

Jul
8-2-2021

KD
8-2-21
CVS 8/2/21
of state
OS
2021
Cmc
1/2/21
J
8-2-21
CC
8-2-21

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

It is agreed that all provisions of the 2018-20 and 2020-21 Collective Bargaining Agreement remain in full force and in effect with the following modifications as indicated below and upon ratification by both parties be effective July 1, 2021 and continue in effect through June 30, 2024.

SALARY:

Preschool and Classroom Parapros will be upgraded from Paygrade 1 to Paygrade 2.

2021-22 salary schedule:

- Eligible paraprofessional/monitor employees will move one (1) full step if they have worked 50.5% of the 2020/21 work year.
- The paraprofessional/monitor salary schedule for the 2021/22 school year will be increased by 2%.
- An additional lump sum, off schedule payout of 2% of base wages will be paid to all paraprofessional/monitor staff on June 30, 2022 paycheck.

2022-23 salary schedule:

- Eligible paraprofessional/monitor employees will move one (1) full step if they have worked 50.5% of the 2021/22 work year.
- The paraprofessional/monitor salary schedule for the 2022/23 school year will be increased by 2%.
- An additional lump sum, off schedule payout of 2% of base wages will be paid to all paraprofessional/monitor staff on the June 30, 2023 paycheck.

2023-24 salary schedule:

- Eligible paraprofessional/monitor employees will move one (1) full step if they have worked 50.5% of the 2022/23 work year.
- An additional lump sum, off schedule payout of 2% of base wages will be paid to all paraprofessional/monitor staff on the June 30, 2024 paycheck.

Article 2 – Union Security

Language in this Article will no longer be valid as of July 1, 2023 and will be eliminated from the Contract.

Change Article to the following: Article 2 – Association Dues

Per Public Act 53 of 2012, the American Federation of State, County and Municipal Employees (AFSCME) is solely responsible for the collection of Association Membership Dues for employees who choose to be an Association member.

Handwritten notes and signatures at the top right of the page, including dates like "8-2-2021" and "8-2-21", and initials/signatures such as "KMS", "JF", "CPC", "8/4/21", "8-2-21", and "JF 8-2-21".

Article 13 – Section C Temporary Assignments (3)

Employees filling temporary assignments whether day-to-day or long-term may have their permanent position be filled with a substitute for up to **TWELVE WEEKS** ~~one (1) school year~~. **AFTER TWELVE WEEKS THE DISTRICT MAY DETERMINE WHETHER OR NOT TO POST AND FILL THE POSITION PERMANENTLY. IF THE TEMPORARY ASSIGNMENT ENDS AND THE EMPLOYEE’S POSITION HAS BEEN FILLED THEY WILL BE OFFERED WHAT, IF ANY, POSITION IS AVAILABLE IN THE SAME CLASSIFICATION AND HOURS CLOSEST TO WHAT THEY WERE WORKING PREVIOUSLY. IF A POSITION IS NOT AVAILABLE THEY WILL WORK AS A FLOATER FOR THE SAME HOURS UNTIL A PERMANENT POSITION IS AVAILABLE.**

Article 15 – Compensation – Section C-Longevity

After 15 years continuous service \$450 **\$550**
After 20 years continuous service \$500- **\$650**

Article 16 – Leaves of Absences Section B– Leave Day Accumulation-(SUNSETS 6/30/24)

AS AN ATTENDANCE INCENTIVE, AN EMPLOYEE WHOM HAS MORE THAN FORTY (40) DAYS OF PERSONAL ACCUMULATED SICK DAYS MAY BE PAID OUT ANY DAYS BEYOND FORTY AT THE RATE OF \$40 PER DAY (BASED UPON AN EIGHT (8) HOUR DAY AND PRO-RATED BASED UPON THE NUMBER OF HOURS WORKED FOR LESS THAN EIGHT (8) HOUR EMPLOYEES) NOT TO EXCEED 10 DAYS PER SCHOOL YEAR.

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

These days may not be used the day before or the day after a holiday or the first **FIVE STUDENT INSTRUCTIONAL DAYS** or the last **FIVE STUDENT INSTRUCTIONAL DAYS** ~~week~~ of **THE** school **YEAR**, without the approval of the superintendent/designee. A reason is required at the time of the request for approval consideration.

Article 16 E – Leave of Absence – Leave Procedures (c)

If the Employee returns to work within **SIX MONTHS (12)** ~~one (1) calendar year~~ from the last day worked, they will return to the position held on their last day worked. If the Employee's leave extends beyond **SIX MONTHS** ~~one calendar year~~ or his/her position is filled permanently from their last day worked, their original position is not guaranteed and they could be returned to a vacant position in the job classification they previously held for which they are qualified. Refusal to accept such assignment will be considered as a voluntary resignation.

Article 16 E – Leave of Absence – add f.

