



DL 1/8/25
Dawn Leone

Tentative Agreement
between
Chippewa Valley Schools
and the
Chippewa Valley Support Personnel Association,
MEA-NEA



JTP 1-8-25
Justin Parker

Article	Language
1.	Front Cover Change Years
2.	Preamble Update dates
3.	Purpose and Intent The purpose of this Agreement is to assure adequate and dependable custodial, maintenance, GROUNDKEEPER, MECHANICS transportation , cafeteria, and warehousing services to the Chippewa Valley School District, to set forth terms and conditions of employment, to promote orderly and peaceful labor relations, to protect the interest of the public, the employees, and the Board of Education.
4.	2 Per Public Act 53 of 2012, The CVSPA is solely responsible for the collection of Association Membership Dues for employees who choose to be an Association member
5.	2 ARTICLE 2 - ASSOCIATION DUES A. EMPLOYEES MAY TENDER THE MONTHLY MEMBERSHIP DUES (NOT INCLUDING FINES OR ASSESSMENTS, ETC.) BY SIGNING A PAYROLL AUTHORIZATION DUES DEDUCTION CARD OR MAY PAY THE SAME DIRECTLY TO THE ASSOCIATION. B. THE EMPLOYER AGREES TO MAKE BI-MONTHLY COLLECTION OF ASSOCIATION DUES (NOT INCLUDING FINES OR ASSESSMENTS, ETC.) FOR ANY EMPLOYEES SUBMITTING A SIGNED PAYROLL DEDUCTION AUTHORIZATION (SEE SECTION E BELOW) TO THE EMPLOYER AND TO PAY OVER TO THE ASSOCIATION THE TOTAL AMOUNT THUS DEDUCTED FOR ALL SUCH EMPLOYEES. C. DEDUCTIONS: DEDUCTIONS SHALL BE MADE ONLY IN ACCORDANCE WITH THE PROVISIONS OF SAID "AUTHORIZATION FOR PAYROLL DEDUCTION" FORMS TOGETHER WITH THE PROVISIONS OF THIS AGREEMENT. THE EMPLOYER SHALL HAVE NO RESPONSIBILITY FOR THE COLLECTION OF INITIATION FEES, REINSTATEMENT FEES, ASSESSMENTS, FINES, PENALTIES, OR ANY OTHER DEDUCTIONS NOT IN ACCORDANCE WITH THIS SECTION. D. ASSOCIATION NOTIFICATION TO THE DISTRICT: THE ASSOCIATION SHALL NOTIFY THE EMPLOYER IN WRITING OF ANY MEMBERSHIP DUES CERTIFIED BY THE ASSOCIATION AS THE UNIFORM DUES REQUIRED OF THE BARGAINING UNIT MEMBERS. E. DELIVERY OF EXECUTED AUTHORIZATION OF PAYROLL DEDUCTION FORM: A PROPERLY EXECUTED COPY OF SUCH "AUTHORIZATION FOR PAYROLL DEDUCTION" FORM FOR EACH EMPLOYEE FOR WHOM ASSOCIATION MEMBERSHIP DUES ARE TO BE DEDUCTED HEREUNDER SHALL BE DELIVERED TO THE EMPLOYER BEFORE ANY PAYROLL DEDUCTIONS ARE MADE. DEDUCTIONS SHALL BE MADE THEREAFTER FOR THOSE FORMS PROPERLY EXECUTED AND IN EFFECT. ANY "AUTHORIZATION FOR PAYROLL DEDUCTION" FORM WHICH IS INCOMPLETE OR IN ERROR WILL BE RETURNED TO THE ASSOCIATION LOCAL PRESIDENT BY THE EMPLOYER. F. WHEN DEDUCTION BEGINS: PAYROLL DEDUCTIONS UNDER ALL PROPERLY EXECUTED "AUTHORIZATION FOR PAYROLL DEDUCTION" FORMS SHALL BECOME EFFECTIVE AT THE TIME THE APPLICATION IS TENDERED TO THE DISTRICT AND SHALL BE DEDUCTED FROM THE SUCCEEDING PAY AND PAY THEREAFTER.



[Signature]

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[Signature]

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G. REFUNDS: IN CASES WHEN A DEDUCTION IS MADE THAT DUPLICATES A PAYMENT THAT AN EMPLOYEE ALREADY HAS MADE TO THE ASSOCIATION OR IN ANY OTHER SITUATION THAT A REFUND IS DEMANDED, SAID REFUNDS WILL BE MADE BY THE ASSOCIATION.

H. REMITTANCE OF DUES TO FINANCIAL OFFICER: DEDUCTION FOR ANY CALENDAR MONTH SHALL BE REMITTED BY THE EMPLOYER TO THE DESIGNATED FINANCIAL OFFICER OF THE ASSOCIATION AS SOON AS POSSIBLE AFTER THE APPROPRIATE PAY PERIOD. THE EMPLOYER WILL ENDEAVOR TO REMIT DUES WITHIN TEN (10) DAYS AFTER THE PAY PERIOD.

