

**CLASSIFIED/SUPPORT STAFF  
COLLECTIVE BARGAINING AGREEMENT**

**Effective July 1, 2018 – June 30, 2019**

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 March 8, 2018 Board of Education Meeting.

**Board/Administration Team**

Jeff Marion, Superintendent  
\*Jason Sefrit, Assistant Superintendent  
Marita Malone, Board of Education  
Brian Kirton, Assistant Principal Hardin  
Ted Happel, Assistant Principal SCH  
Russ Leary, Facilities Director

**SCESSA Team**

\*Mary King  
Matthew Pocilujko  
Russell Blevins  
Tom Gormley  
Tim Wyman  
Sandi Swift

Lisa Blaha, observer (MNEA)

Peggy Cochran, Facilitator

\*Team Chairperson

**\*How can we ensure support staff are fairly compensated for days worked over their contracted work days?**

- Pay time & a half for time worked on non-contracted days (and week), regardless of hours worked
- Recommend to Board for policy changes

**How can we ensure all previous collective bargaining agreements are being brought forward each year and easily accessible to all employees?**

- It was determined that this already exists on the District website. It's searchable with the Control/F function.

**How can we ensure we are attracting, maintaining, and compensating quality support staff employed by the City of St. Charles School District?**

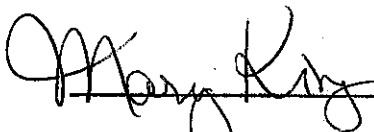
- One step, plus remainder of 1.65% run through the schedule.
- Agreed to eliminate column A and transfer column A staff members (two) to column B (on appropriate steps).
- Eliminating column J (OT).
- Eliminate Nurses from column I.
- Tech 206 will be labeled as "Tech 1."
- Tech 254 will be labeled as "Tech 2."

A committee (HR/SPED/SCESSA) will research extra stipend for Paras toileting students and night-time differential stipend for custodians/maintenance.

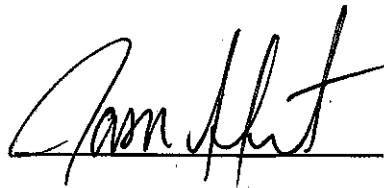
**HONORING PREVIOUS AGREEMENTS:**

***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.**

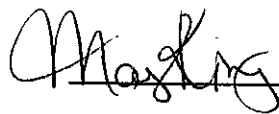
 \_\_\_\_\_ Date 3/8/18  
Mary King

SCESSA President/Team Chairperson

 \_\_\_\_\_ Date 3/8/18  
Jason Sefrit

Assistant Supt of HR/Team Chairperson

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

 \_\_\_\_\_ Date 3/8/18

Mary King

SCESSA President/Team Chairperson

 \_\_\_\_\_ Date 3/8/18

Josh Kean

Board/Administration

# CLASSIFIED PAY SCHEDULE 2018-19

	B	C	D	E	F	G	H	I
Step	Step	Step	Step	Step	Step	Step	Step	Step
1	12.61	13.17	14.39	15.50	18.69	18.97	22.44	27.17
2	12.98	13.57	14.82	15.97	19.23	19.55	23.12	27.97
3	13.50	14.09	15.41	16.60	19.99	20.30	24.02	29.06
4	14.00	14.63	15.98	17.21	20.74	21.05	24.91	30.15
5	14.52	15.15	16.56	17.83	21.50	21.82	25.82	31.25
6	15.00	15.68	17.13	18.46	22.23	22.59	26.72	32.33
7	15.51	16.19	17.72	19.08	22.98	23.34	27.62	33.42
8	16.01	16.74	18.28	19.69	23.74	24.08	28.52	34.51
9	16.53	17.25	18.87	20.32	24.48	24.85	29.41	35.59
10	16.89	17.67	19.31	20.79	25.05	25.42	30.07	36.41
11	17.40	18.18	19.86	21.40	25.79	26.17	30.97	37.49
12	17.91	18.71	20.45	22.01	26.53	26.94	31.87	38.59
13	18.42	19.22	21.01	22.64	27.28	27.69	32.77	39.67
14	18.92	19.77	21.60	23.27	28.01	28.46	33.67	40.76
15	19.56	20.42	22.32	24.03	28.95	29.40	34.79	42.11
16	20.05	20.95	22.89	24.66	29.71	30.17	35.69	43.20
17	20.56	21.48	23.47	25.28	30.45	30.92	36.59	44.29
18	20.94	21.88	23.90	25.75	31.01	31.49	37.26	45.10
19	21.32	22.26	24.34	26.22	31.41	32.06	37.94	45.92
20	21.69	22.66	24.76	26.67	32.13	32.62	38.61	46.74

Custodian	Health Clerk - 183	General Maint	Tech 1	Skilled Maint	Exec. Secretary	Tech 2	Dist Netwrk Admin
Play/Lunch	Library Clerk - 183	183 Secretary	Registrar	HVAC/Comm	Fed Programs Spec	Dist Webmaster	Communications
Crossing Guard	Cafeteria	201 Secretary	Sec to Principal	Electrical	COTA	Coordinator	
Office Clerk	Receptionist - 246	246 Secretary	PAT	Bookkeepers	SIS Coordinator		
	Paraprofessional - 182			Asst. Bookpr			
				Bus. Office			
				Emp Benefits			