

KESSA Schedule A

2012-13 0% Increase

Bldg & Ground Positions	Step 1	Step 2	Step 3	Step 4	Step 5
Maintenance	\$17.59	\$18.39	\$19.46	\$20.34	
Substitute	\$9.50				
Custodians	\$16.50	\$17.30	\$18.38	\$19.23	
Utility	\$14.21	\$14.96	\$15.68	\$16.49	
Part-Time Custodians	\$11.92	\$12.62	\$12.98	\$13.75	
Substitute Custodians	\$9.00				

Parapro Positions	Step 1	Step 2	Step 3	Step 4	Step 5
ParaPro	\$13.43	\$13.90	\$14.73	\$15.35	\$15.99
Substitute	\$9.00				
Parapro - CDA	\$13.82	\$14.41	\$15.34	\$15.84	\$16.35
In-School Suspension	\$15.88	\$16.81			
In-School Substitute	\$10.00				

Transportation Positions	Step 1	Step 2	Step 3	Step 4	Step 5
Regular Bus Driver	\$16.28	\$16.75	\$17.59	\$18.33	\$18.91
Extra Trips	\$13.94	\$14.43	\$15.21	\$15.83	\$16.26
Substitute	\$13.00				

Food Service Positions	Step 1	Step 2	Step 3	Step 4	Step 5
Food Service - Lead #1	\$13.31	\$14.06	\$14.58	\$14.85	\$15.11
Food Service - Lead #2	\$12.98	\$13.74	\$14.26	\$14.52	\$14.78
Production	\$11.86	\$12.50	\$13.04	\$13.16	\$13.43
Utility	\$11.09	\$11.48	\$11.80	\$11.91	\$12.08
Substitute	\$9.00				

LONGEVITY LEVEL	YEARS COMPLETED IN THE DISTRICT	PER HOUR AMOUNT
1	1 0	\$0.25
2	1 5	\$0.30
3	2 0	\$0.35
4	2 5	\$0.40

PLUS 1 % Off Schedule Payment
With STEP Increase

KESSA Schedule A-1
Hired After July 1, 2012

2012-13 0% Increase

Bldg & Ground Positions		Step 1		Step 2		Step 3
Maintenance	Years 1, 2, 3	\$15.00	Year 4, 5, 6	\$16.50	Year 7 +	\$18.00
Substitute		\$9.50				
Custodians	Years 1, 2, 3	\$14.00	Year 4, 5, 6	\$15.50	Year 7 +	\$17.00
Utility	Years 1, 2, 3	\$13.00	Year 4, 5, 6	\$14.00	Year 7 +	\$15.00
Substitute Custodians		\$9.00				

Parapro Positions		Step 1		Step 2		Step 3
ParaPro	Years 1, 2, 3	\$10.50	Year 4, 5, 6	\$11.00	Year 7 +	\$11.50
Substitute		\$9.00				
Parapro - CDA	Years 1, 2, 3	\$12.00	Year 4, 5, 6	\$13.50	Year 7 +	\$15.00

Transportation Positions		Step 1		Step 2		Step 3
Regular Bus Driver	Years 1, 2, 3	\$14.50	Year 4, 5, 6	\$15.75	Year 7 +	\$17.00
Extra Trips	Years 1, 2, 3	\$13.00	Year 4, 5, 6	\$14.25	Year 7 +	\$15.50
Substitute		\$13.00				

Food Service Positions		Step 1		Step 2		Step 3
Food Service - Lead #1	Years 1, 2, 3	\$12.50	Year 4, 5, 6	\$13.50	Year 7 +	\$14.50
Food Service - Lead #2	Years 1, 2, 3	\$11.50	Year 4, 5, 6	\$12.50	Year 7 +	\$13.50
Production	Years 1, 2, 3	\$10.50	Year 4, 5, 6	\$11.50	Year 7 +	\$12.50
Utility	Years 1, 2, 3	\$10.00	Year 4, 5, 6	\$10.75	Year 7 +	\$11.50
Substitute		\$9.00				

