

**St. Charles Education Association
and
St. Charles Board of Education
Professional Agreement**

Effective July 1, 2024 through June 30, 2026

SCEA Team Members

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SCSD/Board Team

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**Peggy Cochran - Facilitator
* Team Chairperson
**SCEA President
***MNEA Unisery 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
2024-2026**

Term of Agreement

This agreement shall be effective solely for the period of July 1, 2024 through June 30, 2026. Changes to policies affecting teaching welfare (Section G), made after this agreement is approved and before the 2024 agreement is approved, will take effect at the beginning of the 2024-2026 school years 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.

SCEA Negotiations Language 2024

How can we ensure certified staff is guaranteed compensation for watching and taking quizzes on mandated training videos?

*Certified staff will have one designated day on the district teacher calendar to watch up to 6.5 hours worth of videos and take required quizzes

* Certified Staff can watch the videos from any location

*Videos must be completed by the end of the first full week in September.

*If teachers need to complete more than 6.5 hours of videos, SCEA Leadership and CO will work on a plan for certified staff to watch the videos

How do we ensure collective bargaining agreements are easy to use?

*SCEA and the district will create a master agreement that will be posted on the district website by August 15, 2024.

How do ensure schools are fully staffed on a daily basis?

*Increase the sub rate for certified teachers that sub on their plan time equivalent to the Certified Staff average salary increase each year.

For example, the average certified staff increase is 2.5% for the 2024-2025 school year so the sub rate increase would be 2.5%.

2023-2024 = \$.70 per minute which equates to \$42.00 per hour

2024-2025 = \$.72 per minute which equates to \$43.20 per hour

2025-2026 = \$.74 per minute which equates to \$44.40 per hour

The daily substitute teacher rate will increase 2.5% per year for the duration of this contract

Allow **Counselors/RTI Specialists/ Instructional Coaches** to get paid to sub one hour or class period per day.

How can we attract and retain highly qualified staff?

Solution: 2 year salary agreement for Certified Staff and Nurses

2024-2025 Salary Schedule:

Certified staff will average a 2.5% increase on the salary schedule

All eligible certified staff will take a step on the salary schedule

The remaining balance will be added to the starting salary

*increase from \$46,000 to \$46,670

Column BA 15-M: moved all FTEs from the 2023-2024 off the salary schedule to a graduated step called BA 15-N

Column MA-Q: moved all FTEs from the 2023-2024 off the salary schedule to a graduated step called MA - R

Column MA 30-R: moved all FTEs from the 2023-2024 off the salary schedule to a graduated step called MA 30-S

Note: No additional staff will be added to the graduated steps of BA 15-N, MA-R or MA 30-S unless agreed upon between the administrator team and SCEA

No additional staff will be added to BA-N per the 2008-2009 Professional Agreement

Should the highest salaried steps on columns BA 15, MA, and MA 30 on the regular salary schedule become greater than graduated steps of BA 15-N, MA-R or MA 30-S, money will be added to BA 15-N, MA-R or MA 30-S to keep their salaries greatest on their respective graduated steps.

Strike the following statement: No additional teachers will be added to BA 15-N per the 2010-2011 Professional Agreement due to the graduated row being added back

Nursing staff will take a step on the salary schedule

**District will continue to provide board paid health, dental and vision plans to all full time employees

**Stipend for PhD, EdD, NBCT (including guidance counselors and social workers), SLPs with Certification or Clinical Competence and LCWs \$3000/year

**Certified staff and nurses will be able to make lane changes if certified staff and nurses notify Human Resources by November 1st of the contracted year

Extra Duty contracts will receive a 2.5% increase

Substitute Teacher will receive a 2.5% increase

2025-2026 Salary Schedule

Certified staff:

An average of 2.5% increase on the cost of the 2024-2025 salary schedule

All eligible certified staff will take a step on the salary schedule and any additional savings from retired teachers will be added to the 2.5% salary increase

****The exact use of the additional funds will be agreed to by the administration and SCEA salary committee during the 2024-2025 school year**

Should the highest salaried steps on columns BA 15, MA, and MA 30 on the regular salary schedule become greater than graduated steps of BA 15-N, MA-R or MA 30-S, money will be added to BA 15-N, MA-R or MA 30-S to keep their salaries greatest on their respective graduated steps.

