

St. Charles Education Association
and
St. Charles Board of Education
Professional Agreement
Effective July 1, 2019 through June 30, 2022

SCEA Team Members

SCSD/Board Team

*/** Kellari Anders

* Rodney Lewis

** Nicole Besselman

Jason Sefrit

Jana Giger

Josh Kean, BOE

Kellie Peters

Donna Towers, BOE

Carol McDowell

Danielle Tormala

Tammy Wilcox

Julie McClard

Jen Miller

Ted Happel

Carol Stadler

Earl Draper

***Lisa Blaha

Kathy Kostos

Peggy Cochran - Facilitator

* Team Chairperson

**SCEA President

***MNEA Uniserv Director

Negotiation Items and Resolutions

Recognition

- The Board and the professional teaching staff recognize that the Board is the legally constituted body responsible for the determination of policies covering all aspects of the District. The Board recognizes its obligation to operate in accordance with all statutory provisions of the state, and such other rules and regulations as are promulgated by the Department of Education in accordance with such statutes. The Board will not reduce, negotiate, or delegate its legal responsibilities.
- The Board and the professional teaching staff mutually agree to implement the agreement as written; however, notwithstanding any other provision of this agreement, both parties further recognize that the Board of Education reserves the right to make decisions as it determines, in its judgment and at its sole discretion, that are appropriate for the District and its students.
- The Superintendent of Schools is delegated the responsibility and authority to implement the established policies, and the professional teaching staff has the responsibility to carry out established policies and administrative regulations.
- For purposes of this agreement and in accordance with district policy and state law, SCEA is recognized as the exclusive representative of all persons employed in positions that require a teaching certificate, except administrators. SCEA also represents Nurses, Occupational Therapists and Physical Therapists.
- In accordance with district policy and state law, the District will mutually participate in good faith discussions with the majority association regarding salary, working conditions, benefits, and other matters of concern.
- Tentative recommendations will be set down in writing, dated and signed by the chairpersons of the negotiating teams, and submitted to the Board for vote and the Association for ratification. If the Board votes to approve and the Association ratifies the Professional Agreement, it will be signed and dated by the president of the Board and the president of the majority association.

**CERTIFIED AGREEMENTS
2019-2022**

Term of Agreement

This agreement shall be effective solely for the period of July 1, 2019 through June 30, 2022. Changes to policies affecting teaching welfare (Section G), made after this agreement is approved and before the 2020 agreement is approved, will take effect at the beginning of the 2019-2020 school year with the exception of policy changes required by state/federal law or in situations as determined by the Board in its judgment and at its sole discretion. When the Board is considering a change to a Section G policy, the superintendent will notify the recognized teacher's organization at least 7 calendar days prior to the meeting during which the board would take action.

*Salary (schedule attached)

How do we attract and retain highly qualified staff?

PROPOSED SALARY AGREEMENT REACHED BY SCEA SALARY TEAM AND ADMINISTRATION:

Year One (2019-2020)

- Grant all eligible employees one step on salary schedule with the remainder used to continue indexing of the plan.
- Grant nurses a step increase
- Increase total spending by 2.5% (after removing retirees from the schedule)

Year Two (2020-2021)

- Increase total spending by 2% (compared to previous year).
- SCEA Leadership and Administration to determine how best to spread this money across the entire schedule. (Depends on the number of retirees if a step can be given.)

Year Three (2021-2022)

- Increase total spending by 2% (compared to previous year).
- Distribution to be determined by SCSD Administration/SCEA 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% according to the ASBR.

How can we attract and retain extra duty employees to ensure students receive high quality instruction and experiences?

Create a committee to look at the point system that will report back to the group next year.