LONGEVITY LEVEL	YEARS COMPLETED IN THE DISTRICT	PER HOUR AMOUNT
1	10	\$0.25
2	15	\$0.30
3	20	\$0.35
4	25	\$0.40

PLUS 1 % Off Schedule Payment
 With STEP Increase

KESSA Schedule A

2013-14 1.25% Increase

Bldg & Ground Positions	Step 1	Step 2	Step 3	Step 4	Step 5
Maintenance	\$17.81	\$18.62	\$19.70	\$20.59	
Substitute	\$9.50				
Custodians	\$16.71	\$17.52	\$18.61	\$19.47	
Utility	\$14.39	\$15.15	\$15.88	\$16.70	
Part-Time Custodians	\$12.07	\$12.78	\$13.15	\$13.92	
Substitute Custodians	\$9.00				

Parapro Positions	Step 1	Step 2	Step 3	Step 4	Step 5
ParaPro	\$13.60	\$14.08	\$14.91	\$15.54	\$16.19
Substitute	\$9.00				
Parapro - CDA	\$13.99	\$14.59	\$15.53	\$16.04	\$16.55
In-School Suspension	\$16.08	\$17.02			
In-School Substitute	\$10.00				

Transportation Positions	Step 1	Step 2	Step 3	Step 4	Step 5
Regular Bus Driver	\$16.49	\$16.96	\$17.81	\$18.56	\$19.15
Extra Trips	\$14.11	\$14.61	\$15.40	\$16.03	\$16.46
Substitute	\$13.00				

Food Service Positions	Step 1	Step 2	Step 3	Step 4	Step 5
Food Service - Lead #1	\$13.48	\$14.23	\$14.77	\$15.03	\$15.30
Food Service - Lead #2	\$13.15	\$13.91	\$14.43	\$14.70	\$14.97
Production	\$12.00	\$12.66	\$13.20	\$13.32	\$13.60
Utility	\$11.23	\$11.63	\$11.95	\$12.06	\$12.23
Substitute	\$9.00				

LONGEVITY LEVEL	YEARS COMPLETED IN THE DISTRICT	PER HOUR AMOUNT
1	1 0	\$0.25
2	1 5	\$0.30
3	2 0	\$0.35
4	2 5	\$0.40

KESSA Schedule A-1

Hired after July 1, 2012

2013-14 1.25% Increase

Bldg & Ground Positions		Step 1		Step 2		Step 3
Maintenance	Years 1, 2, 3	\$15.19	Year 4, 5, 6	\$16.71	Year 7 +	\$18.23
Substitute		\$9.50				
Custodians	Years 1, 2, 3	\$14.18	Year 4, 5, 6	\$15.69	Year 7 +	\$17.21
Utility	Years 1, 2, 3	\$13.16	Year 4, 5, 6	\$14.18	Year 7 +	\$15.19
Substitute Custodians		\$9.00				

Parapro Positions		Step 1		Step 2		Step 3
ParaPro	Years 1, 2, 3	\$10.63	Year 4, 5, 6	\$11.14	Year 7 +	\$11.64
Substitute		\$9.00				
Parapro - CDA	Years 1, 2, 3	\$12.15	Year 4, 5, 6	\$13.67	Year 7 +	\$15.19

Transportation Positions		Step 1		Step 2		Step 3
Regular Bus Driver	Years 1, 2, 3	\$14.68	Year 4, 5, 6	\$15.95	Year 7 +	\$17.21
Extra Trips	Years 1, 2, 3	\$13.16	Year 4, 5, 6	\$14.43	Year 7 +	\$15.69
Substitute		\$13.00				

Food Service Positions		Step 1		Step 2		Step 3
Food Service - Lead #1	Years 1, 2, 3	\$12.66	Year 4, 5, 6	\$13.67	Year 7 +	\$14.68
Food Service - Lead #2	Years 1, 2, 3	\$11.64	Year 4, 5, 6	\$12.66	Year 7 +	\$13.67
Production	Years 1, 2, 3	\$10.63	Year 4, 5, 6	\$11.64	Year 7 +	\$12.66
Utility	Years 1, 2, 3	\$10.13	Year 4, 5, 6	\$10.88	Year 7 +	\$11.64
Substitute		\$9.00				

LONGEVITY LEVEL	YEARS COMPLETED IN THE DISTRICT	PER HOUR AMOUNT
1	10	\$0.25
2	15	\$0.30
3	20	\$0.35
4	25	\$0.40

KESSA Schedule A

2014-15 0% Increase

Bldg & Ground Positions	Step 1	Step 2	Step 3	Step 4	Step 5
Maintenance	\$17.81	\$18.62	\$19.70	\$20.59	
Substitute	\$9.50				
Custodians	\$16.71	\$17.52	\$18.61	\$19.47	
Utility	\$14.39	\$15.15	\$15.88	\$16.70	
Part-Time Custodians	\$12.07	\$12.78	\$13.15	\$13.92	
Substitute Custodians	\$9.00				

