

Tentative Agreement  
between the  
Chippewa Valley Transportation Association; MEA Local 1  
and the  
Chippewa Valley School District

It is agreed that all provisions of the 2021-24 Collective Bargaining Agreement remain in full force and in effect with the following modifications as indicated below and upon ratification by both parties be effective July 1, 2023 and continue in effect through June 30, 2026.

ARTICLE 8 – COMPENSATION – Schedule A

For the 2022/23 school year

- A 4% retention bonus payment based on total actual wages paid from 7/1/22 to 6/30/23 (not subject to retirement) will be paid on July 30, 2023 for Association members employed by the district on June 14, 2023.

The Salary Schedule has been adjusted for the 2023/24 and for the 2024-26 school years, see attached.

For the 2023/24 school year

- Employees will be placed at the rate on the new scale based on their Bus Driver seniority date.
- A 3% retention bonus payment based on base wages earned for 2023/24 (not subject to retirement) will be paid on June 30, 2024 for Association members employed by the district on June 11, 2024 or last student day.
- There may be an additional off schedule bonus payment (not subject to retirement) based on a funding/enrollment variance formula paid on June 30<sup>th</sup>.

For the 2024/25 school year

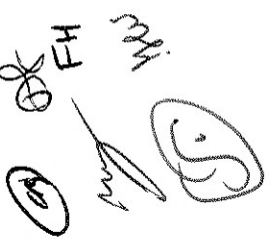
- Employees will be placed at the rate on the new scale based on their Bus Driver seniority date.
- A 3% retention bonus payment based on base wages earned for 2024/25 (not subject to retirement) will be paid on June 30, 2025 for Association members employed by the district on June 12, 2025 or last student day.
- There may be an additional off schedule bonus payment (not subject to retirement) based on a funding/enrollment variance formula paid on June 30<sup>th</sup>.

For the 2025/26 school year

- Employees will be placed at the rate on the new scale based on their Bus Driver seniority date.
- A 3% retention bonus payment based on base wages earned for 2025/26 (not subject to retirement) will be paid on June 30, 2026 for Association members employed by the district on the last student day for the 2025/26 school year.
- There may be an additional off schedule bonus payment (not subject to retirement) based on a funding/enrollment variance formula paid on June 30<sup>th</sup>.

Add the attached longevity schedule and language to Article 8-Compensation.

Any sunset items that were agreed upon in the 2021-202~~3~~<sup>4</sup> contract will continue through June 30, 2026.



CA FH  
OK FH  
WJ  
S  
If the membership votes to separate Transportation from the Chippewa Valley Support Association, (CVSPA), the Association and Administration agree to meet to review language that needs to remove CVSPA specific language.

Article 7 – Hour of Work B. Hours-Bus Drivers

2. DUE TO RESTRUCTURING OF ROUTES, FOR THE 2023/24 SCHOOL YEAR THERE WILL BE TWO BID DAYS THE FIRST BID DAY WILL BE SCHEDULED DURING THE TWO-WEEK PERIOD IMMEDIATELY PRECEDING THE FIRST DAY OF SCHOOL. THE SECOND BID WILL BE SCHEDULED TO BEGIN ON TUESDAY THE WEEK AFTER THE FALL COUNT DAY. FOR THE FIRST BID DRIVERS WILL BE COMPENSATED A MINIMUM OF SIX (6) HOURS TO BID AND DO DRY RUNS. ADMINISTRATION AND THE UNION WILL MEET TO DISCUSS THE DETAILS OF THESE TWO BIDS. FOR THE 2024/25 AND 2025/26 SCHOOL YEARS ADMINISTRATION AND THE UNION WILL MEET TO DISCUSS FUTURE BID STRUCTURE.

9. Adjusted Routes

- a. When it is necessary to adjust a General Ed regular route after the Second Bid Cycle and the adjustment adds or subtracts 2/10th (12 minutes) of an hour or less, the assigned driver will remain in place and there will be no change in driver assignments.
- b. If the adjustment of a General Ed route adds 3/10th (18 minutes) of an hour or more, the General Ed route will be considered vacant and will be posted. If the driver on the adjusted route is displaced, they may follow normal bumping procedures.
- c. ~~If the adjustment of a Special Ed route adds 5/10th (30 minutes) of an hour or more, the route will be posted. If the driver on the adjusted route is displaced, they may follow normal bumping procedures.~~
- NEW C. d. If the adjustment of a General Ed route subtracts 3/10th (18 minutes) of an hour or more, the assigned driver has the option of keeping the route or bumping a Driver with less seniority and whose bid time exceeds the adjusted route in which case the adjusted route will be posted.
- e. ~~If the adjustment of a Special Ed route subtracts 5/10th (30 minutes) of an hour or more, the assigned driver has the option of keeping the route or bumping a Driver with less seniority and whose bid time exceeds the adjusted route in which case the adjusted route will be posted.~~
- f. Any route General Ed route that increases or decreases 32/10ths or Special Ed route that increases or decreases 6/10th of an hour within thirty (30) calendar days of the last day of school will not be posted and will be adjusted accordingly.

