

~~2007-2009~~

2009-2011

**MASTER CONTRACT**

**PARIS BOARD OF EDUCATION**

**And**

**SCHOOL PROFESSIONALS AND  
EMPLOYEES ASSOCIATION OF  
KENOSHA COUNTY**

**(SPEAK)**



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## **PREAMBLE**

This agreement entered into and between Joint School District Number 1, Towns of Paris and Bristol, 1901 176th Avenue, Kenosha, WI, hereinafter referred to as the Board of Education and the School Professionals and Employees Association of Kenosha hereinafter referred to as the SPEAK or the Association. SPEAK is synonymous with teacher or teachers.

## **ARTICLE I - RECOGNITION**

### **A. Bargaining Unit Membership**

The Board of Education recognizes the Association as the exclusive bargaining representative on wages, hours, and conditions of employment for all employees of the District engaged in teaching, according to the laws of the State of Wisconsin but excluding the following:

1. Administrators
2. Non-instructional personnel
  - a. Clerical
  - b. Maintenance
  - c. Cooks

### **B. Representation Purpose**

The purpose of the bargaining agent is to represent employees in negotiations with the Board of Education as provided in Wisconsin Statutes 111.70 and 111.71.

### **C. Individual Contracts If No Successor Agreement**

In the event an agreement concerning questions of wages, hours, and conditions of employment has not been reached by the parties by the date said individual teachers must be issued successor contracts, all such individual teacher contracts shall be covered by the terms of any agreement for the ensuing year subsequently reached by the parties to this agreement.

## **ARTICLE II - MANAGEMENT CLAUSE**

The Board of Education's right to operate and manage the school system is recognized, including the assignment of teaching duties, the right to plan, direct and control school activities, to schedule classes and set hours of instruction; to determine subjects to be taught; to determine teacher compliment, revise positions; to establish and require observance of teacher

policies; to select and to counsel teachers; to discipline, deny advantage, nonrenew, suspend or discharge teachers for just cause.

## **A. Probation Limitations**

All newly hired teachers shall be hired on a probation basis for a period of ~~two~~ three teaching years.

Teachers in the probationary period may be non-renewed with due process without just cause.

## **ARTICLE III - COMPENSATION**

### **A. Salary Schedules**

Appendix A containing the salary schedules is hereby made a part of this agreement.

### **B. Advancement in Classification**

If an employee completes the necessary credits for a higher professional level he will be issued a new contract reflecting the higher increment. Notification of such change must be received by the school administrator by July 1st to be effective in the subsequent year.

- ~~1. Any teacher maintaining professional growth by earning credits in his/her area of certification, general education courses or other Board of Education approved courses shall be reimbursed by the district the cost of all credits upon completion of the course with a passing grade at a rate of no more than fifteen hundred (\$1500) dollars per year.~~

~~Credit slips shall be submitted to the administrator at the end of the semester the credit is granted, therefore payment will be at the amount specified for the semester the credit is earned.~~

- Advancement in classification: If an employee completes the necessary credits for a higher professional level s/he will be issued a new contract reflecting the higher increment. Notification of such change must be received by the school administrator by July 1st to be effective in the subsequent year. To move across on the salary schedule only credits obtained after receiving the appropriate degree for that level may be used, i.e., credits received after a bachelor's degree may be used at the BA levels, credits for the master's levels must be earned after the granting of the MA degree.

### **C. Tuition Reimbursement**

1. All coursework must be graduate level and approved in advance by the District Administrator.

2. Any teacher maintaining professional growth by earning credits in his/her area of certification, general education courses or other Board of Education approved courses shall be reimbursed by the district the cost of all credits upon completion of the course with a passing grade at a rate of no more than fifteen hundred (\$1500) dollars per year.
3. The definition of "per year" shall mean September 1 through August 31 for course work taken during this time period.
4. Credit slips shall be submitted to the administrator at the end of the semester the credit is granted, therefore payment will be at the amount specified for the semester the credit is earned.

#### **D. Work Beyond the Workday**

- The Board will provide compensation for work beyond the regular workday at the rate of twenty-six (\$26.00) dollars per hour for 2007-2008 and twenty-seven (\$27) dollars per hour for ~~2008-2009~~ 2009-2010 and 2010-2011. All work beyond the workday will require pre-approval by the District Administrator.

#### **E. Compensatory Time**

1. Teachers may receive compensatory time in lieu of the hourly compensation listed in the above section (Article II, C). The compensatory time will be equal to the time worked. For example, three (3) hours of District-approved hours beyond the regular workday would be equal to three (3) hours of compensatory time.
2. Upon notification of the District Administrator, the time may be used on the quarterly "report card" days (see Appendix D & E).

### **ARTICLE IV - ABSENCES**

#### **A. Sick/Emergency Leave**

1. Each teacher under contract for the regular school year shall be granted 12 (twelve) paid sick/emergency days per year.
2. Sick/emergency leave shall accumulate to one hundred fifteen (115) days.
3. Sick/emergency leave for the current year cannot be accumulated until the employee actually works one day under the current teaching contract. Any sick/emergency leave accumulated from the previous contract years may be taken without fulfillment of one day of work requirement.

4. Sickness is defined as personal illness, or emotional upset due to accident or illness, which renders the faculty member incapable of pursuing his or her own normal professional functions. Routine medical and dental appointments are not included.
5. In cases of serious illness or injury to a member of an employee's immediate family\*, the employee will be granted such time off as is necessary to handle the emergency situation.
  - Definition: Immediate family\* means: Spouse, child, parents, sister, brother, grandparents, mother-in-law, father-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, grandparents of spouse or relative with whom teacher is living.
6. A teacher leaving the system will be paid \$30 per day for accumulated sick/emergency leave.

## **~~B. Emergency Leave~~**

- ~~1. Four days (non-accumulative) emergency leave shall be granted per year. If additional time is needed, up to three sick days may be used for emergency purposes.~~
- ~~2. In cases of serious illness or injury to a member of an employee's immediate family\*, the employee will be granted such time off as is necessary to handle the emergency situation.~~
  - ~~Definition: Immediate family\* means: Spouse, child, parents, sister, brother, grandparents, mother-in-law, father-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, grandparents of spouse or relative with whom teacher is living.~~
- ~~3. An employee absent under this clause shall be compensated for lost time required to handle the immediate emergency situation.~~

## **C. Funeral/Bereavement Leave**

1. Employees will be granted a maximum of three days with pay for necessary time off from work due to death in the immediate family (immediate family described in emergency leave) or the death of a niece, nephew, aunt and uncle.
2. Additional time off with pay will be granted and taken as an employee's emergency leave in case of death of a member of the immediate family. This leave will be taken from an employee's sick leave.

## **D. Disability Leave**



1. Any member of the bargaining unit who becomes disabled shall be required to discontinue services on the advice of the employee's physician without pay if paid leave is not otherwise available.
2. A teacher shall be allowed to use accumulated sick leave during the period between the date the doctor certifies that the teacher is incapable of performing normal teaching duties and the date the teacher's doctor certifies that such teacher is capable of resuming normal teaching duties.

## **E. Personal Leave**

1. All teachers shall receive three personal days per year (non-accumulative) which will not be deducted from sick leave. Teachers will be paid the current substitute rate for any unused personal days at the end of the school year. Personal days may not be used on parent-conference days.

