

Classified/Support Staff
Collective Bargaining Agreement
Effective July 1, 2019 through June 30, 2022

As reported by the spokesperson for the St. Charles Educational Support Staff Association (SCESSA) and the Board/Administration Team, each individual item below was agreed to. As such, these items are jointly submitted to the Board of Education for approval at the regularly scheduled May 9, 2019 Board of Education Meeting.

SCESSA Team Members

SCSD/Board Team

Mary King **

* Rodney Lewis

Russ Blevins

Jason Sefrit

Tom Gormley

Julie McClard

Matt Pocilujko

Angie Syron

Jill Meyer

Tyson Plumlee

Kathy Alsdorf

Josh Kean, BOE

Sandy Swift

Russ Leary

***Lisa Blaha

Peggy Cochran - Facilitator

* Team Chairperson

**SCESSA President

***MNEA Uniserv Director

How do we attract and retain highly qualified support staff?

Year One (2019-20)

- *Grant all eligible employees one step on the salary schedule (cost slightly over 2.5%).*

Year Two (2020-2021)

- *Increase total spending by 2% (compared to previous year).*
- *Increase each step on each range by 2%. This will give the starting salary a boost and also increase those on the bottom of each range.*

Year Three (2021-22)

- *Increase total spending by 2% (compared to previous year).*
- *Distribution to be determined by Administration/ SCESSA team during 2020-21 year.*
- *Year Three to be re-opened for further negotiation if the balance in Funds 1 and 2 on July 1, 2020 is below 20% or above 25% of the ASBR (Annual Secretary Board Report)*

How can we ensure new hires are appropriately placed on the salary schedule?

Assistant Superintendent of Human Resources will communicate with SCESSA President about all new Classified employees.

- *GBDA-All external hires will be given the appropriate years of experience, but will not be placed higher than Step 7. However, new hires will not be placed higher than a current employee, in the same position, with similar years of experience. All internal hires will be given the appropriate years of experience, but will not be placed higher than a current employee, in same position, with similar years of experience.*

How can we ensure all agreements are easy to find?

SCESSA and SCSD will work on a master agreement document which combines previous agreements.

How can we address the additional duties for paras?

Increase the differential from 15 cents (\$1.05 a day) to 25 cents (\$1.75 a day).

How can the district continue to provide a high-quality health plan for all full-time employees, while still maintaining fiscal responsibility?

Assign to be Benefits Committee and move forward with a recommendation Education for choosing an HSA option

Health Plan:

The Benefits Committee will use the 2019-2020 school year to study and propose a restructuring of our health plans to address the interests. Then bring back to negotiations or the SCESSA leadership team in early 2020 and then seek Board approval in fall of 2020 for implementation on January 1, 2021.

Short Term Disability Insurance: (follow up from the 2018 negotiations)

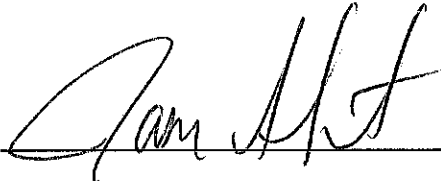
2018 Negotiation Team agreed to assign the Benefits Committee to find a solution to our current Short term disability policy which only benefits a small portion of our employees.

The Benefits Committee: recommends that the district end, as of January 1, 2020, our mandatory participation in Short Term Disability Policy. The benefits committee recommends that the district provide Short Term Disability Insurance Option and a Long Term Disability Option which employees could elect or decline on a voluntary basis to fit their personal needs.

HONORING PREVIOUS AGREEMENTS:

The District agrees to honor previous agreements to the extent supported by state and federal law and St. Charles School District Board policy,


The above represents the agreements reached by the Board, Administration and SCESSA in the City of St. Charles School District.



**Jason Sefrit, Superintendent
Board Team/Administration**

5-15-19

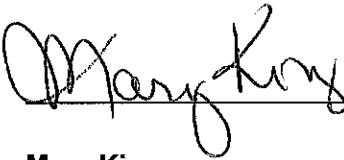
Date



**Josh Kean
Board Team/Administration**

5/16/19

Date



**Mary King
SCESSA President/ Team Chairperson**

5/16/19

Date

The following signatures reflect that the Board of Education has voted to approve and the SCESSA has ratified this Closure agreement.