Article 11 – Leaves with Pay F.

All employees shall report absences on a daily basis as per policy **USING THE ELECTRONIC ABSENCE MANAGEMENT SYSTEM** and complete **ANY NECESSARY** all forms ~~provided~~ stating the reasons for such absence.

Article 12 – Leaves of Absence A. General Leaves of Absence

...Such request must be in writing **STATING THE REASON AND THE DATES OF THE LEAVE REQUEST AND SUBMITTED** to the **HUMAN RESOURCES DEPARTMENT**. Superintendent/Designee on the Request For Leave of Absence Form available in the Personnel Office. Such leaves may be extended for a period not to exceed one (1) year if approved by the Superintendent Designee.

Article 20 – Employees Right and Responsibility (P) ~~Incentive Weather~~ FORGIVEN TIME

Bus Drivers and Cafeteria employees will be paid for up to six (6) days when **FORGIVEN TIME IS USED PER THE PUPIL ACCOUNTING REGULATIONS**. ~~schools is closed due to adverse weather conditions or any other conditions.~~ Bus Drivers and Cafeteria employees may elect to use a personal business day from their annual allotment for **FORGIVEN TIME** ~~school closures~~ exceeding six (6) days by notifying the payroll department in writing no later than two days after the school closure. If notification is not received within this timeframe the day will be unpaid. Pre-approved sick or PB day are not paid days, if school closures are in excess of six (6) days unless the employee elects to these days by notifying payroll as indicated above. Employees who are asked to report to work or receive late notice after they report to work on **A FORGIVEN TIME** ~~an incentive weather~~ **OR BUILDING CLOSURE** day will be paid for the ~~snow~~ day plus the hours worked at their regular rate. **FOR BUILDING CLOSURE DAYS EMPLOYEES MAY BE ASKED TO REPORT TO WORK AND WILL BE PAID FOR THE DAY PLUS THE HOURS WORKED AT THEIR REGULAR RATE.**

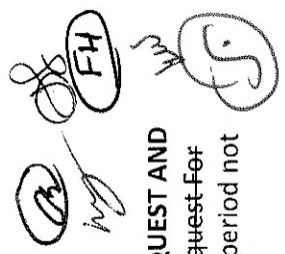
Article 20 – Employees Right and Responsibility-S

When an employee desires to terminate **THEIR** his employment, there must be at least ten (10) working days notice of resignation/**RETIREMENT** with no absences during said period, in writing, given to the **HUMAN RESOURCES DEPARTMENT** ~~immediate supervisor~~. Resignations/**RETIREMENTS** of shorter notice shall automatically forfeit any and all benefits **INCLUDING ANY SICK AND/OR LONGEVITY PAYMENTS**, except if the resignation/**RETIREMENT** is of an emergency nature (such as sickness in the family, death, etc.) **AND CAN BE SUBSTANTIATED WITH DOCUMENTATION.**


Article 20 – Employees Right and Responsibility-T (Incorporate LOA signed 6/28/22)

Resignation automatically forfeits accruing additional rights and benefits. In the event of reemployment, such employee shall be considered as a new employee **AFTER ONE CALENDAR YEAR. INDIVIDUALS THAT ARE REEMPLOYED BY THE DISTRICT WITHIN ONE CALENDAR YEAR OF RESIGNING WILL BE RETURN AT THE RATE THAT THE PERSON LEFT AT. EMPLOYEES BUS DRIVERS WILL NOT RETAIN PREVIOUS SENIORITY. ALL OTHER POSITIONS WILL RETAIN PREVIOUS SENIORITY MINUS THE TIME THEY WERE AWAY FROM THE DISTRICT. THIS LANGUAGE IS ONLY APPLICABLE ONE TIME PER EMPLOYEE.**

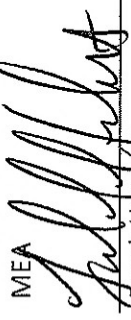
It is agreed to meet and discuss language for Trips and Summer trips during the 2023/24 school year.

Handwritten initials and signatures at the top left of the page. There are two sets of initials, one in a circle and one in a square, and a signature.


