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5-3-23
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Letter of Agreement
between
Chippewa Valley Schools (District)
and the
Chippewa Valley Education Association (Association), MEA/NEA Local 1

In mutual agreement the District and the Association have come to the following non-precedent setting agreement on the following:

Whereas, the District and the Association have a collective bargaining agreement through August 31, 2024;

Therefore, the parties agree to the following:

1. Appendix B will be modified and extended as follows:
 - a. 2022 – 2023 School Year
 - i. 4% of base wage off schedule bonus payment (not subject to retirement), included on the June 15, 2023, payroll (not a separate check) based on the 2022-2023 base salary schedule for Association members employed by the district on May 24, 2023.
 - b. 2023- 2024 School Year
 - ~~i. The Teachers will move one (1) full step if they have worked 50.5% of the school year. A cost of living adjustment shall be paid at the conclusion of the 2023-24 school year pursuant to the terms of the cost of living language capped at zero percent (0%). An additional lump sum, off schedule payout of 2% will be paid to all teachers on the December 15th check.~~
 - ii. The teachers will move one (1) full step if they have worked 50.5% of the 2022-2023 school year.
 1. The salary step cap for Alternative Ed teachers is Step 9.
 - iii. The teacher salary schedule for the 2023-2024 school year shall be computed by multiplying the final teacher's base salary schedule for 2022-2023 by 1.03 (increased by 3.0%).
 - iv. A cost-of-living adjustment shall be paid at the conclusion of the 2023-2024 school year pursuant to the terms of the cost-of-living language capped at zero percent (0%).
 - v. An additional lump sum, off schedule bonus of 3% (not subject to retirement) of base wage shall be paid to all teachers in two equal payments of 1.5% each on the December 15 payroll for those employed by the District on November 15, 2023, and the June 15 payroll for those employed by the District on May 15, 2024 (not a separate check).
 - vi. Based on the attached funding/enrollment variance formula, there may be an additional off-schedule bonus payment (not subject to retirement) by the March 30 payroll (not a separate check).
 - c. 2024- 2025 School Year
 - i. The teachers will move one (1) full step if they have worked 50.5% of the 2023-2024 school year.
 1. The salary step cap for Alternative Ed teachers is Step 10.
 - ii. The teacher salary schedule for the 2024-2025 school year shall be computed by multiplying the final teacher's base salary schedule for 2023-2024 by 1.03 (increased by 3.0%).
 - iii. A cost-of-living adjustment shall be paid at the conclusion of the 2024-2025 school year pursuant to the terms of the cost-of-living language capped at zero percent (0%).
 - iv. An additional lump sum, off schedule bonus of 3% (not subject to retirement) of base wage shall be paid to all teachers in two equal payments of 1.5% each on the December 15 payroll for those employed by the District on November 13, 2024, and the June 15 payroll for those employed by the District on May 14, 2025 (not a separate check).
 - v. Based on the attached funding/enrollment variance formula, there may be an additional off-schedule bonus payment by the March 30 payroll (not a separate check).

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d. 2025- 2026 School Year

- i. The teachers will move one (1) full step if they have worked 50.5% of the 2024-2025 school year.
 1. The salary step cap for Alternative Ed teachers is Step 11.
- ii. A cost-of-living adjustment shall be paid at the conclusion of the 2025-2026 school year pursuant to the terms of the cost-of-living language capped at zero percent (0%).
- iii. An additional lump sum, off schedule bonus of 3% (not subject to retirement) of base wage shall be paid to all teachers in two equal payments of 1.5% each on the December 15 for those employed by the District on November 13, 2025, and the June 15 payroll for those employed by the District on May 13, 2026 (not a separate check).
- iv. Based on the attached funding/enrollment variance formula, there may be an additional off-schedule bonus payment by the March 30 payroll (not a separate check).

2. Article XXV – Compensation G

- a. After a teacher has served in the School District for ~~fifteen (15)~~ twelve (12) years, he/she will receive a salary increase of \$1,000.
 - i. 13th to 15th year \$1,000

3. Article III

F. If a teacher shall be permanently assigned to teach more than the normal teaching load as set forth in this article, he/she shall receive additional compensation as identified below:

Chippewa Valley and Dakota High Schools, including both 10-12 and Ninth Grade Centers, are limited to 18% of the total number of staff at:

- 16% of staff – Eleven percent (11%) or ~~\$7,200~~ **\$7,700**, whichever is greater. This shall be calculated by multiplying the base salary by 5.5% per semester.
- 17% of staff – Twelve percent (12%) or ~~\$8,100~~ **\$8,600**, whichever is greater. This shall be calculated by multiplying the base salary by 6.0% per semester.
- 18% of staff – Thirteen percent (13%) or ~~\$9,000~~ **\$9,500**, whichever is greater. This shall be calculated by multiplying the base salary of 6.5% per semester.