## **F. Sick Leave Incentive Pay**

1. Teachers shall be paid an incentive for current year sick/emergency leave not used during the school year providing a teacher has reached the maximum accumulated total of 115 days. The incentive for unused sick/emergency days will be the current substitute teacher rate. Payment will be made after the conclusion of the school year.

## **G. Jury Duty and Summons**

1. All professional employees shall be allowed time off for jury duty and/or appearing in court due to a summons. The board will grant the difference between the teacher's salary and the amount paid by the court for jury duty. In the case of a summons, the board will pay the difference between the teacher's salary and the amount provided to appear in court, it being the contention that the teacher will suffer no economic loss because of the aforementioned duties. It is understood that the board's contribution will be limited to the actual jury duty or summons appearance and no transportation expense will be paid.

## **H. Leave Notice**

When calling in, the teacher will report as to what type of leave is being used.

## **I. Family/Medical Leave**

The District will comply with all relevant federal and state laws relative to family and medical leave.

## **J. Association Leave**

Association leave shall be granted for three (3) days per year non-accumulative. Adequate notice will be given to the District when days are requested. Days may be used in half or whole day increments.

## **ARTICLE V - GRIEVANCE PROCEDURE**

### **A. Purpose**

The purpose of this procedure is to provide an orderly method for resolving differences arising during the term of the agreement. A determined effort shall be made to settle any such differences through the use of the grievance procedure and there shall be no suspension of work or interference with the operation during the term of this agreement.

### **B. Definition**

For the purpose of this agreement, a grievance is defined as any complaint regarding the interpretation or application of a specific provision of this agreement, Board Policies and Administrative Rules, but only as they (the Policies) may relate to a teacher's wages, hours, or conditions of employment. A grievant may be a teacher, group of teachers, or the Association.

### **C. Processing Steps**

Grievances shall be processed in accordance with the following procedure:

#### Step I

- a. An earnest effort shall first be made to settle the matter informally between the grievant and the District Administrator.
- b. If the matter is not resolved, the grievance shall be presented in writing by the grievant to the Administrator within fifteen (15) days after the facts upon which the grievance is based first occurred or first became known. The District Administrator shall give his written answer within ten (10) days after the grievant meets with the District Administrator. Discussion may be conducted by the grievant alone, or together with a representative of the Association or together with anyone else of the grievant's own choosing; provided however that, prior to any such discussion, the grievant will in all cases make an attempt to advise the Association of the intended grievance so that the Association may, if it so desires, have a representative at such discussion.

#### Step II

If not settled in Step I, the grievance may, within ten days, be appealed to the Board of Education. The Board shall give a written answer within ten (10) days following a

hearing with the Board. The Board hearing will occur at the next regularly scheduled meeting if no less than ten (10) days precedes the notice to the Board.

### Step III

The Association may within ten (10) days of receipt of the Board's decision submit the grievance to arbitration. The arbitrator shall be appointed by the Wisconsin Employment Relations Commission. The cost of the arbitrator shall be borne equally by the parties. If a transcript is ordered by both parties, the cost shall be shared equally. If only one party desires a transcript of testimony to be prepared for the arbitrator, such expense shall be borne by the party that desires a transcript.

- D. The written grievance shall give a clear and concise statement of the alleged grievance including: the facts upon which the grievance is based: the issues involved, the specific section(s) of the Agreement alleged to have been violated and the relief sought.
- E. The employee's representative may assist in processing the grievance at any step.
- F. Saturdays, Sundays and legal holidays shall be excluded in computing the time limits under this article. Time limits may be modified by mutual agreement. Unless both parties agree otherwise, grievances shall be processed during the summer recess period or other school recess periods (i.e., Teacher Convention, Christmas break, etc.).
- G. The Board and the Association agree that in the administration of the Agreement or of the Board's policies not a part of this Agreement, or in the Association's representation of members covered by this Agreement, there shall be no discrimination because of race, creed, color, sex, national origin, age or employee participation in any legal employee organization, it being the intention of the parties hereto that this non-discrimination clause shall encompass all state and federal laws relating to discriminatory practices.
- H. Where several grievances have been filed that all involve the same issue and identical facts, the parties may mutually agree to have one of those grievances processed through the grievance and arbitration procedures so that its disposition will govern all such grievances.
- I. If no written decision has been rendered within the time limits indicated by a step, then the grievance shall be deemed ~~resolved in favor of the grievant~~ denied by the district.
- J. By mutual agreement a grievance may be settled at any step without establishing a precedent.
- K. Should the investigation or processing of any grievance require than an employee or an Association representative be released from their regular assignment, the employee and/or Association representative shall be released without loss of pay or benefits.
- L. All records related to a grievance shall be filed separately from the personnel files of any employees.
- M. By mutual agreement any step of the procedure may be bypassed.

## ARTICLE VI - INSURANCE COVERAGE

### A. Health Insurance

- ~~1. The Board of Education will pay up to the following amounts and further reserves the right to name the carrier as long as equal or better coverage is maintained:~~
- ~~2. The Board agrees to pay the difference between the health insurance premium rate for the one million (\$1,000,000) dollar cap and the two million (\$2,000,000) cap.~~

YEAR	SINGLE	FAMILY
2007-2008	\$843.10	\$1916.38
2008-2009	\$944.27 (Estimate)	\$2146.35 (Estimate)

- ~~3. The Board will pay the full cost of single or family coverage for teachers working twenty (20) hours or more per week electing health insurance. The District shall provide the health insurance benefits as set forth in the WEA Insurance Trust Plan. The Plan is a \$250/\$500 front-end deductible. The specific benefits are outlined in Appendix C-1. The Board will pay up to \$1916.38 for the first year of the contract and up to a twelve (12%) percent increase for family health insurance for the second year of the 2007-09 contract. The Board will pay the full cost for single health insurance for the 2007-09 contract.~~

**\* The Board proposes switching from the current WEA Health Insurance Trust plan to a similar plan offered by the Wisconsin Counties Association.**

1. The Board will offer unit members health insurance and will pay up to 90% of the premium cost for a single or family plan. Employees will be responsible for paying the remaining 10% of premium costs.
2. Part-time employees working at least twenty hours per week, but less than full-time, are eligible for such benefits; however, the District's premium contribution shall be prorated off the employee's percentage of full-time equivalency.
3. The Board retains the right to choose and/or change the health insurance carrier provided the resulting coverage is comparable to the coverage provided by the former carrier.

### 4. Cafeteria Plan

The District shall establish and provide at its expense a cafeteria plan within the meaning of Section 125 of the Internal Revenue Code of 1986, as amended (the "code"), to allow all employees, and certain former employees, the opportunity to participate in any, or all, of the following accounts:

- a. Alternative benefit payment
- b. Employee portion of health and/or dental insurance group premiums
- c. Eligible un-reimbursed health and dental care expenses
- d. Post retirement payments
- e. Eligible dependent care expenses

Association employees may elect through the cafeteria plan either to be provided with the District's health insurance coverage as described in this article or to receive additional payments of cash compensation.

For employees hired on or before June 30, 2009, the total of such payments will equal the annual premium contribution payable by the District for single health insurance coverage. The amount of each additional payment of cash compensation shall be calculated by dividing the District's annual premium contribution for single health insurance coverage by the number of employee paychecks per year.

