

COLLECTIVE BARGAINING AGREEMENT

between the

CAPE ELIZABETH SCHOOL BOARD

and the

CAPE ELIZABETH EDUCATION ASSOCIATION

**EDUCATIONAL TECHNICIANS II AND
EDUCATIONAL TECHNICIANS III
BARGAINING UNIT**

July 1, 2015 to June 30, 2018

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1
2 This Agreement made and entered into pursuant to Maine Public Employees Labor
3 Relations Law Chapter 9A, Title 26 M.R.S.A., as amended, by and between the Cape
4 Elizabeth School Board, hereinafter referred to as the Board, and the Cape Elizabeth
5 Education Association, hereinafter referred to as the Association.
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8 ARTICLE I
9 RECOGNITION
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- 11 A. The Board hereby recognizes the Cape Elizabeth Education Association as the sole and
12 exclusive bargaining agent for a bargaining unit composed of Educational Technicians II
13 and Educational Technicians III.
14
- 15 B. Definitions.
- 16 1. The term “Educational Technician II” and “Educational Technician III” shall mean
17 Educational Technicians II and Educational Technicians III at Pond Cove, Middle
18 School, High School.
19
 - 20 2. The term “Association” shall mean the Cape Elizabeth Education Association, unless
21 otherwise required by contract.
22
 - 23 3. The term “Board” shall mean the School Board of the Cape Elizabeth School
24 Department, Cape Elizabeth, Maine.
25
 - 26 4. The term “employee” shall mean all personnel in the bargaining unit as defined by 26
27 M.R.S.A. subsection 962 (6).
28
 - 29 5. The term “Principal” shall mean school building principal.
30
 - 31 6. The term “grievant” shall mean the employee, employees, or the Association making
32 the complaint(s).
33
 - 34 7. The term “school year” shall mean the teacher employment year established by the
35 School Board pursuant to statute.
36
 - 37 8. The term “Superintendent” shall mean the Superintendent of Schools of the Cape
38 Elizabeth School Department, Cape Elizabeth, Maine
39
- 40
- 41 C. The Board hereby reaffirms recognition of the Association and agrees that where there is
42 a valid collective bargaining agreement in effect, no question of representation may be
43 raised except during the period not more than 90 nor less than 60 days prior to the
44 expiration date of the agreement. All rights and privileges granted to the Association
45 under the terms and provisions of this Agreement are for the exclusive use of the
46 Association.
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ARTICLE II
GRIEVANCE PROCEDURE

A. Purpose

1. The purpose of this procedure is to secure at the lowest possible level equitable solutions to the problems, which may arise affecting the welfare of employees or terms and conditions of their employment.
2. All adjustments to grievances shall be consistent with the terms of this Agreement. The Association shall be given reasonable opportunity to be present and to state its view at any level of the grievance procedure.

B. Definitions

1. A grievance shall mean a dispute as to the specific meaning or inequitable application of any of the provisions of this Agreement.
2. Days shall mean working days, excluding Saturday, Sunday, and legal holidays.
3. "Employees", when used in this Article, shall mean all personnel in the bargaining unit.

C. Procedure

1. Level One

In the event that an employee believes there is a basis for a grievance, s/he may first discuss the situation with his/her immediate supervisor and systems coordinator in an effort to resolve the issue. The employee may be accompanied by a representative of the Association.

2. Level Two

- a. If a resolution is not achieved at Level One, a formal written grievance that specifically lists the problem and identifies the employee(s) involved can be presented by the employee(s) and/or the Association to the Principal and/or Director of Special Education. Such formal written grievance shall be presented within twenty (20) days after the event giving rise to the grievance becomes known to the grieving employee or the Association.
- b. Within five (5) days after receipt of the written grievance, the grieving party and the Principal and/or Director of Special Education, shall meet in an effort to resolve the grievance. Following this meeting, if a resolution is not achieved, the Principal and/or Director of Special Education, shall submit a written answer to the grieving party within seven (7) days after the meeting.

