

ADDENDUM A

RE: Alternative High Schools: Malcolm Shabazz High School and Charter Schools

RECOGNITION: This is an addendum to the "Teacher" Collective Bargaining Agreement, July 1, 2009 - June 30, 2013. This addendum sets forth the additions, exclusions and amendments to that Agreement as it affects the positions of those employed as paraprofessionals at Shabazz High School.

The terms "employee" and "paraprofessionals" as used herein shall refer to all staff employed at Shabazz High School and Charter Schools, excluding regularly contracted "teachers," clerical/technical employees, education assistants and supervisors as defined in Wisconsin Statute 111.70.

TERMS

- I. GENERAL: The terms set forth below shall apply solely to the operation of Shabazz High School and Charter Schools and shall establish no precedent.

Except as noted hereafter, the terms and conditions of the "Teacher" Collective Bargaining Agreement shall apply to paraprofessionals. The word "teacher" and "employee" or similar designation in the Agreement shall mean "paraprofessionals" when such contract provision is being applied to such an employee.

II. COLLECTIVE BARGAINING AGREEMENT MODIFIED AS IT APPLIES TO SHABAZZ HIGH SCHOOL AND CHARTER SCHOOLS

1. Sections I-B-3, paragraph a, of the Agreement shall not apply to the operation of Shabazz High School and Charter Schools.
2. Sections III-A, B, C, D, F, G, H, and I of the Agreement shall not apply to those employed in the positions covered by this Addendum. However, deposits will be made to the Wisconsin Retirement System pursuant to Section III-A.
3. Sections IV-E, F, O shall apply to those employed in the positions covered by this Addendum; however, the terms set forth in Section IV-E, F, O shall apply only within the category of "paraprofessionals" and only within the schools designated above for said employees. Seniority shall be as of the employee's original date of hire.
4. Sections IV-I, J, N shall apply in procedure only to the employees governed by this Addendum; i.e., it is agreed that the Board and the employees shall not be governed by Wisconsin Statute 118.22 for the employees governed by this Addendum, but the procedure set forth in the Agreement shall apply for "nonrenewal" and/or "dismissal" as though a contract did exist between the Board and the employee.
5. Sections IV-Q and S shall not apply to those governed by this Addendum.

6. The employees governed by this Addendum shall be salaried on an hourly basis under the 2009-2013 Collective Bargaining Agreement, as follows:

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(100 = .0007 x Teacher Base)

	<u>Index</u>	<u>2009-10</u>	<u>2010-13</u>
Level 1 (1st year of service)	100 - \$1.50	21.77	22.00
Level 2 (2nd year of service)	100 - \$.50	22.77	22.00
Level 3 (3rd year of service)	100	23.27	23.50
Level 4 (4th year of service)	105	24.43	24.68
Level 5 (5th year of service)	110	25.60	25.85
Level 6 (6th year of service)	115	26.76	27.03
Level 7 (7th year of service)	120	27.92	28.20
Level 8 (8th year of service)	125	29.09	29.38
Level 9 (9th year of service)	130	30.25	30.55
Level 10 (10th year of service)	135	31.41	31.73
Level 11 (11th year of service)	140	32.58	32.90
Level 12 (12th year of service)	145	33.74	34.08
Level 13 (13th year of service)	150	34.91	35.25
Level 14 (14th year of service)	155	36.07	36.43
Level 15 (15th year of service)	160	37.23	37.60

- a. The salary of the said employees is determined on the above scale with said individual placed at level one (1) when hired. Said individual shall advance annually to the next level. The above amounts shall be revised proportionally to reflect modification of the Base Salary, Section III-A of the Collective Bargaining Agreement.
- b. Said employees shall be compensated biweekly.
- c. Any individuals so eligible will advance on the salary schedule set forth in Addendum A in accordance with Section III-G-15 of the Collective Bargaining Agreement.

Compensation for those above Level 15:

Level 15 (15 th and 16 th years of service)	160	37.23	37.60
Level 16 (17 th and 18 th years of service)	Level 15 + 2%	37.97	38.35
Level 17 (19 th and 20 th years of service)	Level 16 + 2%	38.73	39.12
Level 18 (21 st and 22 nd years of service)	Level 17 + 2%	39.50	39.90
Level 19 (23 rd and 24 th years of service)	Level 18 + 2%	40.29	40.70
Level 20 (25 th and 26 th years of service)	Level 19 + 2%	41.10	41.51
Level 21 (27 th and 28 th years of service)	Level 20 + 2%	41.92	42.34
Level 22 (29 th and 30 th years of service)	Level 21 + 2%	42.76	43.19
Level 23 (31 st and 32 nd years of service)	Level 22 + 2%	43.62	44.05

It is further agreed that the above shall apply only to those individuals employed as "paraprofessionals." The teachers employed and assigned to the above noted schools shall be

governed in accordance with the "Teachers" Collective Bargaining Agreement. The duration of this Addendum shall coincide with the duration of the "Teachers" Collective Bargaining Agreement.

7. "Paraprofessionals" covered by this Addendum working in Charter Schools may be hired for short blocks of time - i.e. six (6)-week or twelve (12)-week blocks.
8. The Board of Education shall hold all bargaining unit employees of the District employed in Charter Schools harmless from civil liability for any act or omission done in good faith in attempting to prevent a pupil's suicide attempt to the extent such immunity would have been provided if Sec. 118.295, Wis. Stats. applied.
9. The Board of Education shall hold said bargaining unit employees of the District employed in Charter Schools harmless from civil liability because of their referring a pupil enrolled in the School District to law enforcement authorities or their removing a pupil from the school premises or from participating in a school sponsored activity because of suspicion of, possession of, distribution or consumption of alcoholic beverages or controlled substances to the extent such exemption from liability would have been provided if Sec. 118.257, Wis. Stats. applied.
10. Paragraphs 8 and 9 hereof shall be rendered null and void on the day following enactment of a law restoring liability exemptions of Sec. 118.295 and 118.257, Wis. Stats. to Charter Schools personnel.