For employees hired on or after July 1, 2009, or who change their election from insurance coverage to cash compensation, the total of such payments will be \$1000 per semester.

To the extent consistent with the cafeteria plan rules under Code Section 125 regarding changes in family status and other coverage changes, employees who choose the additional payments of cash compensation described above shall be able to enroll in the District's health plan at a later date pursuant to the carrier's late enrollment terms, timelines, and conditions of reentry.

It shall be the responsibility of the employee to pay the employee portion of the employment taxes which may be imposed upon any additional cash payments paid to the employee under the cafeteria plan, including, by way of illustrations and not limitation, FICA taxes.

~~The cafeteria plan shall be implemented using the WEA Best Flex Program.~~

- A. Employee portion of health and/or dental insurance group premiums

If the District's premium contribution for an employee's health coverage, as specified in Article VI is less than 100% of the cost, the employee's share of the premium will be paid through the cafeteria plan. The employee shall automatically become a participant unless the employee elects not to participate.

- B. Eligible unreimbursed health and dental care expenses

Unreimbursed medical and dental expenses may be paid through the cafeteria plan. Such amounts are limited to a maximum of \$5,000 per year.

- C. Eligible dependent care expenses

Expenses incurred for dependent care may be paid through the cafeteria plan. Such amounts are limited to \$2,500 if IRS filing status is single, else \$5,000 for joint filing status.

D. Eligibility dates for cafeteria plan

New Employees. For new employees, eligibility begins on the employee's first day of active service. This election shall be made in writing prior to the employee's first day of active service and then annually each year prior to the cafeteria plan's definition of the beginning date for a plan year.

Current Employees. This election shall be made in writing annually each year prior to the cafeteria plan's definition of the beginning date for a plan year.

Mid-Year-Plan Changes. Absent a mid-plan-year cafeteria IRC §125 exception (such as an employee getting married, loss of spouse coverage, etc.), a mid-plan-year change (i.e., from insurance to cash or vice-versa) is not permitted.

E. The plan document is incorporated herein by reference. The cafeteria plan shall not be materially changed as it relates to bargaining unit members, without the agreement of the Union, except as required by law.

## **5. Elective TSA Contributions – Salary Reduction**

The Board will make payroll deductions for those teachers who desire to participate in the District's tax sheltered annuity program. The purchase of the annuity will be optional with the individual teacher.

The number of companies to which payment will be made shall be limited to eight (8). The Association shall give the District at least thirty (30) days notice before replacing any of the current programs. No plan shall be made available unless the provider of such plan executes a hold harmless provision in favor of the District against any liabilities arising from mistakes of the vendor.

The District shall remit the funds deferred from the employee's salary under the terms of this Agreement for the purchase of a non-forfeitable annuity contract or the establishment of a custodial account both as described in section 403(b) of the Internal Revenue Code of 1986 (IRC).

Unless the employee elects a later effective date, changes in the employee's choice of the TSA plan or the amount withheld (including the complete termination of the salary reduction on a date specified by the employee) shall begin on the first (1<sup>st</sup>) day of the pay period immediately following receipt of written notice regarding such change, provided that the employee gives the District such written notice at least fifteen (15) working days prior to the first (1<sup>st</sup>) day of the next pay period. The employees will be limited to four (4) changes in deferral amount per calendar year. Additional changes may be permitted by the District Administration, in his/her discretion.

The employee shall certify in writing, from time-to-time as required by the attached salary reduction agreement (SRA), that the percentage or dollar amount of the salary

reduction complies with the legal limits applicable to TSA plans and does not exceed the amount permitted under Sections 415(c) and 402(g) of the Internal Revenue Code. The employee shall provide documentation from the employee's vendor or other knowledgeable practitioner (i.e., an accountant, attorney, IRS agent, etc.) certifying that the salary reduction amount is within the limits of the law only if the employee elects 402(g) catch up.

Upon written request, the District agrees to provide the employee with timely information available from the District's records, which is necessary to enable the employee to make these determinations.

The employee acknowledges the Association and the District made no representation to the employee regarding the advisability, appropriateness or tax consequences of any salary reduction agreement, participation in a tax sheltered annuity, or the company which issues the annuity contract or which invests the employee's salary reduction funds. The employee agrees the Association and the District shall have no liability whatsoever for any loss, solvency, operation, or benefits provided by the TSA vendor.

## B. Dental Insurance

The Board will pay up to the following amounts for dental insurance in each year of the contract:

YEAR	SINGLE	FAMILY
2007-2008	\$47.47	\$115.50
2008-2009	\$49.84 (Estimate)	\$121.28 (Estimate)

~~The Board will pay the full cost of single or family coverage for teachers working twenty (20) hours or more per week electing dental insurance. The District shall provide the dental insurance benefits as set forth in the WEA Insurance Trust Plan. This plan includes yearly benefits to a \$2,000.00 maximum. The specific benefits are outlined in Appendix C-2.~~

**\* The Board proposes changing from the current WEA Insurance Trust dental plan to a similar plan provided by the Wisconsin Counties' Association.**

1. The Board offer unit members dental insurance and will pay up to 90% of the premium cost for a single or family plan. Employees will be responsible for paying the remaining 10% of premium costs.
2. Part-time employees working at least twenty hours per week, but less than full-time, are eligible for such benefits; however, the District's premium contribution shall be prorated off the employee's percentage of full-time equivalency.
3. The Board retains the right to choose and/or change the dental insurance carrier provided the resulting coverage is comparable to the coverage provided by the former carrier.

## **C. Long Term Disability Insurance**

1. The Board shall pay the full premium for Long Term Disability Insurance under a mutually agreeable plan and carrier for full-time teachers, working twenty (20) hours or more per week electing long term disability insurance. The District shall provide the disability insurance benefits as set forth in the WEA Insurance Trust Plan. The specific benefits are outlined in Appendix C-3.
2. Part-time employees working at least twenty hours per week, but less than full-time, are eligible for such benefits; however, the District's premium contribution shall be prorated off the employee's percentage of full-time equivalency.
3. The Board retains the right to choose and/or change the long term disability insurance carrier provided the resulting coverage is comparable to the coverage provided by the former carrier.

## **D. Life Insurance**

1. Life insurance shall be provided to all teachers working twenty (20) hours or more per week electing insurance at a level equal to the next highest \$1,000 of current salary, including any regularly contracted extra duty compensation. The District shall provide the insurance benefits as set forth in the WEA Insurance Trust Plan. The life insurance premiums shall be paid by the Board. The specific benefits are outlined in Appendix C-4.
2. The Board retains the right to choose and/or change the life insurance carrier provided the resulting coverage is comparable to the coverage provided by the former carrier.

## **E. Long Term Care Insurance**

~~The District will pay the actual premium cost per month for the long term care insurance premium for the plan agreed to by the Board of Education and SPEAK.~~

## **F. General Insurance Provisions**

1. Teachers will have the option upon retiring or leaving the system of continuing to carry group health insurance, dental insurance, and long term care insurance with the teacher paying the premium. State and/or Federal laws will dictate the length of the continuance.
2. If a teacher leaves the school system they shall have all appropriate insurance premiums paid by the board through August of the contract year providing the teacher has fulfilled contract obligations. Employees who do not complete their



individual contract obligations shall have District paid benefits stopped at the end of the month employment ceases.