1 3. Level Three

2
3 If the grievance is not resolved at Level Two, the grievant and/or the Association may
4 submit the grievance in writing to the Superintendent within five (5) days of receipt
5 of the Principal's and/or Director of Special Education's written answer. The
6 Superintendent shall within five (5) days of receipt of said grievance schedule a
7 meeting with the grievant in an effort to resolve or adjust the grievance. The
8 Superintendent shall, within seven (7) days of receipt of the grievance, render a
9 decision in writing to the Association and the grievant.

10
11 4. Level Four

- 12
13 a. If the grievance is not resolved at Level Three to the satisfaction of the grievant
14 and/or the Association, then the grievant and/or Association may, within ten (10)
15 days of receipt of the decision, submit the grievance to arbitration by requesting
16 the American Arbitration Association to utilize its procedures for the selection of
17 an arbitrator pursuant to its rules and procedures. Nothing in the foregoing is
18 meant to prevent the Board and the Association from agreeing on some other
19 competent agency or individual to conduct the arbitration.
20
21 b. The arbitrator shall be without power or authority to make any decision that is in
22 violation of the terms of this Agreement. The decision of the arbitrator shall be
23 final and binding and may be appealed pursuant to law.
24
25 c. The costs for the services of the arbitrator shall be borne equally by the Board and
26 the Association.
27

28
29 ARTICLE III
30 RIGHTS OF EMPLOYEES

- 31
32
33 A. For information only: Nothing contained herein shall be construed to deny or restrict any
34 employee such rights as he may have under the State of Maine or United States of
35 America Constitutions.
36
37 B. No employee shall be disciplined or demoted without just cause. No employee after
38 serving a probationary period of eighteen (18) months shall be dismissed (which term
39 shall include discharges occurring during the school year and refusal to re-hire an
40 employee for the forthcoming year) without just cause.
41
42 C. Seniority, Termination and Recall
43
44 1. Seniority
45
46 a. By September 15 of each year, the Board shall establish and post seniority lists in
47 all schools for all employees, within the bargaining unit, according to the number

1 of years of continuous employment within the bargaining unit. The employee
2 with the longest continuous employment within the unit, shall be first on the list.
3 In the event that two (2) or more employees commence continuous employment
4 on the same date, the employee with the greatest number of years of employment
5 by the Board shall be listed first.
6

- 7 b. One seniority list shall be maintained for this bargaining unit based upon the
8 number of years of continuous employment within the unit.
9

10
11 2. Reduction in Force (RIF)
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- 13 a. "Reduction in Force" (RIF) shall mean the termination of employment of an
14 employee when changes in local conditions warrant the elimination of the
15 position.
16
17 b. In the event of reduction in the work force, the lowest employee on the seniority
18 list shall be terminated if the other employees are determined by the
19 Superintendent to possess the necessary authorization, skills, abilities, acceptable
20 performance based on evaluations and other qualifications to perform the
21 requirements of the position. An arbitrator shall have the authority to revoke or
22 modify the determination of the Superintendent only if such determination is
23 found to be arbitrary and capricious.
24
25 c. An employee who is RIF'd shall receive at least 30 calendar days written notice.
26
27 d. The Board agrees to consult with the Association to the extent possible prior to a
28 RIF upon written request from the Association and shall make available to the
29 Association information required by law.
30
31 e. An employee who has been terminated shall be eligible to continue in any of the
32 group insurance plans pursuant to COBRA regulations.
33

34 3. Recall
35

- 36 a. Any non-probationary employee terminated due to a reduction in the work force
37 shall retain the right of recall for eighteen (18) calendar months from the effective
38 date of termination of employment to the first available position within the
39 bargaining unit for which s/he is qualified as determined by the Superintendent
40
41 b. In the event of a recall, the Superintendent shall notify the bargaining unit
42 representative and the employees on the recall status list who are qualified to fill
43 the vacancy in writing, by registered mail, of the vacancy. To be recalled for the
44 vacancy, employees on lay-off status must notify the Board of availability for
45 recall within fifteen (15) calendar days of receipt of the Board's notification of the
46 vacancy. If any employee on lay-off status so notifies the Board of their
47 availability, the employee with the most seniority and who is the most qualified to

1 meet the educational requirement of the vacant position will be the first recalled.
2 It shall be the responsibility of the employee to keep the Superintendent notified
3 of the employee's current mailing address.
4

