

Tentative Agreement

Between

Chippewa Valley Schools (CVS)


And

Chippewa Valley Support Personnel Association (CVSPA)

✓
PH
5/31/11

All remains in the CVSPA 2006-11 collective bargaining agreement except for the changes as indicated below. All changes are effective July 1, 2011 and will continue unless or until modified for a successor collective bargaining agreement.

1. Duration; July 1, 2011-June 30, 2013
2. Head Cook letter of agreement will be incorporated into the contract.
3. Layoff notices to employees will be provided 45 calendar days in advance of the effective date of layoff.
4. Bid second run within 30 calendar days of returning to work. Prorated benefit levels will be based upon the 2nd bid and cannot drop below the 2nd bid level unless an employee voluntarily bids on a lower run or there is a layoff.
5. Increase special education route changes from 2/10 to 5/10
6. Rotation for field trips is continuous
7. Side committees will discuss use of cameras, special assignment definition and vacation day accrual
8. There will not be any movement on the salary step schedule only from July 1, 2011-June 30, 2013. Any subsequent step movement on the salary schedule after June 30, 2013 will not be retroactive.
9. The HMS Comprehensive BCBS Health Insurance Plan will be eliminated
10. All 12 month employees will have the option during an open enrollment period to select the BCBS Community Blue PPO Plan 1 with a 10/40 Rx fixed dollar co-pay or the CB 2 Plan described in # 11 below. The plan selected will be effective July 1, 2011 and 12 month employees will each year pay 20% of the premium (illustrative rate) for the health insurance.
11. All 10 month employees and employees working less than 8 hours will have the option during an open enrollment period to select the BCBS Community Blue PPO Plan 2 with a 15/30/50 Rx fixed dollar co-pay or the CB 1 Plan described in #10 above. The employee will pay 25% or 50% of the premium for the health insurance (illustrative rate) each year based upon hours worked as per the current contract. In addition if an employee selects the CBA 1 Plan an additional upgrade charge will be assessed to the employee. The plan selected will be effective July 1, 2011.
12. Cash in lieu of health benefits will be eliminated



Chippewa Valley Schools
Employee Hourly Rate Scale
July 1, 2011 through June 30, 2013

Salary Schedule

Scheduled reduced by 2.5% over 10/11 schedule

| CLASSIFICATION | STEP 0 | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 |
|----------------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Custodian | \$9.32 | \$11.25 | \$12.03 | \$12.83 | | |
| Custodian II | \$11.64 | \$14.95 | \$16.34 | \$18.43 | \$19.66 | |
| Custodian Leader | \$12.12 | \$15.58 | \$17.05 | \$19.13 | \$20.20 | |
| Elementary Head Custodian | \$14.30 | \$18.40 | \$19.52 | \$20.82 | | |
| Middle School Head Custodian | \$14.51 | \$18.65 | \$19.92 | \$21.25 | | |
| High School Head Custodian | \$14.78 | \$18.99 | \$20.48 | \$21.82 | | |
| Skilled and General Maintenance Leader | \$17.15 | \$22.07 | \$23.23 | \$24.28 | \$26.10 | \$27.81 |
| Skilled Maintenance | \$15.59 | \$20.08 | \$21.14 | \$22.10 | \$23.73 | \$25.31 |
| General Maintenance | \$13.53 | \$17.39 | \$18.45 | \$19.40 | \$21.05 | \$23.69 |
| Grounds Leader | \$12.78 | \$16.42 | \$17.81 | \$19.85 | \$22.45 | |
| Grounds II | \$12.57 | \$16.17 | \$17.40 | \$18.90 | \$20.92 | |
| Groundsman | \$11.64 | \$14.95 | \$16.34 | \$18.43 | \$19.66 | |
| Warehouse/Head Custodian | \$13.74 | \$17.67 | \$18.86 | \$20.33 | \$21.65 | |
| Warehouse Helper | \$10.47 | \$13.41 | \$14.39 | \$15.32 | | |
| Laborer | \$8.77 | \$11.25 | \$12.03 | \$12.83 | | |
| Head Mechanic | \$14.68 | \$18.87 | \$19.92 | \$20.88 | \$22.50 | \$25.28 |
| Mechanic | \$13.53 | \$17.39 | \$18.45 | \$19.40 | \$21.05 | \$23.69 |
| Bus Driver | \$11.18 | \$14.38 | \$15.41 | \$16.13 | \$18.03 | \$19.22 |
| Central Kitchen Coordinator | \$12.46 | \$13.84 | \$14.63 | \$15.43 | \$16.45 | |
| Head Cook | \$11.45 | \$12.83 | \$13.62 | \$14.43 | \$15.43 | |
| Central Kitchen Assistant | \$10.21 | \$11.31 | \$12.29 | \$13.54 | \$14.42 | |
| High School Lead Server | \$10.21 | \$11.31 | \$12.29 | \$13.54 | \$14.42 | |
| Middle School Lead Server | \$9.95 | \$11.02 | \$11.53 | \$12.44 | \$13.58 | |
| Elementary Lead Server | \$9.77 | \$10.83 | \$11.31 | \$12.21 | \$13.30 | |
| Elementary Cashier/Helper | \$9.47 | \$10.49 | \$10.83 | \$11.39 | \$12.44 | |
| Kitchen Helper | \$9.47 | \$10.49 | \$10.83 | \$11.39 | \$12.44 | |
| Food Handler/Custodian | \$11.64 | \$14.95 | \$16.34 | \$18.43 | \$19.66 | |