Nursing staff:

All eligible nurses will take a step on the salary schedule and any additional savings from retired nurses will be used on the salary schedule

****The exact use of the additional funds will be agreed to by the administration and SCEA Salary committee during the 2024-2025 school year**

****District will continue to provide board paid health, dental and vision plans to all full-time employees**

****Stipend for PhD, EdD, National Board Certification (including teachers, guidance counselors, and social workers and nurses), SLPs with Certification of Clinical Competence and Social Workers with their LCSW \$3000/year**

****Certified staff and nurses will be able to make lane changes if certified staff and nurses notify Human Resources by November 1st of the contracted year**

Extra Duty contracts will receive a 2.5% increase

Substitute teachers will receive a 2.5% increase

How can we secure equitable planning time for all traveling teachers that is consistent, consecutive, self-direct and with zero students?

Between May 1st and August 1st every year:

- HR places and reviews the traveling teacher schedule every year
- Building administrators will share their master schedule and travelling teachers plan time and travel time with CO to be reviewed to make sure Board policy is followed for plan time and travel time (add board policy). And accommodating faculty meeting time to ensure the traveling teacher can attend at least one building's faculty meeting as necessary
- CO will share traveling teachers' schedules with SCEA leadership
- Traveling teachers will receive their traveling schedule by teachers' first contracted day

Review meeting: Administrators will invite traveling teachers to meet during the week prior to the first day of school to discuss needs that could include but not limited to:

- Laptop, desktop, or other electronic needs at each building, if necessary
- Resources needed to teach
- Travel time: 20 minute travel time outside of the traveling teacher plan time except to and from Harris Elementary which may require 25 minutes.
- Check-in options (paper/pencil in office, phone call to office or email)
- Plan time: a teacher receives a minimum 30 consecutive minutes of plan time daily during instructional time (note: not before or after school) and ensures a minimum of 250 minutes per week
- Traveling teacher teaches one subject area if possible

- Keep on-going communication open throughout the year to discuss any concerns that arise while working through the traveling teacher schedule

- A designated traveling teacher parking spot close to the entrance of the building with a sign indicated for traveling teachers. The number of spots will be equal to the number of traveling teachers.

How can we ensure staff have fair evaluations with clearly established guidelines?

A clearly established due date for evaluations to be submitted by administration March 7th for non-tenured teachers and May 1st for tenured teachers.

At least one scheduled observation

- Probationary teachers will receive 3 observations total- 2 observations by December 31st and 1 observation by February 23rd.
- Tenured teachers will receive 2 observations total- 1 observation by December 31st and 1 observation by May 1st.

- No observations 3 days before Winter Break or Spring Break unless mutually agreed upon.

- No observations the first week of school.

- Observation Feedback form will be returned to certified staff within 5 school days of the observation.

- HR will provide SCEA Leadership a copy of the Evaluation timeline.

How can we attract and retain highly qualified special education staff while improving student outcomes?

By the end of September, building administrators will work with special education teachers individually to set up a designated IEP writing time and discuss possible IEP meeting days.

Streamline the transition IEP process from building to building

There will be one, district committee that uses the Interest-Based Bargaining Process to address the needs of Special Education and Specialized Special Education which includes

- Any district-wide self-contained special education classroom designed specifically for students with intensive care needs
- Autism and/or Multiple Disabilities
- Emotional Disturbance
- Specific classrooms will be identified annually by the Assistant Superintendent of Special Services

This committee will address

- Staffing
- Protection of plan time and duty-free lunch
- District-wide specialized special education classes—classroom with restrooms for toileting needs

This committee will have members from all Pre-K-12 levels in:

- Special Education
- Specialized Special Education
- Administration
- SCEA Leadership

Time-Line

- There will be a Special Education survey given to Special Education teachers designed by the negotiations team and sent out at the beginning of May 2024.
- The District Special Education committee will meet starting in September 2024 to
 - Review the Special Education survey
 - Develop a plan
 - Report out at the SCEA/Administrators Leadership Monthly meeting by January 2025.

How can we ensure that students are getting a Free and Appropriate Public Education while ensuring that the safety and well-being of our students and staff is our number one priority?

The Assistant Superintendent of Special Services, Principals and Teachers will collaborate when a concern arises regarding the specialized rooms (omitting personnel issues).

Building administrators with district-wide specialized special education classrooms will provide the district-wide specialized special education teachers' schedules to the Assistant Superintendent of Special Services that includes a plan period and lunches 2 weeks before school starts.