3. If a teacher is given a leave of absence during the school year for medical reasons, all insurance coverage would remain in effect with the board paying its appropriate share of the premiums.
4. ~~A change in the insurance plan must be approved by the majority of teachers taking the insurance. A change in the carrier must be approved by the Board and the teachers.~~
5. Teachers working for multiple public school districts and whose total time equals or exceeds twenty (20) hours per week will be eligible for health, dental, and long term care coverage. Paris will pay in accordance with its coverage on a percentage basis of hours worked per district will receive benefits in accordance with the agreement between the districts under Wisconsin State Statue 66.0301.

Example: \_\_\_\_\_

~~The employee works 18 hours per week at Paris and 12 hours per week in a different district. Paris pays 60%.~~

## **ARTICLE VII – RETIREMENT BENEFITS**

### **1. Retirement**

The Board will pay up to 8% of the teacher's retirement contribution to the Wisconsin Retirement System (WRS). If the teacher's required contribution exceeds 8%, the teacher will be responsible for the difference.

### **2. Voluntary Retirement**

#### **A. Description and Eligibility**

Retirement benefits shall be available to unit members who are eligible for a WRS annuity and who have served as a regular full-time or part-time employee in the district for not less than twenty (20) years.

~~The incentive stipend found in Paragraph F shall commence with the first payroll period of the subsequent year and shall continue through the school year in which the employee reaches the required age.~~

#### **B. Application**

Application for retirement, effective at the end of the teacher's contract year, must be filed with the District Administrator no later than April 15 of the final contract year or the first school day after this date if April 15 is not a school day.

### **C. Approval of Retirement Request**

The Board will take action on the application at the first regularly scheduled Board meeting following its receipt. The Board will approve any application which meets the requirements set forth in this proposal.

The teacher requesting retirement will be issued a contract as per State Statutes for the ensuing school year, subject to the approval of said retirement. Notification of the Board's decision will be received by the teacher requesting voluntary retirement by the last teaching day of the school year in which the request was made.

### **D. Compensation**

Upon retirement the teacher will be credited with severance pay for up to 115 sick days. The rate of pay shall be the current substitute rate. The credited value will be paid to the annuity on or about July 1 in the calendar year in which the employee retires.

The participant can also choose to have this credited value as a cash option, subject to the appropriate withholdings. The teacher can receive the payment as a lump sum to be paid in the first September-December pay periods of their first calendar year of retirement.

### **E. Insurance Coverage**

1. The District shall make the same health, dental, and long-term care insurance contribution on behalf of the early retiree (single or family as appropriate) based upon the following formula:
  - ~~a. For teachers with at least twenty (20) but less than twenty-five (25) years of District experience, the District shall contribute four (4) years of health, dental, and long-term care insurance.~~
  - ~~b. For teachers with at least twenty (20) but less than twenty-five (25) years of District experience, they shall also have the option of purchasing the first two years of health, dental, and long-term care insurance at their expense with the District contributing the following four (4) years of health, dental, and long-term care insurance. This provision (Article VII, E, 1. b) is available only to teachers hired before June 1, 2007.~~
  - a. For teachers with twenty-five (25) or more years of District experience, the District shall contribute eight (8) years of health, dental, and long-term care insurance.

- b. For teachers with twenty-five (25) or more years of District experience, they shall also have the option of purchasing the first two years of health, dental, and long-term care insurance at their expense with the District contributing the following eight (8) years of health, dental, and long-term care insurance. This provision (Article VII, E, 1. d) is available only to teachers hired before June 1, 2007.
  
- c. Beginning 2003-2004, a maximum of 10% in the increase of the premium will be paid on retired health, dental, and long-term care insurance. The calculations of this premium limit are included on the table below. The retiree's beginning value is equal to the monthly insurance premium rate in effect during the year that the teacher retires.

Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
1.10 of the beginning value	1.21 of the beginning value	1.33 of the beginning value	1.46 of the beginning value	1.61 of the beginning value	1.77 of the beginning value	1.95 of the beginning value	2.14 of the beginning value

It is the intent of this table to clarify the exact percentages reflected in Section E above.

In the event a retired employee precedes his/her spouse in death, the spouse will continue to receive the health insurance coverage for the duration of the benefit payable under 1(a) through 1(e) above.

If a retiring teacher becomes eligible for Medicare, the District shall pay the cost of the Medicare policy plus the cost of the Medicare supplementary coverage as is necessary to give coverage equivalent to the coverage provided all employees, provided the total contribution shall not exceed the District's maximum dollar payment for family coverage for unit employees.

- 2. Teachers who retire, pursuant to this Article, shall be eligible to remain in the District insurance groups. Retired teachers may continue inclusion in group insurance (by paying the premium his/herself) provided there are no other eligibility or underwriting rules which prohibit the employee's inclusion in the group plans.
  
- 3. Teachers who retire shall also be eligible to participate in the post employment cafeteria plan. Employees will be eligible to choose between their eligible coverage, cash or a flexible spending arrangement (FSA) which provides dollars for unreimbursed medical expenses. See also the cafeteria plan language.

## **F. Incentive Stipend**

Upon retirement the teacher will receive an annual retirement stipend equal to one-fifth (1/5) of the retiring teacher's individual contract salary of, or from, the highest of the last three years of employment.

1. For teachers hired on or before June 30, 1990, such stipend shall continue for a period of three (3) years. at the rate in which the teacher retires.
2. For teachers hired on or before June 30, 2005, such stipend shall continue for a period of two (2) years.
3. For teachers hired on or before June 30, 2009, such stipend shall continue for one year.
4. This stipend will not be available to teachers hired on or after July 1, 2009.
5. The District will make two bi-annual lump-sum payments into the retiree's District-established tax-sheltered annuity in each year the retiree is entitled to the stipend benefit.
6. ~~The retiring teacher can utilize this provision under one of the following two (2) options:~~
  1. ~~The teacher can receive fifty (50) percent of the total incentive stipend in the first September pay period of their retirement and the other fifty (50) percent during the first January period during their first year of retirement.~~
  2. ~~The teacher can receive the incentive stipend in twenty-six (26) equal installments for the first year of their retirement, to coincide with the pay periods established in Article IX, Section A.~~

## **~~G. Dependent and Beneficiary Rights~~**

~~If a former employee dies, his or her surviving spouse or dependents cannot make Section 125 plan elections. Therefore, the following provisions shall apply:~~

~~If a former employee dies during a year for which he or she had elected family insurance coverage, the District shall continue to provide the coverage to the family members until the end of the coverage period.~~

~~If a former employee dies during a year for which he or she had elected single insurance coverage, the coverage naturally terminates upon the death (because the section 125 rules do not permit the coverage to be converted to cash for the remainder of the year). For the remaining years during the coverage period, the District shall make cash payments to the former employee's surviving spouse [if any, otherwise to the surviving dependents pro rata, or if none to the estate] in the same amounts and at the same time as if the former employee had not died and had elected cash for each of those years.~~

~~If a former employee dies during a year for which he or she had not elected insurance coverage (i.e., elected only FSA or cash), the District shall make cash payments to the former employee's surviving spouse [if any, otherwise to the surviving dependents pro rata, or if none to the estate] in the same amounts and at the same time as if the former employee had not died and had elected cash for each of those years.~~

## **ARTICLE VIII - WORK SCHEDULE**

### **A. Teacher Work Hours**

Teachers will be expected to be on duty one half hour before school starting time and fifteen minutes after students dismissal. Any teacher wishing to leave before the set time will obtain permission, in advance, from the administrator.