I. TERMINATION OF PAYROLL DEDUCTIONS: AN EMPLOYEE SHALL CEASE TO BE SUBJECT TO PAYROLL DEDUCTIONS BEGINNING WITH THE MONTH IMMEDIATELY FOLLOWING THE MONTH IN WHICH THE EMPLOYEE IS NO LONGER A MEMBER OF THE BARGAINING UNIT. ANY EMPLOYEE MAY VOLUNTARILY CANCEL OR REVOKE HIS "AUTHORIZATION FOR PAYROLL DEDUCTION" UPON WRITTEN NOTICE TO THE EMPLOYER AND THE ASSOCIATION.

J. THE ASSOCIATION AND EMPLOYER WILL FURNISH EACH OTHER A MONTHLY LIST OF ALL CHANGES, IF AND WHEN NECESSARY.

K. DISPUTES CONCERNING PAYROLL DEDUCTIONS: ANY DISPUTE BETWEEN THE ASSOCIATION AND THE EMPLOYER WHICH MAY ARISE AS TO WHETHER OR NOT AN EMPLOYEE PROPERLY EXECUTED OR PROPERLY REVOKED AN AUTHORIZATION FOR PAYROLL DEDUCTION FORM SHALL BE REVIEWED WITH THE EMPLOYEE, A REPRESENTATIVE OF THE ASSOCIATION AND THE DESIGNATED REPRESENTATIVE OF THE EMPLOYER.

L. LIMIT OF DISTRICT'S LIABILITY: THE BOARD/EMPLOYER SHALL NOT BE LIABLE FOR ANY ERRORS OR LOSSES IN THE ADMINISTRATION OF THIS ARTICLE. THE BOARD/EMPLOYER SHALL NOT BE LIABLE FOR THE REMITTANCE OF PAYMENT OF ANY SUM OTHER THAN THOSE CONSTITUTING ACTUAL DEDUCTIONS MADE FROM WAGES EARNED BY THE EMPLOYEES. FURTHER, MEA AND THE CHIPPEWA VALLEY SUPPORT PERSONNEL ASSOCIATION SHALL PROTECT, INDEMNIFY AND SAVE THE BOARD/ EMPLOYER HARMLESS AGAINST ANY AND ALL CLAIMS, DEMAND, COSTS, SUITS, AND ANY OTHER FORMS OF LIABILITY THAT MAY ARISE OUT OF OR BY REASON OF, ACTION TAKEN OR NOT TAKEN BY THE BOARD/EMPLOYER FOR THE PURPOSE OF COMPLYING WITH THIS ARTICLE. AND IN EFFECT. ANY "AUTHORIZATION FOR PAYROLL DEDUCTION" FORM WHICH IS INCOMPLETE OR IN ERROR WILL BE RETURNED TO THE ASSOCIATION LOCAL PRESIDENT BY THE EMPLOYER.

F. WHEN DEDUCTION BEGINS: PAYROLL DEDUCTIONS UNDER ALL PROPERLY EXECUTED "AUTHORIZATION FOR PAYROLL DEDUCTION" FORMS SHALL BECOME EFFECTIVE AT THE TIME THE APPLICATION IS TENDERED TO THE DISTRICT AND SHALL BE DEDUCTED FROM THE SUCCEEDING MONTH AND EACH MONTH THEREAFTER.

6. 3.A. There shall be ~~four (4)~~ THREE (3) representation departments within the bargaining unit consisting of:



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7.	3.A.2.i Schedule A	Groundsman GROUNDSKEEPER
8.	5.A.2.	There shall be no seniority among probationary employees. HOWEVER, UPON COMPLETION OF THE EMPLOYEE'S PROBATION, THE SENIORITY DATE SHALL REFLECT THE EMPLOYEES HIRE DATE IN THE UNION.
9.	5.A.3.	The Association shall represent probationary employees for the purpose of collective bargaining in respect to rates of pay wages, hours of employment and other conditions of employment as set forth in this Agreement, except discharge and discipline of employees for other than Association activity. It is understood that 10-month employees will not accumulate time toward the completion of their probationary period during the summer when school is not in session.
10.	6.B-H	Employees placed in a new position, by promotion, transfer or otherwise shall have an opportunity to revert back to the employee's former position within ten (10) workdays or beyond that time if their previously held position is still vacant. EMPLOYEES PROMOTED TO A LEAD SERVER ROLE HAVE TWENTY (20) WORKDAYS TO REVERT BACK. Requests to revert back shall be submitted in writing to the employer with an explanation for the request. Such an employee shall not be considered for the same position the employee reverted from for a period of one (1) year.
11.	6.C.1.	Promotions shall be made on the basis of qualifications in the job description/posting. Seniority shall be the basis for selecting from among equally qualified candidates. Any employee granted the promotion for said position shall be placed on a forty- five (45) work days trial period for an evaluation period to determine his/her ability to perform the job. THE EMPLOYEE'S PREVIOUSLY HELD POSITION WILL NOT BE FILLED UNTIL AFTER THE REVERTION PERIOD IN SECTION B (H) CONCLUDES. During the forty five (45) days trial period, their former position will not be posted. Any absence(s) during the trial period shall automatically extend the trial period for a like number of days.
12.	7.A.6	Call-in Pay An employee reporting for emergency Call-in duty shall be granted A MINIMUM OF two (2) hours pay,
13.	7.2.b.	Time and one-half will be paid for Saturday and holidays not listed below, except when a shift starts on Friday and continues into Saturday or starts on a regular work shift and continues into a holiday.
14.	7.2.c.	Double time will be paid to all regular full-time twelve (12) month employees FOR ADDITIONAL HOURS on a Sunday or ANY holiday LISTED stated IN ARTICLE 8 SECTION F-HOLIDAYS below if an employee is called in after having completed his/her regular scheduled forty (40) hour work week when approved by the immediate supervisor. (EMPLOYEES WILL BE PAID THEIR REGULARLY SCHEDULED HOURS, AT STRAIGHT TIME, FOR ALL HOLIDAYS LISTED IN ARTICLE 8 SECTION F – HOLIDAYS.)
15.	7.2.d.	Food Service Employees will be paid time-and-one half for any hours worked for a special function on Saturday, Sunday, or a designated Holiday LISTED IN ARTICLE 8 provided that they have worked all scheduled hours during the current week.



