

St. Charles Education Association

and

St. Charles Board of Education

Professional Agreement

Effective July 1, 2018 through June 30, 2019

SCEA Team Members

*/**Barb Candela
Nicole Costello
Nick Zuccarello
Emily Timpe
Carol McDowell
Laurie Spotloe-Murphy
Jen Miller
Carol Stadler
***Lisa Blaha

SCSD/Board Team

* Jason Sefrit
Jeff Marion
Josh Kean, BOE
Donna Towers, BOE
Danielle Tormala
Julie McClard
Jeremy Shields
Earl Draper
Annette Hill

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
2018-2019**

Term of Agreement

This agreement shall be effective solely for the period of July 1, 2018 through June 30, 2019. Changes to policies affecting teaching welfare (Section G), made after this agreement is approved and before the 2019 agreement is approved, will take effect at the beginning of the 2018-2019 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 ensure that our short term disability is adequately meeting the needs of our teachers?

-The district insurance committee will review the current Short Term Disability plan and consider recommendations that include:

- *Divide regular deductions owed over several months
 - Employee option per tax consequences
- *Have a structured communication to all employees
 - Who doesn't qualify
 - Elimination period -when
- *Remove graduated system

The district insurance committee will have any possible changes ready to be in place by January 2019.

How can we ensure continuity of instruction and other professional services in our schools, by having enough competent guest teachers (substitutes) available to cover teachers when necessary?

-A district committee will be formed to review and consider recommendations that include:

- *Increase number of perm subs in the district (with special offer)
- *Increase pay rate for subbing a certain amount of days
- *Recruiting at colleges
- *Subbing - medical benefits (insurance) for retirees
- *Combine demands for in-service
- *Raise cap on Pay for Unused accumulated sick days (150)
- *Increase dollar amount employees would be paid for unused accumulated sick days (Policy/Practice)
- *Sub culture/climate issues
- *Incentives for teachers = perfect attendance
- *Compete building to building -plans improvement, goals, etc
- *Communication piece for staff
 - Dr's appointments should be called in when made / District Clinic (usage) / etc

The committee (Admin/SCEA) will develop a plan and to begin implementing by August 2018.

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?

-A district committee will be formed to look at programming/spacing/training while reviewing and considering recommendations that include:

- *Find space for kids in crisis (calming room)
- *Provide special training with knowledge & techniques to have/work with kids in crisis
- *Roll out trauma informed training to all
- *Help with self-education for staff
- *Develop a consistent plan for dealing with the kids in crisis -global response
- *Facilitate support w/o having to diagnose and label
- *Events for families at schools -more consistently
- *Schedules
 - Consider creative scheduling that would enhance programming/spacing/training
- *Home visits -gifts & recognition of kids in crisis
- *Big Brothers / Big Sisters = Mentoring
- *Specially trained Para's in each building
- *Possible Pilot
 - A program like Triumph Academy at the K-8 levels
 - ½ time intervention and ½ time school classroom program
- *Educate own families
 - Build Relationships
 - Parent University

The committee (Admin/SCEA) will develop a plan throughout the 2018-2019 school year.

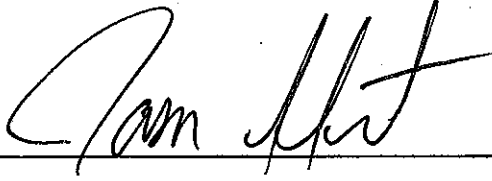
How can we attract and retain highly qualified staff?

-Health Occupational teachers to be added to the negotiated language from 2015-2016. *"For the following Lewis and Clark instructors 10 hours will equal 1 (one) CEU. Training must be job related. Pre-approval is required (through HR with approval of Director and Associate Superintendent of Curriculum & Instruction). The form to document training/education where CEUs are not noted was provided through the 2014-2015 negotiations process. Lewis and Clark instructors noted above will move across the salary schedule as noted."*

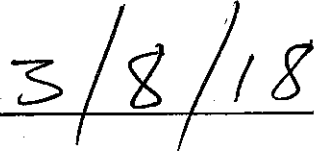
Honoring Previous Agreements

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

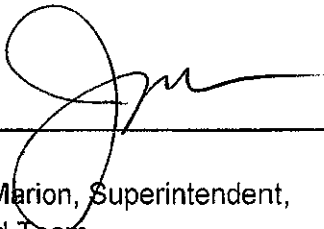
The above represents the agreements reached by the Board, Administration, and majority association of teachers in the City of St. Charles School District.



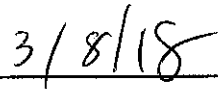
Jason Sefrit, Assistant Superintendent –HR
Board Team Chairperson



Date



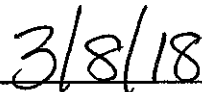
Jeff Marion, Superintendent,
Board Team



Date

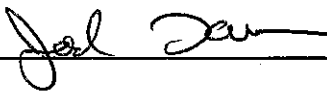


Barb Candela, SCEA Team Chairperson

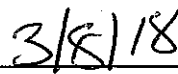


Date

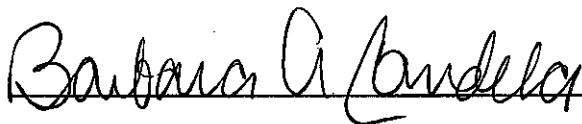
The following signatures reflect that the Board of Education has voted to approve and the SCEA has ratified this Closure agreement.



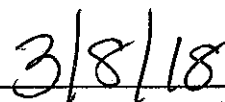
Josh Kean, BOE President



Date



Barb Candela, SCEA President



Date

CERTIFIED SALARY SCHEDULE 2018 - 2019

	BA	TAC	BA+15 CCEC or ICEC	MA	CCEC + 20	MA+30 CCEC + 30
A		41,548	42,379		44,498	46,722
B		42,379	43,226		45,610	47,891
C		43,226	44,091		46,751	49,088
D		44,091	44,973		47,920	50,316
E		44,973	45,872		49,118	51,573
F		45,872	46,790		50,346	52,863
G		46,790	47,726		51,604	54,184
H		47,756	48,680		52,894	55,539
I			49,654		54,216	56,927
J			51,091		55,572	58,350
K			53,196		56,962	59,811
L			56,387		58,956	61,904
M			61,812		62,199	64,071
N					65,750	67,594
O					69,229	71,312
P					74,409	76,185
Q					79,365	81,058
R						85,214
Reflects an average 3% salary increase.						
Stipend for PhD, EdD, NBCT, SLPs with Certificate of Clinical Competence, LCSWs: \$3,000/year						
All staff advance one step on the salary schedule, unless on the bottom step of a column.						
District will continue to provide board-paid health, dental, and vision plans to all full time employees						
OT/PT will be placed on the schedule where appropriate.						

2018 - 2019 NURSES SALARY SCHEDULE

STEP	RN - Associate	BSN - Bachelor
1	39,330	40,492
2	40,492	42,067
3	42,067	43,641
4	43,641	45,230
5	45,230	46,805
6	46,805	48,379
7	48,379	49,953
8	49,953	51,513
9	51,513	52,705
10	52,705	54,265
11	54,265	55,854
12	55,854	57,428
13	57,428	59,002
14	59,002	60,959
15	60,959	62,534

NBCSN (National Board Certification School Nurse): \$3000/year