



# Tentative Agreement

between

Chippewa Valley Schools

and the

Chippewa Valley Transportation Association,  
MEA-NEA



Dawn Leone

1/7/24

1/8/25

Michael Dekoski

| Article        | Language  |
|----------------|---|
| 1. Front Cover | <del>2023-2024</del> <del>2024-2025</del> 2025-2026, <b>2026-2027, 2027-2028</b>  |
| 2. Preamble    | This Agreement entered into this <b>7th day of July, 2025</b> between the Chippewa Valley Board of Education, hereinafter referred to as the "Employer" and the Chippewa Valley Transportation Association, MEA/NEA (CVTA), hereinafter referred to as the "Association." All terms and conditions of employment specified in this contract apply only to those members of the Association that are employees of the Chippewa Valley Board of Education   |
| 3. 1.B.5.      | <del>Regular Employees</del> <del>Employee(s) who work on a regular permanent assignment on a ten (10) month basis</del>  |
| 4. 1.B.6.      | <del>Student Employees - It is recognized that several cooperative work-education programs in the schools are a valuable and necessary experience to the educational welfare of our students and that the hiring of temporary employees referred to as students in no way interferes or conflicts with the duties or privileges of employees. It is understood that the provisions of this agreement entered into between the Parties do not apply to these temporary student employees</del>   |
| 5. 2.B.        | The Employer agrees to make <b>SEMI</b> -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.  |
| 6. 2.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 <b>month PAY</b> and each <b>month PAY</b> thereafter.   |
| 7. 2.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 <b>thirty (30) TEN (10)</b> days after the pay period.   |
| 8. 2.J.        | LIST OF MEMBERS PAYING DUES DIRECTLY: <del>The Association will furnish the Employer, within fifteen (15) days after the effective date of this Agreement, the names of all members paying dues directly to the Association. Thereafter,</del> The Association and Employer will furnish each other a monthly list of all changes, if and when necessary.   |
| 9. 3.C.        | <del>If the Association is required to go into another building other than his/her own in the handling of a grievance, the Principal/Administrator at both buildings (or all buildings involved) must be notified. Permission will be granted provided that it does not unduly interfere with or interrupt or affect normal work or school operation or assigned duties. It is the responsibility of the above-mentioned Association Representatives to report to the building Principal/Administrator before their conference with any employee. If, in the opinion of the Principal/Administrator or the immediate Supervisor of the Association member, such Association activity is interfering with classroom activity or assigned duties, such Association activities will be postponed</del> |



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10. 3.D. Except as set forth above, no Association Representative or any other employee shall be granted time off for the purpose of handling Association matter, affairs, or grievances unless specific permission has been granted by the Supervisor ~~or Principal~~.
- 
11. 5.A. New employees hired in a permanent position, other than substitutes **and temporary employees**, shall be considered as probationary employees for the first sixty (60) working days of their job assignment. Upon mutual agreement the probation period may be extended beyond sixty (60) working days, but no more than ninety (90) working days. The employee and union will be notified in writing if it is extended prior to the expiration of the first sixty (60) days.
- 
12. 5.A.2. There shall be no seniority among probationary employees. **HOWEVER, UPON SUCCESSFUL COMPLETION OF THE PROBATIONARY PERIOD, THE SENIORITY DATE SHALL BE THE EMPLOYEES DATE OF HIRE AS A BUS DRIVER, AS INDICATED BELOW IN 5.B. PROBATIONARY EMPLOYEES SHALL BE ADDED TO THE SENIORITY ROTATION LIST (FOR FIELD TRIPS, SPECIAL ASSIGNMENTS, AND NOON EXTRA WORK) ONLY AT THE SUCCESSFUL COMPLETION OF THEIR PROBATIONARY PERIOD, AND CAN ONLY BE USED IF ALL OTHER PERMANENT DRIVERS HAVE BEEN EXHAUSTED.**
- 
13. 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.
- 
14. 5.E. Employees holding a safety sensitive position that requires a DOT medical card must submit to their physical exam and drug screen to recertify no later than one week prior to the expiration of their card. Employee's failing to submit to their physical and drug screen within this timeline and have holds put on their recertification, disallowing them to drive, will be placed on an unpaid leave until such time that they obtain their recertification and are cleared to drive not to exceed six months.
- 
15. 5.E. **Move to Workers Comp. Article**  
If a conflict of opinion results, the employee may submit to a third impartial physician, mutually agreeable by the employee and the Board. The expense for such an examination will be borne equally by the employee and the Board. The opinion of the mutually agreed to physician shall be binding on the Parties. Once an employee files a Workers Compensation claim against the school district, the above will be suspended and the provisions of the Workers Compensation law will prevail.
- 
16. **MANAGEMENT AND THE ASSOCIATION WILL BUILD ROUTES IN COLLABORATION, WITHIN THE CONFINES OF THE COLLECTIVE BARGANING AGREEMENT.**