### **B. Staff Meetings**

On school days, the administrator may call staff meetings when necessary.

### **C. Noon Duty Rotation**

Schedules for noon duty will be worked out cooperatively by the teachers and administrator. Substitute lunch time playground duty shall be voluntary and will be compensated for at \$11.00 per day.

## **ARTICLE IX - GENERAL PROVISIONS**

### **A. Pay Periods**

Teachers shall be given a choice of being paid in 22 or 26 equal installments. Payment shall be made on the second Friday after schools convenes and continue every alternate Friday.

### **B. In-Service**

1. In-service days will be established in the school calendar.
2. The Board will furnish all the time used for in-service.

## **C. Preparation Periods**

The Board will make a reasonable effort to allow five (5) prep. periods per week.

## **D. Initial Physical Exam**

The school district will pay for the required physical examination for initial employment, if the employee received the physical from the Burlington Clinic; otherwise, the District will reimburse the employee up to the amount charged at the Burlington clinic.

## **E. Use of Facility and Access by Association**

The local Association and its local representative shall have the right to use the school at all reasonable hours, one half hour before school starting time and fifteen (15) minutes after student dismissal.

1. Representatives of the Association and their affiliates shall be permitted to transact Association business on school property at all reasonable hours, 1/2 hour before school starting time and 15 minutes after student dismissal, provided that this shall not interfere with the normal school operations.
2. The Association and its local representative shall have the right to use school facilities and equipment at reasonable times when such equipment is not otherwise in use. The Association shall pay the cost of all materials and supplies.

## **F. Substitute Requirements**

The Board will make an effort to find a substitute teacher when any teacher is absent. When another teacher is asked to cover a teacher's absence, the teacher will be paid at the rate of \$18.00 per period.

## **G. Personnel File Access**

Except for a teacher's confidential papers prepared for the purpose of job placement, the teacher shall have the right to review papers included in his individual file maintained in the office.

1. The teacher shall have the right to include in his file any materials, letters, or documents he feels demonstrate his value to the profession, and/or any answer he wishes to make regarding evaluative material in his file.

## **H. Evaluation Requirements**

1. The teacher shall receive copies of the principal's evaluations at the time they are made.

- a. All monitoring or observance of the performance of a teacher will be conducted openly. A teacher will be shown a copy of any evaluation report prepared by his supervisors and will have the right to discuss the report with his supervisors.

## **I. Contracts**

Prior to the issuing of contracts the Administrator shall report orally to each returning teacher his tentative teaching assignment (including courses, grade level) for the next year. If a change is necessary, written notification shall be made immediately to the affected teacher(s).

## **ARTICLE X – SAVINGS CLAUSE**

If any article or section of this Agreement or Addendum thereto shall be invalid by operation of law or by tribunal of competent jurisdiction, or if compliance with or enforcement of any article or section should be restrained by such tribunal, the remainder of the Agreement and Addendum thereto shall not be affected thereby and the parties shall enter into immediate collective negotiations for the purpose of arriving at a mutually satisfactory replacement for such (invalid) article or section.

## **ARTICLE XI - TERM OF AGREEMENT**

This Agreement shall be in effect from July 1, ~~2007~~ 2009 and shall remain in effect through June 30, ~~2009~~ 2011.

The parties agree to reopen the following sections of the contract:

- Article VI, Paragraph A-Health Insurance
- Article VI, Paragraph B-Dental Insurance
- Appendix A-Salary Schedule – 2007-08
- Appendix B-Salary Schedule – 2008-09
- Appendix D-Calendar – 2007-08
- Appendix E-Calendar – 2008-09
- Appendix G-Extra Duty Compensation

## **ARTICLE XII - BOARD POLICIES**

- A. It is agreed that once a contract is signed by a teacher, It is legally binding. An acceptance of the contract implies the acceptance of the written Board of Education policies.
- B. Each teacher shall assume the responsibility of becoming familiar with the Board of Education Teacher policies. Each teacher shall be given a copy of all policies and any amendments issued from time to time. New employees will have each policy explained to him/her during the employee's first week at work.
- C. The teachers reserve the right to review teacher school policies. The District agrees to notify the Association of any change in policy and bargain over any policy which changes working conditions. Before negotiations are complete the school calendar shall be agreed upon by the School Board and the teachers.

## **ARTICLE XIII - UNION SECURITY**

### **A. Dues Deduction**

Upon receipt of a written authorization from a bargaining unit member, the District agrees to deduct from the salary the amount of dues that such authorization empowers the District to forward to the Association. These dues shall be deducted from the first through the twentieth or twenty-fourth payroll checks during the school year. The dues so deducted shall be forwarded to the Association treasurer on or before the pay date. The Association shall notify the District of the name of Association treasurer to whom such dues deduction monies will be transmitted. The District will provide the Association with a check equal to the total amount of the dues deduction remittance. Any changes in the staff that affect the above remittance will be noticed to the Association in writing along with each remittance. Any dues deduction executed in excess of rightfully determined amounts will be directly reimbursed to the employee by the Association if the District cannot subsequently otherwise correct the wrongful deduction.

Each deduction shall be authorized by providing the District with a copy of the signed membership application, or may be authorized by a signature on the following form:



**DUES DEDUCTION AUTHORIZATION FORM**

Name \_\_\_\_\_  
*(Last) (First) (Middle)*

Address \_\_\_\_\_  
*(Number and Street)*

\_\_\_\_\_ *(City, State, Zip Code)*

Social Security Number \_\_\_\_\_

I hereby authorize the Paris School District No. 1 to deduct from my salary the amount of annual dues required for membership in the School Professionals and Employees Association of Kenosha (SPEAK). The specific amounts to be so deducted each year shall be certified to the school district by the president or treasurer of the Association at least thirty (30) days prior to the start of the pay period during which the first dues deduction is to be made. I understand that the deduction will be made in equal installments from the 1st through the last payroll period in May during the school year.

This Dues Deduction Authorization shall be valid and effective for only so long as the undersigned is employed by the school district unless this authorization is terminated by written notice sent by the undersigned to the school district and the Association at least thirty (30) days prior to the termination date specified in such notice.

**Date** \_\_\_\_\_ **Signature** \_\_\_\_\_

To be effective, the Dues Deduction Authorization must be filed at the main office of the District no later than September 1 of any school year except that with a Dues Deduction Authorization filed by a bargaining unit member employed by the District after September 1, such authorization shall be effective with the dues deduction being prorated over the remaining number of these pay periods in the school year other dues are normally deducted.

The right to have dues deduction as provided above shall be granted exclusively to the Association. This exclusive authorization results from the granting of an exclusive right for dues deduction to a labor organization representing municipal employees under Wisconsin Law.