5 c. Employees recalled within eighteen (18) calendar months from the effective date
6 of termination shall retain their seniority and all benefits accumulated prior to the
7 termination and shall be placed on the same wage step obtained prior to the
8 termination.
9

10 D. Bargaining unit work shall not be subcontracted out of the bargaining unit except in an
11 emergency or unusual situation, and after notification to the bargaining unit
12 representative.
13

14 E. Any derogatory material which is critical to employee's performance shall not be placed
15 in any personnel file unless the employee has had the opportunity to review it and to
16 rebut it if s/he so chooses within forty-five (45) days of employee receipt of the material.
17
18

19 ARTICLE IV
20 SAVINGS CLAUSE
21

22
23 A. If any provision of this Agreement is contrary to law, then such provision shall be valid
24 only to the extent permitted by law, but all other provisions of this Agreement will
25 continue in full force and effect.
26
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28 ARTICLE V
29 SICK LEAVE
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31
32 A. Each employee shall be entitled to sick leave with full pay for personal illness,
33 disability or accident at the rate of one (1) day per month for each month of
34 employment or any portion thereof during the first year of employment and at the rate
35 of fifteen (15) days per school year during all subsequent years of employment,
36 accumulative to a maximum of one hundred thirty-five (135) days.
37

38 B. Sick Leave Bank
39

40 1. The purpose of the sick leave bank is to provide income protection for members
41 who, because of prolonged illness, have exhausted their accumulated sick leave
42 benefits and are unable to return to work.
43

44 2. The bank will be administrated by a continuing committee composed of the
45 Superintendent, the Business Manager, President of Association, and two (2)
46 members designated by the Association. A majority vote of the committee shall
47 be required for any days to be granted. The committee shall report to the Board,

1 the Association and the employees annually, indicating the use of the sick leave
2 bank. A decision to deny a request for sick leave bank days is not arbitral.
3

- 4 3. Each bargaining unit member who wishes to become a member of the sick leave
5 bank shall contribute two (2) days of his/her accumulated sick leave to the bank
6 each year until the bank is built up to a maximum of 150 days. When the bank
7 drops below 100 days, it shall be replenished to 150 days according to the above
8 procedure.
9
- 10 4. Any eligible part-time employee may make a pro rata deposit of sick leave days to
11 the bank and, if a request is granted, shall receive pro rata benefits.
12
- 13 5. To qualify for sick leave from the sick leave bank, an employee must have:
14
15 a. Used all of his/her personal sick leave.
16
17 b. Waited a period of five (5) days.
18
19 c. Provided a doctor's certification when requested regarding his/her illness as a
20 prerequisite to withdraw from the bank.
21
- 22 6. Members withdrawing sick leave days from the bank will not have to replace
23 these days, except as a regular contributing member of the bank.
24
- 25 7. Sick leave days contributed to the bank may not be withdrawn if the member, at a
26 later date, leaves the employ of the Board.
27
- 28 8. Upon application and approval, a member may draw a maximum of thirty (30)
29 days from the sick leave bank in any one school year.
30

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32 C. In the event of absence of an employee for illness, disability, or accident in excess of
33 five (5) consecutive work days, the Superintendent may require the employee to
34 submit to a medical examination by a physician referred to by the Board attesting to
35 the employee's ability to return to work. Examination by any physician to which the
36 employee is referred by the Board shall be at the Board's expense. The employee
37 shall provide or cause to be provided a report of any examination to the
38 Superintendent.
39

40 D. Workers Compensation

- 41
42 1. In case of injury covered under the Maine Workers' Compensation Act, an
43 employee will receive from the employee's accumulated sick leave the difference
44 between the amount of the employee's net regular pay and the amount received as
45 workers' compensation. The difference shall be charged on a pro rata basis to the
46 employee's accumulated sick leave and shall cease when the employee's sick

1 leave is exhausted. An employee shall refund to the Board any payments
2 received in excess of those permitted herein.
3

4 2. An employee on workers' compensation leave shall not accrue vacation, personal
5 days or sick leave and shall not be eligible for any vacation or holiday pay while
6 on a workers' compensation leave. The employee, if a participant in the Board's
7 health insurance program, may continue his/her participation, at the employee's
8 expense.
9