Algonquin, Iroquois, Seneca, and Wyandot are limited to four percent (4%) of the total staff at all middle schools – no more than two (2) teachers at Algonquin and Wyandot and three at the other middle schools may be assigned a sixth hour at any time. Middle school teachers teaching an additional assignment will be paid eleven percent (11%) or **\$7,700**, whichever is greater. This shall be calculated by multiplying the base salary by 5.5% per semester.

No teacher shall be required to teach a sixth hour for more than one semester.

Anyone who is teaching a sixth hour shall not be required to travel on their lunch.

4. Article IV

O. Staff meetings may be called once a week for a ...with a maximum of twenty-nine meetings per school year. For the 2023-24 school year, twelve (12) of these meetings may be used for collaboration. **FOR THE 2024-25 SCHOOL YEAR, TWELVE (12) OF THESE MEETINGS MAY BE USED FOR COLLABORATION. FOR THE 2025-26 SCHOOL YEAR, TWELVE (12) OF THESE MEETINGS MAY BE USED FOR COLLABORATION.**

5. Article XV

- a. The Board may release up to ~~5~~ 6 FTE teachers to assist in curriculum instruction or curriculum development or instructional technology. These teachers will be selected by the Board. These teachers are not to be considered teacher leaders for the purpose of evaluation. A classroom position will be saved for these teachers through the 2023-2024 school year. In the 2023-2024 school year, ~~three (3)~~ ALL current curricular leaders may have been a curricular leader in the past. At the discretion of the

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administration, curricular leaders will remain curricular leaders for the balance of this contract unless the teacher voluntarily resigns from that position. This language will sunset on August 30, 2026.

6. Article XXV

O. Upon retirement, a teacher shall be paid at the then current certified substitute daily rate for each day of personal sick leave accumulation. This will be applied to all retirees for the 2023-2024 and 2024-2025 school years. **Effective the 2025-2026 school year**, upon retirement, a teacher with more than ~~50~~ **35** days in his/her personal sick leave accumulation shall be paid at the then certified substitute daily rate for each day of personal sick leave accumulation beyond ~~fifty (50)~~ **thirty-five (35)** up to a maximum of two hundred (200) days. This language will sunset on August 30, 2026.

7. For the ... shall be ~~two percent (0.02)~~ ... **FOR THE 2023-24, 2024-25, 2025-26** school year, each teacher's board contribution to their 403b account shall be zero percent (0.00). Part-time...April 1st of each year remains. Current Contract.

8. This extended agreement shall upon ratification by both parties be effective May 15, 2023, except as indicated herein and shall continue in effect until August 31, 2026. It shall include the 2006-2010 master agreement, the contract extensions dated August 26, 2009, June 6, 2011, and June 23, 2021. A letter of understanding dated February 14, 2013, a Letter of Understanding dated March 25, 2013, The Letter of Understanding dated February 26, 2016, The Letter of Understanding dated May 11, 2018, The Letter of Understanding dated June 23, 2021.

All changes to the previous agreements shall be included in this agreement except as otherwise indicated.


9. The calendar shall remain the same with 181 teacher days/180 student days using 30 hours of PD as instructional time and shall be mutually agreed to by the Board and the Association and shall follow the established County calendar beginning with the extension for the 2024-2025 school year.

10. For the 2023-2024, 2024-2025, 2025-2026 school years, each teacher's board contribution to their 403b account shall be zero percent (0.00%).


11. All language in the documents referenced above in 7, that are set to "sunset" are extended and shall now sunset at the end of this agreement on August 30, 2026.

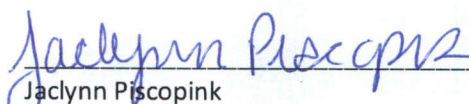
Furthermore, unless specifically addressed above, the collective bargaining agreement, and mutually agreed to letters of understanding/agreement shall prevail and no further changes shall be made to the agreement without mutual written agreement in this one-time non-precedent setting agreement.

For the District

 5-3-23
Adam Blanchard date
Assistant Superintendent for Human Resources

For the Association

 5-3-23
Cara-Anne Konicek date
President

 5-3-23
Jaclynn Piscopink date
Vice President

5-3-23


Chippewa Valley Schools
 Salary Schedule 2023-24 School Year
 3% Increase on Schedule

