

St. Charles Education Association

and

St. Charles Board of Education

Professional Agreement

Effective July 1, 2022 through June 30, 2024

SCEA Team Members

* Jason Trout
Nicole Besselman
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* Rodney Lewis
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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

2022-2024

Term of Agreement

This agreement shall be effective solely for the period of July 1, 2022 through June 30, 2024. Changes to policies affecting teaching welfare (Section G), made after this agreement is approved and before the 2022-2024 agreement is approved, will take effect at the beginning of the 2022-2023 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 attract and retain highly- qualified staff?

Salary & pay for unused absence from duty leave

1. Sick Leave Payout Revisions

a. **Recommend that the Board of Education revise GCBDA as follows:**

Change wording under “Pay for Unused Absence from Duty Leave” to, “Effective beginning with the 2022-2023 school year, certified/professional employees who have full-time equivalent (FTE) years of service (combined part-time and full-time FTE, this service does not have to be continuous) in the St. Charles School District, as outlined below, will be paid for any unused AFD leave (up to 180 days) for written notification of intent to retire/resign/ or leave employment as a result of non-renewed, one-year only contract or reduction in force (RIF) at the conclusion of the work agreement for that fiscal year at the following rates:

	Notification by 12/1	Notification 12/2 through 1/31	Notification 2/1 through 6/1
1-9 years FTE	\$60/day	\$50/day	\$40/day
10-19 years FTE	\$70/day	\$60/day	\$50/day
20 or more years FTE	\$80/day	\$70/day	\$60/day

b. In case of the death of an employee to whom pay for unused leave is owed pursuant to Board policy, the unused leave will be paid to an individual designated by the employee. The designation will be assumed to be the same one made by the employee during the annual benefits open enrollment process, unless the employee

otherwise notifies HR of an alternate designation. If no designation is made, unused leave will not be compensated.

2. Salary Schedule Revisions

1. We recommend a 3.5% increase in dollars allocated to the Certified Staff and Nurses Salary Schedules for 2022-2023. The actual increase per position will be determined by use of the salary schedules attached.
2. We recommend an average increase of 3% in dollars allocated to the Certified Staff and Nurses Salary Schedules for 2023-2024, to be allocated as follows:
 1. All eligible certified staff and nurses would take a step on the schedule.
 2. Any funds unused for the purpose of providing a step will be used to continue the indexing of the salary schedule. The exact use will be agreed to by the administration and SCEA salary committee during the 2022-2023 school year.
3. All other previous agreements related to benefits and stipends for specific certifications are agreed to be continued.
4. Extra Allowance Contract 2022-2023 3.5% increase; 2023-2024 3% increase
5. Add language to the bottom of the salary schedule: Certified staff and nurses will be able to make lane changes if certified staff and nurses notify Human Resource by November 1st of the contracted year.

This is the language from policy regarding advancing columns on the salary schedule:

Contract modifications for graduate credit (CEUs) and/or a master's or higher degree shall be granted at the beginning of the fall semester only. Verifications of credit (official transcript) for contract modification form must be received by the office of the Assistant Superintendent for Human Resources on or before November 1st.

How can we ensure that the process for certified employees leaving the district for other employment, resignation, or retirement follows the state statute, is clearly written in district policy, and followed consistently in practice?

See Policy GCBDA Policy revision above, notification ending date 6/1 was added.

How can we attract and retain highly- qualified substitute staff?

Substitute Pay and Perks:

- **Additional Perks:**
 - The district will pay for school lunch.
 - The district will provide a Complimentary Activity Pass to SCW and SCHS events.
 - Frontline Substitute Certification: The district will reimburse the Frontline Training fee after completing 25 days of substitute teaching in the district. Substitutes are responsible for filling out the form to collect the \$180 on the next pay period.
- **Increase Pay For Substitutes:**
 - The negotiating teams will re-evaluate the increased pay for substitutes in the spring 2024.
- **Increase Retired SCSD Teacher Substitute pay**
 - The district will increase the pay for a SCSD retired substitute teacher from \$115 to \$175 to be reviewed annually.
 - The district will advertise to the retired SCSD teachers to inform them of the following:
 - *47.5 days of substitute teaching would equal the amount needed to cover the base insurance plan for the year (amount subject to change annually).
 - *53.5 days of substitute teaching would equal the amount needed to cover the premium insurance plan for the year (amount subject to change annually).

*45.5 days of substitute teaching would equal the amount needed to cover the HSA insurance plan for the year (amount subject to change annually).

- **Increase Retired SCSD Nurse Substitute Pay**
 - The district will increase the substitute nursing pay from \$24 to \$30 per hour for retired SCSD nurses.
- **Longevity Pay for Substitutes**
 - The district will increase pay after substituting 30 cumulative days per year for certified and non-certified substitutes; daily substitute pay will increase \$10 per day from the current rate.
 - Substitutes complete a Google form when they complete 30 days of substituting that school year.