10 3. During any workers' compensation leave and while the employee retains a
11 qualified right of reinstatement under this Agreement, the Board may periodically
12 require the employee to submit a medical statement satisfactory to the Board from
13 the employee's attending physician and/or to submit to a medical examination by
14 a physician selected by the Board as a condition of continued leave and/or
15 reinstatement, whichever is applicable.
16

17 E. Each employee shall be entitled to a yearly maximum of forty (40) hours of paid
18 leave of absence for the purpose of caring for ill members of the employee's family -
19 spouse, father, mother, son, daughter, sixteen (16) of those hours to be deducted from
20 employee's sick leave.
21

22 F. Upon retirement after no less than fifteen (15) consecutive years of employment in
23 the Cape Elizabeth Schools, an employee shall receive a single, one-time payment
24 equal to the employee's average rate of pay during the last year of service multiplied
25 by the number of days sick leave the employee has accrued, up to a maximum of
26 twenty (20) days. Upon retirement after no less than twenty (20) consecutive years of
27 employment in the Cape Elizabeth schools, an employee shall receive a single, one
28 time payment equal to the employee's average rate of pay during the last year of
29 service multiplied by the number of days sick leave the employee has accrued, up to a
30 maximum of thirty (30) days. Notification of retirement plans must be given to the
31 Superintendent prior to February 15 of the year in which the employee intends to
32 retire. Failure to give timely notice of retirement plans may result in lack of funds for
33 retirement benefit and payment may be delayed.
34

35 G. The term "retirement" in this Article shall mean termination of employment
36 concurrent with payment of a retirement allowance granted under the Maine
37 Employees Retirement System.
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3 **ARTICLE VI**
4 **BEREAVEMENT LEAVE AND TEMPORARY LEAVES OF ABSENCE**
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6 **A. Death in the Family**
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- 8 1. In case of death of a member of the employee’s family—i.e. spouse, father,
9 mother, son, daughter, brother, sister, domestic partner, mother-in-law, or father-
10 in-law the employee shall have up to five (5) working days paid leave of absence
11 for each occurrence. Additional days may be granted by the Superintendent,
12 which the employee may elect to deduct a maximum of two (2) days from the
13 employee’s accumulated sick leave, or personal days.
14
- 15 2. The employee shall be granted three (3) days, cumulative, for death(s) of other
16 family relations. Notice of death to be provided to Superintendent if requested.
17 Additional days for death of other family relations may be granted by the
18 Superintendent which the employee may elect to deduct a maximum of two (2)
19 days from the employee’s accumulated sick leave, vacation or personal days.
20

21
22 **B. Personal Business days**
23

24 Each employee shall be entitled to two (2) personal business days. This leave shall be
25 used only for matters of urgent personal business which cannot be conducted outside of
26 the employee’s normal work hours. Except in an emergency there shall be forty-eight
27 (48) hours’ prior notification to the Principal and/or Administrator. Up to two (2) days of
28 unused personal business leave may be carried over to the next year but may not result in
29 any more than four (4) days in the aggregate.
30

31 **C. Jury Duty:**
32

33 All employees shall be granted with pay the time necessary for appearances in any legal
34 proceeding connected with the employee’s employment or with the school system or in
35 any other legal proceedings if the employee is required by law to attend. Any payments
36 received by an employee for attendance at any such proceeding shall be transmitted to the
37 Board, except that an employee shall not be required to transmit to the board any
38 payment received for travel.
39
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ARTICLE VII
INSURANCE BENEFITS

A. Medical Insurance:

1. The Board shall make available a comprehensive group health insurance program for eligible employees. Entitlement applies to those belonging to the Cape Elizabeth group.