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16. 7.2.e.

Employees who work the below stated holidays will be compensated at double time plus holiday pay at the regular rate.

~~New Year's Eve New Year's Day (12 month only) Memorial Day (12 Month only) July 4 th (12 month only) Labor Day (12 month only) Thanksgiving Day Friday after Thanksgiving Day Christmas Eve Christmas Day Good Friday (12 month only)~~

17. 7.3.i.

It is expected employees will accept overtime assignments.

LANGAGUE SUSPENDED WHILE LETTER OF AGREEMENT IS IN PLACE

18. 8.A.

~~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 July 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 Schedule A.~~

~~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 Support 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.~~



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19. 8.A.2.

e. AUTOMOTIVE

A mechanic who possesses more than three (3) of the above certificates will be entitled to additional compensation provided he/she has properly filed the certificates, **ADDITIONALLY A MECHANIC WHO POSSESSES ONE (1) AUTOMOTIVE CERTIFICATE WILL BE ENTITLED TO ADDITIONAL COMPENSATION PROVIDED HE/SHE HAS PROPER FILED THE CERTIFICATE** with the Human Resources Department. The additional compensation will be a 10¢ per hour increase for each certificate beyond the third certificate.

20. 8.A.3.

A skilled maintenance heating, ventilating, air conditioning (HVAC), electrician, or plumber who possesses a (Michigan) mechanical contractors, master electrician, or master plumber license that allows for the individual to pull permits on behalf of the District for their titled position will be entitled to additional compensation of ~~\$3.00~~ \$1.00 per hour, provided the school district is sole proprietor of said license. All fees, class updates, renewals and costs associated with maintaining above licenses will be reimbursed to the employee. Payroll adjustments shall commence the first full week following the filing of said license with the Human Resources Department.

21. 8.C.

Longevity Seniority employees shall be eligible to receive longevity benefits at the end of the fiscal year. Longevity shall be paid according to the following schedule:

AFTER FIVE (5) CONTINUOUS YEARS OF SERVICE \$100

After eight (8) continuous years of service \$285

After ten (10) continuous years of service \$435

After fifteen (15) continuous years of service \$485

After twenty (20) continuous year of service \$510

After twenty-five (25) continuous years of service \$560

22. 8.F.

Holidays The following are the recognized holidays with pay for seniority employees as set forth by conditions stated below:

12 MONTH EMPLOYEES

July 4, July 5, Additional July 4th Week Day, Additional July 4th Week Day, Additional July 4th Week Day, Labor Day, Day before Thanksgiving, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve, Christmas Day, Day after Christmas, Additional Day-Christmas Break*, Additional Day-Christmas Break*, New Year's Eve, New Year's Day, **MARTIN LUTHER KING DAY**, Good Friday, and Memorial Day.

23. 8.F.

10 MONTH EMPLOYEES

Thanksgiving Day, Friday After Thanksgiving, Christmas Eve, Christmas Day, Day after Christmas, Additional Day-Christmas Break*, Additional Day-Christmas Break*, New Year's Eve*, **MARTIN LUTHER KING DAY**, (3) mid-winter break days, Spring Break Monday, Spring Break Tuesday, and Spring Break Wednesday.

24. 8.G.

THE PARTIES AGREE THAT THE DISTRICT PROPOSED UNIFORM ALLOWANCE AND AN ADDITIONAL \$26,412 HAVE BEEN HELD IN ABYANCE UNTIL THE COMMITTEE AS DESCRIBED IS ABLE TO MEET AND DISCUSS.



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25. 8.I.2

~~Employees may use payroll deductions for the following:~~

- ~~a. Health Insurance~~
- ~~b. Dental Insurance~~
- ~~c. Vision Insurance~~
- ~~d. Life Insurance~~
- ~~e. School Employee Credit Union~~
- ~~f. United States Savings Bonds~~
- ~~g. Retirement Buy Back~~
- ~~h. United Foundation~~
- ~~i. 403B/457 Plan~~

PAYROLL DEDUCTIONS MAY BE MADE PER BOARD OF EDUCATION POLICY 6520.

