

TENTATIVE AGREEMENT

Between

CHIPPEWA VALLEY SCHOOLS (CVS)

And

CHIPPEWA VALLEY CHAPTER 1884.13, PARAPROFESSIONALS/MONITORS UNION AFSCME
MICHIGAN 925

It is agreed that all provisions of the 2023-26 Collective Bargaining Agreement remain in full force and in effect with the following modifications as indicated below and upon ratification by both parties be effective July 1, 2025 and continue in effect through June 30, 2028.

SALARY:

The Salary Schedule has been adjusted for the 2025/26 and for the 2026-28 school years, see attached.

For the 2025/26 school year

- Employees will receive one step the improved 2025/26 salary schedule if employed by the District by January 31st of the prior school year.
- A 3% retention bonus payment based on base wages earned for 2025/26 (not subject to retirement) will be paid on June 30, 2026 for Association members employed by the district on the last student day for the 2025/26 school year.
- There may be an additional off schedule bonus payment (not subject to retirement) based on a funding/enrollment variance formula paid by June 30th.

For the 2026/27 school year

- Employees will receive one step on the improved 2026-28 salary schedule if employed by the District by January 31st of the prior school year.
- 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.

For the 2027/28 school year

- Eligible employees will move one (1) full step if employed by the District by January 31st of the prior school year.
- A 3% retention bonus payment based on base wages earned for 2025/26 (not subject to retirement) will be paid on June 30, 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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12/19/24

of
1/19/24

Article I - Recognition

ADD **SECTION A** TO CURRENT LANGUAGE

ADD THE BELOW AS **SECTION B**

If any provisions of this agreement or any application of the agreement to any Employee or group of Employees shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

Article 13 – Vacancies and Temporary Assignments A (2a-3)

Promotions to positions within the bargaining unit will be made on the basis of qualifications, **SKILLS, ATTENDANCE AND EVALUATIONS** . Seniority shall be the determining factor for selecting from among candidates considered equally qualified for the position by the employer.

Article 13 – Vacancies and Temporary Assignments F – Involuntary Transfer – add d.

EMPLOYEES ASSIGNED AS A ONE-TO-ONE, WITH A STUDENT, MAY BE REMOVED FROM THEIR ASSIGNMENT AND PLACED INTO A POSITION THAT HAS LESS IMPACT TO STUDENTS FOR COMPARABLE HOURS, IF THEY HAVE EXCESSIVE ABSENCES AT THE DISCRETION OF THE DISTRICT. THIS MAY INCLUDE ABSENCES FOR ANY REASON INCLUDING MEDICAL IF THE ABSENCES ARE HAVING A NEGATIVE IMPACT ON THE STUDENT.

Article 14 – Reduction Of Work, Layoff, Bumping And Recall

C. Bumping 1. The most-senior person in a job classification that is impacted by the board approved position eliminations/reductions will begin the bumping process by bumping into a position currently held by an Employee with the least district-wide seniority within the job classification where the reduction or elimination occurs closest to the Employee's current hours per day. No Employee will be allowed to exercise a bump to replace another employee whose hours per day are greater than the affected Employee. ~~Extra monies earned by one-to-one special education paraprofessionals will not be used for displacement, bumping and recall purposes and will be based solely on the employee's job classification and hours per day.~~

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12/1/24

Article 15 – Compensation – Section B – Change from MPSERS Retirement to **RESIGNATION/RETIREMENT – CHANGE 2 TO THE BELOW:**

Resignations:

When an employee desires to **RESIGN FROM** terminate their employment, there must be at least ten (10) working days notice of resignation/retirement with no absences during said period, in writing, given to the Human Resources Department. Resignations/retirements of shorter notice shall automatically forfeit any and all benefits, including any sick, vacation and/or longevity payments, except if the resignation/retirement is of an emergency nature (such as sickness in the family, death, etc.) and can be substantiated with documentation.