- MEA Choice Plus
- MEA Standard Plan
- MEA Standard Plan \$500 Deductible
- MEA Standard Plan \$1000 Deductible

2. The Board will contribute according to the following schedule towards the cost of a health insurance plan based upon an employee's eligibility:

2015-2016	88% of the current year's rates of the MEA Choice Plus Plan
2016-2017	86% of the current year's rates of the MEA Choice Plus Plan
2017-2018	86% of the current year's rates of the MEA Choice Plus Plan

3. Employees who work 17.5 hours per week or more, but less than full time (35 hours) shall receive a pro-rated benefit based upon hours worked compared to full time.
4. Employees who work fewer than 17.5 hours per week shall not be eligible for Board contribution to health insurance benefits. If the Board's provider allows, such employees may purchase health insurance by payroll deduction as part of the Board's group by paying 100% of the premium cost.
5. Spouses of employees eligible for health insurance benefits through their employer will not be eligible for coverage.
6. Cash-in-Lieu of Health Insurance:

An employee may voluntarily elect to withdraw from their existing health insurance coverage offered by the School Board. For such employee the board, as an alternative, will contribute \$3,000.00 to be disbursed through the payroll process. To receive this benefit the employee must elect this option during the annual benefit open enrollment period for the subsequent contract year. This benefit will be administered in accordance with all applicable provisions of the IRS Code and the Board's Section 125 plans and is a taxable benefit that does not qualify for MainePERS. This benefit will be prorated over the course of the year according to the employee's contract period in the regular paycheck and not as a one-time distribution. Employees who currently have district health coverage and are employed less than full-time shall have their benefit prorated to their proportion of full-time employment. New hires that elect to not be covered by the district health

1 insurance plan will also be eligible for the benefit. If an employee desires to reinstate
2 coverage during the contract year due to a qualifying life event as determined by the
3 Internal Revenue Code, Section 125, the benefit will be terminated as of the first
4 month of health coverage. In order to be eligible for this cash-in-lieu of health
5 insurance benefit, the employee must provide written documentation to the
6 Superintendent that the employee is covered under another health insurance program
7 other than the Board's or the Town of Cape Elizabeth. Eligibility requirements for
8 health benefits are subject to the insurance carrier's policy.
9

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11 B. Group Life Insurance:
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13 The Board shall pay the premium towards \$10,000.00 or the first \$10,000.00 of any
14 amount of Maine State Retirement System Group Life and Accidental Death and
15 Dismemberment insurance to which the employee is entitled as a participating member of
16 the Maine State Retirement System.
17

18 C. Dental Insurance:
19

20 The Board agrees to pay up to but not more than \$250 per year for each year of this
21 contract towards the cost of a group dental plan consisting of the Northeast Delta Dental
22 Plan, provided that the Board reserves the right to institute a new program of insurance
23 providing benefits are substantially equal to or superior to these referred to herein.
24 Entitlement applies to those belonging to the Cape Elizabeth group who work over
25 seventeen and one-half (17.5) hours per week. Employees who work 17.5 hours per
26 week or more, but less than full time (35 hours) shall receive a pro-rated benefit based
27 upon hours worked compared to full time.
28

29 D. Section 125:
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- 31 1. The School Board will offer a Section 125 premium-offset plan which would
32 provide a tax sheltered opportunity for employees to pay for health and dental
33 insurance premiums.
34
- 35 2. The School Board will offer as benefits under the Section 125 Plan through a
36 party chosen by the Board a Medical Care Reimbursement Plan and a Dependent
37 Care Reimbursement Plan. The per account/per month administrative fee(s) shall
38 be paid by the individual participant utilizing one or both of the separate benefit
39 plans under the Cafeteria Plan.
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ARTICLE VIII
ASSOCIATION RIGHTS

A. Association Business

1. Representatives of the Association shall be allowed time off, with pay, for mutually scheduled meetings with Board officials concerning Association business.
2. The Association shall have the right to use faculty lounge bulletin boards for the posting of notices relating to Association business.
3. Representatives of the Association may transact official Association business on school property provided that prior approval has been received from the Principal and/or Superintendent, and that such use does not interfere with normal operation as perceived by the Principal and/or Superintendent. All requests to use school buildings and facilities shall be made at least 48 hours in advance, and the Association shall reimburse the board for any extra labor costs required by such use.

B. Dues Deduction

1. The Board agrees to deduct from the employee's salary money for local, state and national association membership dues upon written authorization of the employees in not less than 20 equal installments. The deductions shall continue from year to year unless the employee gives written notice to the Superintendent and the Association during the first two weeks of September of the given year of membership termination. The effective date for termination of the deduction shall be the first payday after September 15.
2. The Association agrees to indemnify and hold harmless including any penalties or legal costs the Board against all claims by reason of any action taken in making deductions of such dues and remitting the same to the Association.