26. 8.K.
8.M

Upon retirement under the Michigan Public Schools Retirement System employees with more than **FORTY (40) fifty (50)** days of accumulated sick leave shall be paid for unused sick days for all days beyond the **FORTY (40) fifty (50)** to the maximum accumulation of one hundred and twenty-five (125) days. The rate of pay shall be **SIXTY (\$60) forty-five dollars (\$45)** per day.

27. 8.O.

Food service helpers must sub for lead servers at the elementary school kitchens, or in a secondary building where a designated person has not been identified, **AND WILL BE PAID FOR ANY WORK PERFORMED AT A HIGHER CLASSIFICATION.**

28. 9.B.5

~~Any present or future employee(s) working less than four (4) hours and not presently enrolled for this fringe benefit will not be eligible for said benefit. Employee(s) working four (4) hours or less presently enrolled for this fringe benefit may continue coverage on the pro-rata basis of the 1978 - 81 contract.~~

29. 9.C.1.2

All twelve (12) and ten (10) month employees hired prior to July 1, 2013 will have an option during an open enrollment period to select **FROM THE AVAILABLE MESSA PLANS Choices II Plan with \$10/\$20 prescription plan with a \$500/\$1,000 deductible or MESSA Choices II Plan with RX Saver with a \$500/\$1,000 deductible.**

~~All employees have the option to select ABC plan 1-zero percent co-insurance with three tier mail-in rider.~~

PLAN DESCRIPTIONS AND BENEFITS CAN BE FOUND AT :

[HTTPS://WWW.CHIPPEWAVALLEYSCHOOLS.ORG/OUR-DISTRICT/BUDGET/TRANSPARENCY/BENEFITS-PLANS/](https://www.chippewavalleyschools.org/our-district/budget/transparency/benefits-plans/)

Employees working less than eight (8) hours per day will have the option during an open enrollment period to select **FROM THE AVAILABLE MESSA PLANS Choices II Plan with \$10/\$20 prescription plan with a \$500/\$1,000 deductible or MESSA Choices II Plan with RX Saver with a \$500/\$1,000 deductible.**

30. 9.C.2

COVERED IN 9.C.4: AND 9.P

~~If the eligible employee's spouse has, or is eligible for, any type of paid hospitalization insurance which is equal to or better than the MESSA Choices II Plan with \$10/\$20 prescription plan with a \$500/\$1,000 deductible or MESSA Choices II Plan with RX Saver with a \$500/\$1,000 deductible, said employee shall not receive district paid hospitalization coverage. It is understood that double coverage is prohibited.~~




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- | | | |
|-----|---------------------------------|--|
| 31. | 9.D.1 | Any present or future employee(s) working less than four (4) hours and not presently enrolled for this fringe benefit will not be eligible for said benefit. Employee(s) working four (4) hours or less presently enrolled for this fringe benefit may continue coverage on the pro-rata basis of the 1978-81 contract. |
| 32. | 9.H. | THE BOARD WILL PROVIDE OPTICAL INSURANCE. The employer will provide for an 80% MESSA Vision Service Plan II for each eligible seniority employee (full-time, permanent, eight (8) hours a day). Employees working less than eight (8) hours a day but working four (4) or more hours will be paid premiums as indicated in Section C-1 of Article 9, Insurance Protection. The sole authority for selection and determination of the insurance carrier, shall rest with the employer. |
| 33. | 9.I-R. | MOVED UP TO AFTER A AND THEN RE-LETTERED |
| 34. | 11.C.8

Move to Article 8 | 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 \$60 \$45 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. Employee must inform the human resources department that they wish to have a payout in writing no later than June 15th of each school year. (SUNSET 6/30/26) |
| 35. | 11.R. | Vacation and Personal Business requests for Halloween will be denied. Sick time requests on Halloween will require a medical note. Absence approval will be granted to take up to a four (4) hour non-paid break on Halloween with the agreement that the employee will return to work to make up the time on the day of the absence, or agreed at a time during the pay period by their immediate supervisor.

Approval for up to a four (4) hour break may be denied if a school event is scheduled on Halloween requiring custodial in the building. Employees requesting docking pay for scheduled work time will not be approved. Vacation time will be approved during Halloween week for a consecutive (5) day vacation request. For 2023/24 thru 2025/26 school year u Up to 3 5 people can be approved to request Halloween day off. (sunssets 6/30/26) |
| 36. | 13.A. | AFTER THE EXHAUSTION OF EARNED LEAVE TIME, TO BE ELIGIBLE FOR A MEDICAL LEAVE EMPLOYEE MUST BE EMPLOYED FOR AT LEAST SIX (6) MONTHS. Employees who are absent due to disability for more than three (3) consecutive days and unable to work will be placed on Medical Disability Leave starting with their first working day of absence, provided they substantiate their disability with a physician statement |
| 37. | 13.A. | Employees are required to report all absences in AESOP THE DISTRICTS ONLINE ABSENCE MANAGEMENT SYSTEM and on the employee's timesheet. Absences shall be reported no later than two (2) hours prior to the employee's scheduled start time. Employees shall only call the substitute coordinator to report an absence after the required reporting time or in an emergency that does not allow the employee to call or report the absence in AESOP THE DISTRICTS ONLINE ABSENCE MANAGEMENT SYSTEM. |
| 38. | 16.I. | AN EMPLOYEE, WITH A DISTRICT PROVIDED CELLPHONE, MUST ACKNOWLEDGE/RESPOND TO EMERGENCY CALLS AND SITUATIONS AFTER REGULAR HOURS AND WILL BE COMPENSTATED ACCORDING TO ARICLE 7.A.6 IF APPROPRIATE. |
| 39. | 16.J. | IT IS EXPECTED THAT EMPLOYEES, EXCEPT FOR FOOD SERVICE, WILL CHECK THEIR DISTRICT PROVIDED EMAIL, AT LEAST ONCE, DURING THE WORKDAY. |



