

Between

Chippewa Valley Schools (CVS)

And

Chippewa Valley Support Personnel Association (CVSPA)

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.
- 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



- 13. Four paid holidays will be eliminated for 10 month employees (New Years day, Memorial day, the Friday before Easter and Labor day).
- 14. 12 month holidays will be moved as follows; 2 days from the mid-winter break in February will be shifted to the July 4 holiday week and 1 day from the spring break will be moved to the July 4 holiday week and 1 day from the spring break will be moved to the day before thanksgiving.
- 15. The 2010-11 salary schedule will be reduced across the board at each classification and step on the salary schedule by 2.5%. Employees will be paid at the reduced salary schedule rate effective July 1, 2011.
- 16. Tuesday through Saturday custodial work in the high school facilities (excludes athletic stadium) will be performed by non-bargaining unit personnel only from July 1, 2011 through June 30, 2013.
- 17. The longevity schedule will be eliminated
- 18. Bargaining unit positions that become vacant from July 1, 2011 through June 29, 2013 will be filled by non-bargaining unit personnel. This provision expires on June 29, 2013.
- 19. 50% of any cost savings realized as a result of using non-bargaining unit personnel v. using a step 0 bargaining unit employee at the illustrative rate reduced by 20% for a 12 month position or at the 25%/50% rate based upon hours worked for single person BCBS Community Blue Plan 2 with a 15/30/50 Rx rider, with single person dental, optical, LTD, Life insurance for bargaining unit positions that become vacant from July 1, 2011 through April 13, 2013 will be distributed equally based upon a percentage of time worked to current bargaining unit members in a lump sum payment on June 30, 2013.
- 20. In the event of a layoff from July 1, 2011 through June 30, 2013 then non-bargaining unit personnel in bargaining unit positions will be terminated before bargaining unit members are laid off.

CVS/Date | S-31-11 | Paul Jams | S/31/11 | CVSPA/Date | CVSPA/Date | CVSPA/Date



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 | \$12.1 2 | \$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 | |