## **B. Fair Share**

1. All employees in the bargaining unit shall be required to pay, as provided in this Article, their fair share of the costs of representation by the Association. No employee shall be required to join the Association, but membership in the Association shall be available to all employees who apply, consistent with the Association's constitution and bylaws.
2. The District shall deduct in equal installments from the earnings of all employees in the collective bargaining unit, except exempt employees, their fair share of the cost of representation by the Association, as provided in section 111.70 (1) (f), Wis. Stats., and as certified to the District by the Association. The District shall pay said amount to the treasurer of the Association using the same remittance procedure used to transmit Association dues. The date for the commencement of these deductions shall be determined by the Association; however, all employees, except exempt employees, shall be required to pay their full fair share assessment regardless of the date on which their fair share deductions commence. The District will provide the Association with a list of employees from whom deductions are made with each remittance to the Association.
  - a. For purposes of the Article, exempt employees are those employees who are members of the Association and whose dues are deducted and remitted to the Association by the District pursuant to the Dues Deduction Article or paid to the Association in some other manner authorized by the Association. The Association shall notify the District of those employees who are exempt from the provisions of this Article and shall notify the District of any changes in its membership affecting the operation of the provisions of this Article.
  - b. The Association shall notify the District of the amount certified by the Association to be the fair share of the cost of representation by the Association and the date for the commencement of fair share deductions prior to any required fair share deduction.
3. The Association agrees to certify to the District only such fair share costs as are allowed by law, and further agrees to abide by the decisions of the Wisconsin Employment Relations Commission and/or courts of competent jurisdiction in this regard. The Association agrees to inform the District of any change in the amount of such fair share costs.
4. The Association shall provide employees who are not members of the Association with an internal mechanism within the Association which is consistent with the requirements of state and federal law and which will allow those employees to challenge the fair share amount certified by the Association as the cost of representation and to receive, where appropriate, a rebate of any monies to which they are entitled. To the extent required by state or federal law, the Association will place in an interest-bearing escrow account any disputed fair share amounts.
5. The Association does hereby indemnify and shall save the District harmless against any and all claims, demands, suits, or other forms of liability, including court costs, that shall arise out of or by reason of action taken or not taken by the District, which District action or non-action is in compliance with the provisions of this Article, and in reliance on any

lists or certificates which have been furnished to the District pursuant to this Article; provided that the defense of any such claims, demands, suits or other forms of liability shall be under the control of the Association and its attorneys. However, nothing in this section shall be interpreted to preclude the District from participating in any legal proceedings challenging the application or interpretation of this Article through representatives of its own choosing and at its own expense.

## **ARTICLE XIV - REDUCTION IN STAFF**

### **PROCEDURE**

1. The area to be reduced will be identified by the Board of Education.
2. By March 15, the Board shall inform the teacher(s) by preliminary notice in writing that the Board is considering such action.
3. If a teacher or teachers file a request with the Board within five days after receiving the notice, the teacher or teachers have the right to a conference with the Board prior to being given final written notice of the layoff or reduction.
4. By April 30, a final notice will be given to any staff member so affected.
5. Should a staff member who is selected for layoff possess certification in an area with a position held by a less senior teacher, the more senior teacher shall be allowed to bump that least senior teacher.
6. Seniority shall be applied district-wide. Seniority is lost when the teacher resigns, quits, is discharged, fails to report to work within ten (10) days upon receiving recall notice or after termination of a leave of absence, retires or exceeds the recall period. If the offer of recall is less than the percentage of contract the employee had last, (s)he may refuse the recall without loss of recall rights or seniority.

### **RECALL**

1. A teacher on layoff under the terms of this Article, if qualified, will be recalled for such vacancies as may occur in the teacher's area of certification. Recall of qualified teachers shall be inverse order of their being laid off. The recall period shall be for two years extending through September 15 of the two (2) subsequent years following the employee's last work year.
2. Notification by registered mail, return receipt requested to the teacher's last known address, and a copy to the Association, will be considered proper notification of recall and written acceptance or rejection of the recall must be received in the school office within ten (10) days of the mailing otherwise recall rights will terminate. It shall be the responsibility of each teacher on layoff to keep the District advised of his/her current whereabouts.

3. No teacher will be prevented from seeking and securing other employment during the period of layoff. No new appointments may be made while there are laid off teachers available who are qualified to fill the vacancies.
4. Teachers on layoff status shall be eligible to purchase insurance under the District's group insurance policy in accordance with state and federal guidelines upon the teacher's proper payment of the premiums. The District will pay no part of the insurance cost. Continuation of the insurance provisions shall be suspended if the teacher is receiving insurance benefits from a subsequent employer.
5. Seniority. Sick leave and all other benefits shall not accrue to the benefit of laid off teachers. However, upon recall, a teacher's seniority and accumulated sick leave prior to the layoff shall be restored.

## **ARTICLE XV - LIQUIDATED DAMAGES**

In the event that a teacher shall accept a contract for the ensuing year but does not return to teach during that year, and does not notify the Board prior to July 15 that the teacher will not return, that teacher shall pay to the Board liquidated damages not to exceed a maximum of \$500. Said sum being agreed upon as reimbursement for costs the district is required to pay in the recruitment, interviewing, selection and contracting for a replacement teacher. These damages will not be assessed once the academic year has begun if the teacher gives a 30 day notice before leaving the system. The Board may waive these damages at their discretion.

## **ARTICLE XVI - CALENDAR AND PAY PROVISIONS**

### **A. School Calendar and Makeup of Time Lost**

The salary is based on 185 teaching days as defined by DPI Administrative Rules PI 8.01(2)(f). Two of the days shall be used for parent-teacher conferences. In addition to the teaching days, 3 days will be included for staff development. Teachers will not be expected to report for work on days when school is not in session due to inclement weather or other emergencies. A teacher shall not suffer a loss of pay or benefits as a result of days not being rescheduled. The District and the Association agree to meet the minimum number of hours and days necessary of student contact as required by the DPI and/or Wisconsin State Law.

### **B. Outside Experience Credit on Salary Schedule**

This salary schedule will be passed on the number of years each teacher has taught in this district. The teachers, new to this district, will be given credit for years of experience as follows:

1. Full credit for the first six years of experience.
2. Fifty percent credit for years of experience for the next eleven years or a maximum of eleven years of experience on the salary schedule. It is understood that the salary schedule (see Appendix A and B) has eleven steps on for the Bachelor lanes. The Master lanes allow a maximum of ten steps.

Exception: In the event that state of Wisconsin limits expenses or revenues which cannot be increased by the Paris Board, then the District may place newly hired employees at the level of experience as determined by the Board, as long as they are placed in the correct educational column.

### **C. Extra Duty Pay**

Pay for extra-curricular duties shall be granted by the Board of Education. They pay for extra-curricular duties shall be negotiated by the Board of Education and the teacher's negotiating team. The Board will pay teacher's share of retirement on extra-curricular salaries.

### **D. Salary Deduction and Reduction**

Deductions for the following voluntary payroll will be made:

#### **Kenosha Teacher's Credit Union**

- a. If a teacher elects to have a deduction, it will be made each pay period. The amount of the deduction will be established at the time of enrollment with the school bookkeeper. No changes will be made without written notice thirty (30) days in advance.

## **ARTICLE XVII – MENTOR TEACHER <sup>1</sup>**

The parties recognize their obligation under PI 34 to design and continually review a voluntary Mentor Program. As such, the program will be developed in full cooperation between the Association and the Administration and be a collaborative effort of a board steering committee.