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40.	20.F.	All employees may be required to have a valid tuberculin skin test or chest x-ray. A certificate of freedom from tuberculosis must be filed with the Personnel HUMAN RESOURCE Department prior to the opening of the school year or not later than fifteen (15) days after the first day of school. It is the employee's responsibility to obtain the above-mentioned certificate.
41.	20.S.	When an employee desires to RETIRE FROM terminate their employment, there must be at least ten (10) FIFTEEN (15) 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, vacation and/or longevity payments, except if the resignation/retirement is of an emergency nature (such as sickness in the family, death, etc.) and can be substantiated with documentation OR IF THE RETIREMENT OCCURS IN THE SUMMER FOR AN EMPLOYEE THAT PROVIDES AT LEAST 10 BUSINESS DAYS IN ADVANCE OF THEIR SCHEDULED RETURN TO WORK.
42.	20.S.	When an employee desires to RESIGN FROM terminate their employment, there must be at least ten (10) working day 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, vacation and/or longevity payments, except if the resignation/retirement is of an emergency nature (such as sickness in the family, death, etc.) and can be substantiated with documentation.
43.	20.X.	Time sheets RECORDS OF TIME must be submitted IN COMPLIANCE WITH DISTRICT PROCESSES. by those responsible the Friday preceding pay day unless cleared with the Accounting Office for Monday submission. These time sheets must be signed by the employee and the appropriate administrator.
44.	24	UPDATE DATES
45.	Schedule A	SEE ATTACHED

2025-2026

- **STEP FOR THOSE WHO ARE ELIGIBLE**
- **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 2026/27 SCHOOL YEAR.**
- **THERE MAY BE AN ADDITIONAL OFF SCHEDULE BONUS PAYMENT (NOT SUBJECT TO RETIREMENT) BASED ON A FUNDING/ENROLLMENT VARIANCE FORMULA PAID BY JUNE 30TH. 2025-2026**

2026-2027

- **STEP FOR THOSE WHO ARE ELIGIBLE**
- **A 3% RETENTION BONUS PAYMENT BASED ON BASE WAGES EARNED FOR 2026/27 (NOT SUBJECT TO RETIREMENT) WILL BE PAID ON JUNE 30, 2027 FOR ASSOCIATION MEMBERS EMPLOYED BY THE DISTRICT ON THE LAST STUDENT DAY FOR THE 2026/27 SCHOOL YEAR.**
- **THERE MAY BE AN ADDITIONAL OFF SCHEDULE BONUS PAYMENT (NOT SUBJECT TO RETIREMENT) BASED ON A FUNDING/ENROLLMENT VARIANCE FORMULA PAID BY JUNE 30TH.**



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2027-2028

- POSSIBLE WAGE REOPENER, POSITIVE ONLY
STEP FOR THOSE WHO ARE ELIGIBLE
A 3% RETENTION BONUS PAYMENT BASED ON BASE WAGES EARNED FOR 2027/28
THERE MAY BE AN ADDITIONAL OFF SCHEDULE BONUS PAYMENT (NOT SUBJECT TO RETIREMENT) BASED ON A FUNDING/ENROLLMENT VARIANCE FORMULA PAID ON JUNE 30TH.

46. 16. A. 2.

HEAD CUSTODIANS WILL BE RESPONSIBLE FOR ENSURING COVERAGE FOR THEIR SHIFT FOR ABSENCES (SICK, VACATION, PB, EPB) BY EITHER UTILIZING 2ND SHIFT INTERNAL CUSTODIAN(S) OR FROM APPROVED LIST OF CUSTODIANS PROVIDED BY THE SUPERVISOR.

If a custodian is temporarily assigned to a Head Custodian's position, he/she shall be paid at the Head Custodian rate EFFECTIVE THE FIRST DAY once the employee has worked three (3) consecutive days of said work assignment and the pay will be retro to the first day worked. Second shift Custodians/Custodian II will NOT continue to receive the shift premium for all-time worked in a Head Custodian's position SINCE THEY WILL BE except after the custodian begins receiving the head custodial pay rate. A separate timesheet must be completed for time worked as a head custodian to receive the higher rate.

