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5-31-23  
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TENTATIVE AGREEMENT  
Between  
CHIPPEWA VALLEY SCHOOLS (CVS)  
And  
ORGANIZATION OF ADMINISTRATORS OF CHIPPEWA VALLEY SCHOOLS (OACVS)

ARTICLE XVI

COMPENSATION AND FRINGE BENEFITS

It is agreed that all remains as in the 2021-24 contract except as indicated below and upon ratification by both parties be effective May 31, 2023, and continue in effect through June 30, 2026.

- a) 4% of base salary off schedule bonus retention payment (not subject to retirement), included on the June 30, 2023, payroll based on the 2022-2023 base salary schedule for OACVS members employed by the District on May 24, 2023.
- b) For 2023-2024 the salary schedule for building administrators WILL INCREASE by 3% and all building administrators will receive 3.0% of their base salary scheduled bonus retention payment (not subject to retirement) IN THE DECEMBER 15, 2023, PAYCHECK. This bonus retention payment is for those members that are employed by the District on November 15, 2023.
- c) For 2023-2024 administrators WILL MOVE ONE STEP on the salary schedule based on hire date within current classification.
- d) For 2023-2024 – 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.
- e) For 2024-2025 the salary schedule for building administrators WILL INCREASE by 3% and all building administrators will receive 3.0% of their base salary scheduled bonus retention payment (not subject to retirement) IN THE DECEMBER 15, 2024, PAYCHECK. This bonus retention payment is for those members that are employed by the District on November 13, 2024.
- f) For 2024-2025 administrators WILL MOVE ONE STEP on the salary schedule based on hire date within current classification.
- g) For 2024-2025 – 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.
- h) For 2025-2026 all building administrators will receive 3.0% of their base salary scheduled bonus retention payment (not subject to retirement) IN THE DECEMBER 15, 2025, PAYCHECK. This bonus retention payment is for those members that are employed by the District on November 12, 2025.
- i) For 2025-2026 administrators WILL MOVE ONE STEP on the salary schedule based on hire date within current classification.


26  
5-31-23

- j) For 2025-2026 – 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.
  
- k) Upon expiration of this agreement, the status quo for salary will be the amount Administrators were paid in 2025-26. Any additional step movement for 2026-27 or thereafter will be determined by the successor agreement.

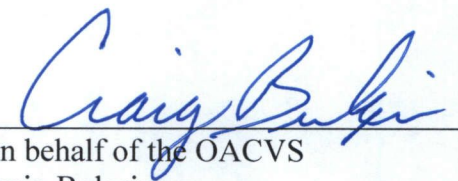
S. Longevity Payments

Longevity is calculated on continuous employment time in the District. The longevity schedule will be as follows:

7-11 years	\$1,500-\$1,700
12-16 years	\$2,100-\$2,300
17-21 years	\$2,700-\$2,900
22-26 years	\$3,300-\$3,500
27-31 years	\$3,900-\$4,100

  
\_\_\_\_\_  
On behalf of the District  
Dr. Adam Blanchard  
Assistant Supt of HR

