

2007-2009

2009-2011

Proposed

MASTER CONTRACT

PARIS BOARD OF EDUCATION

plus

SCHOOL PROFESSIONALS AND
EMPLOYEES ASSOCIATION OF
KENOSHA COUNTY

(SPEAK)

The Association hereby grants, and reserves the right to, ratify, modify, and/or delete from its
contracts.

ARTICLE III - COMPENSATION

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 (including PI 34), 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.

2. 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.

3. For each PI-34 Professional Development Plan (PDP) cycle completed, the teacher will be credited with six (6) credits on the salary schedule. College or university credits earned shall be in addition to PI 34 credits. However, at no time will a teacher be advanced to the MA lane if the teacher has not attained their Masters degree. Such teachers will be ineligible for further lane movement until the teacher attains their Masters degree.

C. Work Beyond the Workday

1. The Board will provide compensation for work beyond the regular workday at the rate of ~~twenty-six (\$26.00)~~ twenty-eight (\$28.00) dollars per hour for 2007-2008 2009-2010 and ~~twenty-seven (\$27)~~ twenty-nine (\$29) dollars per hour for ~~2008-2009~~ 2010-2011. All work beyond the workday will require pre-approval by the District Administrator.

E. Extra-Curricular Pay (new)

1. Appendix G containing the extra curricular schedule is hereby made a part of this agreement.
2. Teachers will be offered extra curricular positions before they are offered to those outside the bargaining unit. (Clarification)

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)

YEAR	SINGLE	FAMILY
2009-2010	\$946.70	\$2147.90
2010-2011		

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~~ **WEA Trust Preferred with a \$100/200 deductible**. The specific benefits are outlined in Appendix C-1. The Board will pay up to \$1916.38 ~~\$2147.90~~ 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~~ ~~2009-11~~ contract. The Board will pay the full cost for single health insurance for the ~~2007-09~~ ~~2009-11~~ contract.

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)

<u>YEAR</u>	<u>SINGLE</u>	<u>FAMILY</u>
<u>2009-2010</u>	<u>\$48.98</u>	<u>\$125.94</u>
<u>2010-2011</u>		

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.

ARTICLE VII – RETIREMENT BENEFITS

1. Retirement

The Board will pay the teacher's retirement contribution to the Wisconsin Retirement System (WRS).

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 in accordance with the provisions below 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.
 - c. 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.
 - d. 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.

- e. 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.

- 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.
- Teachers who retire shall also be eligible to participate in the post employment cafeteria plan in accordance to the provisions below. 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 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. Such stipend shall continue for a period of three (3) years at the rate in which the teacher retires. 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.

H. Elective Option in Lieu of Health Insurance

1. Former employees entitled to extended group health and life insurance coverage may elect to receive, in lieu of such coverage, monthly cash or reimbursement for eligible unreimbursed medical expense payments (FSA) for the same period of time that the insurance coverage (single or family, regular or Medicare coordinated) would have been extended. Former employees electing not to receive group health and life insurance coverage may elect to receive, in lieu of such coverage, additional payment of cash compensation with the total of such payments equal to the single health insurance premium.
2. This election shall be made in writing prior to September 1 and then annually each year prior to the cafeteria plan's definition of the beginning date for a new year. Absent a mid-year (January through

December) cafeteria IRC §125 exception [such as an employee getting married, loss of spouse coverage, etc.], a mid-year change from their eligible status is not permitted. Each monthly payment equals the premium charged by the group health insurer for the coverage for that month (subject to applicable payroll taxes). If a cash or FSA payment election is made for one year, then cash or FSA payments have to be elected for later years, unless group health plan coverage is available for those later years

3. To avoid adverse income tax consequences to employees who elect the insurance coverage, the cafeteria plan will comply with IRS rules governing §125 plans. Prior to any employee being eligible to elect this option, the District shall, if necessary, create or amend its §125 plan to provide coverage to such former employees

ARTICLE IX - GENERAL PROVISIONS

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~~ \$20.00 per period.

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 2009-10
- Appendix B-Salary Schedule – 2008-09 2010-11
- Appendix D-Calendar – 2007-08 2009-10
- Appendix E-Calendar – 2008-09 2010-11
- Appendix G-Extra Duty Compensation

ARTICLE XVII – MENTOR TEACHER ⁴

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.

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.

⁴ 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 this 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.