Agreed to by the following:

  
Timothy J. Couto, Date 6/7/23

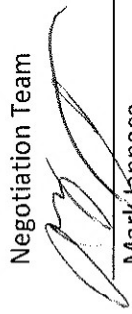
Date

MEA  
  
Frank Houston, Date 6-7-23  
CVSPA President

Date

  
Gail Witt, Date 6-7-23  
Negotiation Team

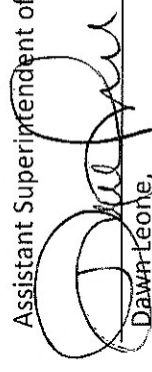
Date

  
Mark-Iannace, Date 07 June 23  
Negotiation Team


Date

  
Dr. Adam Blanchard, Date 6-7-23  
Assistant Superintendent of Human Resources

Date

  
Dawn Leone, Date 6/7/23  
Director of Human Resources

Date

  
Scott Sederlund, Date 6/7/23  
Assistant Superintendent of Business

Date

CHIPPEWA VALLEY SCHOOLS

BUS DRIVERS

LONGEVITY SCHEDULE




Seniority employees shall be eligible to receive longevity benefits at the end of the fiscal year. Longevity shall be paid according to the following schedule.

After eight (8) continuous years of service	\$285
After ten (10) continuous years of service	\$435
After fifteen (15) continuous years of service	\$485
After twenty (20) continuous year of service	\$510
After twenty-five (25) continuous years of service	\$560

Credit years of experience for longevity can only be earned by working on a continuing basis as an employee covered by this master agreement.

Employees must be working at least 6 hours per day to receive the longevity payment listed above. Employees working less than 6 hours per day will be prorated based upon length of the work day.

Longevity payments shall be made once a year. Employees will receive the longevity payment combined with the Employee's payroll check. Payments shall be made on the last pay period of the month of the Employee's anniversary date.

Handwritten initials and signatures:   



CHIPPEWA VALLEY SCHOOLS  
BUS DRIVERS

2023-24 SCHOOL YEAR

<u>JOB CLASSIFICATION</u>	<u>(0-1.99 YEARS)</u>	<u>(2+ YEARS)</u>
Bus Driver	\$20.50	\$23.00



CHIPPEWA VALLEY SCHOOLS  
BUS DRIVERS

2024-25 AND 2025-26 SCHOOL YEARS

JOB CLASSIFICATION	(0-1.99 YEARS)	(2+ YEARS)
Bus Driver	\$20.75	\$23.25

Handwritten initials and dates: 4/27/23, and several circled initials including 'SF' and 'K'.

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

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

**Formula:**

Foundation Allowance \* (Actual Blended Enrollment - Projected Blended Enrollment) \* 1.5%

Plus

Actual Blended Enrollment \* (Actual Per Pupil Unrestricted Foundation Allowance - Projected Per Pupil Unrestricted Foundation Allowance) \* 1.5%

Times 50% =

Amount to be distributed to employees before taxes

	2023/24	2024/25	2025/26
Projected Blended Enrollment FTE	14,401	14,101	13,801
Projected State Unrestricted Funding Per Pupil	\$9,608	\$9,858	\$10,108

**Example 1:**

Actual Blended Enrollment FTE	14,350	14,200	13,800
Actual State Unrestricted Funding Per Pupil	\$9,700	\$9,900	\$10,150
23/24 = (\$9,700 * (14,350-14,401) * 1.5%) + (14,350 * (\$9,700-\$9,608) * 1.5%) = -\$7,421 + \$19,803 = \$12,382 @ 50% = \$6,191 to be distributed			
24/25 = (\$9,900 * (14,200-14,101) * 1.5%) + (14,200 * (\$9,900-\$9,858) * 1.5%) = \$14,702 + \$8,946 = \$23,648 @ 50% = \$11,824 to be distributed			
25/26 = (\$10,150 * (13,800-13,801) * 1.5%) + (13,800 * (\$10,150-\$10,108) * 1.5%) = -\$152 + \$8,694 = \$8,542 @ 50% = \$4,271 to be distributed			

**Example 2:**

Actual Blended Enrollment FTE	14,350	14,200	13,600
Actual State Unrestricted Funding Per Pupil	\$9,500	\$9,800	\$10,150
23/24 = (\$9,500 * (14,350-14,401) * 1.5%) + (14,350 * (\$9,500-\$9,608) * 1.5%) = -\$7,268 + -\$23,247 = -\$30,515 @ 50% = \$0 to be distributed			
24/25 = (\$9,800 * (14,200-14,101) * 1.5%) + (14,200 * (\$9,800-\$9,858) * 1.5%) = \$14,553 + -\$12,354 = \$2,199 @ 50% = \$1,100 to be distributed			
25/26 = (\$10,150 * (13,600-13,801) * 1.5%) + (13,600 * (\$10,150-\$10,108) * 1.5%) = -\$30,602 + \$8,568 = -\$22,034 @ 50% = \$0 to be distributed			

6/7/2023

Formula Distribution for 2023-24 to 2025-26