

St. Charles Education Association
and
St. Charles Board of Education
Professional Agreement
Effective July 1, 2017 through June 30, 2018

SCEA Team Members

SCSD/Board Team

*/**Kellari Fasnacht

* Jason Sefrit

**Nicole Besselman

Jeff Marion

Matthew Lenger

Dale Hallemeier, BOE

Jana Giger

Donna Towers, BOE

Carol McDowell

Danielle Tormala

Glenn Seithel

Ed Gettemeier

Tammy Wilcox

Tyson Plumlee

Amy Brandes

Terry Oetting

***Lisa Blaha

Jeff Thorne

Peggy Cochran - Facilitator

* Team Chairperson

**SCEA Co-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.
- 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
2017-2018**

Term of Agreement

This agreement shall be effective solely for the period of July 1, 2017 through June 30, 2018. Changes to policies affecting teaching welfare (Section G), made after this agreement is approved and before the 2018 agreement is approved, will take effect at the beginning of the 2017-2018 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 can we ensure that district technology is ready to be fully implemented the first day of school?

-The District technology department will implement a new process to ensure technology is ready. This process includes: teachers completing a priority list at the end of the school year for the upcoming year, buildings prioritizing school needs/projects with technology dept, and full communication between technology dept, custodial/maintenance dept, and schools. Each building plan will be fully communicated throughout the summer, updating progress.

A cost and workload analysis will be completed to ensure the technology department is properly staffed to complete the summertime process.

This process will start in the summer 2017.

How do we ensure District policies, procedures, and chain of command are honored, through the different avenues of communication (BCC/Certified Group Discussion)?

-A district committee will be formed to review the BCC/Certified Group Discussion processes and consider recommendations that include:

- *Re-train staff
- *Re-visit form
- *Talk to all staff about what it is and how it works for both processes
- *Examine what goes to climate committee
- *Make building rep a gate keeper
- *Certified Discussion Group must go to principal first -gatekeeper can reinforce
- *Lunch (principal and building rep) -touching base
- *One training for all (staff and admin) on a yearly basis
- *Anonymous only at climate committee level, not when it goes to gatekeeper
- *No verbal -must be written
- *Review the process / redefine process

A committee (Admin/SCEA/SCESSA/SCTEA) will develop the plan & have ready by August 1, 2017.

How do we ensure a successful athletic program without hindering our families and jeopardizing the safety of our athletes?

-All assistant coach positions that were cut, due to District financial issues, will be re-instated for the 2017-2018 school year. To compensate the extra cost, all extra duty stipend increases will be suspended for at least one year. The District will examine costs and compare other District coaching salaries to determine stipend increases for 2018-2019. The District Activity Directors will have the ability to determine the appropriateness of adding assistant coaches to programs according to needs and number of players. District coaches will be encouraged to limit amount of fundraising.

How can we improve maternity/paternity leave?

-Maternity/paternity leave will increase up to:

*7 weeks of unpaid leave (unless you have accrued sick leave), plus an additional conversion week (3 personal days, including up to 2 sick days converted to personal) can be used for regular birth

*9 weeks of unpaid leave (unless you have accrued sick leave), plus a conversion week (3 personal days, including up to 2 sick days converted to personal) can be used for c-section birth

How do we ensure that Board policy accurately reflects the Interests-Based Bargaining process?

-Admin/SCEA/SCESSA/SCTEA will review and make recommendations no later than November 2017 for revisions to Board Policy GCQDA that references dates and processes that are no longer standard practice that need to be updated.

Honoring Previous Agreements

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

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

2017-2018 Certified Staff Salary Schedule

	BA TAC	BA 15 ICEC or CCEC	MA CCEC + 20	MA 30 CCEC + 30
A	41,200	42,024	44,125	46,331
B	42,024	42,864	45,228	47,490
C	42,864	43,722	46,359	48,677
D	43,722	44,596	47,518	49,894
E	44,596	45,488	48,706	51,141
F	45,488	46,398	49,924	52,420
G	46,398	47,326	51,172	53,730
H	47,356	48,272	52,451	55,073
I		49,238	53,762	56,450
J		50,663	55,106	57,861
K		53,196	56,962	59,811
L		56,387	58,956	61,904
M		61,443	62,199	64,071
N			65,750	67,594
O			69,229	71,312
P			73,965	76,185
Q			78,700	81,058
R				84,500

Note: No additional teachers will be added to BA (N) per the 2008-2009 Professional Agreement
 No additional teachers will be added to BA+15 (N) per the 2010-2011 Professional Agreement

Stipend for PhD, EdD, NBCT, SLPs with Certificate of Clinical Competence, and LCSWs (3,000/year)
 District will continue to provide board-paid health, dental, and vision plans to all full time employees

Overall 3% average increase (includes a step)

An additional step was added to the salary schedule to column MA and MA +30

Updated 3/3/17

Jason Sefrit

Jason Sefrit, Assistant Superintendent –HR
Board Team Chairperson

3-9-17

Date

Jeff Marion

Jeff Marion, Superintendent,
Board Team

3-9-17

Date

Kellari Fasnacht

Kellari Fasnacht, SCEA Team Chairperson

3-9-17

Date

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

Dale Hallemeier

Dale Hallemeier, BOE President

3-16-17

Date

Kellari Fasnacht

Kellari Fasnacht, SCEA Co-President

3-9-17

Date

Nicole Besselman

Nicole Besselman, SCEA Co-President

3-9-17

Date