ARTICLE IX
JOB DESCRIPTIONS AND RECLASSIFICATION

- A. Each employee shall be provided with a current written job description which describes his/her responsibilities. The Association shall be provided with a copy of all current job descriptions of employees in the bargaining unit, including whenever jobs are created or modified. No change in job description or qualifications for employees shall be made by the Board without prior notice to the Association and its member representative.

- 1 B. When an employee works as a substitute teacher rather than his/her current
2 classification or beyond the school day on a temporary or part-time basis, he/she shall
3 be paid at his/her Ed. Tech II or III rate of pay for that work.
4
5 C. When an Ed. Tech. II or III provides coverage for an absent teacher as well as her/his
6 own duties, the Ed Tech II or III shall receive their regular pay plus a \$35 stipend for
7 each full day.
8
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10 **ARTICLE X**
11 **EDUCATIONAL IMPROVEMENT**
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14 A. The Board will pay expenses incurred by employees who attend workshops approved in
15 writing by the Superintendent in advance.
16
17 B. The Board agrees to reimburse any educational technician for the cost of course work
18 earned in a planned degree or other program approved by the Superintendent in writing.
19 Reimbursement will be based upon the cost per credit hour at the University of Maine at
20 Orono. Other reimbursable costs include texts and activity and lab fees. These costs will
21 be determined at the time of participation and shall be approved by the Superintendent in
22 writing. Anticipated use of this benefit shall be communicated in writing by the
23 educational technician to the Superintendent prior to February 1 preceding the use of this
24 benefit. Reimbursement shall not be made for any courses taken during the summer
25 recess if the educational technician resigns from employment prior to or within ninety
26 (90) workdays of the immediate school year. The maximum number of credit hours to be
27 reimbursed in any year shall not exceed nine (9) credit hours.
28
29 C. Educational technicians shall receive recertification credits for all professional
30 development activities and new learning related to their work in accordance with the
31 Cape Elizabeth Educational Technician Authorization Plan. Employees are encouraged
32 to discuss their professional training needs with their appropriate administrator and shall
33 be given the opportunity to receive professional development on workshop days when
34 feasible.
35
36

37 **ARTICLE XI**
38 **WORK WEEK/WORK YEAR**
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41 A. The normal workweek shall be Monday through Friday. The normal payroll week shall
42 be Sunday through Saturday.
43
44 B. Time and one-half the straight time rate shall be paid for work performed in excess of 40
45 hours per week. All overtime worked must be approved in writing by Administrative
46 Supervisor or his/her designee.
47

1 C. The normal work year for educational technicians II and educational technicians III shall
2 be not less than 180 days.
3

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5 **ARTICLE XII**
6 **MISCELLANEOUS PROVISIONS**
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- 8
9 **A. No employee shall be favored or discriminated against by either the Board or the**
10 **Association because of his/her membership or non-membership in the Association. The**
11 **parties to this Agreement agree that they shall not discriminate against any employee**
12 **because of race, color, religion, national origin, marital status, gender, sexual orientation,**
13 **genetic information, physical or mental disability or age.**
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15 **B. Employees shall be evaluated by their designated supervisor and in accordance with Cape**
16 **Elizabeth School District policy.**
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ARTICLE XIII
SALARIES

A. Longevity Pay

Employees at the top of the wage scale with 10 or more years experience working in the Cape Elizabeth School District will be paid 1% of the base wage for the employee's classification multiplied by the employee's annual work hours.

