

TENTATIVE AGREEMENT
Between
CHIPPEWA VALLEY SCHOOLS (CVS)
And
CHIPPEWA VALLEY CHAPTER 1884, PARAPROFESSIONAL/MONITORS
UNION COUNCIL 25 AFSCME (AFSCME)

(Handwritten initials: NBB, KLM, CV, 8-24-2020, and a signature)

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 completeS 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
Kelly Geck, AFSCME Chairperson Date
Paraprofessional/Monitors

Dr. Adam Blanchard 8-24-2020
Dr. Adam Blanchard, Assistant Supt of HR Date

Ronda Trowse 8-24-20
Ronda Trowse, Council Representative Date

Dawn Leone 8/24/20
Dawn Leone, HR Supervisor Date

Carolyn Coburn 8-24-20
Carolyn Coburn, AFSCME Chief Steward Date
Paraprofessional/Monitors

Scott Sederlund 8/24/20
Scott Sederlund, Assist Supt of Business Date

Kelly L. Geck Virtually Agreed 8-24-20
Vicki Felcyn, Negotiating Team Date
Paraprofessional/Monitors

Cynthia Curtis 8/24/20
Cynthia Curtis, Negotiating Team Date
Paraprofessional/Monitors

Denise Decook 8-24-20
Denise Decook, Negotiating Team Date
Paraprofessional/Monitors

CS 8-24-2020

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CHIPPEWA VALLEY SCHOOLS PARAPROFESSIONAL/MONITORS

2020-21

PAY GRADE	JOB CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
1	Crossing Guard								
	Classroom Parapro	\$10.06	\$10.44	\$10.83	\$11.21	\$11.59	\$11.98	\$12.36	\$12.75
	Building Parapro								
	Locker Room Monitor								
	Lunchroom Monitor/Floater								
2	Preschool Parapro								
	Hall Monitor	\$10.14	\$10.53	\$10.91	\$11.30	\$11.69	\$12.07	\$12.46	\$12.85
3	Adult Ed Parapro	\$11.30	\$11.73	\$12.15	\$12.57	\$13.00	\$13.42	\$13.85	\$14.27
	Study Hall/Detention Parapro								
4	Special Ed Parapro	\$11.39	\$11.83	\$12.26	\$12.70	\$13.13	\$13.56	\$14.00	\$14.43
	Floating Parapro								
5	Reading Paraeducator								
	Health Care Parapro	\$11.81	\$12.54	\$13.28	\$14.01	\$14.75	\$15.49	\$16.22	\$16.96
	English Learner Paraeducator								
6	Great Start Readiness Paraeducator	\$12.82	\$13.55	\$14.29	\$15.02	\$15.76	\$16.50	\$17.23	\$17.97

