12.42

Employees in Classification I (as of April 2, 2003) will be given a one-time bonus payment of \$300.00. Said amount to be paid with the last pay in June, 2004.

2004/2005 Wage Reopener

Appendix B – Classifications

2002/2003

CLASSIFICATION I: (Tutors/Supervisors)

Title I Tutors, In-House/Retesting Center Supervisor (STAR), Substitute Coordinator

CLASSIFICATION II: (Assistants)

Media Assistant, Health Assistant, Office Assistant, Behavior Management Assistant

CLASSIFICATION III: (Aides/Leaders)

Instructional (Classroom) Aide, Latch Key Leader, Building Aide, Special Services Aide, Bus Aide

CLASSIFICATION IV: (Monitors)

Noon Monitor, Locker Room Monitor, All Others

2003/2004

CLASSIFICATION I: (Tutors/Supervisors/Assistants)

Title I Tutors, In-House/Retesting Center Supervisor (STAR), Substitute Coordinator, Tutor, Media Assistant, Health Assistant, Office Assistant, Behavior Management Assistant

CLASSIFICATION II: (Aides/Leaders)

Instructional (Classroom) Aide, Latch Key Leader, Building Aide, Special Services Aide, Bus Aide, Culinary Arts Aide, Latch Key Aide, Transitional Aide

CLASSIFICATION III: (Monitors)

Noon Monitor, Locker Room Monitor, Security, Office (i.e. copy person), all others.

APPENDIX C - PROCEDURES

PARAPROFESSIONAL SICK DAY PROCEDURES

- + Call school secretary on day of absence, earlier if possible.
- + Call the SubFinder system to record your absence. The SubFinder will not call for a substitute. This is only a system for recording your absence. You must call your building secretary. The secretary will call for a substitute.

PERSONAL LEAVE DAY PROCEDURES

- + Make arrangements at least 24 hours in advance with Principal or Administrator to whom you report.

BEREAVEMENT DAY PROCEDURES

- + Call school secretary on first day of bereavement leave or as early as possible.

IN WITNESS WHEREOF we have set our hands to the Agreement with the intent that the executive hereof shall be deemed to be complete as of **July 14, 2003**.

**BOARD OF EDUCATION of the
District of SOUTH LAKE SCHOOLS**

By _____
Karla Anderson, President

By _____
Barb Ancona, Vice President

By _____
Shawn Gray, Secretary

By _____
Vince Marino, Treasurer

By _____
Lois Cardenas, Trustee

By _____
Ronald Frederick, Trustee

By _____
Edward Carpenter, Trustee

By _____
William C. Putney, Superintendent

By _____
Joseph G. Pius, Personnel Director

**LOCAL 2457 of AFSCME, COUNCIL 25
PARAPROFESSIONAL CHAPTER**

By _____
Dawn Pouliot, Chapter Chairperson

By _____
Rhonda Carpenter

By _____
Aida LaDuke

By _____
Mary Thompson

By _____
Debra Prazmo

By _____
John Carroll, President, 2457

By _____
Catherine Phillips, Council 25