Parapro Positions	Step 1	Step 2	Step 3	Step 4	Step 5
ParaPro	\$13.60	\$14.08	\$14.91	\$15.54	\$16.19
Substitute	\$9.00				
Parapro - CDA	\$13.99	\$14.59	\$15.53	\$16.04	\$16.55
In-School Suspension	\$16.08	\$17.02			
In-School Substitute	\$10.00				

Transportation Positions	Step 1	Step 2	Step 3	Step 4	Step 5
Regular Bus Driver	\$16.49	\$16.96	\$17.81	\$18.56	\$19.15
Extra Trips	\$14.11	\$14.61	\$15.40	\$16.03	\$16.46
Substitute	\$13.00				

Food Service Positions	Step 1	Step 2	Step 3	Step 4	Step 5
Food Service - Lead #1	\$13.48	\$14.23	\$14.77	\$15.03	\$15.30
Food Service - Lead #2	\$13.15	\$13.91	\$14.43	\$14.70	\$14.97
Production	\$12.00	\$12.66	\$13.20	\$13.32	\$13.60
Utility	\$11.23	\$11.63	\$11.95	\$12.06	\$12.23
Substitute	\$9.00				

LONGEVITY LEVEL	YEARS COMPLETED IN THE DISTRICT	PER HOUR AMOUNT
1	1 0	\$0.25
2	1 5	\$0.30
3	2 0	\$0.35
4	2 5	\$0.40

PLUS 1% Off Schedule Payment

KESSA Schedule A-1
Hired After July 1, 2012

2014-15 0% Increase

Bldg & Ground Positions		Step 1		Step 2		Step 3
Maintenance	Years 1, 2, 3	\$15.19	Year 4, 5, 6	\$16.71	Year 7 +	\$18.23
Substitute		\$9.50				
Custodians	Years 1, 2, 3	\$14.18	Year 4, 5, 6	\$15.69	Year 7 +	\$17.21
Utility	Years 1, 2, 3	\$13.16	Year 4, 5, 6	\$14.18	Year 7 +	\$15.19
Substitute Custodians		\$9.00				

Parapro Positions		Step 1		Step 2		Step 3
ParaPro	Years 1, 2, 3	\$10.63	Year 4, 5, 6	\$11.14	Year 7 +	\$11.64
Substitute		\$9.00				
Parapro - CDA	Years 1, 2, 3	\$12.15	Year 4, 5, 6	\$13.67	Year 7 +	\$15.19

Transportation Positions		Step 1		Step 2		Step 3
Regular Bus Driver	Years 1, 2, 3	\$14.68	Year 4, 5, 6	\$15.95	Year 7 +	\$17.21
Extra Trips	Years 1, 2, 3	\$13.16	Year 4, 5, 6	\$14.43	Year 7 +	\$15.69
Substitute		\$13.00				

Food Service Positions		Step 1		Step 2		Step 3
Food Service - Lead #1	Years 1, 2, 3	\$12.66	Year 4, 5, 6	\$13.67	Year 7 +	\$14.68
Food Service - Lead #2	Years 1, 2, 3	\$11.64	Year 4, 5, 6	\$12.66	Year 7 +	\$13.67
Production	Years 1, 2, 3	\$10.63	Year 4, 5, 6	\$11.64	Year 7 +	\$12.66
Utility	Years 1, 2, 3	\$10.13	Year 4, 5, 6	\$10.88	Year 7 +	\$11.64
Substitute		\$9.00				

LONGEVITY LEVEL	YEARS COMPLETED IN THE DISTRICT	PER HOUR AMOUNT
1	10	\$0.25
2	15	\$0.30
3	20	\$0.35
4	25	\$0.40

Plus 1% Off Schedule Payment

SCHEDULE B
INSURANCE GUIDELINES

1.0 Election of Benefits

- 1.1 Election will be made annually during the open enrollment period.
- 1.2 There will be no change in elections during the school year **unless** there is a change in family status as follows:
 - 1.2.1 You have married or divorced.
 - 1.2.2 Your spouse or child has died.
 - 1.2.3 You have a new child by birth or adoption.
 - 1.2.4 Your spouse begins or terminates employment.
 - 1.2.5 You or your spouse's employment status is changed from full-time to part-time, or vice-versa.
 - 1.2.6 You or your spouse takes an unpaid leave of absence.
 - 1.2.7 You or your spouse has a significant change in your health coverage as a result of your spouse's employment.