STEP	CERT	B.A.	VOC	M.A. plus	30 hours or SPEC. CERT	2nd M.A. or SPEC. CERT	PH.D. or ED.D
0	41,402	46,689	48,653	50,614	52,574	55,035	
0.5	43,319	48,607	50,570	52,530	54,450	56,951	
1	45,236	50,525	52,491	54,450	56,410	58,870	
1.5	47,881	51,503	53,472	55,425	57,643	60,577	
2	50,525	52,491	54,450	56,410	58,870	62,295	
2.5	51,503	53,472	55,682	57,643	60,086	64,257	
3	52,491	54,450	56,904	58,870	61,319	66,220	
3.5	53,472	55,682	58,623	60,576	63,032	68,185	
4	54,450	56,904	60,333	62,295	64,749	70,152	
4.5	55,921	58,366	62,296	64,257	66,713	72,114	
5	57,387	59,845	64,259	66,220	68,674	74,072	
5.5	58,870	61,318	66,220	68,174	70,886	76,042	
6	60,333	62,779	68,174	70,632	73,088	77,989	
6.5	61,812	64,257	70,393	72,847	75,303	80,205	
7	63,336	65,734	72,594	75,054	77,496	82,408	
7.5	64,995	67,455	74,804	77,510	79,951	84,865	
8	66,914	69,163	77,015	79,964	82,409	87,313	
8.5	68,914	71,366	79,712	82,409	84,865	90,008	
9	71,128	73,574	82,409	84,857	87,313	92,711	
9.5	72,552	74,806	85,106	87,559	90,008	95,157	
10	73,773	76,242	87,799	90,260	92,711	97,617	
10.5	-	-	90,494	92,954	95,408	102,211	
11	-	-	93,403	95,848	98,291	103,207	

Chippewa Valley Schools
 Bonus Payment (1.5%) 2023-24 School Year
 1.5% off schedule payment December 15th

STEP	CERT	B.A.	VOC	M.A. plus	30 hours or SPEC. CERT	2nd M.A. or SPEC. CERT	PH.D. or ED.D
0	621	700	730	759	789	826	
0.5	650	729	759	788	817	854	
1	679	758	787	817	846	883	
1.5	718	773	802	831	865	909	
2	758	787	817	846	883	934	
2.5	773	802	835	865	901	964	
3	787	817	854	883	920	993	
3.5	802	835	879	909	945	1,023	
4	817	854	905	934	971	1,052	
4.5	839	875	934	964	1,001	1,082	
5	861	898	964	993	1,030	1,111	
5.5	883	920	993	1,026	1,063	1,141	
6	905	942	1,023	1,059	1,096	1,170	
6.5	927	964	1,056	1,093	1,130	1,203	
7	949	986	1,089	1,126	1,162	1,236	
7.5	975	1,012	1,122	1,163	1,199	1,273	
8	1,001	1,037	1,155	1,199	1,236	1,310	
8.5	1,034	1,070	1,196	1,236	1,273	1,350	
9	1,067	1,104	1,236	1,273	1,310	1,391	
9.5	1,085	1,122	1,277	1,313	1,350	1,427	
10	1,107	1,144	1,317	1,354	1,391	1,464	
10.5	-	-	1,357	1,394	1,431	1,533	
11	-	-	1,401	1,438	1,474	1,548	

Chippewa Valley Schools
 Bonus Payment (1.5%) 2023-24 School Year
 1.5% off schedule payment June 15th

STEP	CERT	B.A.	VOC	M.A. plus	30 hours or SPEC. CERT	2nd M.A. or SPEC. CERT	PH.D. or ED.D
0	621	700	730	759	789	826	
0.5	650	729	759	788	817	854	
1	679	758	787	817	846	883	
1.5	718	773	802	831	865	909	
2	758	787	817	846	883	934	
2.5	773	802	835	865	901	964	
3	787	817	854	883	920	993	
3.5	802	835	879	909	945	1,023	
4	817	854	905	934	971	1,052	
4.5	839	875	934	964	1,001	1,082	
5	861	898	964	993	1,030	1,111	
5.5	883	920	993	1,026	1,063	1,141	
6	905	942	1,023	1,059	1,096	1,170	
6.5	927	964	1,056	1,093	1,130	1,203	
7	949	986	1,089	1,126	1,162	1,236	
7.5	975	1,012	1,122	1,163	1,199	1,273	
8	1,001	1,037	1,155	1,199	1,236	1,310	
8.5	1,034	1,070	1,196	1,236	1,273	1,350	
9	1,067	1,104	1,236	1,273	1,310	1,391	
9.5	1,085	1,122	1,277	1,313	1,350	1,427	
10	1,107	1,144	1,317	1,354	1,391	1,464	
10.5	-	-	1,357	1,394	1,431	1,533	
11	-	-	1,401	1,438	1,474	1,548	

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5-3-23
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Chippewa Valley Schools
Salary Schedule 2024-25 School Year
3% Increase on Schedule