Teacher Pay and Perks:

Annual Sick Leave Payout

- Once a certified professional employee accrues over 150 days in AFD they can cash out days over the 150 days annually at the maximum amount for their years of service (see the sick leave payout chart on page 4).
- The employee must submit a request to Human Resources by December 1st for the AFD payout. Payment will be received within 60 calendar days.

Increase Pay for Teachers to Substitute During Plan Time

- The district will increase the rate of 56 cents per minute to 70 cents per minute to substitute on plan time (this would equate to \$42.00 for 60 minutes).
- When a teacher doubles up classes to cover a teacher that is out; that teacher would get 70 cents per minute during the time they are teaching double classes.

Information and Recruitment

- The district and SCEA will review and revise the current Substitute Handbook.
- The district will explore other universities to expand the LindenTeach concept.
- The district will advertise the training sessions for substitute certification and test.

- The district will recruit community members to substitute teach (flyers, social media, etc).

How do we ensure staff are fully accessing and participating in professional development on district PD days (full PD days, early release days/early out days/etc.), and how do staff appropriately get absences approved, if an absence is absolutely necessary?

Approval is needed from the assistant superintendent of Human Resources for absence on the District Full Day Professional Development day.

- The district will communicate, clarify, and enforce policy.
- The district will set Absence Management (formerly known as AESOP) to notify principals of absences.

How can we ensure that nurses, social workers, and behavioral coaches have clear job parameters and are used most effectively?

- A nurse calendar will be created to reflect the 180 contracted days with an additional 90 flex hours which will be scheduled by the nurse and building principal.
- If additional time is required for a nurse to be present, beyond their 90 flex hours, a time sheet will be filled out, with prior discussion and approval from their building principal.

How can we improve learning conditions to be more responsive to the students' and teachers' mental health concerns?

- Administrators and staff will monitor mental health of students and staff
- SCEA and SCSD will work to promote district successes
- See attachment of topics discussed in negotiations

2022-2023 Certified Staff Salary Schedule

	BA	BA 15 ICEC OR CCEC	MA CCEC +20	MA +30 CCEC +30
A	45116	46018	48319	50735
B	46018	46938	49527	52003
C	46938	47877	50765	53303
D	47877	48834	52034	54636
E	48834	49811	53335	56002
F	49811	50807	54668	57402
G	50807	51824	56035	58837
H	52332	52860	57436	60308
I		53917	58872	61815
J		55535	60932	64288
K		57201	63065	66859
L		60404	65272	69534
M		65894	67557	72315
N	67161		70433	75208
O			74160	78216
P			79708	81611
Q			85524	86831
R				92213

Overall 3.5% increase on the salary schedule with no step

Stipend for PhD, EdD, NBCT, 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

Contract modifications to column changes can be done before November 1st

(example moving from BA to BA15)

3.5% increase to the extra duty contracts

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

Nurses Salary Schedule 2022-2023

STEP	RN - Associate	BSN - Bachelor
1	40,707	41,909
2	41,909	43,539
3	43,539	45,168
4	45,168	46,813
5	46,813	48,443
6	48,443	50,072
7	50,072	51,701
8	51,701	53,316
9	53,316	54,550
10	54,550	56,164
11	56,164	57,809
12	57,809	59,438
13	59,438	61,067
14	61,067	63,093
15	63,093	64,723

3.5 % increase on the salary schedule with no step

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

Contract modifications to column changes can be done before November 1st

(example moving from RN to BSN)

3.5% increase to the extra duty contracts

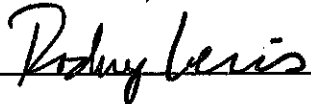
How can we address the inequity happening among elementary special area teachers while also addressing scheduling concerns?

- Administration will restate the purpose of the classroom teachers' schedule that determines why some special area teachers now currently travel.
- The building principal and the special area teachers will examine the special area teaching schedules on a building-by-building basis to maximize both instructional and plan time.

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 of HR

2-22-22

Date

Board Team Chairperson




Jason Trout, SCEA Team Chairperson

2/22/22

Date

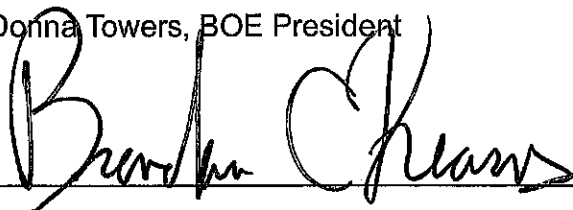
The following signatures reflect that the Board of Education has voted to approve and the SCEA has ratified this Closure agreement.



Donna Towers, BOE President

3/10/22

Date



Brendan Kearns, President of SCEA

3/10/22

Date