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17. 6.A. A driver assigned to ~~a summer bus route~~ **SUMMER WORK** will only be eligible for a field trip if said field trip scheduled time is one (1) hour greater than the summer bid time.
18. 7.A.2. **NUMBERING OFF & NEEDS TO BE FIXED**
19. 7.A.3. **"EXTRA WORK" is defined as work that occurs between regular scheduled AM and PM runs (9:15 a.m. – 1:42 p.m.) that needs to be covered that day.**

**TRANSPORTATION MANAGEMENT SHALL FIRST "CALL OUT" THE NAME OF THE DRIVER WHO IS FIRST UP ON THAT DAYS ROTATION.**

Regular Routes - Drivers will select based upon seniority and ability from the regular routes as posted for A.M., noon, and P.M. routes. ~~The Transportation Department will establish a replacement list of seniority drivers for runs between regular A.M. and P.M. (noon) runs. In the event a regular driver is off his/her noon run, that run will be assigned by seniority and rotation from that list.~~

20. 7.A.4.a. Upon reduction of daily bid time, the affected driver will **BECOME "STAND-BY."** ~~be utilized first in place of non-bargaining unit employees or permanent employees who substitute on noon runs.~~ It will be the employee's responsibility to notify the dispatcher of their availability on the appropriate form no later than the end of the workday before the loss of daily bid time, **UNLESS DUE TO A ROUTE CHANGE AT THE START OF THE SCHOOL YEAR.**
21. 7.A.5 Employees will not be assigned to cover scheduled runs for absent employees if such assignment would extend their workday beyond eight (8.0) hours, **UNLESS ALL OTHER PERMANENT AND PROBATIONARY DRIVERS, WITH LESS THAN 8 HOURS, HAVE BEEN EXHAUSTED.**
22. 7.A.6.b. If a route adds 3/10<sup>th</sup> (18 minutes) of an hour or more, the route will be considered vacant and will be posted. If the driver on the adjusted route is displaced, they may follow ~~normal~~ **normal** bumping procedures.
23. 7.A.7. **Extra Runs - Eliminate and Replace with**

### LOA ON "EXTRA WORK"

24. 7.A.8.a. **THE PARTIES HAVE AGREED TO REDUCE THE NUMBER OF ROTATION BY THREE (3)**
25. 7.A.12. **Double (2) time will be paid for all hours worked on Sundays and ALL HOLIDAYS LISTED IN ARTICLE 8 – E. ~~the following holidays: New Year's Day Memorial Day July 4<sup>th</sup> Labor Day Good Friday Thanksgiving Day Friday after Thanksgiving Day Christmas Eve Christmas Day~~**
26. 7.b. If a route adds 3/10<sup>th</sup> (18 minutes) of an hour or more, the route will be considered vacant and will be posted. If the driver on the adjusted route is displaced, they may follow ~~normal~~ **normal** bumping procedures.



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27. 7.h.