STEP	CERT	B.A.	VOC	M.A.	plus	M.A.	30 hours	or	2nd M.A.	PH.D. or
0	CERT	42,644	48,090	50,113	52,133	54,152	56,686			
0.5		44,618	50,065	52,088	54,106	56,083	58,659			
1		46,593	52,041	54,065	56,083	58,102	60,636			
1.5		49,317	53,048	55,077	57,088	59,372	62,394			
2		52,041	54,065	56,083	58,102	60,636	64,164			
2.5		53,048	55,077	57,352	59,372	61,889	66,185			
3		54,065	56,083	58,611	60,636	63,158	68,207			
3.5		55,077	57,352	60,381	62,393	64,923	70,230			
4		56,083	58,611	62,143	64,164	66,691	72,257			
4.5		57,352	60,117	64,165	66,185	68,715	74,278			
5		59,109	61,641	66,187	68,207	70,734	76,294			
5.5		60,636	63,157	68,207	70,473	73,013	78,323			
6		62,143	64,663	70,219	72,751	75,281	80,328			
6.5		63,666	66,185	72,505	75,033	77,562	82,611			
7		65,133	67,706	74,772	77,305	79,821	84,880			
7.5		66,945	69,478	77,048	79,835	82,349	87,411			
8		68,707	71,238	79,325	82,363	84,881	89,932			
8.5		70,982	73,507	82,103	84,881	87,411	92,708			
9		73,262	75,781	84,881	87,402	89,932	95,492			
9.5		74,523	77,050	87,660	90,186	92,708	98,012			
10		75,986	78,529	90,433	92,968	95,492	100,546			
10.5		-	-	93,209	95,742	98,270	105,278			
11		-	-	96,205	98,724	101,240	106,303			

Chippewa Valley Schools
Bonus Payment (1.5%) 2024-25 School Year
1.5% off schedule payment Dec 15th check

STEP	CERT	B.A.	VOC	M.A.	plus	M.A.	30 hours	or	2nd M.A.	PH.D. or
0	CERT	640	721	752	782	812	850			
0.5		669	751	781	812	841	880			
1		699	781	811	841	872	910			
1.5		740	796	826	856	891	936			
2		781	811	841	872	910	962			
2.5		796	826	860	891	928	993			
3		811	841	879	910	947	1,023			
3.5		826	860	906	936	974	1,053			
4		841	879	932	962	1,000	1,084			
4.5		864	902	962	993	1,031	1,114			
5		887	925	993	1,023	1,061	1,144			
5.5		910	947	1,023	1,057	1,095	1,175			
6		932	970	1,053	1,091	1,129	1,205			
6.5		955	993	1,088	1,125	1,163	1,239			
7		977	1,016	1,122	1,160	1,197	1,273			
7.5		1,004	1,042	1,156	1,198	1,235	1,311			
8		1,031	1,069	1,190	1,235	1,273	1,349			
8.5		1,065	1,103	1,232	1,273	1,311	1,391			
9		1,099	1,137	1,273	1,311	1,349	1,432			
9.5		1,118	1,156	1,315	1,353	1,391	1,470			
10		1,140	1,178	1,356	1,395	1,432	1,508			
10.5		-	-	1,398	1,436	1,474	1,579			
11		-	-	1,443	1,481	1,519	1,595			

Chippewa Valley Schools
Bonus Payment (1.5%) 2024-25 School Year
1.5% off schedule payment June 15th check

STEP	CERT	B.A.	VOC	M.A.	plus	M.A.	30 hours	or	2nd M.A.	PH.D. or
0	CERT	640	721	752	782	812	850			
0.5		669	751	781	812	841	880			
1		699	781	811	841	872	910			
1.5		740	796	826	856	891	936			
2		781	811	841	872	910	962			
2.5		796	826	860	891	928	993			
3		811	841	879	910	947	1,023			
3.5		826	860	906	936	974	1,053			
4		841	879	932	962	1,000	1,084			
4.5		864	902	962	993	1,031	1,114			
5		887	925	993	1,023	1,061	1,144			
5.5		910	947	1,023	1,057	1,095	1,175			
6		932	970	1,053	1,091	1,129	1,205			
6.5		955	993	1,088	1,125	1,163	1,239			
7		977	1,016	1,122	1,160	1,197	1,273			
7.5		1,004	1,042	1,156	1,198	1,235	1,311			
8		1,031	1,069	1,190	1,235	1,273	1,349			
8.5		1,065	1,103	1,232	1,273	1,311	1,391			
9		1,099	1,137	1,273	1,311	1,349	1,432			
9.5		1,118	1,156	1,315	1,353	1,391	1,470			
10		1,140	1,178	1,356	1,395	1,432	1,508			
10.5		-	-	1,398	1,436	1,474	1,579			
11		-	-	1,443	1,481	1,519	1,595			

Chippewa Valley Schools
 Salary Schedule 2022-23 School Year
 2% Increase on Schedule

