


Letter of Understanding Between
Organization of Administrators of the Chippewa Valley Schools (OACVS)

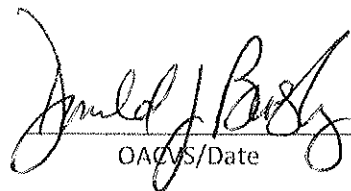
And

Chippewa Valley Schools Board of Education (BOARD)

This agreement shall be effective as of July 1, 2011 and shall continue in effect until June 30, 2013. All remains as in the 2006-2011 collective bargaining agreement except as indicated herein.

1. If, during the 2011-12 and 2012-13 fiscal years the annual audit shows revenue exceeding expense OACVS and the Board agree to meet to discuss how to pay out an off-schedule lump sum payment.
2. Effective July 1, 2011 each Administrator will pay 10% of the illustrative rate (based on the plan the Administrator is on (single, 2 person, full family) towards the cost of the Blue Cross/Blue Shield plan for each of the two years of this contract. Upon expiration of this contract on June 30, 2013 the Administrators' contribution towards health insurance will end or this contribution will count toward any state mandated premium co-pays that may be effective at the expiration of this agreement. This contribution will be equally divided over 24 paychecks from the first pay in July to the last paycheck in June. All payments will be deducted pre-tax. If the State intervenes in this contract and requires any health care co-payments the State mandated co-pays will replace those described above.
3. Cash in lieu of health benefits will be paid at zero dollars (\$0) for the duration of the 2011-2013 contract.
4. Effective July 1, 2011 henceforth, the board shall contribute one and one quarter percent (1.25) to the 403B account of each Administrator employed by the School District as of July 1, 2011.
5. The salary schedule for 2011-12 shall be the same as the 2010-11 salary schedule. Administrators will be on the same step for 2011-12 as they were on for the 2010-11. Administrators will move to the next step on the salary schedule in 2012-13, however, Administrators will not receive payment for the step movement in 2012-13.
6. The provision in Section 2 of the Letter of Agreement dated September 22, 2010 is eliminated (attached).
7. Change notice of layoff from 30 calendar days to 45 calendar days.
8. Effective July 1, 2011 through June 30, 2013 annual membership reimbursements for the entire bargaining unit shall be limited to three.
9. Effective July 1, 2011 through June 30, 2013 tuition reimbursement shall be eliminated.

 6-13-11
Board/Date MICHAEL HEEDER

 6-14-11
OACVS/Date

Pursuant to Public Act 9 the following provision must be added to any collective bargaining agreement reached after the effective date of this act. "An Emergency Manager appointed under the local government and school district fiscal accountability act is allowed to reject, modify, or terminate the collective bargaining agreement as provided in the local government and school district fiscal accountability act." This provision shall immediately sunset if the Act is ruled unconstitutional or invalid in a final decision by a court of competent jurisdiction.

67311

Letter of Agreement

Between

Organization of Administrators of Chippewa Valley Schools (OACVS)

And

Chippewa Valley Schools (CVS)

RE: Deferred Lump Sum and Salary Schedule Improvement Payments

1. The one-time only one-percent (1.0%) 2009-2010 lump sum payment that was to be made prior to the beginning of the 2010 summer break and the one-half percent (.5%) 2010-2011 lump sum payment that was to be paid prior to the beginning of the December 2010 holiday break will be deferred and paid to each employee upon the District's receipt of an employee's written notice of employment separation. The lump sum payment will be distributed over the remaining pay periods in the school year in which the notice of separation was received and will be paid out at the employee's 2009-2010 base salary/step rate (excludes longevity).
2. The 2009-2010 salary schedule that was to be improved across the board by one and one-half percent (1.5%) for 2010-2011 will be deferred and paid to each employee upon the District's receipt of an employee's written notice of employment separation. It will be distributed over the remaining pay periods in the school year in which the notice of separation was received and will be paid at the employee's then current base salary/step rate (excludes longevity).
3. All other provisions of the Letter of Understanding dated October 1, 2009 remain in effect.

Darleen Sims 9/22/10

Darleen Sims/Date
OACVS

Michael Reeber 9/22/10

Michael Reeber/Date
CVS

*Postdated
from agreement
date*

Diane Zatkoff 9/23/10

Diane Zatkoff/Date
OACVS

Don Brosky 9/23/10

Don Brosky/Date
OACVS