For a driver to refuse a scheduled trip, notification must be received in the transportation office no later than ~~5:45~~ **6:00** a.m. on the day of the scheduled trip. Refusal after **6:00** a.m.. disqualifies that driver from his/her next trip turn. After a driver has refused a trip assignment three (3) times, they will be removed from the rotation list for the remainder of the school year. However, in no way will calling in sick be considered as a refusal of a trip. When a driver refuses a scheduled trip, the driver who would be next up on the original bid posting, who had not been awarded a trip that day, and who signed up for the trip that was refused, will have the option of taking the field trip without being charged. If that first driver who signed up on the list chooses not to take such trip, it will be offered in rotation to the next driver that signed up on the original list for the trip that was refused and who had not been awarded a trip that day until filled without being charged. If a driver did not sign-up or is not available, that driver will be bypassed for the refused trip. If none of the drivers who signed up (on the original list for the trip that was refused), accepts the trip, then the driver who is first up on the current day's postings will have the option of taking the trip without being charged. If the first driver chooses not to take such trip, it will be offered in rotation to the next driver on the list until filled, without being charged. Every effort will be made to adhere to the process above. However, in unique situations where "time is of the essence" management will first call on the radio for those drivers that may be available. If no response, management reserves the right to appoint coverage based upon driver availability at the time. (i.e. within 90 minutes of the trip starting and/or at the end of the workday after 4pm) "Current day's posting" shall be defined as; the postings in which a driver can sign up for until 1:30p.m. on the day of the scheduled trip which was refused. If a trip is refused after 1:30 p.m. then "current day's posting" shall be defined as: the posting which "will be posted" the next day that there are trips to bid on.

28. 7.8.i.

If a Trip is cancelled after it has been assigned and prior to departing for the trip, the assigned driver will be placed at the top of the next rotation. If a sponsored trip is cancelled after the ~~assigned driver has arrived at the trip origin~~ **TRIP PUNCH TIME**, the driver will be paid 2.0 hours and will be placed at the top of the next rotation. ~~For district paid trips, the driver will not be paid 2.0 hours but will be placed at the top of the next rotation when possible.~~ **IF THE TRIP IS CANCELLED ON THE WEEKEND OR CHIPPEWA VALLEY NON-STUDENT DAY, AFTER THE TRIP PUNCH TIME, THE DRIVER WILL BE PAID 2.0 HOURS AND WILL BE PLACED AT THE TOP OF THE NEXT ROTATION WHEN POSSIBLE.**

29. 7.8.k.

Driver's will be eligible for Summer Trips on a seniority rotation basis as indicated in section (f) above. The Transportation Department will notify eligible drivers by telephone each Tuesday between 8:00a.m. and 12:00 noon of the available trips for the following week. Drivers will be allowed to make a choice. Drivers not available during the telephone contact time will be **ABLE TO CALLBACK** listed as a refusal. If a driver calls back and if a trip is still available, the driver shall be awarded a field trip. An advance list of available trips will be posted in the Transportation Department one week prior to the bid cycle. Drivers may review that list and indicate their preference. A driver assigned to a summer ~~bus route~~ **WORK** will only be eligible for a trip if said trip is one (1) hour greater than the summer bid time.



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- 30. 7.9 The Employer shall provide each Bus Driver a "Notice of Intent" form before the end of the school year on which the driver will indicate whether he/she will be returning to work for the coming school year. The completed "Notice of Intent" shall be returned to the Employer on or before the date indicated on the form. Failure to return the ~~form~~ **FORM** as required will be deemed a **y RESIGNATION BY** the employee and will be recorded as a "resignation without proper notice" in the employee's personnel file. A copy may be retained by the employee.

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- 31. 8.E. 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**, (3) mid-winter break days, Spring Break Monday, Spring Break Tuesday, and Spring Break Wednesday.

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- 32. 8.F. The District will provide Bus drivers will be provided one (1) jacket every other year **OR ONE (1) item from the district provided list.**

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- 33. 8.K. 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 **FORTY (40) fifty (50)** to the maximum accumulation of one hundred and twenty-five (125) days. The rate of pay shall be **SIXTY DOLLARS (\$60)** ~~forty-five dollars (\$45)~~ per day.