2.0 Insurance Benefits

- 2.1 Definitions of qualifying employee groups for insurance benefits:
 - 2.1.1 Level 1: Full time (40 hours per week for 52 weeks - twelve months) Maintenance, Utility, and Custodians.
 - 2.1.2 Level 2: Employees that work 31 to 39 hours per week: Parapros, Bus Drivers, Custodians/Utility/Maintenance, Food Service.
 - 2.1.3 Level 3: Employees that were grandfathered during the 2010-11 school year and hired prior to July 1, 2011. This does not include employees hired after this date or transferring into a position exceeding 24 hours per week. This clause is in effect for the balance of the grandfathered employee's employment with the district: Parapros, Bus Drivers, Custodians/Utility/Maintenance, Food Service.
 - 2.1.4 Level 4: Employees that work 15 to 30 hours per week: Parapros, Bus Drivers, Custodians/Utility/Maintenance, Food Service.

3.0 Guidelines

- 3.1 Qualifying employees may select the benefits that best serve their personal needs per the benefit packages listed as per the designated level.
- 3.2 Employees who qualify for health insurance benefits will receive them in accordance with coverage guidelines. Employees who qualify will contribute for premium costs beyond cap limits as follows:
 - 3.2.1 Single Cap: \$5,500
 - 3.2.2 Self & Dependent Cap: \$11,000
 - 3.2.3 Full Family Cap: \$15,000

SCHEDULE B

Qualifying employees may select the benefits that best serve their personal needs per the benefit packages, as per designated level.

Level I Insurance Benefits

Health Insurance	Dental Insurance	Vision Insurance	Life/LTD Benefits
Self or Self & Dependent or Full Family	50/50 Single or Full Family As per Schedule C	District Plan	Life = \$25,000 LTD = 90 Day Modified
Employees who qualify will contribute for premium costs beyond cap limits.	As per Schedule C	As per Schedule D	As Per Schedule E
Cap Limits: Single - \$5,500 Two Person - \$11,000 Full Family - \$15,000			

Or

Cash In Lieu of Benefits

50% of Cap of Health Insurance Qualified	50% of Dental Insurance Qualified	50% of Vision District Plan Qualified	N/A
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Level 2 Insurance Benefits

Health Insurance	Dental Insurance	Vision Insurance	Life/LTD Benefits
Self or 80% for Self & Dependent or Full Family Coverage	N/A	District Plan	Life = \$25,000 LTD = 90 Day Modified
Employees who qualify will contribute for premium costs beyond cap limits.		As per Schedule D	As Per Schedule E
Cap Limits: Single - \$5,500 Two Person - \$11,000 Full Family - \$15,000			

Or

Cash In Lieu of Benefits

50% of Cap of Health Insurance Qualified for Single Coverage	50% of 50/50 Single Dental Insurance Qualified	50% of Vision District Plan Qualified	N/A
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Level 3 Insurance Benefits

Health Insurance	Dental Insurance	Vision Insurance	Life/LTD Benefits
80% of Single Coverage	N/A	N/A	Life = \$25,000 LTD = 90 Day Modified
Employees who qualify will contribute for premium costs beyond cap limits.			As Per Schedule E
Cap Limits: Single - \$5,500 Two Person - \$11,000 Full Family - \$15,000			

Or

Cash In Lieu of Benefits

80% of 50% of Cap of Health Insurance Qualified for Single Coverage	50% of 50/50 Single Dental Insurance Qualified		N/A
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Level 4 Insurance Benefits

Health Insurance	Dental Insurance	Vision Insurance	Life/LTD Benefits
N/A	N/A	N/A	N/A

Or

Cash In Lieu of Benefits

\$35 Per Month Worked from September through May	N/A	N/A	N/A
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SCHEDULE C