Retirements:

When an employee desires to **RETIRE FROM** terminate their employment, there must be at least ~~ten (10)~~ **THIRTY (30)** working days notice of resignation/retirement ~~with no absences during said period,~~ in writing, given to the Human Resources Department. Resignations/Retirements of shorter notice shall automatically forfeit any and all benefits, including any sick, vacation and/or longevity payments, except if the resignation/retirement is of an emergency nature (such as sickness in the family, death, etc.) and can be substantiated with documentation **OR IF THE RETIREMENT OCCURS IN THE SUMMER FOR AN EMPLOYEE THAT PROVIDES AT LEAST 10 BUSINESS DAYS IN ADVANCE OF THEIR SCHEDULED RETURN TO WORK.**

Article 15 – Compensation – Section C- Longevity:

After 8 years continuous service ~~\$660~~ **\$760**

“ 10 “ “ ~~\$710~~ **\$810**

“ 15 “ “ ~~\$860~~ **\$960**

“ 20 “ “ ~~\$960~~ **\$1060**

Article 15 – Compensation – Section D:

Section D – One-to-One Special Education Paraprofessionals

One-on-One Special Education Paraprofessionals are required to obtain sixteen (16) hours of district provided training per school year. If a paraprofessional misses one of the district provided trainings, it will be the responsibility of that paraprofessional to make up the training in another capacity with prior approval by the Special Education Department.

Those who meet the requirements will receive an additional \$1 per hour for completing all required training, paid at the conclusion of that school year for all hours worked in this capacity.

Temporary assignments, or daily substitute assignments will not receive the additional compensation unless the individual has the required training, in which the employee shall receive a pro-rated hourly rate for the amount of time in the position.

If the One-To-One Paraprofessional position is eliminated and displacement results in the employee being a classroom Special Ed Paraprofessional the extra monies will discontinue.

Article 15 – Compensation – Section E add:

Training When an Employee is required by the Employer to obtain instruction or training, the Employer will assume cost of fees/tuition. Employee will be compensated for all required training hours.

SPECIAL EDUCATION PARAPROFESSIONALS ARE REQUIRED TO OBTAIN AND MAINTAIN CPI TRAINING.

Article 16 - Leaves Of Absence – Section E (1) a.

TO BE ELIGIBLE FOR A LEAVE UNDER THIS ARTICLE THE EMPLOYEE MUST HAVE AT LEAST ONE YEAR OF SENIORITY. Employees requesting a leave must give the Human Resources Department no less than fourteen (14) calendar days' notice prior to their projected leave start date, except in emergencies. At time of requesting a leave the Employee must also indicate a projected return to work date.

Article 17 – Holidays:

ADD MARTIN LUTHER KING DAY

Continue LOAs –

- Incorporate the Mentor Stipend LOA
- Union to Union Transfers
- Revenue/Expenditures agreement

BY: Dwight Hicks 12/6/24
Dwight Hicks, Staff Representative
Michigan AFSCME Council 25

BY: Carolyn Coburn 12/6/24
Carolyn Coburn, Co-Chapter Chairperson

BY: Cynthia Curtis 12/6/24
Cynthia Curtis, Co-Chapter Chairperson

BY: Adam Blanchard
Dr. Adam Blanchard, Chief Negotiator

BY: Dawn Leone
Dawn Leone, Director of Human Resources

BY: Scott Sederlund
Scott Sederlund, Negotiator

BY: Danielle Jacobs
Danielle Jacobs, Negotiator

**CHIPPEWA VALLEY SCHOOLS
PARAPROFESSIONAL/MONITORS**

2025-26

PAY GRADE	JOB CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4
3	Crossing Guard				
	Building Parapro				
	Locker Room Monitor				
	Lunchroom Monitor/Floater	\$14.99	\$15.46	\$15.93	\$16.40
	Hall Monitor				
	Classroom Parapro				
	Preschool Parapro				
	Adult Ed Parapro				
	Study Hall/Detention Parapro				
	4	Floating Parapro Special Ed Parapro	\$16.23	\$16.66	\$17.09
5	Curriculum Paraeducator	\$17.58	\$18.40	\$19.23	\$20.05
	Health Care Parapro English Learner Paraeducator				
6	Great Start Readiness Paraeducator	\$18.63	\$19.49	\$20.35	\$21.22

Handwritten initials and date: JRP 12/1/24

2025-26

**CHIPPEWA VALLEY SCHOOLS
PARAPROFESSIONAL/MONITORS**

2026-27 and 2027-28

PAY GRADE	JOB CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4
3	Crossing Guard				
	Building Parapro				
	Locker Room Monitor				
	Lunchroom Monitor/Floater				
	Hall Monitor	\$15.44	\$15.92	\$16.41	\$16.89
	Classroom Parapro				
	Preschool Parapro				
4	Adult Ed Parapro				
	Study Hall/Detention Parapro				
5	Floating Parapro	\$17.75	\$17.84	\$17.94	\$18.04
	Special Ed Parapro				
	Curriculum Paraeducator	\$18.11	\$18.96	\$19.80	\$20.65
6	Health Care Parapro				
	English Learner Paraeducator				
	Great Start Readiness Paraeducator	\$19.19	\$20.08	\$20.97	\$21.86