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- 34. 8.A. **NEW HIRES THAT HAVE AN EFFECTIVE DATE OF EMPLOYMENT BY JANUARY 15<sup>TH</sup> OF THEIR FIRST SCHOOL YEAR AND WORK ONE FULL SCHOOL YEAR THE NEXT YEAR AFTER WILL BE ELIGIBLE TO MOVE FROM THE FIRST BUS DRIVER PAYRATE TO THE 2 YEAR PAYRATE AS OF JULY 1<sup>ST</sup> OF EACH YEAR.**

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- 35. **NEW DRIVERS THAT ARE CURRENTLY CDL LICENSED UPON HIRE WILL BE PLACED AT THE PAYRATE BASED ON THEIR SCHOOL BUS DRIVING EXPERIENCE UPON COMPLETION OF THEIR PROBATIONARY PERIOD.**

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- 36. 8.G.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.**



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37. 9.C.

All 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.**

38. 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.~~

39. 9.E.1

Bus Drivers employees who are eligible for insurance benefits as described above will have available the appropriate coverage once the bus ~~and lunch~~ schedules have been determined and assigned. Bus driver benefits will be based on **second bid cycle.**

40. 9.C.1.

Move to 9.B

**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.

41. 11.G  
11.H.

Covered in 11.G

~~Proof of any illness may be required at any time if abuse is suspected.~~

42. 11.R.

~~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. Employees requesting docking pay for scheduled work time will not be approved.~~



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11/8/25 MSD

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- 
43. 12.B.1. **AFTER THE EXHAUSTION OF EARNED LEAVE TIME, TO BE ELIGIBLE FOR A MEDICAL DISABILITY 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
- 
44. 11.C.8  
Move to  
8.L 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 (40) days at the rate of ~~\$45~~ \$60 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)**
- 
45. 12.E. Employees on a Leave of Absence under this Article, will not accrue seniority while they are on leave. Upon return to work, their seniority date will be adjusted by deducting the total calendar days from their last day work ~~to~~ **THROUGH THE FINAL WORKDAY PRIOR TO** the effective date of their return.
- 
46. 13.A. Employees are required to report all absences in ~~AESOP~~ **THE DISTRICTS ATTENDANCE 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 ATTENDANCE MANAGEMENT SYSTEM.**
- 
47. 16.B. The employer may make adjustments and modifications in working conditions it deems necessary for temporary and/or experimental work schedules, new and/or different methods of operations, technological and/or innovative approaches in the overall work operations of the School District that the employer would like to make part of its operation after consultation with the Association. ~~Employees hired after July 1, 2015 may be temporarily assigned within their job classification to another location within the District on an as needed basis due to District necessity (i.e. sub shortages, leaves, vacancies, etc.).~~
- 
48. 24 **UPDATE DATES/NAMES**



*[Signature]*  
Dawn Leone

**Tentative Agreement**  
between  
**Chippewa Valley Schools**  
and the  
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11/8/25 *[Signature]*  
Michael Dekoski

49. Schedule A

**2023-2024**

~~0-1.99~~ ~~2+~~  
~~\$20.50~~ ~~\$23.00~~

**2024-2025**

0-1.99 2+  
\$20.75 \$23.25

**2025-2026**

0-1.99 2-4.99 5+  
\$23.66 \$26.26 \$26.61

- EMPLOYEES WILL BE PLACED AT THE RATE ON THE NEW SCALE BASED ON THEIR BUS DRIVER SENIORITY DATE.
- 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.

**2026-2027**

0-1.99 2-4.99 5+  
\$24.37 \$27.05 \$27.41

- EMPLOYEES WILL BE PLACED AT THE RATE BASED ON THEIR BUS DRIVER SENIORITY DATE.
- 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.

**2027-2028 (WAGE REOPENER)**

0-1.99 2-4.99 5+  
\$24.37 \$27.05 \$27.41

- EMPLOYEES WILL BE PLACED AT THE RATE BASED ON THEIR BUS DRIVER SENIORITY DATE.
- A 3% RETENTION BONUS PAYMENT BASED ON BASE WAGES EARNED FOR 2027/28 (NOT SUBJECT TO RETIREMENT) WILL BE PAID ON JUNE 30, 2028 FOR ASSOCIATION MEMBERS EMPLOYED BY THE DISTRICT ON THE LAST STUDENT DAY FOR THE 2027/28 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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49. 20

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.

