

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 2021-24 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 August 15, 2023 and continue in effect through June 30, 2026.

SALARY

For the 2022/23 school year

- A 4% retention bonus payment based on total actual wages paid from 7/1/22 to 6/30/23 (not subject to retirement) will be paid on August 30, 2023 for Association members employed by the district on June 14, 2023.

The Salary Schedule has been adjusted for the 2023/24 and for the 2024-26 school years, see attached.

For the 2023/24 school year

- Employees remain at their 2022/23 step on the improved 2023/24 salary schedule.
- A 3% retention bonus payment based on base wages earned for 2023/24 (not subject to retirement) will be paid on June 30, 2024 for Association members employed by the district on June 11, 2024 or last student day.
- There may be an additional off schedule bonus payment (not subject to retirement) based on a funding/enrollment variance formula paid on June 30th.

For the 2024/25 school year

- Employees remain at their 2023/24 step on the improved 2024-26 salary schedule.
- A 3% retention bonus payment based on base wages earned for 2024/25 (not subject to retirement) will be paid on June 30, 2025 for Association members employed by the district on June 12, 2025 or last student day.
- There may be an additional off schedule bonus payment (not subject to retirement) based on a funding/enrollment variance formula paid on June 30th.

For the 2025/26 school year

- Eligible employees will move one (1) full step if they have worked 50.5% of the 2024/25 school year.
- A 3% retention bonus payment based on base wages earned for 2025/26 (not subject to retirement) will be paid on June 30, 2026 for Association members employed by the district on the last student day for the 2025/26 school year.
- There may be an additional off schedule bonus payment (not subject to retirement) based on a funding/enrollment variance formula paid on June 30th.

Article 13 – Vacancies and Temporary Assignments 2.g. Movement limitations (NEW)

2. g. Transfers and demotions shall be limited to no more than one movement per school year.

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. **BEGINNING THE 2024/25 SCHOOL YEAR**, 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.~~

Article 15 – Compensation Section B – ~~MPSERS~~ Retirement/**RESIGNATION**

1. The Board will pay its share of retirement contributions for its employees that are mandated by State Law Act 244, P.A. 1974 of the Laws of Michigan (this does not include employees' voluntary contributions).

Add

2. **WHEN AN EMPLOYEE DESIRES TO TERMINATE THEIR EMPLOYMENT, THERE MUST BE AT LEAST TEN (10) WORKING DAYS NOTICE OF RESIGNATION/RETIREMENT WITH NO ABSENCES DURING SAID PERIOD, IN WRITING, GIVEN TO THE HUMAN RESOURCES DEPARTMENT. RESIGNATIONS/RETIREMENTS OF SHORTER NOTICE SHALL AUTOMATICALLY FORFEIT ANY AND ALL BENEFITS INCLUDING ANY SICK AND/OR LONGEVITY PAYOUTS, EXCEPT IF THE RESIGNATION/RETIREMENT IS OF AN EMERGENCY NATURE (SUCH AS SICKNESS IN THE FAMILY, DEATH, ETC.) AND CAN BE SUBSTANTIATED WITH DOCUMENTATION.**

Article 15-Compensation Section C – Longevity

After 8 years continuous service	\$350	\$660
After 10 years continuous service	\$400	\$710
After 15 years continuous service	\$550	\$860
After 20 years continuous service	\$650	\$960

Article 15 – Compensation Section F – **NEW Mentor Stipend (Sunsets 6/30/26)**

The District will post for one mentor position per job classification/level as determined by the District. Employees that meet the criterion and are selected for the mentorship role will be paid an additional \$2.00/hr for time spend training, mentoring and supporting new hires or employees who need extra support. Mentors will at the minimum follow the suggested timelines for mentoring a new hire. Time mentoring shall be tracked on a mentor/mentee log and submitted to the Human Resources department for payment upon completion of new hires original probationary period. Mentors will be evaluated on their effectiveness in the role in order to continue in the role.

Article 16 – Leave of Absence Section B. 1.

Continue attendance incentive sunset language through length of the contract.

Article 20 – Wages and Classifications

Update Paygrade IV – from Reading to Curriculum ParaEducator

Letter of Agreement to continue

SIPPS Trainer Stipend

Union to Union Transfers

Kelly L. Meck 7-17-23
Kelly Geck, AFSCME Chairperson Date
Paraprofessional/Monitors

Dr. Adam Blanchard 7-17-23
Dr. Adam Blanchard, Assistant Supt of HR Date

Dwight Hicks 7-17-2023
Dwight Hicks, Council Representative Date

Dawn Leone 7/17/23
Dawn Leone, Director of HR Date

Carolyn Coburn 7-17-23
Carolyn Coburn, AFSCME Chief Steward Date
Paraprofessional/Monitors

Scott Sederlund 7/17/23
Scott Sederlund, Assist Supt of Business Date

Cynthia Curtis 7/17/23
Cynthia Curtis, Negotiating Team Date
Paraprofessional/Monitors

Jenny Sanchez-Jones 7/17/23
Jenny Sanchez-Jones, Negotiating Team Date
Paraprofessional/Monitors