STEP	B.A.	B.A.	M.A.	M.A.	30 hours	2nd M.A.	PH.D. or
	CERT	VOC	plus	or	SPEC. CERT	SPEC.	ED.D
0	40,196	45,329	47,236	49,140	51,043	53,432	
0.5	42,057	47,192	49,098	51,000	52,864	55,292	
1	43,918	49,054	50,962	52,864	54,767	57,155	
1.5	46,486	50,003	51,915	53,811	55,964	58,813	
2	49,054	50,962	52,864	54,767	57,155	60,481	
2.5	50,003	51,915	54,060	55,964	58,336	62,386	
3	50,962	52,864	55,246	57,155	59,533	64,292	
3.5	51,915	54,060	56,915	58,812	61,196	66,199	
4	52,864	55,246	58,576	60,481	62,863	68,109	
4.5	54,292	56,666	60,482	62,386	64,770	70,014	
5	55,716	58,102	62,388	64,292	66,674	71,915	
5.5	57,155	59,532	64,292	66,427	68,821	73,827	
6	58,576	60,951	66,188	68,575	70,959	75,717	
6.5	60,011	62,386	68,343	70,725	73,110	77,869	
7	61,394	63,819	70,480	72,868	75,239	80,008	
7.5	63,102	65,490	72,625	75,252	77,635	82,393	
8	64,763	67,148	74,771	77,635	80,009	84,770	
8.5	66,907	69,288	77,390	80,009	82,385	87,386	
9	69,057	71,431	80,009	82,385	84,770	90,010	
9.5	70,245	72,627	82,628	85,009	87,386	92,385	
10	71,624	74,021	85,242	87,631	90,010	94,774	
10.5			87,859	90,246	92,629	99,234	
11			90,682	93,056	95,429	100,201	

Chippewa Valley Schools
 Lump Payment (2%) 2022-23 School Year
 Paid December 15th Check

STEP	B.A.	B.A.	M.A.	M.A.	30 hours	2nd M.A.	PH.D. or
	CERT	VOC	plus	or	SPEC. CERT	SPEC.	ED.D
0	804	907	945	983	1,021	1,069	
0.5	841	944	982	1,020	1,057	1,106	
1	878	981	1,019	1,057	1,095	1,143	
1.5	930	1,000	1,038	1,076	1,119	1,176	
2	981	1,019	1,057	1,095	1,143	1,210	
2.5	1,000	1,038	1,081	1,119	1,167	1,248	
3	1,019	1,057	1,105	1,143	1,191	1,286	
3.5	1,038	1,081	1,138	1,176	1,224	1,324	
4	1,057	1,105	1,172	1,210	1,257	1,362	
4.5	1,086	1,133	1,210	1,248	1,295	1,400	
5	1,114	1,162	1,248	1,286	1,333	1,438	
5.5	1,143	1,191	1,286	1,329	1,376	1,477	
6	1,172	1,219	1,324	1,371	1,419	1,514	
6.5	1,200	1,248	1,367	1,415	1,462	1,557	
7	1,228	1,276	1,410	1,457	1,505	1,600	
7.5	1,262	1,310	1,453	1,505	1,552	1,648	
8	1,295	1,343	1,495	1,553	1,600	1,695	
8.5	1,338	1,386	1,548	1,600	1,648	1,748	
9	1,381	1,429	1,600	1,648	1,695	1,800	
9.5	1,405	1,453	1,653	1,700	1,748	1,848	
10	1,432	1,480	1,705	1,753	1,800	1,895	
10.5			1,757	1,805	1,853	1,985	
11			1,814	1,861	1,909	2,004	

Chippewa Valley Schools
 Bonus Payment (4%) 2022-23 School Year
 Paid June 15th Check

STEP	B.A.	B.A.	M.A.	M.A.	30 hours	2nd M.A.	PH.D. or
	CERT	VOC	plus	or	SPEC. CERT	SPEC.	ED.D
0	1,608	1,814	1,890	1,966	2,042	2,136	
0.5	1,682	1,888	1,964	2,040	2,114	2,212	
1	1,756	1,962	2,038	2,114	2,190	2,286	
1.5	1,860	2,000	2,076	2,152	2,238	2,352	
2	1,962	2,038	2,114	2,190	2,286	2,420	
2.5	2,000	2,076	2,162	2,238	2,334	2,496	
3	2,038	2,114	2,210	2,286	2,382	2,572	
3.5	2,076	2,162	2,276	2,352	2,448	2,648	
4	2,114	2,210	2,344	2,420	2,514	2,724	
4.5	2,172	2,266	2,420	2,496	2,590	2,800	
5	2,228	2,324	2,496	2,572	2,666	2,876	
5.5	2,286	2,382	2,572	2,658	2,752	2,954	
6	2,344	2,438	2,648	2,742	2,838	3,028	
6.5	2,400	2,496	2,734	2,830	2,924	3,114	
7	2,456	2,552	2,820	2,914	3,010	3,200	
7.5	2,524	2,620	2,906	3,010	3,104	3,296	
8	2,590	2,686	2,990	3,106	3,200	3,390	
8.5	2,676	2,772	3,096	3,200	3,296	3,496	
9	2,762	2,858	3,200	3,296	3,390	3,600	
9.5	2,810	2,906	3,306	3,400	3,496	3,696	
10	2,864	2,960	3,410	3,506	3,600	3,790	
10.5			3,514	3,610	3,706	3,970	
11			3,628	3,722	3,818	4,008	

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Chippewa Valley Schools
Salary Schedule 2025-26 School Year