There will be one district committee using the Interest-Based Bargaining Process to address the concerns of Special Education and Specialized Special Education which includes:

- Any district-wide self-contained special education classroom designed specifically for students with intensive care needs
- Autism and/or Multiple Disabilities
- Emotional Disturbance
- Specific classrooms will be identified annually by the Assistant Superintendent of Special Services

The special education committee will address

- Staffing
- Protection of Plan time and duty-free lunch
- District-wide specialized special education classes— providing a classroom with restrooms for toileting needs

Members from all Pre-K-12 levels:

- Special Education
- Specialized Special Education
- Administration
- SCEA Leadership

Time-Line

- Special Education survey designed by negotiations team and sent out to Special Education teachers at the beginning of May 2024.
- District committee meet starting in September 2024 to
 - Review the Special Education survey
 - Develop a plan
 - Report out at the SCEA/Administrators Leadership Monthly meeting by January 2025

HR will communicate to the building administrators and teachers including Counselors/RTI Specialists/ Instructional Coaches: if needed, teachers will be paid the same rate as subbing for teachers to sub for paraprofessionals during their plan period.

Special Education Coordinators will provide annual training on Special Education expectations for all teachers starting in the 24-25 year.

How can we support SCSD's retired resident teachers and their children?

Retired resident staff from the City of St. Charles School District can maintain their in-district transfer for that building level as long as the retired staff member continues to reside in the SCSD.

Timeline of Language on Agreement:

- 2-year salary, 2024-2026
- 2-year language, 2024-2026
 - Open up language after one year in 2025 if SCEA and district administration cannot find a resolution to an issue discussed at the monthly Central Office administration and SCEA leadership meeting with up to 2 issues using the IBB process.
 - A notice of intent to open negotiations must be provided to both parties by December 1, 2024.

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.

 3-8-24
Rodney Lewis, Assistant Superintendent –HR Date
Board Team Chairperson

 3-11-24
Jason Sefrit, Superintendent, Date
Board Team

 3-8-24
Kellie Peters, 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.

 3-14-24
Donna Towers, BOE President Date

 3/15/24
Brendan Kearns, President of SCEA Date

24-25 Certified Staff Salary Schedule

	BA	BA 15 ICEC OR CCEC	MA CCEC+20	MA +30 CCEC +30
A	\$46670	\$47603	\$49984	\$52483
B	\$47603	\$48555	\$51233	\$53795
C	\$48555	\$49527	\$52514	\$55140
D	\$49527	\$50517	\$53827	\$56518
E	\$50517	\$51527	\$55173	\$57931
F	\$51527	\$52558	\$56552	\$59379
G	\$52558	\$53609	\$57966	\$60864
H	\$54135	\$54681	\$59415	\$62385
I		\$55775	\$60900	\$63945
J		\$57448	\$63032	\$66503
K		\$59172	\$65238	\$69163
L		\$60947	\$67521	\$71930
M		\$62775	\$69884	\$74807
N	\$67661	\$66396	\$72330	\$77799
O			\$74862	\$80911
P			\$79708	\$84147
Q			\$85750	\$87513
R			\$86250	\$92500
S				\$93000

*Certified Staff 2.5% increase on the salary schedule with a step for certified staff

*Stipend for PhD, EdD, NBCT (guidance counselor and social workers), SLPs with Certification or Clinical Competence and LCSWs (\$3000/year)

*District will continue to provide board-paid health, dental and vision plans to all full time employees

*Column BA 15-M: moved all FTEs for 2023-2024 off the salary schedule to a ghosted column called BA 15-N no additional staff will be moved there unless agreed upon

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*Column MA 30-R: moved all FTEs from the 2023-2024 school year off the salary schedule to a ghosted column called MA 30-S no additional staff will be moved there unless agreed upon

Note: No additional teachers will be added to BA-N per the 2008-2009 Professional Agreement

*Certified staff will be able to make lane changes if certified staff notify Human Resources by November 1st of the contracted year.

*Extra duty contracts 2.5% increase

2024-2025 Nurses Salary Schedule		
	RN Associate	BNS Bachelor
Step	Salary	Salary
1	41,132	42,143
2	42,572	43,618
3	44,062	45,145
4	45,604	46,725
5	47,200	48,360
6	48,852	50,053
7	50,562	51,805
8	52,331	53,618
9	54,163	55,494
10	56,059	57,437
11	58,021	59,447
12	60,051	61,528
13	62,153	63,681
14	64,329	65,910
15	66,580	68,217

*Nurses: Step on the salary schedule

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

*District will continue to provide board-paid health, dental and vision plans to all full time employees

*Nurses will be able to make lane changes if notification is provided to Human Resources by November 1st of the contracted year.