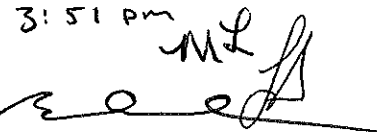


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**LETTER OF UNDERSTANDING BETWEEN
MEA-NEA LOCAL 1, CHIPPEWA VALLEY
AND CHIPPEWA VALLEY SCHOOLS BOARD OF EDUCATION
CONTRACT EXTENSION**

THIS EXTENDED AGREEMENT SHALL UPON RATIFICATION BY BOTH PARTIES BE EFFECTIVE JULY 1, 2018, EXCEPT AS INDICATED HEREIN AND SHALL CONTINUE IN EFFECT UNTIL AUGUST 31, 2020. IT SHALL INCLUDE THE 2006-2010 MASTER AGREEMENT, THE CONTRACT EXTENSION DATED AUGUST 26, 2009, THE CONTRACT EXTENSION DATED JUNE 6, 2011, A LETTER OF UNDERSTANDING DATED FEBRUARY 14, 2013, A LETTER OF UNDERSTANDING DATED MARCH 25, 2013 AND THE LETTER OF UNDERSTANDING DATED FEBRUARY 26, 2016.

ALL CHANGES TO THE PREVIOUS AGREEMENTS SHALL BE INCLUDED IN THIS AGREEMENT EXCEPT AS OTHERWISE INDICATED.

ARTICLE III

G. (NEW 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 at ~~one-fifth (1/5)~~ OF ELEVEN PERCENT (11%) OF HIS/HER ANNUAL BASE SALARY OR \$7,200, WHICHEVER IS GREATER. ~~Of his/her annual base salary, as pro-rated per period.~~ THIS SHALL BE CALCULATED BY MULTIPLYING THE BASE SALARY BY 5.5% PER SEMESTER.

THIS IS LIMITED TO ~~15%~~ 16% OF THE TOTAL NUMBER OF STAFF AT DAKOTA AND CHIPPEWA VALLEY HIGH SCHOOLS INCLUDING BOTH 10-12 AND NINTH GRADE CENTERS. THIS LANGUAGE WILL SUNSET ON AUGUST 30, 2020. 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.

PREP AND LUNCH FOR PART-TIME TEACHERS

% Time Worked	# Classes Taught	Prep	Lunch
1	5	60	30
0.9	5 sem/4 sem	54	27
0.8	4	48	24
0.7	4 sem/3 sem	42	21
0.6	3	36	18
0.5		30	15
0.4	2	24	12
0.3		18	9
0.2	1	12	6
0.1	1 class/1 sem	6	3

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ARTICLE IV

B. Class sizes must be within the contractual maximums within nine (9) school days of the first student day.

CURRENT CONTRACT...SEE SECTION C. ELEMENTARY K-5 STEP I-III AND SECONDARY 6-12 WILL NOT BE IN FORCE FOR THE LIFE OF THE CONTRACT, EXCEPT AS FOLLOWS:

CLASS SIZES IN ARTICLE IV (B) (GRADES 6-12), MAY BE EXCEEDED BY TWO (2) STUDENTS UNLESS IT IS AGREED TO EXCEED CLASS SIZE BY MORE IN WRITING BY THE ASSOCIATION PRESIDENT. TEACHERS WILL BE PAID \$4 PER STUDENT FOR EACH STUDENT OVER 33 IN GRADE 6 AND 34 IN GRADES 7-12. MAXIMUM CLASS SIZE FOR GRADE 6 IS 34. MAXIMUM CLASS SIZE FOR GRADES 7-12 IS 35.

ELEMENTARY CLASSROOMS (K-1) MAY BE OVER BY ONE (1) BEGINNING ON THE FIRST DAY OF SCHOOL. GRADES 2-5 MAY BE OVER BY 2 ON THE FIRST DAY OF SCHOOL. THIS LANGUAGE WILL SUNSET ON AUGUST 30, 2020.

WHEN AN ELEMENTARY STUDENT IS ASSIGNED TO A TEACHER'S CLASS AND CAUSES THAT TEACHER TO BE OVER MAXIMUM CLASS SIZE, THE TEACHER WILL EITHER CHOOSE TO HAVE A PARAPRO FOR ONE HOUR PER STUDENT OR BE PAID \$4.00 PER STUDENT PER HOUR, PRORATED FOR SUCH OVERAGE. THIS ALSO APPLIES TO SPECIALS TEACHERS. CLASS SIZE MAXIMUMS FOR SPECIALS ARE GRADE LEVEL MAXIMUMS.