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<sup>1</sup> *It is understood by both parties that should the language in Article XVII – Mentor Teacher become part of Board policy, it will be removed from the collective bargaining agreement. However, should that policy change, then the language from this article will be restored to the contract. Should this occur during the duration of an agreement, the Mentor Teacher language would be a Memorandum of Understanding. Should it occur during after the contract has expired, then the language would become part of the successor agreement.*

A. The District will offer:

1. Ongoing Orientation – developed by the steering committee under the guidelines set for by the Wisconsin Department of Public Instruction.
2. Support Seminars – developed by the Association and administration.
3. Qualified Mentors – District paid training for mentors will be provided as set forth in the Wisconsin Department of Public Instruction guidelines.

B. Mentor Requirements and Limitations

1. Must be non-probationary staff with a valid license.
2. Have at least three (3) years teaching in the District and five (5) or more total years of teaching.
3. Shall volunteer for one (1) year, renewable by mutual agreement.

The Mentor teacher shall not evaluate any member of the bargaining unit, and cannot be subpoenaed or called to testify as a witness in any grievance, disciplinary, discharge or nonrenewal hearing or attend any board meeting to discuss the mentoring of another teacher.

C. Compensation

Mentor Teachers will be compensated with a stipend of seven hundred fifty (\$750) dollars per semester.

In lieu of the compensation listed above, Mentor Teachers can also be provided a non-elective TSA contribution equal to five (5) days of per diem pay per year for each Initial Educator mentored in recognition of the additional time and expertise provided.

D. Other Limitations and Requirements

1. The Initial Educator and the Mentor Teacher shall be given release time on a schedule to be mutually agreed upon by the Initial Educator, the Mentor, and the supervising administrator to permit consultation, demonstration, and observation.
2. Either the Initial Educator or the Mentor may request the removal of the other at least once. The removal will not occur without the other being informed, and the other shall be given a sufficient opportunity (as defined by the individual seeking removal) to remove any impediment causing the relationship to be limited. If either requests a change, then the District shall use its best efforts to timely provide a replacement. The request will be granted without any discussion of the reason(s) for the request. There shall be no recriminations once the request is made.

## **ARTICLE XVIII - ANNEXATION, CONSOLIDATION, CESSATION OF OPERATIONS, OR OTHER REORGANIZATIONS OF THE PARIS DISTRICT**

- A. This Agreement shall be binding upon the Board and its successor and upon any school district to which or with which this District shall be merged or in any other manner combined. The Board agrees that all obligations under this Agreement, and the performance thereof by the Board's successor under any reorganization of the District, shall become a condition of any such reorganization, to the extent permitted by law.
- B. In the event that this District is a party to a merger or consolidation of school districts, the Board shall require, to the extent permitted by law, that any merger, consolidation or reorganization agreement involving the District include the requirement that the Board's successor continue to employ the Board's current bargaining unit employees, to the extent that such continued employment is reasonably possible and feasible. In the event that this district is combined with one or more other districts, the Board will use its best efforts to assure the continued employment of its employees in such a consolidated district.
- C. In the event that the District is a party to a merger or consolidation with another school district, districts, or parts of districts, no bargaining unit employee of the District shall lose accrued seniority, as determined pursuant to this Agreement, with respect to employment by the Board's successor.
- D. In order to assure the Association's right to bargain with the District concerning the impact on employee wages, hours and working conditions of any merger, consolidation or other reorganization of the District, the Board will provide for and assure participation by the Association and its representatives in the preparation and approval of the contractual arrangements and any resolution required of the Board or its successor with respect to any such consolidation or merger. The Board shall promptly provide the Association with notice and all information available to the Board concerning any merger, consolidation or other reorganization involving the District.
- E. Matters arising from any merger, consolidation, or other reorganization involving the District, and not covered by this Agreement, which affect wages, hours, or conditions of employment shall be subject to negotiations between the parties during the term of this Agreement. When said negotiations are required, this Agreement shall be amended or modified to incorporate the agreement(s) reached in said negotiations. If said negotiations result in an impasse, the impasse shall be resolved pursuant to the provisions of section 111.70 (4) (cm), Wis. Stats.

## **ARTICLE XIX - SIGNATURE**

Signed this \_\_\_ day of \_\_\_\_\_, 2007.

**For the District:**

**For the Association:**

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*President of the Board*

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*President of the Association*

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*District Administrator*

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*Local Association Negotiator*

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*Clerk of the Board*

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*UniServ Representative  
SLUE/Council 26*



## ~~APPENDIX A - SALARY SCHEDULE 2007-2008~~

Step	BA	BA+6	BA+12	BA+18	BA+24	BA+30	MA	MA+6	MA+12	MA+18	MA+24	MA+30
1	35813	36530	38527	39298	40084	40885	43641	44762	45922	47104	48329	49585
2	37282	38027	40108	40910	41728	42563	45649	46830	48042	49288	50570	51888
3	38810	39587	41752	42587	43439	44308	47755	48995	50268	51578	52923	54307
4	40402	41210	43464	44333	45220	46124	49967	51269	52607	53981	55392	56845
5	42058	42899	45246	46151	47074	48016	52290	53657	55061	56503	57987	59512
6	43782	44658	47101	48043	49004	49984	54729	56164	57638	59153	60711	62313
7	45577	46489	49032	50013	51013	52034	57288	58795	60342	61935	63569	65252
8	47446	48395	51043	52064	53105	54167	59978	61560	63186	64855	66573	68340
9	49391	50379	53135	54198	55282	56388	62801	64463	66169	67922	69726	71581
10	51416	52445	55314	56420	57549	58700	65767	67510	69301	71144	73037	74984
11	53525	54717	58918	60175	61433	62690						

## ~~APPENDIX A - SALARY SCHEDULE 2008-2009~~

Step	BA	BA+6	BA+12	BA+18	BA+24	BA+30	MA	MA+6	MA+12	MA+18	MA+24	MA+30
1	36888	37626	39683	40477	41286	42112	44950	46105	47299	48517	49779	51073
2	38400	39168	41311	42137	42980	43840	47018	48235	49483	50766	52087	53445
3	39975	40774	43005	43865	44742	45637	49188	50465	51776	53125	54511	55936
4	41614	42446	44768	45663	46577	47508	51466	52807	54185	55600	57054	58550
5	43320	44186	46604	47536	48486	49456	53859	55267	56712	58198	59727	61297
6	45096	45998	48514	49485	50474	51484	56371	57849	59367	60927	62532	64183
7	46945	47884	50503	51513	52544	53595	59007	60559	62152	63793	65476	67209
8	48869	49847	52574	53626	54698	55792	61778	63407	65082	66801	68570	70390
9	50873	51891	54730	55824	56941	58079	64685	66397	68154	69960	71818	73728
10	52959	54018	56973	58113	59275	60461	67740	69536	71380	73278	75228	77233
11	55130	56359	60686	61981	63276	64571						

**\*The Board proposes freezing the salary schedule at the 2008-09 level for 2009-10 and 2010-11.**

**\*The Board proposes freezing teachers on the step they were on during the 2008-09 school year for 2009-10 and 2010-11. The Board will honor any lane movement achieved during 2009-10 and 2010-2011.**