5-31-2023  
Date

  
\_\_\_\_\_  
On behalf of the OACVS  
Craig Bulgrin  
Principal

5-31-2023  
Date

5-31-23  
 5-31-23

2023-24 Building Administrator Salary Schedule

2023-24 Building Administrator Lump Sum Schedule

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<u>Elem/MS Asst Princ</u>								
Master	\$98,378	\$100,276	\$102,173	\$104,071	\$105,969	\$107,866	\$109,764	\$111,661
Ed Spec	\$101,888	\$103,810	\$105,733	\$107,656	\$109,579	\$111,502	\$113,425	\$115,348
Doctorate	\$104,220	\$106,139	\$108,059	\$109,978	\$111,898	\$113,818	\$115,737	\$117,657
<u>HS Asst Principal</u>								
Master	\$100,335	\$102,172	\$104,008	\$105,845	\$107,681	\$109,518	\$111,354	\$113,191
Ed Spec	\$104,012	\$105,851	\$107,689	\$109,527	\$111,366	\$113,204	\$115,042	\$116,880
Doctorate	\$106,314	\$108,153	\$109,991	\$111,830	\$113,669	\$115,508	\$117,347	\$119,186
<u>9th Grade Center Princ.</u>								
Master	\$102,844	\$104,874	\$106,904	\$108,934	\$110,964	\$112,994	\$115,023	\$117,053
Ed Spec	\$106,474	\$108,512	\$110,551	\$112,589	\$114,627	\$116,665	\$118,704	\$120,742
Doctorate	\$108,744	\$110,788	\$112,832	\$114,876	\$116,920	\$118,964	\$121,008	\$123,052
<u>Elem Principal</u>								
Master	\$102,844	\$105,209	\$107,573	\$109,937	\$112,301	\$114,665	\$117,029	\$119,393
Ed Spec	\$106,474	\$108,858	\$111,241	\$113,624	\$116,008	\$118,391	\$120,775	\$123,158
Doctorate	\$108,744	\$111,140	\$113,535	\$115,930	\$118,325	\$120,720	\$123,115	\$125,511
<u>MS Principal</u>								
Master	\$108,754	\$111,182	\$113,611	\$116,039	\$118,468	\$120,897	\$123,325	\$125,754
Ed Spec	\$112,270	\$114,723	\$117,176	\$119,629	\$122,083	\$124,536	\$126,989	\$129,442
Doctorate	\$114,469	\$116,938	\$119,407	\$121,875	\$124,344	\$126,813	\$129,282	\$131,750
<u>HS Principal</u>								
Master	\$114,935	\$117,447	\$119,960	\$122,472	\$124,984	\$127,497	\$130,009	\$132,522
Ed Spec	\$118,442	\$120,980	\$123,519	\$126,058	\$128,596	\$131,135	\$133,674	\$136,212
Doctorate	\$120,632	\$123,186	\$125,740	\$128,295	\$130,849	\$133,404	\$135,958	\$138,512

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	\$2,951	\$3,008	\$3,065	\$3,122	\$3,179	\$3,236	\$3,293	\$3,350
	\$3,057	\$3,114	\$3,172	\$3,230	\$3,287	\$3,345	\$3,403	\$3,460
	\$3,127	\$3,184	\$3,242	\$3,299	\$3,357	\$3,415	\$3,472	\$3,530
	\$3,010	\$3,065	\$3,120	\$3,175	\$3,230	\$3,286	\$3,341	\$3,396
	\$3,120	\$3,176	\$3,231	\$3,286	\$3,341	\$3,396	\$3,451	\$3,506
	\$3,189	\$3,245	\$3,300	\$3,355	\$3,410	\$3,465	\$3,520	\$3,576
	\$3,085	\$3,146	\$3,207	\$3,268	\$3,329	\$3,390	\$3,451	\$3,512
	\$3,194	\$3,255	\$3,317	\$3,378	\$3,439	\$3,500	\$3,561	\$3,622
	\$3,262	\$3,324	\$3,385	\$3,446	\$3,508	\$3,569	\$3,630	\$3,692
	\$3,085	\$3,156	\$3,227	\$3,298	\$3,369	\$3,440	\$3,511	\$3,582
	\$3,194	\$3,266	\$3,337	\$3,409	\$3,480	\$3,552	\$3,623	\$3,695
	\$3,262	\$3,334	\$3,406	\$3,478	\$3,550	\$3,622	\$3,693	\$3,765
	\$3,263	\$3,335	\$3,408	\$3,481	\$3,554	\$3,627	\$3,700	\$3,773
	\$3,368	\$3,442	\$3,515	\$3,589	\$3,662	\$3,736	\$3,810	\$3,883
	\$3,434	\$3,508	\$3,582	\$3,656	\$3,730	\$3,804	\$3,878	\$3,953
	\$3,448	\$3,523	\$3,599	\$3,674	\$3,750	\$3,825	\$3,900	\$3,976
	\$3,553	\$3,629	\$3,706	\$3,782	\$3,858	\$3,934	\$4,010	\$4,086
	\$3,619	\$3,696	\$3,772	\$3,849	\$3,925	\$4,002	\$4,079	\$4,155

