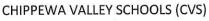
TENTATIVE AGREEMENT Between



And

CHIPPEWA VALLEY CHAPTER 1884, PARAPROFESSIONAL/MONITORS UNION COUNCIL 25 AFSCME (AFSCME)



It is agreed that all remains as in the 2018-2020 contract except as indicated below and upon ratification by both parties be effective July 1, 2020 and continue in effect through June 30, 2021.

The 2018-2020 salary schedule will be improved by 1% (see attached).

For the 2020-21 school year bargaining unit members currently on steps 1 through 3 and 7 will receive one step and steps 4 through 6 will receive two steps. Those currently on Step 7 will receive a 1% lump sum off schedule payment and those currently at the top step will receive a 3% lump sum off schedule payment on their base salary on June 30, 2021.

Article 12 - Hours of Work - Section B - Lunch Period

Full-time six (6) through eight (8) hour members of the Bargaining unit shall be entitled to an unpaid, duty free, lunch period of a **CONTINUOUS** one-half (1/2) hour.

Article 13 – Vacancies and Temporary Assignments Section A - Vacancies

3.a. Trial Period

Employees placed in a new position (promotion, transfers, demotion) shall **NOT BE ELIGIBLE TO TRANSFER OR DEMOTE TO ANOTHER POSITION UNTIL THE EMPLOYEE** be required to satisfactorily complete**S** a trial period of sixty (60) working days. When an employee has been selected from bidding for promotion, transfer or voluntary demoting, said employee shall begin a sixty (60) workday trial period. In the event he/she is unable to perform the duties of the new job to his/her immediate supervisor's satisfaction he/she shall be removed and returned to a vacancy position in his/her former job classification and hours. If there is not a comparable position vacant then the employee will be returned to their previously held position and location. The vacancy the employee vacates shall then be filled keeping in mind the best interests of the educational program and the school system.

Article 13 - Vacancies and temporary assignments -Section A (2 f)

f. Vacancy to Higher Position

When an Employee is **AWARDED A PROMOTION** promoted and movement has not been made within **FIFTEEN (15)** ten (10) consecutive workdays **FROM THE EFFECTIVE DATE OF THE POSITION OR AWARDMENT WHICHEVER IS LATER,** the employee will be paid the higher rate.

Article 15 - Compensation Section A - Salary Schedule

The schedules of wages and classifications of employees covered by this Agreement are set forth in this Agreement. ALL EMPLOYEES WILL BE PAID HOURLY BASED ON THE TIME SUBMITTED THROUGH THE TIMEKEEPING SYSTEM/TIMESHEET ACCORDING TO THE BI-MONTHLY PAYROLL SCHEDULE. AS OF JUNE 30, 2020 EMPLOYEES ON THE 23 PAY OPTION WILL BE GRANDFATHERED ON THIS PAY OPTION AND CAN CHOOSE TO GO HOURLY. EFFECTIVE JULY 1, 2020 EMPLOYEES WILL ONLY BE PAID HOURLY.

1.Full-time employees shall select one of the following pay options:

(a)24 pays - eff. 2019/20 school year and thereafter, 23 pays (b)19 pays

Article 15 - Compensation Longevity (C-2)

Longevity payments shall be made once a year. Payments shall be made on the LAST PAY PERIOD OF next normally scheduled pay period following the employee's anniversary date (original date of hire within the bargaining unit).

Article 15 - Compensation NEW E - Training

When Employee is required by the Employer to obtain instruction or training, the Employer will assume cost of fees/tuition. Employee will be compensated for all required training hours.

Article 16 C-3 - Leaves of Absence-Personal Business

These days **shall** may not be used the day before or the day after a holiday or the first or the last week of school. without the approval of the superintendent/designee. A reason is required at the time of the request for approval consideration.

Kelly L. Geck 8-24-20	als C	9-24-2020
Kelly Geck, APSCME Chairperson Date	Dr. Adam Blanchard, Assistant Sup	t of HR Date
Paraprofessional/Monitors		
handah traise 8-34-20	Dabler	8/24/20
Ronda Trouse, Council Representative Date	Dawn Leone, HR Supervisor	Date
(ih ll (8-24×0	Joseph Man	F/24/21
Carolyn Coburn, AFSCME Chief Steward Date	Scott Sederlund, Assist Supt of Bus	iness Date
Paraprofessional/Monitors		
Killy & Mech Agreed 8-24-20		
Vicki Felcyn, Negotiating Team Date		
Paraprofessional/Monitors		
gral 8/2/10		
Cypthia Curtis, Negotiating Team 'Date		
Paraprofessional/Monitors		
Denne Si Deloch 8-24-20		
Denise Decook; Negotiating Team Date		
Paraprofessional/Monitors		

CHIPPEWA VALLEY SCHOOLS PARAPROFESSIONAL/MONITORS



20-12-8 (2)



CLAS	JOB CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Crossing Guard									
Classroom Parapro									
Building Parapro		940.06	77	000	77	7	6	0000	410 75
-ocker Room Monitor	tor	\$10.00	\$10.44	\$10.03	17.11¢	60.1	08.1.4	\$12.30	\$ 12.73
Monitor	unchroom Monitor/Floater	1)							
Preschool Parapro		•		٠					*0
Hall Monitor		\$10.14	\$10.53	\$10.91	\$11.30	\$11.69	\$12.07	\$12.46	\$12.85
Adult Ed Parapro		4 4 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	477	0.4	07	0.00	070	0.00	944
etentio	Study Hall/Detention Parapro	\$11.50	411.73	\$12.15	\$12.5 <i>l</i>	\$13.00	\$15.4Z	\$15.85	\$14.ZI
Special Ed Parapro		77	4 4 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0.0	640.70	0.7	47.0	00.77	614 40
Floating Parapro		911.09	\$11.03	\$12.20	\$12.70	٠ ا . ا .	\$13.00	4 14.00	4.45
Reading Paraeducator	ator								
Health Care Parapro	0.	\$11.81	\$12.54	\$13.28	\$14.01	\$14.75	\$15.49	\$16.22	\$16.96
irner Pa	English Learner Paraeducator					200 m o co 1 m o 1			
Readin	Great Start Readiness Paraeducator	\$12.82	\$13.55	\$14.29	\$15.02	\$15.76	\$16.50	\$17.23	\$17.97

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