THIS OVERAGE LANGUAGE MAY ONLY BE USED FOR SCHOOL OF CHOICE AND STUDENTS WITHIN THE ATTENDANCE AREA. IT MAY NOT BE USED TO REASSIGN A STUDENT FROM OUTSIDE THE SCHOOL'S ATTENDANCE AREA.

A SPLIT/BLENDED CLASS MAY BE ASSIGNED A BLEND SUPPORT COACH FOR UP TO THREE (3) HOURS PER DAY. THEY WILL NOT BE PART OF THE BARGAINING UNIT. THEY ARE NOT TO PERFORM ANY DUTIES CURRENTLY PERFORMED BY DISTRICT PARAPROFESSIONALS WHEN THEY ARE A BLEND SUPPORT COACH. THE TEACHER OF THE BLEND MUST SEE ALL STUDENTS IN THE BLEND CLASS OVER THE COURSE OF THE DAY. THE BLEND SUPPORT COACH SHALL NOT BE ASSIGNED TO THE BLEND FOR THE OTHER HALF OF THE DAY. IF NOT USED AS A SUB, THIS PERSON IS TO PROVIDE SUPPORT TO GENERAL EDUCATION CLASSROOM TEACHERS IN THE BUILDING ON A ROTATING BASIS. THE COACH SHALL NOT BE ASSIGNED TO A SPECIAL EDUCATION CLASSROOM, BUT MAY SUPPORT SPECIAL EDUCATION STUDENTS IN A GENERAL EDUCATION CLASS.

A CO-TAUGHT CLASS IS A CLASS TAUGHT BY BOTH A GENERAL EDUCATION TEACHER AND A SPECIAL EDUCATION TEACHER (HIGH SCHOOL, MIDDLE SCHOOL) WHO VOLUNTARILY AGREE TO THIS ARRANGEMENT. NO MORE THAN SEVENTEEN (17) OF THE STUDENTS IN THE CLASS CAN BE IDENTIFIED AS STUDENTS WITH AN IEP, STUDENTS WITH A 504 PLAN IN PLACE, OR STUDENTS IN THE BOTTOM 20%. CLASS SIZE MAXIMUM FOR A CO-TAUGHT CLASS IS 35.

DURING THE LIFE OF THIS CONTRACT, A FACILITIES STUDY WILL BE CONDUCTED TO DETERMINE THE FEASIBILITY OF INCREASED STATIONS/CLASS SIZE IN SCIENCE, CHEMISTRY, PHYSICS, ART, TECH ED, FAMILY/CONSUMER SCIENCES. ALL MUTUALLY AGREED UPON CHANGES WILL BE IMPLEMENTED.

NO BARGAINING UNIT POSITION WILL BE REDUCED OR SUPPLANTED BY ANY WORK BEING DONE BY A NON-BARGAINING UNIT MEMBER IN A GRANT POSITION.

NO TEACHER SHALL BE REQUIRED TO CARRY A GUN IN SCHOOL.

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ARTICLE V

H. If they are an intern for longer than ~~one (1) semester~~ TWO (2)-SCHOOL YEARS their job will be posted ...Current Contract THIS IS LIMITED TO FOUR (4) POSITIONS FOR EACH SCHOOL YEAR. ANY INTERN MUST RETURN TO THEIR CLASSROOM AFTER TWO YEARS AND STAY IN THE CLASSROOM FOR ONE (1) SCHOOL YEAR IN ORDER TO BE ELIGIBLE TO BECOME AN INTERN AGAIN. A SUBSTITUTE TEACHER WILL BE PLACED IN THE CLASSROOM FROM WHICH THEY WERE RELEASED FOR UP TO TWO (2) YEARS. IF THE TEACHER REMAINS AN INTERN AFTER TWO (2) YEARS, THEY WILL RETURN TO ANY VACANCY FOR WHICH THEY ARE CERTIFIED AND HIGHLY QUALIFIED. THE SUBSTITUTE, WHICH WAS ASSIGNED TO THEIR CLASSROOM/ASSIGNMENT, WILL BE PLACED IN A DIFFERENT CLASSROOM FOR WHICH THE RELEASED TEACHER IS CERTIFIED AND HIGHLY QUALIFIED. IN THE 2019-20 SCHOOL YEAR ONLY ONE (1) OF THE INTERNS MAY HAVE BEEN AN INTERN IN THE PAST. THIS LANGUAGE WILL SUNSET ON AUGUST 30, 2020.