5-31-23  
5-31-23

2024-25 and 2025-26 Building Administrator Salary Schedule

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<u>Elem/MS Asst Princ</u>								
Master	\$101,329	\$103,284	\$105,238	\$107,193	\$109,147	\$111,102	\$113,056	\$115,011
Ed Spec	\$104,945	\$106,925	\$108,906	\$110,886	\$112,867	\$114,847	\$116,828	\$118,808
Doctorate	\$107,347	\$109,324	\$111,301	\$113,278	\$115,255	\$117,232	\$119,210	\$121,187
<u>HS Asst Principal</u>								
Master	\$103,345	\$105,237	\$107,128	\$109,020	\$110,912	\$112,803	\$114,695	\$116,587
Ed Spec	\$107,132	\$109,026	\$110,919	\$112,813	\$114,706	\$116,600	\$118,493	\$120,386
Doctorate	\$109,503	\$111,397	\$113,291	\$115,185	\$117,080	\$118,974	\$120,868	\$122,762
<u>9th Grade Center Princ.</u>								
Master	\$105,929	\$108,020	\$110,111	\$112,202	\$114,292	\$116,383	\$118,474	\$120,565
Ed Spec	\$109,668	\$111,768	\$113,867	\$115,967	\$118,066	\$120,165	\$122,265	\$124,364
Doctorate	\$112,006	\$114,112	\$116,217	\$118,322	\$120,428	\$122,533	\$124,638	\$126,744
<u>Elem Principal</u>								
Master	\$105,929	\$108,364	\$110,799	\$113,235	\$115,670	\$118,105	\$120,540	\$122,975
Ed Spec	\$109,668	\$112,123	\$114,578	\$117,033	\$119,488	\$121,943	\$124,398	\$126,853
Doctorate	\$112,006	\$114,473	\$116,941	\$119,408	\$121,875	\$124,342	\$126,809	\$129,276
<u>MS Principal</u>								
Master	\$112,017	\$114,518	\$117,019	\$119,521	\$122,022	\$124,524	\$127,025	\$129,527
Ed Spec	\$115,638	\$118,165	\$120,692	\$123,218	\$125,745	\$128,272	\$130,799	\$133,325
Doctorate	\$117,903	\$120,446	\$122,989	\$125,531	\$128,074	\$130,617	\$133,160	\$135,703
<u>HS Principal</u>								
Master	\$118,383	\$120,971	\$123,559	\$126,146	\$128,734	\$131,322	\$133,910	\$136,498
Ed Spec	\$121,995	\$124,610	\$127,225	\$129,839	\$132,454	\$135,069	\$137,684	\$140,298
Doctorate	\$124,251	\$126,882	\$129,513	\$132,144	\$134,775	\$137,406	\$140,036	\$142,667

2024-25 and 2025-26 Building Administrator Lump Sum Schedule

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Master	\$3,040	\$3,099	\$3,157	\$3,216	\$3,274	\$3,333	\$3,392	\$3,450
Ed Spec	\$3,148	\$3,208	\$3,267	\$3,327	\$3,386	\$3,445	\$3,505	\$3,564
Doctorate	\$3,220	\$3,280	\$3,339	\$3,398	\$3,458	\$3,517	\$3,576	\$3,636
<u>HS Asst Principal</u>								
Master	\$3,100	\$3,157	\$3,214	\$3,271	\$3,327	\$3,384	\$3,441	\$3,498
Ed Spec	\$3,214	\$3,271	\$3,328	\$3,384	\$3,441	\$3,498	\$3,555	\$3,612
Doctorate	\$3,285	\$3,342	\$3,399	\$3,456	\$3,512	\$3,569	\$3,626	\$3,683
<u>9th Grade Center Princ.</u>								
Master	\$3,178	\$3,241	\$3,303	\$3,366	\$3,429	\$3,491	\$3,554	\$3,617
Ed Spec	\$3,290	\$3,353	\$3,416	\$3,479	\$3,542	\$3,605	\$3,668	\$3,731
Doctorate	\$3,360	\$3,423	\$3,487	\$3,550	\$3,613	\$3,676	\$3,739	\$3,802
<u>Elem Principal</u>								
Master	\$3,178	\$3,251	\$3,324	\$3,397	\$3,470	\$3,543	\$3,616	\$3,689
Ed Spec	\$3,290	\$3,364	\$3,437	\$3,511	\$3,585	\$3,658	\$3,732	\$3,806
Doctorate	\$3,360	\$3,434	\$3,508	\$3,582	\$3,656	\$3,730	\$3,804	\$3,878
<u>MS Principal</u>								
Master	\$3,360	\$3,436	\$3,511	\$3,586	\$3,661	\$3,736	\$3,811	\$3,886
Ed Spec	\$3,469	\$3,545	\$3,621	\$3,697	\$3,772	\$3,848	\$3,924	\$4,000
Doctorate	\$3,537	\$3,613	\$3,690	\$3,766	\$3,842	\$3,919	\$3,995	\$4,071
<u>HS Principal</u>								
Master	\$3,551	\$3,629	\$3,707	\$3,784	\$3,862	\$3,940	\$4,017	\$4,095
Ed Spec	\$3,660	\$3,738	\$3,817	\$3,895	\$3,974	\$4,052	\$4,131	\$4,209
Doctorate	\$3,728	\$3,806	\$3,885	\$3,964	\$4,043	\$4,122	\$4,201	\$4,280

03  
5-31-23  
06  
5-31-23

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

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

**Formula:**

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

Plus

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

Times 50% =

Amount to be distributed to employees before taxes

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

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

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

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

**Example 2:**

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