

Extension of Collective Bargaining Agreement 2024-2025

Memorandum of Understanding

Representatives from CUSD 200 and the CUSD 200 Classified Education Association (CEA) tentatively agree to extend the terms of the 2021-2024 collective bargaining agreement through June 30, 2025.

The parties have also tentatively agreed to the following items in clarifying the extension:

- **2023-2024**

- **Appendix A**

- Clerical Aide and Health Aide titles will be changed to Clerical Assistant and Health Assistant respectively.
- Clerical Assistants (formerly Clerical Aide) will be moved to a 7.50-hour day.

- **Appendix B**

- Grade B will move to Grade C. Grade B will no longer contain any positions and will be collapsed.
- Grade C will move to Grade C1, except for Student Supervisors. Student Supervisors will stay in Grade C with positions moving into Grade C.
- Grade C1 will move to Grade C2.
- Specialists (Data/Ed Services/EL-ML) and Transition Secretary in Grade C2 will move to Grade D. HS Registrars will stay with positions moving into Grade C2.
- MPC Textbook Manager (Grade D) will move to an Ed Services Specialist title and remain in Grade D.
- Grade E:1 will be established. Certified Nurses will be in E:1

- **Appendix C**

- Starting hourly wages are as follows:

<u>Grade</u>	<u>2023-2024</u>
<i>LTA</i>	<i>\$16.00</i>
<i>B</i>	<i>Collapsed into C - Grade B is dropped</i>
<i>C</i>	<i>\$15.50</i>
<i>C1</i>	<i>\$16.00</i>
<i>C2</i>	<i>\$17.00</i>
<i>D</i>	<i>\$18.25</i>
<i>E</i>	<i>\$24.00</i>
<i>E1(Nurses)</i>	<i>\$29.00</i>
<i>FSD (custodians)</i>	<i>\$15.50</i>
<i>CFS</i>	<i>\$16.00</i>
<i>DFS</i>	<i>\$18.25</i>
<i>EFS</i>	<i>\$23.00</i>
<i>E1FS</i>	<i>\$31.00</i>

- All returning CEA employees will earn at least \$1.00 more per hour over their 2022-2023 base hourly wage earned.
 - Final hourly wage adjustments were determined through a compensation model that was developed by the Administration and the CEA.

- **Licensed Teaching Assistant's (LTA)**
 - The “online training” RBT and/or BCBA module requirement and/or BCBA modules will no longer be required to be eligible for the BIP differential.
 - If working with a student who has a BIP or Hygiene requirements, the LTA will earn \$1.00 more per hour over their base hourly wage.
 - LTA's working in high needs programs (includes Essentials, SAIL, Skills, Transition and similar programming at Jefferson ECC), will earn \$2.00 more per hour over their base hourly wage. These increases will be classified as Extra-Duty.

- **Student Supervisors**
 - Student Supervisors will receive \$1.00 more per hour than their base hourly wage.
 - Retired police officers will receive \$2.00 more per hour than their base hourly wage when employed as a Student Supervisor. These increases will be classified as Extra-Duty.

- **2024-2025**
 - A fixed increase of 5.00% over the base hourly wage earned by each CEA member in the 2023-2024 school year.

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- **Committee Recommendations**
 - **Medical Insurance**
 - BOE and CEA agree to convene a committee to investigate Board share/Employee share percentages amongst CUSD 200 and comparable unit school districts. If the committee recommends changes to the existing contract that would impact the September 1, 2024 medical, dental and life insurance renewal, the recommendation must be submitted to the Superintendent of Schools by February 29, 2024. A recommendation does not constitute an obligation by the CUSD 200 BOE.

- Licensed Teaching Assistants (LTA's)
 - BOE and CEA agree to convene a committee to investigate adding a Registered Behavior Technician certification to the LTA career pathway for the 2024-2025 school year. If the committee recommends changes to the existing contract, the recommendation must be submitted to the Superintendent of Schools by February 29, 2024. A recommendation does not constitute an obligation by the CUSD 200 BOE.