50. 20.S.

When an employee desires to **RETIRE FROM** ~~terminate~~ their employment, there must be at least ~~ten (10)~~ **FIFTEEN (15)** 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 **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**

51. **MINIMUM GUARENTEE OF SIX (6) HOURS PER DAY. (FROM LOU)**

52. LOUs

- ~~Union to union transfers~~
- Extra Runs
  - **Association Accepts**
- Out of district drivers
  - **Association Accepts**
- Waive benefits
  - **Association Accepts**



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**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. 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:**

**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**

|  | <u>2025/26</u> | <u>2026/27</u> | <u>2027/28</u> |
|--|----------------|----------------|----------------|
| Projected Blended Enrollment FTE               | 14,067         | 13,871         | 13,694         |
| Projected State Unrestricted Funding Per Pupil | \$9,858        | \$10,108       | \$10,358       |

**Example 1:**

|   |         |          |          |
|---|---------|----------|----------|
| Actual Blended Enrollment FTE               | 14,000  | 14,000   | 13,700   |
| Actual State Unrestricted Funding Per Pupil | \$9,950 | \$10,200 | \$10,400 |

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  
 26/27 =  $(\$10,200 * (14,000 - 13,871) * 83\%) + (14,000 * (\$10,200 - \$10,108) * 83\%) = \$1,092,114 + \$1,069,040 = \$2,161,154 @ 50\% = \$1,080,577$  to be distributed districtwide  
 27/28 =  $(\$10,400 * (13,700 - 13,694) * 83\%) + (13,700 * (\$10,400 - \$10,358) * 83\%) = \$51,792 + \$477,582 = \$529,374 @ 50\% = \$264,687$  to be distributed districtwide

**Example 2:**

|   |         |          |          |
|---|---------|----------|----------|
| Actual Blended Enrollment FTE               | 14,000  | 13,900   | 13,500   |
| Actual State Unrestricted Funding Per Pupil | \$9,800 | \$10,000 | \$10,400 |

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  
 26/27 =  $(\$10,000 * (13,900 - 13,871) * 83\%) + (13,900 * (\$10,000 - \$10,108) * 83\%) = \$240,700 - \$1,245,996 = -\$1,005,296 @ 50\% = \$0$  to be distributed districtwide  
 27/28 =  $(\$10,400 * (13,500 - 13,694) * 83\%) + (13,500 * (\$10,400 - \$10,358) * 83\%) = -\$1,674,608 + \$470,610 = -\$1,203,998 @ 50\% = \$0$  to be distributed districtwide

# Letter of Agreement

between the

*Chippewa Valley Transportation 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 bus drivers.
- Immediate paid time off and holidays will be provided to all eligible new bus drivers.

Michael J Dekoski 1/8/25

Michael Dekoski  
President CVTA

Date

Dawn Leone

Dawn Leone,  
Director of Human Resources

1/7/25

Date

LETTER OF AGREEMENT  
Between  
CHIPPEWA VALLEY SCHOOLS ("district")  
And  
CHIPPEWA VALLEY TRANSPORTATION 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 CVTA from CVSPA, 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 eligible to receive holiday pay.
- 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.

Michael J Dekoski

Michael Dekoski  
President CVTA

1/8/25

Date

Dawn Leone

Dawn Leone  
Director of Human Resources

1/7/25

Date

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


Out-of-District Routes

It is agreed to by the parties that the following will be the process for Drivers that accept routes that drive out-of-district for the 2025-2028 school years.

- The Transportation Department will provide a yearly calendar at bid to the drivers who chose an out of district route and this will become their work calendar.
- The Transportation Department will provide a monthly calendar for all districts to each driver that drives an out-of-district route.
  - Note: Districts may change their school calendar after this timeframe. On most occasions the drivers know of these changes first. Driver(s) shall notify their Supervisor of any changes when known so schedules/calendars can be adjusted accordingly.
- Drivers agree to work all out-of-district days when accepting out-of-district routes.
- Drivers are responsible for knowing their school calendars.
- Drivers will be paid time and a half for the days worked beyond the Chippewa Valley Schools Bus Driver calendar.
- If the Driver cannot work their out-of-district route, the driver will be required to use their accrued leave time and follow district absence procedures.
- When Chippewa is in session, but the out-of-district is not; other district cancels school; and/or a student absence occurs, etc; drivers will report to work as a stand-by driver for their bid time in order to receive pay for the day.