B. Educational Technicians II

	2015-16 (w/2% added)	2016-17 (2.25%)	2017-18 (2.25%)
0	\$16.10	\$16.46	\$16.83
1	\$16.26	\$16.62	\$17.00
2	\$16.42	\$16.79	\$17.17
3	\$16.59	\$16.96	\$17.34
4	\$16.75	\$17.13	\$17.51
5	\$16.91	\$17.29	\$17.68
6	\$17.09	\$17.47	\$17.86
7	\$17.26	\$17.65	\$18.04
8	\$17.43	\$17.82	\$18.23
9	\$17.61	\$18.00	\$18.41
10	\$17.78	\$18.18	\$18.59
11	\$17.96	\$18.37	\$18.78
12	\$18.14	\$18.54	\$18.96
13	\$18.32	\$18.73	\$19.15
14	\$18.50	\$18.92	\$19.34
15	\$18.69	\$19.11	\$19.54
16	\$18.87	\$19.29	\$19.73
17	\$19.06	\$19.49	\$19.93
18	\$19.26	\$19.69	\$20.13
19	\$19.44	\$19.88	\$20.33
20	\$19.64	\$20.08	\$20.53
21 and above	\$19.84	\$20.29	\$20.74

C. Educational Technicians III

	2015-16 (w/2% added)	2016-17 (2.25%)	2017-18 (2.25%)
0	\$17.70	\$18.10	\$18.50
1	\$17.87	\$18.27	\$18.68
2	\$18.05	\$18.46	\$18.88
3	\$18.24	\$18.65	\$19.07
4	\$18.41	\$18.83	\$19.25
5	\$18.60	\$19.02	\$19.45
6	\$18.79	\$19.21	\$19.64
7	\$18.97	\$19.40	\$19.84
8	\$19.17	\$19.60	\$20.04
9	\$19.36	\$19.80	\$20.24
10	\$19.55	\$19.99	\$20.44
11	\$19.75	\$20.19	\$20.65
12	\$19.94	\$20.39	\$20.85
13	\$20.15	\$20.60	\$21.06
14	\$20.34	\$20.80	\$21.26
15	\$20.54	\$21.01	\$21.48
16	\$20.75	\$21.21	\$21.69
17	\$20.96	\$21.43	\$21.91
18	\$21.17	\$21.64	\$22.13
19	\$21.38	\$21.86	\$22.35
20	\$21.59	\$22.08	\$22.58
21 and above	\$21.81	\$22.30	\$22.80

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ARTICLE XIV
VACANCIES/ASSIGNMENTS

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- A. Whenever a vacancy occurs in the bargaining unit, the provisions of Article III C-3 (the recall provision) shall be followed if applicable. Each opening will be posted on the district's employment web page and e-mailed to all employees 7 days prior to any public advertisement for the position. If the opening occurs or is to be filled during non-school weeks, written notice of the opening will be posted on the District's web site. In the filling of such vacancies, current members of this bargaining unit shall be granted interviews upon written request.
 - B. Employees shall annually be provided the opportunity to express their preferences for building-level assignments.
 - C. In the event of a reassignment, the employee's supervisor shall inform the employee of the change at least thirty (30) days prior to the effective date except in the case of an emergency and provide the employee with the opportunity to discuss the reassignment.

ARTICLE XV
MANAGEMENT RIGHTS

Except as otherwise provided in this Agreement, the operation and management of the schools and the controlled supervision and direction of the employees are vested in the Board. Further, the Association acknowledges the right of the Board to establish work rules with which each employee shall be familiar and responsible for compliance provided such work rules are not inconsistent with the provisions of this Agreement. These work rules shall be published and made available to all employees.

ARTICLE XVI
STRIKES AND SLOWDOWNS

The Association agrees that during the term of this Agreement neither it nor its officers or members will engage in, encourage, sanction, support, or suggest any (1) strikes, (2) slow-downs, (3) mass absenteeism, (4) mass resignations, or (5) any other similar actions which would involve suspension of or interference with the normal work of the School System.

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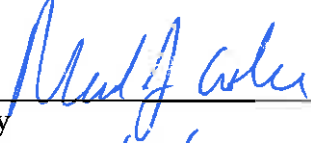
ARTICLE XVII
DURATION OF THE CONTRACT

- A. This Agreement constitutes the entire agreement between the parties for the term as to all matters subject to collective bargaining. No change, rescission, alteration or modification of this Agreement in whole or in part shall be valid unless the same is ratified by both the Board and the Association and endorsed in writing hereon.

- B. This Agreement shall remain in full force and effect from July 1, 2015 to June 30, 2018.

CAPE ELIZABETH EDUCATION ASSOCIATION

CAPE ELIZABETH SCHOOL BOARD

By 

By 

Date 7/2/15

Date 7/2/15