47. Benefits Sheet

REMOVE

48. Letter of Agreement

- Union to Union transfers -2022
Association Accepts
Summer custodial - 2020
Association Accepts
Head Custodian selection - 2015
Association Accepts
3rd Shift custodian - transfer rights - 2015 (with increase in rate to \$1/hr)
Association Accepts
Double time LOA Custodial-2023
Association Accepts
FS doing Custodial - 2023
Association Accepts
Waive benefits - 2023 (add for all support staff)
Association Accepts



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Schedule A

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Chippewa Valley Schools
Employee Hourly Rate Scale
July 1, 2025 through June 30, 2026

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Custodian	\$18.01	\$18.50	\$18.98	\$19.46	\$19.94
Custodian II	\$21.58	\$22.52	\$23.46	\$24.40	\$25.34
Custodian Leader	\$22.24	\$23.08	\$23.93	\$24.78	\$25.63
Elementary Head Custodian	\$23.69	\$24.25	\$24.80	\$25.36	\$25.91
Middle School Head Custodian	\$24.12	\$24.71	\$25.29	\$25.88	\$26.46
High School Head Custodian	\$24.73	\$25.36	\$25.99	\$26.62	\$27.24
Skilled and General Maintenance Leader	\$30.82	\$31.98	\$33.15	\$34.32	\$35.48
Skilled Maintenance	\$30.22	\$31.39	\$32.55	\$33.72	\$34.89
General Maintenance	\$25.78	\$27.02	\$28.26	\$29.50	\$30.74
Grounds Leader	\$24.42	\$25.61	\$26.79	\$27.97	\$29.16
Grounds II	\$23.04	\$23.99	\$24.95	\$25.90	\$26.85
Groundsman	\$21.58	\$22.52	\$23.46	\$24.40	\$25.34
Warehouse/Head Custodian	\$24.15	\$24.98	\$25.80	\$26.63	\$27.45
Warehouse Helper	\$17.39	\$17.82	\$18.25	\$18.68	\$19.11
Grounds/Custodian	\$16.82	\$17.34	\$17.87	\$18.39	\$18.91
Head Mechanic	\$30.82	\$31.98	\$33.15	\$34.32	\$35.48
Mechanic	\$30.22	\$31.39	\$32.55	\$33.72	\$34.89
Central Kitchen Coordinator	\$20.54	\$21.09	\$21.65	\$22.21	\$22.76
Head Cook	\$19.34	\$19.89	\$20.45	\$21.00	\$21.55
Central Kitchen Assistant	\$18.23	\$18.73	\$19.24	\$19.74	\$20.24
High School Lead Server	\$18.12	\$18.66	\$19.20	\$19.74	\$20.28
Middle School Lead Server	\$17.41	\$17.82	\$18.24	\$18.66	\$19.08
Elementary Lead Server	\$17.12	\$17.50	\$17.89	\$18.28	\$18.66
Food Service Helper	\$16.62	\$16.96	\$17.30	\$17.64	\$17.97
Food Handler/Custodian	\$21.58	\$22.52	\$23.46	\$24.40	\$25.34



Tentative Agreement
 between
Chippewa Valley Schools
 and the
Chippewa Valley Support Personnel Association,
MEA-NEA



Schedule A

Chippewa Valley Schools
Employee Hourly Rate Scale
July 1, 2026 through June 30, 2028

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Custodian	\$18.55	\$19.05	\$19.54	\$20.04	\$20.54
Custodian II	\$22.23	\$23.20	\$24.16	\$25.13	\$26.10
Custodian Leader	\$22.91	\$23.78	\$24.65	\$25.53	\$26.40
Elementary Head Custodian	\$24.40	\$24.97	\$25.54	\$26.12	\$26.69
Middle School Head Custodian	\$24.84	\$25.45	\$26.05	\$26.65	\$27.25
High School Head Custodian	\$25.47	\$26.12	\$26.76	\$27.41	\$28.06
Skilled and General Maintenance Leader	\$31.74	\$32.94	\$34.14	\$35.34	\$36.54
Skilled Maintenance	\$31.13	\$32.33	\$33.53	\$34.73	\$35.94
General Maintenance	\$26.55	\$27.83	\$29.11	\$30.39	\$31.66
Grounds Leader	\$25.15	\$26.37	\$27.59	\$28.81	\$30.03
Grounds II	\$23.73	\$24.71	\$25.69	\$26.67	\$27.66
Groundsman	\$22.23	\$23.20	\$24.16	\$25.13	\$26.10
Warehouse/Head Custodian	\$24.87	\$25.72	\$26.57	\$27.42	\$28.27
Warehouse Helper	\$17.91	\$18.35	\$18.80	\$19.24	\$19.68
Grounds/Custodian	\$17.32	\$17.86	\$18.40	\$18.94	\$19.48
Head Mechanic	\$31.74	\$32.94	\$34.14	\$35.34	\$36.54
Mechanic	\$31.13	\$32.33	\$33.53	\$34.73	\$35.94
Central Kitchen Coordinator	\$21.16	\$21.73	\$22.30	\$22.87	\$23.44
Head Cook	\$19.92	\$20.49	\$21.06	\$21.63	\$22.20
Central Kitchen Assistant	\$18.78	\$19.29	\$19.81	\$20.33	\$20.85
High School Lead Server	\$18.66	\$19.22	\$19.78	\$20.33	\$20.89
Middle School Lead Server	\$17.93	\$18.36	\$18.79	\$19.22	\$19.65
Elementary Lead Server	\$17.63	\$18.03	\$18.43	\$18.82	\$19.22
Food Service Helper	\$17.12	\$17.47	\$17.81	\$18.16	\$18.51
Food Handler/Custodian	\$22.23	\$23.20	\$24.16	\$25.13	\$26.10



Dawn Leone

Tentative Agreement between Chippewa Valley Schools and the Chippewa Valley Support Personnel Association, MEA-NEA



Justin Parker

Formula Distribution

Chippewa Valley Schools Negotiated Formula Distribution 2025/26, 2026/27, and 2027/28 School Years

For the 2025/26, 2026/27, and 2027/28 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.