EMPLOYEES ON AN UNPAID LEAVE NOT COVERED BY FMLA WILL HAVE ALL WAGES AND BENEFITS DISCONTINUE FOR THE DURATION OF THE UNPAID LEAVE EXCEPT THE EMPLOYEE MAY MAKE ARRANGEMENTS TO PAY THE PREMIUM OF LIFE AND HEALTH INSURANCE AT THE PREVAILING GROUP RATE IF ALLOWABLE.

NEW – (SUNSETS 6/30/24)

THE DISTRICT MAY EXPLORE ADDITIONAL THIRD-PARTY EMPLOYERS FOR SUBSTITUTES OTHER THAN EDUSTAFF. FOR EVERY 2 VACANCIES ONE SUBSTITUTE MAY BE HIRED BY THE THIRD-PARTY EMPLOYER DURING THE LENGTH OF THIS AGREEMENT. THE DISTRICT AGREES TO KEEP VACANCIES POSTED, ACTIVELY RECRUIT, AND HIRE FOR THE PERMANENT POSITIONS.

Kelly J. Meck 8-2-21
Kelly Geck, AFSCME Chairperson Date
Paraprofessional/Monitors

Ronda H. Trowse 8-2-21
Ronda Trowse, Council Representative Date

Carolyn Coburn 8-2-21
Carolyn Coburn, AFSCME Chief Steward Date
Paraprofessional/Monitors

Vicki Felcyn 8/2/21
Vicki Felcyn, Negotiating Team Date
Paraprofessional/Monitors

Cynthia Curtis 8/2/21
Cynthia Curtis, Negotiating Team Date
Paraprofessional/Monitors

Denise Decook 8-2-21
Denise Decook, Negotiating Team Date
Paraprofessional/Monitors

Dr. Adam Blanchard 8-2-21
Dr. Adam Blanchard, Assistant Supt of HR Date

Dawn Leone 8/2/21
Dawn Leone, HR Supervisor Date

Scott Sederlund 8/2/21
Scott Sederlund, Assist Supt of Business Date

KB
8-2-21
8-2-2021

1008
8/2/21
B
8-2-21
CPC
8/2/21
WF 8/2/21
8-2-21

CHIPPEWA VALLEY SCHOOLS
PARAPROFESSIONAL/MONITORS

2021-22

PAY		STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
GRADE	JOB CLASSIFICATION	1	2	3	4	5	6	7	8
1	Crossing Guard Building Parapro Locker Room Monitor Lunchroom Monitor/Floater	\$10.65	\$10.99	\$11.32	\$11.66	\$12.00	\$12.33	\$12.67	\$13.01
2	Hall Monitor Classroom Parapro Preschool Parapro	\$10.74	\$11.08	\$11.42	\$11.75	\$12.09	\$12.43	\$12.77	\$13.11
3	Adult Ed Parapro Study Hall/Detention Parapro	\$11.53	\$11.96	\$12.39	\$12.82	\$13.26	\$13.69	\$14.12	\$14.56
4	Special Ed Parapro Floating Parapro	\$11.95	\$12.35	\$12.74	\$13.14	\$13.53	\$13.93	\$14.32	\$14.72
5	Reading Paraeducator Health Care Parapro English Learner Paraeducator	\$12.05	\$12.80	\$13.55	\$14.30	\$15.05	\$15.80	\$16.55	\$17.30
6	Great Start Readiness Paraeducator	\$13.08	\$13.83	\$14.58	\$15.33	\$16.08	\$16.83	\$17.58	\$18.33

KS
8-2-21

WF
8/2/21

WF
8/2/21

CHIPPEWA VALLEY SCHOOLS
PARAPROFESSIONAL/MONITORS

WF
8-2-2021

2022-23 and 2023-24

WF
8/2/21

PAY		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
GRADE	JOB CLASSIFICATION								
1	Crossing Guard Building Parapro Locker Room Monitor Lunchroom Monitor/Floater	\$10.86	\$11.21	\$11.55	\$11.89	\$12.24	\$12.58	\$12.93	\$13.27
2	Hall Monitor Classroom Parapro Preschool Parapro	\$10.95	\$11.30	\$11.65	\$11.99	\$12.34	\$12.68	\$13.03	\$13.37
3	Adult Ed Parapro Study Hall/Detention Parapro	\$11.76	\$12.20	\$12.64	\$13.09	\$13.53	\$13.97	\$14.41	\$14.85
4	Special Ed Parapro Floating Parapro	\$12.19	\$12.59	\$13.00	\$13.40	\$13.80	\$14.21	\$14.61	\$15.01
5	Reading Paraeducator Health Care Parapro English Learner Paraeducator	\$12.29	\$13.06	\$13.82	\$14.59	\$15.35	\$16.12	\$16.88	\$17.65
6	Great Start Readiness Paraeducator	\$13.11	\$13.90	\$14.70	\$15.50	\$16.30	\$17.10	\$17.90	\$18.70