ARTICLE VIII

I....No discrimination shall ever be shown by school personnel or the Board toward any teacher because of race, religion, COLOR, NATIONAL ORIGIN, ANCESTRY, GENETICS, SEX (INCLUDING BUT NOT LIMITED TO SEXUAL ORIENTATION, GENDER IDENTITY) AGE, DISABILITY, HEIGHT, WEIGHT, MARITAL STATUS, or political activities or beliefs.
J. The provisions...and without regard to race, creed, religion, color, national origin, age, sex, ~~or~~ marital status. ANCESTRY, GENETICS, SEX (INCLUDING BUT NOT LIMITED TO SEXUAL ORIENTATION, GENDER IDENTITY) DISABILITY, HEIGHT, WEIGHT, OR POLITICAL ACTIVITIES OR BELIEFS.
K. The Association agrees...regardless of race, creed, religion, color, national origin, age, sex, ~~or~~ marital status. GENETICS, SEX (INCLUDING BUT NOT LIMITED TO SEXUAL ORIENTATION, GENDER IDENTITY) DISABILITY, HEIGHT, WEIGHT, OR MARITAL STATUS

ARTICLE XV

NEW C.5. FOR 2018-19 AND 2019-20, THE BOARD MAY CHOOSE TO RELEASE UP TO 8 FTE TEACHERS TO ASSIST IN CURRICULUM INSTRUCTION AND/OR CURRICULUM DEVELOPMENT, AND/OR INSTRUCTIONAL TECHNOLOGY. THESE TEACHERS WILL BE SELECTED BY THE BOARD. THESE TEACHERS ARE NOT TO BE CONSIDERED TEACHER LEADERS FOR PURPOSES OF EVALUATION. A SUBSTITUTE TEACHER WILL BE PLACED IN THE CLASSROOM FROM WHICH THEY WERE RELEASED FOR UP TO TWO (2) YEARS. IF THE TEACHER REMAINS A CURRICULAR LEADER AFTER TWO (2) YEARS, THEY WILL RETURN TO ANY VACANCY FOR WHICH THEY ARE CERTIFIED AND HIGHLY QUALIFIED. THE SUBSTITUTE, WHICH WAS ASSIGNED TO THEIR CLASSROOM, WILL BE PLACED IN A DIFFERENT CLASSROOM FOR WHICH THE RELEASED TEACHER IS CERTIFIED AND HIGHLY QUALIFIED. IN THE 2019-20 SCHOOL YEAR ONLY, FOUR (4) OF THE CURRICULAR LEADERS MAY HAVE BEEN A CURRICULAR LEADER IN THE PAST. THIS LANGUAGE WILL SUNSET ON AUGUST 30, 2020.

ARTICLE XXIV

~~d. A teacher on an unpaid leave during an Act of God day receives no compensation.~~
Old f becomes d.
NEW E. A TEACHER WHO IS IN A DOCK STATUS SHALL NOT BE DOCKED FOR AN ACT OF GOD DAY.
NEW F. IF A TEACHER IS ON FMLA DURING AN ACT OF GOD DAY, THEN THEY ARE NOT DOCKED FOR THE ACT OF GOD DAY. IF THEY EXTEND THEIR FMLA BY THE ACT OF GOD DAY(S) THEY WILL BE DOCKED FOR THE EXTENDED DAYS.

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ARTICLE XXV

EXPERIENCE CREDIT SHALL BE GRANTED FOR DAYS WORKED. DAYS WORKED WILL BE DEFINED AS:

- SICK OR PERSONAL DAYS
- JURY DUTY
- SICK BANK DAYS
- WORKERS COMPENSATION DAYS
- DEATH LEAVE
- ASSOCIATION BUSINESS DAYS/ASSOCIATION RELEASE TIME
- PAID FMLA
- SCHOOL BUSINESS DAYS

SALARY INCREMENTS SHALL NOT OCCUR FOR THE FOLLOWING:

- STUDY LEAVE
- GENERAL LEAVE
- MATERNITY LEAVE (UNPAID)
- LAYOFF
- SHORT TERM LEAVE
- TIME ON SHORT-TERM OR LONG-TERM DISABILITY
- ANY UNPAID LEAVE OF ABSENCE