STEP	CERT	B.A.	VOC	M.A. plus	M.A. or 30 hours	2nd M.A. or SPEC.	PH.D. or ED.D
0	42,644	48,090	50,113	52,133	54,152	56,686	
0.5	44,618	50,065	52,088	54,106	56,083	58,559	
1	46,593	52,041	54,065	56,083	58,102	60,536	
1.5	49,317	53,048	55,077	57,088	59,372	62,394	
2	52,041	54,065	56,083	58,102	60,536	64,164	
2.5	53,048	55,077	57,352	59,372	61,889	66,385	
3	54,065	56,083	58,611	60,636	63,158	68,207	
3.5	55,077	57,352	60,381	62,393	64,923	70,230	
4	56,083	58,611	62,143	64,164	66,691	72,257	
4.5	57,352	60,117	64,165	66,185	68,715	74,278	
5	59,109	61,641	66,187	68,207	70,734	76,294	
5.5	60,636	63,157	68,207	70,473	73,013	78,323	
6	62,143	64,663	70,219	72,751	75,281	80,328	
6.5	63,666	66,185	72,505	75,033	77,562	82,611	
7	65,133	67,706	74,772	77,305	79,835	84,880	
7.5	66,945	69,478	77,008	79,835	82,349	87,411	
8	68,707	71,238	79,325	82,363	84,881	89,932	
8.5	70,982	73,507	82,103	84,881	87,411	92,708	
9	73,262	75,781	84,881	87,402	89,932	95,492	
9.5	74,523	77,050	87,660	90,186	92,708	98,012	
10	75,986	78,529	90,433	92,968	95,492	100,546	
10.5	-	-	93,209	95,742	98,270	105,278	
11	-	-	96,205	98,724	101,240	106,303	

Chippewa Valley Schools
Bonus Payment (1.5%) 2025-26 School Year

STEP	CERT	B.A.	VOC	M.A. plus	M.A. or 30 hours	2nd M.A. or SPEC.	PH.D. or ED.D
0	640	721	752	782	812	850	
0.5	669	751	781	812	841	880	
1	699	781	811	841	872	910	
1.5	740	796	826	856	891	936	
2	781	811	841	872	910	962	
2.5	796	826	860	891	928	993	
3	811	841	879	910	947	1,023	
3.5	826	860	906	936	974	1,053	
4	841	879	932	962	1,000	1,084	
4.5	864	902	962	993	1,031	1,114	
5	887	925	993	1,023	1,061	1,144	
5.5	910	947	1,023	1,057	1,095	1,175	
6	932	970	1,053	1,091	1,129	1,205	
6.5	955	993	1,088	1,125	1,163	1,239	
7	977	1,016	1,122	1,160	1,197	1,273	
7.5	1,004	1,042	1,156	1,198	1,235	1,311	
8	1,031	1,069	1,190	1,235	1,273	1,349	
8.5	1,065	1,103	1,232	1,273	1,311	1,391	
9	1,099	1,137	1,273	1,311	1,349	1,432	
9.5	1,118	1,156	1,315	1,353	1,391	1,470	
10	1,140	1,178	1,356	1,395	1,432	1,508	
10.5	-	-	1,398	1,436	1,474	1,579	
11	-	-	1,443	1,481	1,519	1,595	

Chippewa Valley Schools
Bonus Payment (1.5%) 2025-26 School Year

STEP	CERT	B.A.	VOC	M.A. plus	M.A. or 30 hours	2nd M.A. or SPEC.	PH.D. or ED.D
0	640	721	752	782	812	850	
0.5	669	751	781	812	841	880	
1	699	781	811	841	872	910	
1.5	740	796	826	856	891	936	
2	781	811	841	872	910	962	
2.5	796	826	860	891	928	993	
3	811	841	879	910	947	1,023	
3.5	826	860	906	936	974	1,053	
4	841	879	932	962	1,000	1,084	
4.5	864	902	962	993	1,031	1,114	
5	887	925	993	1,023	1,061	1,144	
5.5	910	947	1,023	1,057	1,095	1,175	
6	932	970	1,053	1,091	1,129	1,205	
6.5	955	993	1,088	1,125	1,163	1,239	
7	977	1,016	1,122	1,160	1,197	1,273	
7.5	1,004	1,042	1,156	1,198	1,235	1,311	
8	1,031	1,069	1,190	1,235	1,273	1,349	
8.5	1,065	1,103	1,232	1,273	1,311	1,391	
9	1,099	1,137	1,273	1,311	1,349	1,432	
9.5	1,118	1,156	1,315	1,353	1,391	1,470	
10	1,140	1,178	1,356	1,395	1,432	1,508	
10.5	-	-	1,398	1,436	1,474	1,579	
11	-	-	1,443	1,481	1,519	1,595	

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

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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:

$$\begin{aligned} & \text{Foundation Allowance} * (\text{Actual Blended Enrollment} - \text{Projected Blended Enrollment}) * 66\% \\ & \text{Plus} \\ & \text{Actual Blended Enrollment} * (\text{Actual Per Pupil Unrestricted Foundation Allowance} - \text{Projected Per Pupil Unrestricted Foundation Allowance}) * 66\% \\ & \text{Times 50\% =} \\ & \text{Amount to be distributed to employees before taxes} \end{aligned}$$