- *The committee will look at the Interest which include but not limited to: “Does the point system meet today’s needs?, Is it fair, consistent and competitive across the board? How do we add new activities? Is it supervision safe?”*
- *The committee will include administration and SCEA*
- *Which extra duty contracts are on the point system?*
- *We need to clarify and communicate who is on the extra duty contracts.*
- *Use the “gate” proceeds from sporting events to fund for adjustments.*

Per new salary schedule, extra duty contracts will increase by the salary proposal over the next 3 years (2.5%, 2%, 2%)

How can we best use professional development and instructional time on Early Release Days (ERDs) and Early Outs?

- *Create and distribute a needs assessment written by principals, administration, and SCEA presidents; given in two parts - one for instruction and one for PD part (written by DPDC) of the ERD. Review needs assessment results with SCEA rep, CO, building Administration, DPDC rep
With staff review results and create own building plan*
- *Submit plan back to CO for review.
Dr. Tormala will make recommendations given to DPDC and calendar if needed.*

How can we ensure the teacher transfer process is transparent and equitable?

Clarify transfer and staff assignments for all certified staff (Pre-K - HS staff) in the handbook. In the event a certified staff member is changed from a department/grade level, sufficient reason will be given.

With the increase in the variety and severity of student's needs which require more differentiation on the teacher's part, how do we ensure optimal student learning and adequate teacher support?

Form a core committee to study all of these and farm out to sub-committees:

- *Look at student transfers (of non-employee students)*
- *Look at residency*
- *Alternative class groupings*
- *Look at staffing needs/models (adequate para support, traveling teacher's schedules, blocking scheduling, specialty class schedules)*

Committee will report out to staff in Spring 2020 at the latest.

We are ALL committed in keeping our class-size small. We (Administration and SCEA leadership) need to study staffing needs and models to address the district's current needs. We will report out to staff in the Spring of 2020 if not along the way of the committee work.

How can we address students' disruptive behavior to ensure the safety and learning of the other classmates as well as the safety of the teachers and staff?

Expand Parent University to reach parents of challenging students

Move forward with the 18-19 "Updates" from the Student Needs Committee:

- *Student Needs Monthly meetings*
- *Addressing student needs in CSIP: Student Performance/Parent Involvement/Highly Qualified Staff (5 year plan)*
- *Planning universal training for all staff (19-20 school year)*
- *Exploring the additional of district behavioral paras*
- *District will create a Mental Health Committee*
- *Administrator training*

- Page on district website to support parents
- Look into Orchard Farms SIP (Student Improvement Program)

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:

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 SCEA 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.

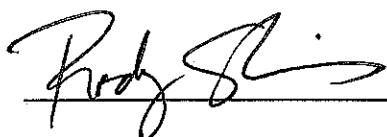
The Benefits Committee recommends that the district end, as of January 1, 2020, our mandatory participation in Short Term Disability Policy. The benefits committee recommends that the district provide Short Term Disability Insurance Option and a Long Term Disability Option which employees could elect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

Education for employees if choosing an HSA option

Honoring Previous Agreements

The district agrees to honor previous agreements as described in the attachments following the signature page.

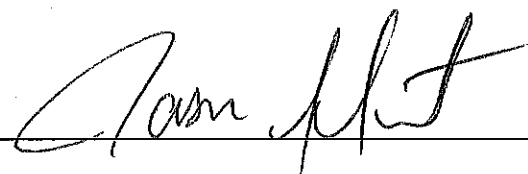
The above represents the Tentative agreements reached by the Board of Education, Administration, and SCEA-



Rodney Lewis, Assistant Superintendent –HR
Board Team Chairperson

5-22-19

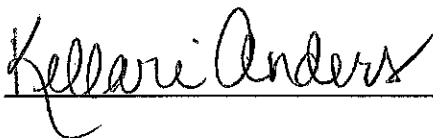
Date



Jason Sefrit, Superintendent,
Board Team

5-15-19

Date



Kellari Anders, SCEA Team Chairperson

5-22-19

Date

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



Josh Kean, BOE President

5/16/19

Date



Kellari Anders, Co-President of SCEA

5-22-19

Date



Nicole Besselman, Co-President of SCEA

5-15-19

Date