Starting with the 1979-80..., if a teacher has ~~been employed at least forty-six (46) working days of a semester~~ WORKED 50.5% OF THE SCHOOL YEAR THEY WILL RECEIVE EXPERIENCE CREDIT FOR THE YEAR. FOR EXAMPLE, IF THERE WERE 183 TEACHER DAYS IN A YEAR, THE TEACHER WOULD HAVE TO WORK 92.5 DAYS TO RECEIVE FULL EXPERIENCE CREDIT. IF THEY WORKED AT LEAST 50.5% OF THE DAYS IN A SEMESTER, THEY WOULD RECEIVE EXPERIENCE CREDIT FOR THE SEMESTER.

ANY TEACHER WHO WORKED PART TIME IN THE DISTRICT IN 2017-18 AND MEETS THE ABOVE CRITERIA WILL RECEIVE EXPERIENCE CREDIT. AFTER RATIFICATION OF THE TENTATIVE AGREEMENT, THE ASSOCIATION AND BOARD SHALL DETERMINE THE APPROPRIATE STEP PLACEMENT FOR ALL TEACHERS WHO HAVE WORKED PART-TIME BASED ON THE ABOVE CRITERIA.

P. For the...shall be ~~two percent (0.02)~~. FOR THE 2018-19, and 2019-20 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

APPENDIX B

2017-18 SALARY- ALL TEACHERS WHO WORKED 50.5% OF THE 2016-17 SCHOOL YEAR AND ARE WORKING IN THE 2017-18 SCHOOL YEAR WILL RECEIVE A LUMP SUM OF 2.13% OF THEIR 2017-18 BASE SALARY. SUCH PAYMENT WILL BE MADE BY JUNE 30, 2018.

2018-2019 SALARY SCHEDULE: THE TEACHER SHALL MOVE ON THE SALARY SCHEDULE BASED ON HIRE/SENIORITY DATE/ADJUSTED SENIORITY DATE AND CURRENT PAY STEP. (SEE ATTACHED MOVEMENT SCHEDULE) TEACHERS MOVING TO ANOTHER STEP IN THE SECOND SEMESTER WILL BE PAID FOR THAT STEP FOR THE SECOND SEMESTER ONLY. BASED ON THE ATTACHED FUNDING/ENROLLMENT VARIANCE FORMULA, THERE MAY BE AN OFF-SCHEDULE LUMP SUM PAYMENT. TRACK CHANGES (DEGREE/HOURS) IN THE SALARY SCHEDULE WILL CONTINUE.

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TEACHERS AT THE TOP STEP IN THE 2017-18 SCHOOL YEAR WILL RECEIVE A 3% OFF SCHEDULE LUMP SUM PAYMENT IN THE DECEMBER 15, 2018, PAYCHECK. A cost-of-living adjustment shall be paid at the conclusion of the 2018-19 school year pursuant to the terms of the Cost-of-living language capped at zero percent (0%).

2019-20 SALARY SCHEDULE: THE TEACHER SHALL MOVE ON THE SALARY SCHEDULE BASED ON HIRE/SENIORITY DATE/ADJUSTED SENIORITY DATE AND CURRENT PAY STEP. (SEE ATTACHED MOVEMENT SCHEDULE)

TRACK CHANGES (DEGREE/HOURS) IN THE SALARY SCHEDULE WILL CONTINUE.

BASED ON THE ATTACHED FUNDING/ENROLLMENT VARIANCE FORMULA, THERE MAY BE AN OFF-SCHEDULE LUMP SUM PAYMENT. TEACHERS AT THE TOP STEP IN THE 2018-19 SCHOOL YEAR WILL RECEIVE A 1.5% OFF SCHEDULE LUMP SUM PAYMENT IN THE DECEMBER 15, 2019, PAYCHECK. A cost-of-living adjustment shall be paid at the conclusion of the 2019-20 school year pursuant to the terms of the Cost-of-living language capped at zero percent (0%).