Handwritten initials and date: 12/9/24


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12/1/24

LETTER OF AGREEMENT
Between
CHIPPEWA VALLEY SCHOOLS (CVS)
And
CHIPPEWA VALLEY CHAPTER 1884, PARAPROFESSIONAL/MONITORS
UNION COUNCIL 25 AFSCME (AFSCME)

It is agreed upon by both parties to modify the Paraprofessional Mentor Stipend language to the below:

Section F –Mentor Stipend (Sunsets 6/30/26)

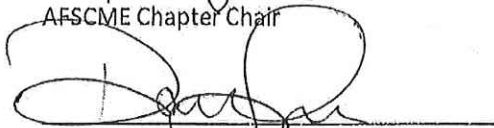
The district will post for one mentor position per job classification/level as determined by the district. Employees that meet the criterion and are selected for the mentorship role will be paid an additional **\$50 STIPEND (FOR 6HR OR MORE POSITIONS) PER PERSON FOR A MINIMUM OF FIVE (5) HOURS NOT TO EXCEED TEN (10) HOUR OF \$2.00/hr for time spent training, mentoring and supporting new hires or employees who need extra support. (STIPEND WILL BE PRORATED BASED ON THE HOURS PER DAY OF THE POSITION THEY ARE MENTORING I.E. LM 2HR \$20 FOR UP TO FIVE HOURS)** Mentors will at the minimum follow the suggested timelines for mentoring a new hire. Time mentoring shall be tracked on a mentor/mentee log and submitted to the human resources department for payment upon completion of new hires original probationary period. Mentors will be evaluated on their effectiveness in the role in order to continue in the role.



Carolyn Coburn
AFSCME Chapter Chair

1-4-24

Date



Dawn Leone
Director of Human Resources

1/4/24

Date

of
12/9/22

LETTER OF AGREEMENT
Between
CHIPPEWA VALLEY SCHOOLS ("district")
And
CHIPPEWA VALLEY CHAPTER 1884, PARAPROFESSIONAL/MONITORS
UNION COUNCIL 25 AFSCME (AFSCME)

District Movement from Union to Union

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

- The employee will not carryover seniority from one union to the other.
- The employee will be able to use previously accrued leave time during their probationary period; however, their probationary period will be extended by the amount of leave days taken.
- The employee will be placed on the AFSCME Paraprofessional/Monitors salary schedule for their new position at the step closest to their previous hourly rate that provides an increase or the top step whichever is closest to their current rate.
- The employee will be eligible for 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.

Kelly P. Meek
Kelly Geck, AFSCME

6/10/22
Date

Carolyn Coburn
Carolyn Coburn, AFSCME

6/10/22
Date

Dawn Leone
Dawn Leone
Director of Human Resources

6/10/22
Date

12/19/24

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:

$$\text{Foundation Allowance} * (\text{Actual Blended Enrollment} - \text{Projected Blended Enrollment}) * 83\%$$

$$+ \text{Actual Blended Enrollment} * (\text{Actual Per Pupil Unrestricted Foundation Allowance} - \text{Projected Per Pupil Unrestricted Foundation Allowance}) * 83\%$$

Plus

Amount to be distributed to employees before taxes

	2025/26	2026/27	2027/28
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

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

$$26/27 = (\$10,200 * (14,000 - 13,871) * 83\%) + (14,000 * (\$10,200 - \$10,108) * 83\%) = \$1,092,114 + \$1,069,040 = \$2,161,154 @ 50\% = \$1,080,577 \text{ to be distributed districtwide}$$

$$27/28 = (\$10,400 * (13,700 - 13,694) * 83\%) + (13,700 * (\$10,400 - \$10,358) * 83\%) = \$51,792 + \$477,582 = \$529,374 @ 50\% = \$264,687 \text{ to be distributed districtwide}$$

Example 2:

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

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

$$26/27 = (\$10,000 * (13,900 - 13,871) * 83\%) + (13,900 * (\$10,000 - \$10,108) * 83\%) = \$240,700 + -\$1,245,996 = -\$1,005,296 @ 50\% = \$0 \text{ to be distributed districtwide}$$

$$27/28 = (\$10,400 * (13,500 - 13,694) * 83\%) + (13,500 * (\$10,400 - \$10,358) * 83\%) = -\$1,674,608 + \$470,610 = -\$1,203,998 @ 50\% = \$0 \text{ to be distributed districtwide}$$