LETTER OF UNDERSTANDING between CHIPPEWA VALLEY SCHOOLS

And the PARAPROFESSIONAL/MONTIORS AFSCME CHAPTER 1884, COUNCIL 25

CONTRACT EXTENSION

This extension of the July 1, 2011 through June 30, 2013 agreement shall upon ratification by both parties be effective July 1, 2013 and continue in effect until June 30, 2016.

Effective July 1, 2013, it is agreed to change the job classification and upgrade the following position:

 a. Preschool Parapro-Curious Four's Grade 1 to Great Start Readiness Parapro Grade 5 (Sugameli and Crescenti)

Step Increases; Effective July 1, 2013, July 1, 2014 and July 1, 2015 employees will move to the next step on the salary schedule. Employees will not receive payment for the step movement during the period of July 1, 2013 through June 30, 2016 and will continue to be paid at the step they are being paid at in 2013-14. Upon expiration of this agreement, the status quo for step pay will be the step the employees were paid at in 2013-14. Any additional step movement for 2016-17 and thereafter will be determined in negotiations for a successor agreement.

Salary Schedule; Effective July 1, 2013 and henceforth employees will be paid at the hourly rate of the 2010-11 salary schedule prior to it being reduced by four percent (4%) in 2011-12 (attached).

If the 2015-16 fiscal year annual audit shows revenue exceeding expenditures in the 2015-16 fiscal year only, the Union and the Board mutually agree to meet to discuss how to pay an off-schedule lump sum payment.

Article 2-Union Security; This Article remains in full force and effect pursuant to the attached letter of understanding.

ARTICLE 18—INSURANCE - Section A; Add; The District reserves the right after conferring with the Union to comply with Patient Protection and Affordability Act, select a health insurance carrier which offers a "Bronze" plan that provides "minimum coverage" pursuant to 26 USC Sec. 36(B)(c)(2)(C)(ii). It will only be offered to those employees for whom the law requires the district to provide this coverage.

Kathie Sherrill

AFSCME Council 25

Michael Reeber

Date

Assistant Superintendent Human Resources

Chippewa Valley Schools

Lynn Hyndshaw

Date

Chapter Chairperson, AFSCME Paraprofessional/Monitors

CHIPPEWA VALLEY SCHOOLS PARAPROFESSIONAL/MONITORS SALARY SCHEDULE Alternative Wage Schedule

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(*Scale increased by 4% and reverted to 2010/11 scale)

2013-2016

PAY	JOB CLASSIFICATION	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
GRADE		0	1	2	3	4	5	6	7
1	Crossing Guard								
	Classroom Parapro								
	Locker Room Monitor								
	Lunchroom Monitor								
	Preschool Parapro	8.61	11.04	11.20	11.25	11.37	11.53		T
1.1	Crossing Guard								
	Classroom Parapro								
	Locker Room Monitor	8.61	9.02	9.44	9.86	10.28	10.70	11.11	11.53
	Lunchroom Monitor								
	Preschool Parapro	0.15		44.00	44.04	11.10	11.50		
2	Hall Monitor	8.67	11.15	11.28	11.34	11.43	11.62	11.00	11.5
2.1	Hall Monitor	8.67	9.09	9.51	9.94	10.35	10.78	11.20	11.62
3	Adult Ed Parapro								
	Special Ed Parapro								
	In-School Suspension Parapro								
	Study Hall/Detention Parapro	9.71	12.46	12.59	12.65	12.76	12.95		ı
3.1	Adult Ed Parapro								
	Special Ed Parapro								
	In-School Suspension Parapro								
	Study Hall/Detention Parapro	9.71	10.18	10.64	11.10	11.56	12.03	12.48	12.95
4	Career Tech Parapro								
	Health Care Parapro	9.78	12.56	12.70	12.78	12.88	13.10		
4.1	Career Tech Parapro								
	Health Care Parapro	9.78	10.26	10.73	11.21	11.68	12.16	12.63	13.10
5	Title I Parapro								
	Supplemental Reading Parapro								
	Great Start Readiness Parapro								
	Bi-lingual Parapro	9.85	12.66	12.92	13.10	13.91	15.46		
5.1	Title I Parapro								
	Supplemental Reading Parapro								
	Great Start Readiness Parapro								
	Bi-lingual Parapro	9.85	10.65	11.45	12.25	13.05	13.85	14.66	15.46

⁻New Employees start at 77.5% of the Step I Wage Rate which is the Step 0