~~(g)....If the teacher teaches more than 50% of the normal teaching load or GREATER, he shall receive a full year's credit on the salary schedule. If he/she is teaching 50% or less than the normal teaching load, he /SHE shall receive a one-half(1/2) year's credit on the salary schedule.~~

APPENDIX B 1

CLARIFY SPONSORS -WHERE SCHEDULE B INDICATES "SPONSORS" THE MAXIMUM NUMBER IS 2
 -IF THE CONTRACT SAYS "SPONSOR" AND MORE THAN ONE (1) PERSON SHARES
 THE ACTIVITY, THE STIPEND WILL BE SPLIT BETWEEN THE SPONSORS

IF THERE IS A CLASS FOR NEWSPAPER AND/OR YEARBOOK, THERE WILL NO STIPEND
IF A CURRICULAR CLUB (DEBATE, FORENSICS, ETC.) IS REPLACED BY JOINT AGREEMENT OF THE ASSOCIATION AND BOARD, IT HAS TO BE REVIEWED EACH YEAR. IF THERE IS A SPONSOR FOR THE CURRICULAR CLUB, IT WILL BE REINSTATED.

FACILITATOR OF STUDENT ACTIVITIES STIPEND INCLUDES 3% TO ASSIST IN RUNNING STUDENT GOVERNMENT. SHOULD THE FACILITATOR OF STUDENT ACTIVITIES CHOOSE NOT TO BE INVOLVED IN STUDENT GOVERNMENT, THE STIPEND WILL BE REDUCED BY 3% AND ANOTHER STUDENT GOVERNMENT ADVISOR WILL RECEIVE 3%.

HOMEBOUND \$30/HOUR (45 MINUTE TEACHING/15 MINUTE TRAVEL TIME)
 MILEAGE PAID AT IRS RATE

SEAT TIME WAIVER (21f) PAID AT \$30/HOUR WITH A 2 HOUR PER WEEK MAXIMUM PER STUDENT

CHIPPEWA VALLEY SCHOOLS
SCHOOL CALENDAR 2019-20

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August 26	Teacher Association Meeting Teacher Professional Development PM Sneak Peek, if held, can only be this day
September 3	Classes Begin-All Students Attend in the AM only Teacher Professional Development PM
November 5	Teacher Professional Development – All Day
November 27- December 1	Thanksgiving Break
December 20	Students and Teachers Attend in the AM Only Holiday Break Begins After Student Dismissal
January 6	Classes Resume
January 20	No School All Students - Martin Luther King Day Teacher Professional Development Day
February 14	Students and Teachers Attend in the AM only Mid-Winter Break Begins After Student Dismissal
February 24	Classes resume
April 3	All Students and Teachers attend in the AM only Spring Break Begins After Student Dismissal
April 13	Classes Resume
May 25	Memorial Day - No School All Students and Teachers
June 16	Last Day of School

This calendar includes 180 student days with 1098 hours of instruction, if needed for full state aid. It also includes 183 teacher days.

A committee of three (3) administrators appointed by the Superintendent and three (3) teachers appointed by the Association President will determine dates for conferences, exams, and Professional Development days

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Hire Year	Step should be in 17-18	Loss as of 17-18	Current 17-18 Step	Step 18-19 Semester 1	Step 18-19 Semester 2	Step 19-20	Step should be in 19-20	Steps Gained over Contract 18-20	Loss at end of 19-20 Contract
2018-19	N/A	N/A	N/A	0	0	0.5	1	0.5	-0.5
2017-18	0	0	0	0.5	1	1.5	2	1.5	-0.5
2016-17	1	-0.5	0.5	1.5	2	2.5	3	2.5	-0.5
2015-16	2	-1.5	0.5	1.5	2	3	4	2.5	-1
2014-15	3	-1.5	1.5	2.5	3	4	5	2.5	-1
2013-14	4	-2.5	1.5	4	4	4.5	6	3	-1.5
2012-13	5	-2.5	2.5	4.5	5	5.5	7	3	-1.5
2011-12	6	-3.5	2.5	4.5	5	6.5	8	4	-1.5
2010-11	7	-3.5	3.5	5	6	7.5	9	4	-1.5
2009-10	8	-3.5	4.5	6	7	8.5	10	4	-1.5
2008-09	9	-3.5	5.5	7	8	9.5	11	4	-1.5
2007-08	10	-3.5	6.5	8	9	10	11	3.5	-1
2006-07	11	-3.5	7.5	8.5	9	10	11	2.5	-1
2005-06	11	-2.5	8.5	11	11	11	11	2.5	0
2004-05	11	-2.5	8.5	11	11	11	11	2.5	0
2003-04	11	-1.5	9.5	11	11	11	11	1.5	0
2002-03	11	-1.5	9.5	11	11	11	11	1.5	0
2001-02	11	-0.5	10.5	11	11	11	11	0.5	0