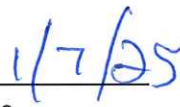
By entering into this Agreement, neither the Board nor the Association waive any other rights or protections respectively afforded to them by the terms of the CBA, except as otherwise specifically waived, modified, or relinquished.

To the extent that this Agreement conflicts with the parties current Collective Bargaining Agreement, this Agreement shall control to the extent of such conflict.

  
\_\_\_\_\_  
Michael Dekoski  
President CVTA

  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Dawn Leone  
Director of Human Resources

  
\_\_\_\_\_  
Date

MJD  
11/8/25

  
11/7/25

Grievance Resolution  
between  
Chippewa Valley Schools (district)  
and the  
Chippewa Valley Support Services Association (association), MEA/NEA

Whereas, the Association filed a grievance, S-156, which has been held in abeyance.

Whereas, the practice of "calling out" or "signing-up" for "Extra Runs" is not clearly defined in Article 7, B (10) Hours of Work - Extra Runs, of the Collective Bargaining Agreement

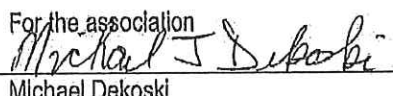
Whereas, "Extra Runs" are defined as work that occurs between regular scheduled AM and PM runs (9:18 a.m. - 1:42 p.m.)

Therefore, the parties agree to the following conditions regarding the "calling out" of extra work:

1. Transportation management will identify work that needs to be covered that day prior to 8:30 a.m.
2. Prior to "calling-out" extra work each day, Transportation management shall:
  - a. First, utilize available standby drivers,
  - b. Second, utilize drivers who have filled out a "lost of work" form, then
3. Transportation management shall "call out" all available extra work, from greatest to least amount of extra time, over the radio.
  - a. Drivers shall be given the opportunity to accept any extra work that fits into their available schedule but does not cause a need to cover their own runs or would cause them to be late for their own regularly scheduled run(s).
4. Extra Work shall be assigned, by seniority, in a continuously rotating basis each day to bus drivers directly employed by Chippewa Valley School drivers that call in for the work. If any Extra Work remains unfilled, management reserves the right to cover the work as necessary.
5. Extra work that is called out will be assigned in seniority order (greatest to least) and awarded in a rotation basis.
6. Drivers are not permitted more than one (1) piece of work, until the rotation is complete, or work remains unfilled.
7. Transportation management will maintain a daily list and make available to the association when requested. The list shall note:
  - a. Date
  - b. Description of the extra work
  - c. Hours of extra time
  - d. Driver who was awarded the extra work

Furthermore, the Association settles the above referenced grievance based on this resolution and unless specifically addressed above, the collective bargaining agreement, and mutually agreed to letters of agreements shall prevail and no further changes shall be made to the agreement until June 30, 2027 and shall not extend without mutual written agreement. This agreement is non-precedent setting.

For the district  
  
Dawn Leone,  
Director for Human Resources  
10/23/24  
date

For the association  
  
Michael Dekoski  
President  
10/23/24  
date



**Tentative Agreement**

between

**Chippewa Valley Schools**

and the

**Chippewa Valley Transportation Association,  
MEA-NEA**



1/10/25

MJD

Michael Dekoski

DJ 1/10/25

Dawn Leone

ADDENDUM

53. 8. B.

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 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 1. Credit years of experience for longevity can only be earned by working on a continuing basis as an employee covered by this master agreement. 2. Employees must be working at least 6 hours per day and 10 months per year to receive the longevity payment listed above. Employees working less than 6 hours per day and 10 months per year will be prorated based upon length of the workday and work year. 3. Longevity payments shall be made once a year. Employees will receive the longevity payment combined with the Employee's payroll check. Payments shall be made on the last pay period of the month of the Employee's anniversary date.