**CHIPPEWA VALLEY SCHOOLS
PARAPROFESSIONAL/MONITORS**

2023-24

PAY GRADE	JOB CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4
		STEP 1	STEP 2	STEP 3	STEP 4
1	Crossing Guard				
	Building Parapro	\$12.58	\$12.93	\$13.28	\$13.62
	Locker Room Monitor				
	Lunchroom Monitor/Floater				
2	Hall Monitor	\$12.68	\$13.03	\$13.38	\$13.73
	Classroom Parapro				
3	Preschool Parapro	\$13.97	\$14.41	\$14.86	\$15.30
	Adult Ed Parapro				
4	Study Hall/Detention Parapro	\$13.80	\$14.21	\$15.02	\$15.42
	Special Ed Parapro				
5	Floating Parapro	\$15.35	\$16.12	\$17.67	\$18.45
	Curriculum Paraeducator				
6	Health Care Parapro	\$16.90	\$17.91	\$18.72	\$19.53
	English Learner Paraeducator				
	Great Start Readiness Paraeducator	\$16.90	\$17.91	\$18.72	\$19.53

**CHIPPEWA VALLEY SCHOOLS
PARAPROFESSIONAL/MONITORS**

2024-25 and 2025-26

PAY GRADE	JOB CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4
		STEP 1	STEP 2	STEP 3	STEP 4
1	Crossing Guard Building Parapro Locker Room Monitor Lunchroom Monitor/Floater	\$12.93	\$13.28	\$13.63	\$13.98
2	Hall Monitor Classroom Parapro Preschool Parapro	\$13.03	\$13.39	\$13.74	\$14.10
3	Adult Ed Parapro Study Hall/Detention Parapro	\$14.41	\$14.86	\$15.31	\$15.77
4	Special Ed Parapro Floating Parapro	\$14.61	\$15.02	\$15.43	\$15.84
5	Curriculum Paraeducator Health Care Parapro English Learner Paraeducator	\$16.90	\$17.69	\$18.49	\$19.28
6	Great Start Readiness Paraeducator	\$17.91	\$18.74	\$19.57	\$20.40

Chippewa Valley Schools
Negotiated Formula Distribution
2023/24, 2024/25, and 2025/26 School Years

For the 2023/24, 2024/25, and 2025/26 school years, should enrollment and/or state unrestricted funding vary from estimates used for budgeting purposes, the following formula will be used to calculate amount to be distributed to employees as a lump sum bonus payment. The lump sum payment will not be subject to retirement and will be reduced by FICA taxes. There will be no distribution for total distribution amounts below zero. If there is an unanticipated shift in categorical, grant and/or foundation allowance funding, the District and Association will meet to discuss the impact, if any, on the lump sum formula distribution.

Formula:

$$\text{Foundation Allowance} * (\text{Actual Blended Enrollment} - \text{Projected Blended Enrollment}) * 4\%$$

Plus

$$\text{Actual Blended Enrollment} * (\text{Actual Per Pupil Unrestricted Foundation Allowance} - \text{Projected Per Pupil Unrestricted Foundation Allowance}) * 4\%$$

Times 50% =

Amount to be distributed to employees before taxes

	2023/24	2024/25	2025/26
Projected Blended Enrollment FTE	14,401	14,101	13,801
Projected State Unrestricted Funding Per Pupil	\$9,608	\$9,858	\$10,108
Example 1:			
Actual Blended Enrollment FTE	14,350	14,200	13,800
Actual State Unrestricted Funding Per Pupil	\$9,700	\$9,900	\$10,150

$$23/24 = (\$9,700 * (14,350 - 14,401) * 4\%) + (14,350 * (\$9,700 - \$9,608) * 4\%) = -\$19,788 + \$52,808 = \$33,020 @ 50\% = \$16,510 \text{ to be distributed}$$

$$24/25 = (\$9,900 * (14,200 - 14,101) * 4\%) + (14,200 * (\$9,900 - \$9,858) * 4\%) = \$39,204 + \$23,856 = \$63,060 @ 50\% = \$31,530 \text{ to be distributed}$$

$$25/26 = (\$10,150 * (13,800 - 13,801) * 4\%) + (13,800 * (\$10,150 - \$10,108) * 4\%) = -\$406 + \$23,184 = \$22,778 @ 50\% = \$11,389 \text{ to be distributed}$$

Example 2:

Actual Blended Enrollment FTE	14,350	14,200	13,600
Actual State Unrestricted Funding Per Pupil	\$9,500	\$9,800	\$10,150
$23/24 = (\$9,500 * (14,350 - 14,401) * 4\%) + (14,350 * (\$9,500 - \$9,608) * 4\%) = -\$19,380 + -\$61,992 = -\$81,372 @ 50\% = \$0 \text{ to be distributed}$			
$24/25 = (\$9,800 * (14,200 - 14,101) * 4\%) + (14,200 * (\$9,800 - \$9,858) * 4\%) = \$38,808 + -\$32,944 = \$5,864 @ 50\% = \$2,932 \text{ to be distributed}$			
$25/26 = (\$10,150 * (13,600 - 13,801) * 4\%) + (13,600 * (\$10,150 - \$10,108) * 4\%) = -\$81,606 + \$22,848 = -\$58,758 @ 50\% = \$0 \text{ to be distributed}$			