CHIPPEWA VALLEY SCHOOLS

SALARY SCHEDULE

2017/18 SCHOOL YEAR

CHIPPEWA VALLEY SCHOOLS

2017/18 OFF SCHEDULE PAYMENT

2.13%

Step	BA	BA + Voc	MA	MA + 30	2nd MA/	SPEC	PHD/EDD	Step	BA	BA + Voc	MA	MA + 30	2nd MA/	SPEC	PHD/EDD
0	\$ 38,635	\$ 43,569	\$ 45,402	\$ 47,232	\$ 49,061	\$ 51,357		0	\$ 823	\$ 928	\$ 967	\$ 1,006	\$ 1,045	\$ 1,094	
0.5	\$ 40,424	\$ 45,359	\$ 47,191	\$ 49,020	\$ 50,811	\$ 53,145		0.5	\$ 861	\$ 966	\$ 1,005	\$ 1,044	\$ 1,082	\$ 1,132	
1	\$ 42,213	\$ 47,149	\$ 48,983	\$ 50,811	\$ 52,640	\$ 54,936		1	\$ 899	\$ 1,004	\$ 1,043	\$ 1,082	\$ 1,121	\$ 1,170	
1.5	\$ 44,681	\$ 48,061	\$ 49,899	\$ 51,721	\$ 53,791	\$ 56,529		1.5	\$ 952	\$ 1,024	\$ 1,063	\$ 1,102	\$ 1,146	\$ 1,204	
2	\$ 47,149	\$ 48,983	\$ 50,811	\$ 52,640	\$ 54,936	\$ 58,132		2	\$ 1,004	\$ 1,043	\$ 1,082	\$ 1,121	\$ 1,170	\$ 1,238	
2.5	\$ 48,061	\$ 49,899	\$ 51,961	\$ 53,791	\$ 56,071	\$ 59,963		2.5	\$ 1,024	\$ 1,063	\$ 1,107	\$ 1,146	\$ 1,194	\$ 1,277	
3	\$ 48,983	\$ 50,811	\$ 53,101	\$ 54,936	\$ 57,221	\$ 61,795		3	\$ 1,043	\$ 1,082	\$ 1,131	\$ 1,170	\$ 1,219	\$ 1,316	
3.5	\$ 49,899	\$ 51,961	\$ 54,705	\$ 56,528	\$ 58,820	\$ 63,628		3.5	\$ 1,063	\$ 1,107	\$ 1,165	\$ 1,204	\$ 1,253	\$ 1,355	
4	\$ 50,811	\$ 53,101	\$ 56,301	\$ 58,132	\$ 60,422	\$ 65,464		4	\$ 1,082	\$ 1,131	\$ 1,199	\$ 1,238	\$ 1,287	\$ 1,394	
4.5	\$ 52,184	\$ 54,466	\$ 58,133	\$ 59,963	\$ 62,255	\$ 67,295		4.5	\$ 1,112	\$ 1,160	\$ 1,238	\$ 1,277	\$ 1,326	\$ 1,433	
5	\$ 53,552	\$ 55,846	\$ 59,965	\$ 61,795	\$ 64,085	\$ 69,122		5	\$ 1,141	\$ 1,190	\$ 1,277	\$ 1,316	\$ 1,365	\$ 1,472	
5.5	\$ 54,936	\$ 57,220	\$ 61,795	\$ 63,848	\$ 66,149	\$ 70,960		5.5	\$ 1,170	\$ 1,219	\$ 1,316	\$ 1,360	\$ 1,409	\$ 1,511	
6	\$ 56,301	\$ 58,584	\$ 63,618	\$ 65,912	\$ 68,204	\$ 72,777		6	\$ 1,199	\$ 1,248	\$ 1,355	\$ 1,404	\$ 1,453	\$ 1,550	
6.5	\$ 57,681	\$ 59,963	\$ 65,689	\$ 67,979	\$ 70,271	\$ 74,845		6.5	\$ 1,229	\$ 1,277	\$ 1,399	\$ 1,448	\$ 1,497	\$ 1,594	
7	\$ 59,010	\$ 61,341	\$ 67,743	\$ 70,038	\$ 72,317	\$ 76,901		7	\$ 1,257	\$ 1,307	\$ 1,443	\$ 1,492	\$ 1,540	\$ 1,638	
7.5	\$ 60,652	\$ 62,947	\$ 69,805	\$ 72,330	\$ 74,608	\$ 79,194		7.5	\$ 1,292	\$ 1,341	\$ 1,487	\$ 1,541	\$ 1,589	\$ 1,687	
8	\$ 62,248	\$ 64,541	\$ 71,868	\$ 74,620	\$ 76,902	\$ 81,478		8	\$ 1,326	\$ 1,375	\$ 1,531	\$ 1,589	\$ 1,638	\$ 1,736	
8.5	\$ 64,309	\$ 66,597	\$ 74,385	\$ 76,902	\$ 79,194	\$ 83,993		8.5	\$ 1,370	\$ 1,419	\$ 1,584	\$ 1,638	\$ 1,687	\$ 1,789	
9	\$ 66,375	\$ 68,657	\$ 76,902	\$ 79,186	\$ 81,478	\$ 86,515		9	\$ 1,414	\$ 1,462	\$ 1,638	\$ 1,687	\$ 1,736	\$ 1,843	
9.5	\$ 67,517	\$ 69,807	\$ 79,419	\$ 81,708	\$ 83,993	\$ 88,798		9.5	\$ 1,438	\$ 1,487	\$ 1,692	\$ 1,740	\$ 1,789	\$ 1,891	
10	\$ 68,843	\$ 71,147	\$ 81,932	\$ 84,228	\$ 86,515	\$ 91,094		10	\$ 1,466	\$ 1,515	\$ 1,745	\$ 1,794	\$ 1,843	\$ 1,940	
10.5			\$ 84,447	\$ 86,742	\$ 89,032	\$ 95,381		10.5			\$ 1,799	\$ 1,848	\$ 1,896	\$ 2,032	
11			\$ 87,161	\$ 89,443	\$ 91,723	\$ 96,310		11			\$ 1,857	\$ 1,905	\$ 1,954	\$ 2,051	

