

ADDENDUM B

RE: Group 1 Therapy Assistants
Group 2 Interpreters/Braillists
Group 3 Science Materials Specialists
Group 4 Special Needs Nurse

RECOGNITION: This is an addendum to the "Teachers" 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 Therapy Assistants, Interpreters, Science Materials Specialists and/or Special Needs Nurse.

TERMS

1. Addendum A of the Teachers' Collective Bargaining Agreement, which sets forth the wages, hours, and working conditions for "paraprofessionals and/or teaching assistants" at the Alternative High School, shall be amended so as to include said employees, based on the following terms and conditions:
 - a. Except as noted hereafter, the terms and conditions of the Teachers' Collective Bargaining Agreement shall apply to the employees identified in Groups 1, 2, 3, and 4 above. The word "teacher" and "employee" or similar designation in the Agreement shall mean "Therapy Assistants", "Interpreters", or "Science Materials Specialists" when such contract provision is being applied to such an employee.
 - 1) Section I-B-3, paragraph a, of the Agreement shall not apply to the employees identified in Groups 1, 2, 3 and 4.
 - 2) Sections III-A, B, C, D, F, G, H, and I of the Agreement shall not apply to those employed in positions covered by this Addendum, except Section III-F shall apply to interpreter positions only. 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, and O shall apply solely within each group as herein defined. The seniority date, of the employees governed by this Addendum, shall be that which is on record with the District as of August 13, 1980.
 - 4) Sections IV-I, J and 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 (Individual Teacher Contract) and S (Teachers on Part-Time Contracts) shall not apply to those governed by this Addendum.

- 6) Section V-I (Hours of School) shall not apply to those governed by this Addendum. Work Schedules (hours) shall be determined by the Employer.
- 7) Section V-K (School Calendar) shall not apply except for subsection 4, and except that the Employer agrees to schedule work (hours) only on the calendar days set forth in the school calendar(s) that are found in said Section V-K, except as may be needed for summer school programs and the four (4) paid holidays: Labor Day, Thanksgiving, Memorial Day and Martin Luther King Jr. Day.
- 8) Salaries

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

<u>Step</u>	<u>Index</u>	<u>2009-2010</u>	<u>2010-2013</u>
1 1st year of employment	100	20.77	21.00
2 2nd year of employment	108	22.43	22.68
3 3rd year of employment	113	23.47	23.73
4 4th year of employment	118	24.51	24.78
5 5th year of employment	123	25.55	25.83
6 6th year of employment	128	26.59	26.88
7 7th year of employment	133	27.62	27.93
8 8th year of employment	138	28.66	28.98
9 9th year of employment	143	29.70	30.03
10 10th year of employment	148	30.74	31.08
11 11th year of employment	153	31.78	32.13
12 12th year of employment	158	32.82	33.18
13 13th year of employment	163	33.86	34.23
14 14th year of employment	168	34.89	35.28
15 15th year of employment	173	35.93	36.33

* Hourly rate based on X - (.0007 X Teacher Base - \$2.50)

- a) The salary of the said employees is determined on the above scale with said individual (except interpreters) placed at Level one (1) when hired. The salary of interpreters is determined on the above scale with said individuals placed pursuant to Section III-F of the Agreement. All employees covered by this Addendum 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.

The salary placement of persons hired as Special Needs Nurses will be as follows:

- Step 1 - Licensed Practical Nurse
- Step 3 - Associate Degree Registered Nurse
- Step 4 - Diploma Completion Registered Nurse

Step 7 – Bachelor’s Degree Registered Nurse

- b) Said employees shall be compensated biweekly.
- c) Effective with the 1989-90 school year any individual so eligible will advance on the salary schedule set forth in Addendum B in accordance with Section III-G-15 of the Collective Bargaining Agreement.

Levels will be as follows:

	<u>Step</u>	<u>2009-2010</u>	<u>2010-2013</u>
Level 15 (15 th , 16 th years of service)	173	35.93	36.33
Level 16 (17 th , 18 th years of service)	Level 15 + 2%	36.65	37.06
Level 17 (19 th , 20 th years of service)	Level 16 + 2%	37.38	37.80
Level 18 (21 st , 22 nd years of service)	Level 17 + 2%	38.13	38.56
Level 19 (23 rd , 24 th years of service)	Level 18 + 2%	38.89	39.33
Level 20 (25 th , 26 th years of service)	Level 19 + 2%	39.67	40.12
Level 21 (27 th , 28 th years of service)	Level 20 + 2%	40.46	40.92
Level 22 (29 th , 30 th years of service)	Level 21 + 2%	41.27	41.74
Level 23 (31 st , 32 nd years of service)	Level 22 + 2%	42.10	42.57
Level 24 (33 rd , 34 th years of service)	Level 23 + 2%	42.94	43.42

- 2. The duration of this Addendum shall coincide with the duration of the Teachers' Collective Bargaining Agreement.