Formula:

Foundation Allowance * (Actual Blended Enrollment - Projected Blended Enrollment) * 83% Plus Actual Blended Enrollment * (Actual Per Pupil Unrestricted Foundation Allowance - Projected Per Pupil Unrestricted Foundation Allowance) * 83% Times 50% = Amount to be distributed to employees before taxes

Table with 4 columns: Metric, 2025/26, 2026/27, 2027/28. Rows: Projected Blended Enrollment FTE, Projected State Unrestricted Funding Per Pupil.

Example 1:

Table with 4 columns: Metric, 2025/26, 2026/27, 2027/28. Rows: Actual Blended Enrollment FTE, Actual State Unrestricted Funding Per Pupil.

25/26 = (\$9,950 * (14,000-14,067) * 83%) + (14,000 * (\$9,950-\$9,858) * 83%) = -\$553,320 + \$1,069,040 = \$515,720 @ 50% = \$257,860 to be distributed districtwide

Example 2:

Table with 4 columns: Metric, 2025/26, 2026/27, 2027/28. Rows: Actual Blended Enrollment FTE, Actual State Unrestricted Funding Per Pupil.

25/26 = (\$9,800 * (14,000-14,067) * 83%) + (14,000 * (\$9,800-\$9,858) * 83%) = -\$544,978 + -\$673,960 = -\$1,218,938 @ 50% = \$0 to be distributed districtwide

DF
1/8/25


1-8-25

LETTER OF AGREEMENT
Between
CHIPPEWA VALLEY SCHOOLS ("district")
And
CHIPPEWA VALLEY SUPPORT PERSONNEL ASSOCIATION ("union")

District Movement from Union to Union


The parties have agreed to the following as it related to district employees that transfer to the CVSPA from AFSCME Clerical and Parapro/Monitors:

- The employee will not carryover seniority from one union to the other.
- The employee will be able to use previously accrued leave time during their probationary period; however, their probationary period will be extended by the amount of leave days taken.
- The employee will be placed on the CVSPA salary schedule for their new position at the step closest to their previous hourly rate that provides an increase or the top step whichever is closest to their current rate.
- If the employee held district benefits in their previous position and the new position provides benefits, the 60-day probationary period will be waived only in this instance.



Frank Houston
CVSPA President

6-13-2022
Date



Dawn Leone
Director of Human Resources

6/13/22
Date

DL
1/8/25


JMP
1-8-25

LETTER OF AGREEMENT
Between
Chippewa Valley Schools (CVS)
And
Support Personnel Association (C.V.S.P.A.)

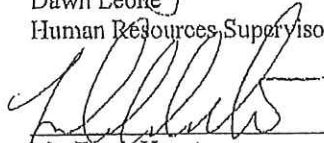
The parties agree to the following:

The Chippewa Valley School District will post for seasonal sub custodian positions, minimally 18/years old for assistance in the building during the months May – August. The sub custodians will be hired by purchasing their service from a sub-contract company and be paid at a rate less than Step 1 of the Custodian payscale. The sub custodians shall be considered temporary employees. He/she shall not acquire seniority.

This agreement will not set precedence for any other situation now or in the future.


Dawn Leone
Human Resources Supervisor

8/27/20
Date


Mr. Frank Houston
President CVSPA

8/27/2020
Date

;dl

DD
1/8/25

JR
1.8.25

LETTER OF AGREEMENT
Between
CHIPPIWA VALLEY SCHOOLS
And
CHIPPEWA VALLEY SUPPORT PERSONNEL ASSOCIATION

Effective July 1, 2015, it is agreed that applicants for Head Custodian positions will be considered based on the following guidelines:

Criteria for eligibility to be considered as a candidate for a head custodian position in Chippewa Valley Schools prior to moving forward for testing and interview is as follows:

Custodial Experience: Minimally (4) years custodial experience.

- Minimum (2) two years of CVS custodial experience
- Combined (4) years internal and external work experience

Evaluations: Minimally, no more than (1) one unsatisfactory in a (4) four year period.

Applicants meeting criteria will move to the Testing for a total of 150 points.