- Starting Pay Rates for 2024-2025
 - BOE and CEA agree to convene a committee to discuss starting pay rates for the 2024-2025 school year. If the committee recommends changes to the existing contract, the recommendation must be submitted to the Superintendent of Schools by February 29, 2024. A recommendation does not constitute an obligation by the CUSD 200 BOE.

Language Changes:

4.5 Elementary Teaching Assistant Duty

Elementary Teaching Assistants will be assigned one duty period per day. A “duty” period is defined as one thirty (30) minute student lunch period, or one thirty (30) minute student recess. In case of an emergency, an elementary teaching assistant could be assigned no more than one (1) additional duty.

In the event of an emergency requiring an Elementary Teaching Assistant to perform an additional duty, the teaching assistant will be paid \$20 for the extra duty, in addition to his/her regular hourly rate.

8.10 Prior Outside Experience Credit

New employees may receive initial salary schedule placement credit for out-of-district prior work experience. Such credit, if awarded, to be calculated at a minimum on the basis of one year of salary schedule credit for every two years of relevant prior work experience, up to a maximum of three (3) year’s salary schedule credit. The decision as to the amount of prior experience credit is within the sole and non-reviewable discretion of the Assistant Superintendent. Thereafter the employee shall advance on the relevant salary schedule pursuant to negotiated procedures and/or District policy or practice.

Below is the multiplier that will be used to determine starting pay for new employees with out-of-district experience:

Step	% Increase over Starting Rate
1	-
2	1%
3	2%

Example:

- LTA with six years of school experience coming into CUSD for 2023-2024. Employee would be placed at Step 3. Starting Rate - $\$16.00 * 2\% + \$16.00 = \$16.32$

The 2023-2024 starting pay scale for employees with experience is below:

Grade	2023-2024		
	1	2	3
LTA	\$16.00	\$16.16	\$16.32
B Collapsed into C - Grade B is dropped	-	-	-
C*	\$15.50	\$15.66	\$15.81
C1*	\$16.00	\$16.16	\$16.32
C2	\$17.00	\$17.17	\$17.34
D	\$18.25	\$18.43	\$18.62
E	\$24.00	\$24.24	\$24.48
E1(Nurses)	\$29.00	\$29.29	\$29.58
FSD (custodians)	\$15.50	\$15.66	\$15.81
CFS	\$16.00	\$16.16	\$16.32
DFS	\$18.25	\$18.43	\$18.62
EFS	\$23.00	\$23.23	\$23.46
E1FS	\$31.00	\$31.31	\$31.62

Appendix B

Salary Grades – Beginning with the 2023-2024 School Year

GRADE B

Eliminated 5/2023

GRADE – (LTA) Licensed Teaching Assistant

Instructional Teaching Assistants,

Special Ed Teaching Assistants, Computer Teaching Assistants, LLC Teaching Assistants and Job Coaches (excluding HS AV Aides) who hold an Educator License with Stipulation or a valid teaching license.

GRADE C

Teaching Assistant (non-licensed)

Clerical Assistant

Health Assistant

Attendance Secretaries

HS Staff Secretary

SSC Receptionist

BASP Aide (Hired prior to 7/1/06)

HS LLC Secretary

HS Receptionist

Student Supervisor

GRADE C1

Accounts Payable Clerk

Health Services Secretary

HS Activities Secretary

HS Dean's Secretary

HS Guidance Counseling Secretary (10 month)

Special Services Secretary

GRADE C2

HS/MS Assistant Principal's Secretary

HS Athletic Director's Secretary

HS Guidance Counseling Secretary (12 month)

Secretary to a Director

HS Registrar

GRADE D

HS Treasurer

Principal's Secretary

Senior Accounts Payable Clerk

Transition Secretary

Ed Services Specialists (Data, ED, EL/ML)

GRADE E

GRADE E1

Nurses: Flex, Staff & 1:1

Facilities Services

CFS

FS Groundskeeper

District Driver

DFS

District Head Groundskeeper

Maintenance – Middle School

Maintenance – High School

Night Shift Supervisor – Middle School

Night Shift Supervisor – High School

EFS

Head Custodian – Middle School

Maintenance – District

E1FS

Maintenance Specialist* Electrician

Plumber, HVAC, Carpenter

GRADE FS (Facilities Service)

Custodian – Floater

Custodian