## **APPENDIX A - SALARY SCHEDULE 2009-2010**

Step	BA	BA+6	BA+12	BA+18	BA+24	BA+30	MA	MA+6	MA+12	MA+18	MA+24	MA+30
1	36888	37626	39683	40477	41286	42112	44950	46105	47299	48517	49779	51073
2	38400	39168	41311	42137	42980	43840	47018	48235	49483	50766	52087	53445
3	39975	40774	43005	43865	44742	45637	49188	50465	51776	53125	54511	55936
4	41614	42446	44768	45663	46577	47508	51466	52807	54185	55600	57054	58550
5	43320	44186	46604	47536	48486	49456	53859	55267	56712	58198	59727	61297
6	45096	45998	48514	49485	50474	51484	56371	57849	59367	60927	62532	64183
7	46945	47884	50503	51513	52544	53595	59007	60559	62152	63793	65476	67209
8	48869	49847	52574	53626	54698	55792	61778	63407	65082	66801	68570	70390
9	50873	51891	54730	55824	56941	58079	64685	66397	68154	69960	71818	73728
10	52959	54018	56973	58113	59275	60461	67740	69536	71380	73278	75228	77233
11	55130	56359	60686	61981	63276	64571						

## **APPENDIX A - SALARY SCHEDULE 2010-2011**

Step	BA	BA+6	BA+12	BA+18	BA+24	BA+30	MA	MA+6	MA+12	MA+18	MA+24	MA+30
1	36888	37626	39683	40477	41286	42112	44950	46105	47299	48517	49779	51073
2	38400	39168	41311	42137	42980	43840	47018	48235	49483	50766	52087	53445
3	39975	40774	43005	43865	44742	45637	49188	50465	51776	53125	54511	55936
4	41614	42446	44768	45663	46577	47508	51466	52807	54185	55600	57054	58550
5	43320	44186	46604	47536	48486	49456	53859	55267	56712	58198	59727	61297
6	45096	45998	48514	49485	50474	51484	56371	57849	59367	60927	62532	64183
7	46945	47884	50503	51513	52544	53595	59007	60559	62152	63793	65476	67209
8	48869	49847	52574	53626	54698	55792	61778	63407	65082	66801	68570	70390
9	50873	51891	54730	55824	56941	58079	64685	66397	68154	69960	71818	73728
10	52959	54018	56973	58113	59275	60461	67740	69536	71380	73278	75228	77233
11	55130	56359	60686	61981	63276	64571						

## **APPENDIX C1 - HEALTH INSURANCE**

## **APPENDIX C2 - DENTAL INSURANCE**

**APPENDIX C3 - LTD INSURANCE**

**APPENDIX C4 - LIFE INSURANCE**

**APPENDIX D - CALENDAR ~~2007-08~~ 2009-10**

**APPENDIX D - CALENDAR 2007-08 2009-10 (Continued)**



**APPENDIX E - CALENDAR ~~2008-09~~ 2010-2011**

# APPENDIX F - TEACHER CONTRACT

Pursuant to a resolution adopted by the school district board of Joint School District No. 1 of the Towns of Paris and Bristol, County of Kenosha, the \_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_: said board of said school district; party of the first part hereby contracts with \_\_\_\_\_ party of the second part, a qualified teacher of the State of Wisconsin as follows: \_\_\_\_\_ party of the second part hereby agrees to teach in the school of said district for a period of \_\_\_\_\_ school days (it is mutually understood that 20 days shall constitute a school month) during the year 20\_\_\_\_\_ and 20 \_\_\_\_\_ for a salary consideration in the amount of \_\_\_\_\_.

It being further understood that in this school the Board of Education and the Administrator have the right to make such adjustments in grades as may be necessary for the best interest of the children.

Parties of the first part and of the second part mutually agree that the provisions of section 118.25 relative to physical examinations and chest x-rays or TB. test. 121.17(2) of the statutes relative to sick leave and minimum salaries and of chapter 42 relative to deductions for and payments to the teacher's retirement and social security funds (if the teacher is a member of the Combined Group) constitute a part of this contract.

Provided: that in case said teacher shall be legally dismissed from school or shall have \_\_ certificate legally annulled, by expiration or otherwise, then said teacher shall not be entitled to compensation from and after such dismissal or annulment: Provided further term shall not be paid unless said teacher shall have made the report for the school term as requested by law.

Party of the first part agrees to provide legally suitable building facilities, books and equipment for the operation and maintenance of the school.

Party of the second part agrees to operate the school in accordance with rules and regulations adopted by the party of the first part.

The undersigned teacher represents to the school board that (\_\_\_) is not under contract of employment with another school district for any period covered by this contract.

*\*NOTE: Salary will be determined on the basis of the salary schedule before the first pay check in September 20\_\_\_\_\_.*

In witness whereof we have hereunto subscribed our names this \_\_\_\_\_ day of \_\_\_\_\_ A.D. 20 \_\_\_\_\_.

## School Board Signatures

\_\_\_\_\_  
*Teacher's Signature*

\_\_\_\_\_  
*President*

\_\_\_\_\_  
*Retirement Number*

\_\_\_\_\_  
*Vice President*

\_\_\_\_\_  
*Social Security Number*

\_\_\_\_\_  
*Treasurer*

\_\_\_\_\_  
*Date of Birth*

\_\_\_\_\_  
*Clerk*

\_\_\_\_\_  
*Address*

\_\_\_\_\_  
*Phone*

\_\_\_\_\_  
*Member*

## APPENDIX G - EXTRA DUTY COMPENSATION

### EXTRA-CURRICULAR

Event	2007-08	2008-09
Softball	\$310.74	\$320.06
Basketball	\$1,319.77	\$1,359.36
-- Assistant	\$380.68	\$392.10
Volleyball	\$916.16	\$943.64
Track	\$310.74	\$320.06
Cheerleading	\$829.01	\$853.88
Yearbook	\$380.68	\$392.10
8 <sup>th</sup> Grade Advisor (0-30 hrs)	\$630.00	\$648.90
8 <sup>th</sup> Grade Advisor (over 30 hrs)	\$840.00	\$865.20
Battle of the Book	\$400.00 (team)	\$412.00 (team)
Forensics	\$400.00 (team)	\$412.00 (team)
Drama	\$400.00 (team)	\$412.00 (team)
Student Council Advisor	\$400.00 (team)	\$412.00 (team)
Writers' Club	\$500.00 (team)	\$515.00 (team)

<b>Event</b>	<b>2009-10</b>	<b>2010-11</b>
Softball	<u>\$320 (team)</u>	<u>\$320 (team)</u>
Basketball A Team	<u>\$1,200</u>	<u>\$1,200</u>
Basketball B Team	<u>\$600</u>	<u>\$600</u>
Basketball C Team	<u>\$200</u>	<u>\$200</u>
Volleyball A Team	<u>\$850</u>	<u>\$850</u>
Volleyball B Team	<u>\$250</u>	<u>\$250</u>
Track	<u>\$350 (team)</u>	<u>\$350.00 (team)</u>
Cheerleading	<u>\$850 (team)</u>	<u>\$850 (team)</u>
Yearbook	<u>\$390</u>	<u>\$390</u>
8 <sup>th</sup> Grade Advisor (0-30 hrs)	<u>\$600</u>	<u>\$600</u>
Battle of the Book	<u>\$400.00 (team)</u>	<u>\$400 (team)</u>
Forensics	<u>\$400.00 (team)</u>	<u>\$400 (team)</u>
Drama	<u>\$400.00 (team)</u>	<u>\$400 (team)</u>
Student Council Advisor	<u>\$400.00 (team)</u>	<u>\$400 (team)</u>
Writers' Club	<u>\$500.00 (team)</u>	<u>\$500 (team)</u>