<u>Skill Test:</u>	Electrical Board	Passing at 80%
	Plumbing	Passing at 80%
	Written/Detail	Passing at 80%

Interview: Candidates move to the interview if all the above is met.
19 questions regarding work experience, leadership, motivation and training.
57 correct answers. Passing at 80%

Applicants will be given additional points to determine the most qualified candidate:

Maximum points = 16

1. 4 Pts. Head Custodian Experience: 0-4 points per year
2. 4 Pts. Leadership/Initiative/Motivation
 - Willing to be a sub on the rotation list for Head Custodian vacancies
 - Excepting overtime
 - Ability to move to school buildings based on need.
 - Ability to accept additional assignments and in other departments based on need
3. 4 Pts. Attendance: Satisfactory for (4) four years
 - Unapproved and not documented over (5) sick days is considered excessive will deduct (1) point per year.
 - More than (3) three approved Personal Business days per year will deduct (1) point per year
 - Absences determined as a pattern will deduct (1) point per year.
 - Annual Leave and documented EPB will not be counted

DF
1/8/25

DF
1-8-25

4. 4 Pts. Professional Appearance
- Wearing clean and good condition custodial uniform
 - Good Representation in Appearance

Russell Maranzano 6-25-15
Russell Maranzano Date
Director of Human Resources

Jay Gofitko 6-25-15
Jay Gofitko Date
Human Resources Supervisor

Debbie Hall 6-25-15
Debbie Hall Date
CVSPA

Larry Wilk 6-25-15
Larry Wilk Date
CVSPA

Don Pipak 6-24-15
Don Pipak Date
CVSPA

Support MOJ Head Custodian Screening

Letter of Agreement
between the
Chippewa Valley Support Personnel Association; MEA Local 1
and the
Chippewa Valley School District

Effective August 1, 2015, it is agreed the applicants hired for Custodian positions with maintenance of pool area responsibilities will follow these guidelines:

A custodian hired for the 3rd shift at Chippewa Valley and/or Dakota High Schools, whose responsibilities include maintaining of the pool areas at each building will have "suspended transfer rights" for a period of three (3) years from their date of hire. The custodian will be required to earn a CPO Certificate, with the district covering the cost. If the custodian requests and is granted a transfer after the three (3) year period, they will remain in their current position until a new replacement person is hired. Due to the additional training required for the position, the employee will earn additional \$1.00/hr in compensation.

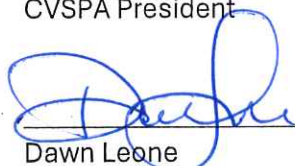
This agreement does not apply if the custodian describe above applies and is selected for a position considered to be a promotion.



Justin Parker
CVSPA President

1-8-25

Date



Dawn Leone
Director of Human Resources

1/8/25

Date

LETTER OF AGREEMENT
Between
CHIPPEWA VALLEY SCHOOLS ("district")

And
CHIPPEWA VALLEY SUPPORT PERSONNEL ASSOCIATION ("union")

The district agrees to pay double time to custodial staff for extra time worked beyond their 40-hour work week if the following conditions are met. This is non-precedent setting now and in the future and will end at the conclusion of the 2026/28 school year.

- District determines the need to offer double time to assist in filling positions due to low staffing numbers as a result of vacancies and absences combined.
- Custodian commits to work a minimum of 4 hours above their 40-hour each week over a 2-week period.
- Extra hours will need to be worked no less than 2-hour increments on Mondays, Tuesdays, Wednesdays or Thursdays. Other days of the week would follow overtime language outlined in the Collective Bargaining Agreement.
- Custodian is not eligible for double time in a work week if they request personal business and/or vacation time during that week (this will not apply to personal business and vacation time scheduled prior to accepting a 2-week commitment).
- If custodian is sick and works the extra hours, they will be paid for the extra hours in that week per the Overtime language in Article 7 (A.2).
- Custodian agrees to work in any building that is assigned to them.

*Holiday and break periods are not included as part of the two-week commitment.



Mr. Justin Parker
President CVSPA

1-8-25

Date



Dawn Leone
Director of Human Resources

1/8/25


Date

LETTER OF AGREEMENT
Between
CHIPPEWA VALLEY SCHOOLS ("district")
And
CHIPPEWA VALLEY SUPPORT PERSONNEL ASSOCIATION ("union")

It is agreed by the parties that for the 2025/26 thru 2027/28 school years, that temporary custodial hours will be offered to Food Service. The following provisions will apply:

- This agreement only applies to assignments during the student school calendar and does not apply to summer work.
- This work falls under Article 1 (B-1) temporary employees.
- These temporary hours are not eligible for benefits unless the temporary custodial hours in combination with the Food Service permanent hours meet ACA eligibility then those benefits would be offered.
- Food Service employees who sign up to do temporary custodial work will receive their food service rate of pay.
- Total hours worked should stay under 40hrs/week between both assignments.
- Work hours and days of this assignment may vary.
- Assignments will be designated by the Custodial Supervisor.
- If requested and pre-approved by the Custodial Supervisor to do work that exceeds 8hrs/day the employee will be paid overtime.
- Food Service staff will be required to pass a physical exam.

This is non-precedent setting now and in the future.



Mr. Justin Parker
President CVSPA

1-8-25
Date



Dawn Leone
Director of Human Resources

1/8/25
Date

Letter of Agreement

between the

Chippewa Valley Support Association

and the

Chippewa Valley Schools

It is agreed that for the 2025/26 thru 2027/28 school years that:

- Immediate benefits will be provided to all eligible new hires that are covered by the CVSPA Bargaining Agreement.
- Immediate paid time off and holidays will be provided to all eligible new hires that are covered by the CVSPA Bargaining Agreement.



Justin Parker,
CVSPA President

1-8-25
Date



Dawn Leone,
Director of Human Resources

1/8/25
Date