	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:

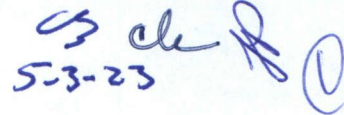
Actual Blended Enrollment FTE	14,350	14,200	13,800
Actual State Unrestricted Funding Per Pupil	\$9,700	\$9,900	\$10,150

23/24 = (\$9,700 * (14,350-14,401) * 66%) + (14,350 * (\$9,700-\$9,608) * 66%) = -\$326,502 + \$871,332 = \$544,830 @ 50% = \$272,415 to be distributed
 24/25 = (\$9,900 * (14,200-14,101) * 66%) + (14,200 * (\$9,900-\$9,858) * 66%) = \$646,866 + \$393,624 = \$1,040,490 @ 50% = \$520,245 to be distributed
 25/26 = (\$10,150 * (13,800-13,801) * 66%) + (13,800 * (\$10,150-\$10,108) * 66%) = -\$6,699 + \$382,536 = \$375,837 @ 50% = \$187,919 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) * 66%) + (14,350 * (\$9,500-\$9,608) * 66%) = -\$319,770 + -\$1,022,868 = -\$1,342,638 @ 50% = \$0 to be distributed
 24/25 = (\$9,800 * (14,200-14,101) * 66%) + (14,200 * (\$9,800-\$9,858) * 66%) = \$640,332 + -\$543,576 = \$96,756 @ 50% = \$48,378 to be distributed
 25/26 = (\$10,150 * (13,600-13,801) * 66%) + (13,600 * (\$10,150-\$10,108) * 66%) = -\$1,346,499 + \$376,992 = -\$969,507 @ 50% = \$0 to be distributed

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CHIPPEWA VALLEY SCHOOLS 2023-2024 SCHOOL CALENDAR

August 28	Superintendent's Address Professional Development	5.0 hours	8:00-8:30 8:30-2:30
August 29	CVEA Meeting Staff Meeting – Buildings Elementary Sneak Peek		8:00-11:00 1:00-2:30 5:00-7:30
August 30	Professional Development	5.0 hours	8:00-2:00
September 5	Classes Begin Elementary/Middle School Students Elementary/Middle School Teachers High School students		AM only (half day) All day All day
October 4	Fall Count Day Middle School Students Middle School Parent/Teacher Conferences		All day 5:30-8:00
October 5	Middle School Students Middle School Parent/Teacher Conferences		AM only (half day) 11:30-2:00; 5:30-8:00
October 6	Middle School Students Middle School Teachers – Comp Time PM		AM only (half day)
October 11	High School PSAT/SAT Exam – Late Start 11 th Grade PSAT/NMSQT Late Arrival – Grades 9, 10, 12 High School Parent/Teacher Conferences		5:30-8:00
October 12	High School Students High School Parent/Teacher Conferences		AM only (half day) 12:00-2:30; 5:30-8:00
October 13	High School Students High School Teachers – Comp Time PM		AM only (half day)
October 18	Elementary School Students Elementary School Teachers – Building Data Review Elementary School Parent/Teacher Conferences		AM only (half day) PM 5:30-8:00
October 19	Elementary School Students EARLY Elementary School Parent/Teacher Conferences LATE Elementary School Parent/Teacher Conferences Elementary School Parent/Teacher Conferences		AM only (half day) 12:30-3:00 1:00-3:30 5:30-8:00

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October 20	Elementary School Students Elementary School Teachers – Comp Time PM	AM only (half day)
October 31	Elementary School Students Elementary School Teachers	AM only (half day) All day
November 3	End of First Quarter – Secondary (44 days)	
November 7	No School – All Students Professional Development 6.0 hours	8:00-3:15
November 22-24	Thanksgiving Break	
December 1	End of First Trimester – Elementary (61 days)	
December 22	High School Students and Teachers (10:15 am) Elementary and Middle School Students and Teachers Holiday Break begins after student dismissal	AM only (partial day) AM only (half day)
January 3	Classes Resume	
January 9	Middle School Students Middle School Teachers - Building Data Review	AM only (half day) PM
January 15 (MLK Day)	No School – All Teachers and Students	
January 17	High School Exams – Students High School Records Day – Teachers Elementary and Middle School Students	AM only (half day) All day All day
January 18	High School Exams – Students High School Records Day – Teachers Elementary and Middle School Students	AM only (half day) All day All day
January 19	High School Exams – Students Middle School Students(11:05 am) Elementary Students Secondary Records Day – Teachers End of Second Quarter – Secondary (44 days) End of First Semester – Secondary (88 days)	AM only (half day) AM only (partial day) All day All day
February 14	Spring Count Day	
February 16	High School Students and Teachers (10:15 am) Elementary and Middle School Students and Teachers Mid-Winter Break begins after student dismissal	AM only (partial day) AM only (half day)