DENTAL INSURANCE

A. Dental Plan Definitions:

1. Eligible Participants: qualifying employees per designated level.
2. Eligible Dependents: (1) an employee's spouse while not divorced or legally separated from the employee; (2) each of the employee's unmarried children who are dependent within the meaning of the IRS code, to the age of 25.
Coverage is provided through December 31 of the year in which the dependent becomes 25.
3. Eligible Dental Year: September 1 through August 31
4. Annual Combined Maximum: \$1,000 per year/per person
5. Orthodontics Lifetime Maximum (**Level I Employees Only**): \$1,500 Per Person

Basic Services - 50% of R&C*^

Such as:

Examinations	Diagnostic X-Rays
Cleaning	Oral Surgery and Anesthetics
Fillings	Root Canals (Endodontics)
Fluoride Treatment(to age 18)	Peridontics
Inlays, Onlays and Crowns	Post/Cores and Repair

(Lifetime Deductible \$25)

Major Services - 50%of R&C*

Such As:

Dentures (Full and Partial)
Bridges and Bridge Repair
(Annual Deductible \$25 Maximum - 2 Per Family)

Orthodontic Services (**Level I Employees Only**) - 50%of R&C*
(To age 19 - Deductible \$0)

*R&C means reasonable and customary

Level I Employees Only:

^An incentive plan is incorporated in this benefit. The benefit level will begin at 50% on selected basic services for the first year, than it increases 10% each succeeding benefit year, to a maximum of 100%, provided you visit the dentist at least once during the calendar year for a regular exam and/or cleaning.

SCHEDULE D

VISION

A. Vision Plan Specifications – The Board will provide a full family vision program as per the listed specifications.

1. Plan Year: September 01 to August 30

2. Steps for Employee Reimbursement:

- a. The employee will obtain vision services from a provider of their choice and pay at the point of service.
- b. The employee will submit a detailed paid receipt with a reimbursement form to accounts payable.
- c. Employer will remit an amount to the employee as per the listed maximum rates after \$25 individual/\$50 family deductible.
- d. Employee will receive reimbursement for only **one pair of glasses or contacts** per person per plan year.
- e. Reimbursements will be processed at the end of each month.

3. Schedule Rates:

Exam (Optometrist)	\$ 60
(Ophthalmologist)	\$ 70
Regular lens	\$135
Bifocals	\$135
Trifocals-progressive	\$175
High Index	\$175
Contacts	\$175
Frames	\$160
Photochromics: (sun or gradient tints/colors coated)	
Single lenses	\$ 60
Bifocal	\$100
Trifocal-progressive	\$150
Polaroid:	
Single lenses	\$ 80
Bifocal	\$125
Trifocal-progressive	\$150
Oversize/Rimless/Blended Bifocal:	
Included in lens allowance shown above-employee pay balance.	

Items not covered: Non-Glare Coatings, Polycarbonates, Warranties, and Refractions

SCHEDULE E

LONG-TERM DISABILITY & LIFE INSURANCE

A. L.T.D. Plan Specifications

1. There will be ninety (90) day modified file waiting period.
2. The maximum benefit shall be 66 2/3% of your regular contractual salary subject to subject to a maximum schedule amount of \$2,500.
3. The combined limit can be 70%.
4. There will be a pre-existing condition waiver.
5. There will be a social security freeze.
6. There will be a primary social security offset.
7. There will be no exclusion on Mental & Nervous (two year limitation).
8. There will be a primary employee retirement offset.
9. Up to one year of health insurance premiums will be paid by the Board provided the employee does not have other coverage initiated by the disability.

B. Life Insurance

1. \$25,000 benefit for qualifying employees.

APPENDIX A

GRIEVANCE FORM

Kelloggsville Public Schools

Submit to Principal or
Immediate Supervisor in duplicate.

Distribution of Form:

1. Superintendent
2. Principal
3. Association
4. Employee

Building _____

Name/s of Grievant/s _____

Date of Occurrence _____

Date of informal discussion
with building principal (Level I) _____

Date of formal filing of grievance _____

=====

Synopsis of facts leading up to alleged violation:

Give section and/or subsections of the contract alleged to have been violated:

What relief is requested?

LEVEL II

Received by:

Signature of Principal/Supervisor Date

Signature of Grievant Date

Signature – Association Date

Disposition by Principal/Supervisor:

Position of Grievant and/or Association:

Signature Date

LEVEL III

Received by: _____
Superintendent Date

Date of discussion: _____

Disposition:

Response to Grievant: _____
Date

Response to Association: _____
Date

Position of Grievant and/or Association