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**Chippewa Valley Schools
Negotiated Formula Distribution
2018/19 and 2019/20 School Years**

For both the 2018/19 and 2019/20 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 payment. The lump sum payment will not be subject to retirement and will be reduced by FICA taxes. There will be no distribution for total distribution amounts below zero. If there is an unanticipated shift in categorical, grant and/or foundation allowance funding, the District and Association will meet to discuss the impact, if any, on the lump sum formula distribution.

Formula:

$$\text{Foundation Allowance} * (\text{Actual Blended Enrollment} - \text{Projected Blended Enrollment}) * 66\%$$

Plus

$$\text{Actual Blended Enrollment} * (\text{Actual Per Pupil Unrestricted Foundation Allowance} - \text{Projected Per Pupil Unrestricted Foundation Allowance}) * 66\%$$

Times 50% =

Amount to be distributed to employees before taxes

	2018/19	2019/20
Projected Blended Enrollment FTE	16,082	15,911
Projected State Unrestricted Funding Per Pupil	\$7,871	\$7,991

Example 1:

Actual Blended Enrollment FTE 16,000 16,000

Projected Blended Enrollment FTE 16,082 15,911

Actual State Unrestricted Funding Per Pupil \$7,921 \$7,921

Projected State Unrestricted Funding Per Pupil \$7,871 \$7,991

18/19 = $(\$7,921 * (16,000 - 16,082) * 66\%) + (16,000 * (\$7,921 - \$7,871) * 66\%) = -\$428,685 + \$528,000 = \$99,316 @ 50\% = \$49,658$ to be distributed

19/20 = $(\$8,011 * (16,000 - 15,911) * 66\%) + (16,000 * (\$8,011 - \$7,991) * 66\%) = \$470,566 + \$211,200 = \$681,766 @ 50\% = \$340,883$ to be distributed

Example 2:

Actual Blended Enrollment FTE 16,000 15,800

Projected Blended Enrollment FTE 16,082 15,911

Actual State Unrestricted Funding Per Pupil \$7,901 \$8,051

Projected State Unrestricted Funding Per Pupil \$7,871 \$7,991

18/19 = $(\$7,901 * (16,000 - 16,082) * 66\%) + (16,000 * (\$7,901 - \$7,871) * 66\%) = -\$427,602 + \$316,800 = -\$110,802 @ 50\% = \$0$ to be distributed

19/20 = $(\$8,051 * (15,800 - 15,911) * 66\%) + (15,800 * (\$8,051 - \$7,991) * 66\%) = -\$589,816 + \$625,680 = \$35,864 @ 50\% = \$17,932$ to be distributed