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February 26	Classes Resume	
February 27	No School – All Students Professional Development 7.0 hours	8:00-4:15
February 28	High School Parent/Teacher Conferences	5:30-8:00
February 29	High School Parent/Teacher Conferences	5:30-8:00
March 1	High School Students High School Teachers – Comp Time PM	AM only (half day)
March 6	Middle School Parent/Teacher Conferences <i>By teacher and/or parent request; not to exceed the slots available in a 2.5-hour session</i>	5:30-8:00
March 7	Middle School Parent/Teacher Conferences <i>By teacher and/or parent request; not to exceed the slots available in a 2.5-hour session</i>	5:30-8:00
March 8	Middle School Students Middle School Teachers – Comp Time PM End of Second Trimester – Elementary (57 days)	AM only (half day)
March 13	Elementary School Students Elementary School Teachers – Building Data Review Elementary School Parent/Teacher Conferences <i>By teacher and/or parent request; not to exceed the slots available in a 2.5-hour session</i>	AM only (half day) PM 5:30-8:00
March 14	Elementary School Parent/Teacher Conferences <i>By teacher and/or parent request; not to exceed the slots available in a 2.5-hour session</i>	5:30-8:00
March 15	Elementary School Students Elementary School Teachers – Comp Time PM	AM only (half day)
March 28	High School Students and Teachers (10:15 am) Elementary and Middle School Students and Teachers Spring Break begins after student dismissal End of Third Quarter – Secondary (44 days)	AM only (partial day) AM only (half day)
April 8	Classes Resume	
April 10	High School PSAT 9/SAT Testing, Grades 9 and 11 Late Arrival for grades 10 and 12 Middle School PSAT Testing, Grade 8 (8 th Grade attends all day) Late Arrival for Grades 6 and 7	
April 11	High School PSAT 10/WorkKeys, Grade 11 Late Arrival for Grades 9 and 12	

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May 7	No school – All Students Professional Development 7.0 hours	8:00-4:15
May 27 (Memorial Day)	No school – All Teachers and Students	
June 7	High School Exams – Students High School Records Day – Teachers Elementary and Middle School	AM only (half day) All day All day
June 10	High School Exams – Students High School Records Day – Teachers Elementary and Middle School	AM only (half day) All day All day
June 11 Last Day of School	High School Exams – Students Secondary Records Day – Teachers Elementary and Middle School Students Elementary and Middle School Teachers End of Fourth Quarter – Secondary (46 days) End of Second Semester – Secondary (90 days) End of Third Trimester – Elementary (60 days)	AM only (half day) All day AM only (half day) All day

181 Teacher Days/180 Student Days
30 hours of PD counted as instruction

**CHIPPEWA VALLEY SCHOOLS
SCHOOL CALENDAR 2024-2025**

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August 26	Superintendent's Address Professional Development	8:00-8:30 8:30-2:30
August 27	CVEA Meeting Staff Meeting – Buildings Elementary Sneak Peek (Night of Obligation)	8:00-11:00 1:00-2:30 5:00-7:30
August 28	Professional Development	8:00-2:00
September 3	Classes begin Elementary/Middle School Students Elementary/Middle School Teachers High School Students	AM only (half day) All day All day
October 3	Fall Count Day	
November 27-29	No school – Teachers and Students – Thanksgiving Break	
December 20	All Students and Teachers Holiday Break begins after student dismissal	AM only
January 2	Classes resume	
January 20	No school – Teachers and Students – MLK Jr. Day	
February 12	Spring Count Day	
February 14	All Students and Teachers Mid-Winter Break begins after student dismissal	AM only
February 24	Classes resume	
March 21	All Students and Teachers Spring Break begins after student dismissal	AM only
March 31	Classes Resume	
April 18	No school – Teachers and Students – Good Friday	
May 26	No school – Teachers and Students – Memorial Day	
June 10	High School Students – Exams High School Teachers Elementary/Middle School Students and Teachers	AM only All day All day
June 11	High School Students – Exams High School Teachers Elementary/Middle School Students and Teachers	AM only All day All day
June 12 Last day of school	High School Students – Exams All Students All Teachers	AM only All day

181 Teacher Days/180 Student Days using 30 hours of PD as instruction

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Dates for the following will be determined by a sub-committee of not more than three (3) administrators and three (3) teachers appointed by the Association. All dates must be mutually agreed upon. This committee will meet to determine the following dates:

Parent-Teacher Conferences

- Fall – Two (2) half days and two (2) evenings (5:30-8:00) – Elementary School
- Fall – One (1) half day and two (2) evenings (5:30-8:00) – Middle and High School
- Spring – Two (2) evenings (5:30-8:00) – All levels
 - The Friday following evening conferences will be AM only for students; teachers will not be required to work in the PM.
 - No two levels should have conferences on the same night.

Professional Development

- Days as required by the State using the maximum student instructional time allowed.