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 XIX - SIGNATURE

Signed this ___ day of _____, 2007 2009

For the District:

For the Association:

President of the Board

President of the Association

District Administrator

Local Association Negotiator

Clerk of the Board

*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	47104	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	40473	41286	42117	44850	46105	47299	48517	49779	51073
2	38400	39168	41311	42137	42980	43840	47618	48235	49483	50766	52087	53445
3	39975	40774	43005	43886	44792	45724	49598	50465	51776	53125	54511	55936
4	41614	42446	44768	45687	46637	47618	51486	52807	54185	55600	57054	58550
5	43320	44186	46694	47639	48618	49635	53855	55267	56712	58198	59727	61297
6	45096	45998	48514	49485	50478	51494	55971	57849	59367	60927	62532	64183
7	46945	47884	50503	51512	52541	53595	58277	60559	62452	63793	65476	67209
8	48869	49847	52574	53629	54708	55812	60778	63407	65082	66801	68570	70390
9	50873	51891	54730	55814	56911	58032	64885	66907	68451	69960	71818	73728
10	52959	54018	56973	58114	59278	60464	67740	69536	71389	73278	75228	77233
11	55130	56359	60686	61981	63276	64571						

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	37,994	38,754	40,873	41,691	42,525	43,375	46,299	47,488	48,718	49,973	51,272	52,605
2	39,552	40,343	42,550	43,401	44,269	45,155	48,429	49,682	50,968	52,289	53,650	55,048
3	41,174	41,997	44,295	45,181	46,085	47,006	50,663	51,979	53,329	54,719	56,146	57,614
4	42,862	43,719	46,111	47,033	47,974	48,933	53,010	54,392	55,810	57,268	58,766	60,307
5	44,619	45,512	48,002	48,962	49,941	50,940	55,475	56,925	58,414	59,944	61,519	63,136
6	46,449	47,378	49,970	50,969	51,989	53,028	58,062	59,584	61,148	62,755	64,408	66,108
7	48,353	49,320	52,018	53,059	54,120	55,202	60,777	62,376	64,016	65,706	67,440	69,225
8	50,336	51,342	54,151	55,234	56,339	57,466	63,631	65,309	67,034	68,805	70,628	72,502
9	52,399	53,447	56,371	57,499	58,649	59,822	66,626	68,389	70,199	72,059	73,973	75,940
10	54,548	55,639	58,683	59,856	61,053	62,275	69,772	71,622	73,521	75,476	77,485	79,550
11	56,784	58,049	62,506	63,840	65,174	66,508						

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	39,134	39,917	42,100	42,942	43,800	44,676	47,688	48,913	50,180	51,472	52,810	54,183
2	40,739	41,554	43,827	44,703	45,598	46,510	49,881	51,172	52,497	53,858	55,260	56,700
3	42,409	43,257	45,624	46,536	47,467	48,416	52,183	53,538	54,929	56,360	57,830	59,343
4	44,148	45,031	47,494	48,444	49,413	50,401	54,600	56,023	57,485	58,986	60,529	62,116
5	45,958	46,877	49,442	50,431	51,439	52,468	57,139	58,632	60,166	61,743	63,364	65,030
6	47,842	48,799	51,469	52,498	53,548	54,619	59,804	61,372	62,982	64,638	66,340	68,092
7	49,804	50,800	53,579	54,651	55,744	56,859	62,600	64,247	65,937	67,678	69,463	71,302
8	51,846	52,883	55,776	56,891	58,029	59,190	65,540	67,268	69,045	70,869	72,746	74,677
9	53,971	55,051	58,063	59,224	60,408	61,616	68,625	70,440	72,305	74,221	76,192	78,218
10	56,184	57,308	60,443	61,652	62,885	64,143	71,865	73,770	75,727	77,741	79,810	81,937
11	58,488	59,791	64,381	65,755	67,129	68,503						

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 th Grade Advisor (0-30 hrs)	\$630.00	\$648.90
8 th 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	\$600.00 (team)	\$615.00 (team)

APPENDIX G - EXTRA DUTY COMPENSATION

EXTRA-CURRICULAR

Event	2009-10	2010-11
Softball	<u>\$329.66</u>	<u>\$339.55</u>
Basketball	<u>\$1,400.14</u>	<u>\$1,442.15</u>
-- Assistant	<u>\$403.86</u>	<u>\$415.98</u>
Volleyball	<u>\$971.95</u>	<u>\$1,001.11</u>
Track	<u>\$329.66</u>	<u>\$339.55</u>
Cheerleading	<u>\$879.50</u>	<u>\$905.88</u>
Yearbook	<u>\$403.86</u>	<u>\$415.98</u>
8 th Grade Advisor (0-30 hrs)	<u>\$668.37</u>	<u>\$688.42</u>
8 th Grade Advisor (over 30 hrs)	<u>\$891.16</u>	<u>\$917.89</u>
Battle of the Book	<u>\$424.36 (team)</u>	<u>\$437.09 (team)</u>
Forensics	<u>\$424.36 (team)</u>	<u>\$437.09 (team)</u>
Drama	<u>\$424.36 (team)</u>	<u>\$437.09 (team)</u>
Student Council Advisor	<u>\$424.36 (team)</u>	<u>\$437.09 (team)</u>
Writers' Club	<u>\$530.45 (team)</u>	<u>\$546.36 (team)</u>