

LETTER OF AGREEMENT

Between the

CHIPPEWA HILLS SCHOOL DISTRICT BOARD OF EDUCATION

and the

CHIPPEWA HILLS SUPPORT PERSONNEL ASSOCIATION

In an effort to address the overtime issues and understanding, the association agrees to the following practice: all regular hours to be paid at the regular rate of pay, all additional hours up to 40 per week to be paid at the weighted rate of pay of the additional duties and all overtime hours over 40 hours per week to be paid at the weighted rate of pay of the additional duties. To simplify this process and address constant changes in jobs, rates of pay and hours per week by each employee, the 20 pay option will be utilized (eliminate 26 pay option) starting next school year (2017-18). Employees will be deducted the insurance premium equal to the annual amount spread out over the 20 pays to avoid summer self-payments unless they choose to have the insurance deducted at an alternate rate. The alternate rate would be the annual premium divided by 24 with summer payments due on July 1 and August 1 equal to the monthly rate. Late payments will result in a late fee equal to 1/30 of the premium each day the payment is late. The selected pay choice of the employee for this school year (2016-17) will continue to be utilized.

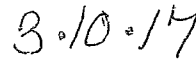
Grievance 118161 will be dropped. The concept underlying this grievance (giving up regular routes for extra trips) will be addressed by finishing the 2016-17 school year with the following practice: All trips will be posted. Drivers will be allowed to take additional bus trips that interfere with their afternoon routes but does not result in more than 5 hours of overtime pay (10 hours per biweekly pay period, excluding weekend trips) as long as a substitute driver can be acquired. This practice will be assessed by administration and the association after the school year to determine impact on transportation and associated staff.

Grievance 118162 will be dropped. Vans will continue to be driven by voluntary drivers associated with the program (i.e. coaches, parents, etc.). However, van use will be limited to 2 per group per event. If more than 2 are needed, the group will utilize a bus or a bus driver will be allowed to be the additional driver(s) (driver 3 or 4). Drivers will be allowed to take additional bus trips that interfere with their afternoon routes but does not result in more than 5 hours of overtime pay (10 hours per biweekly pay period, excluding weekend trips) as long as a substitute driver can be acquired. The overtime hours are cumulative for buses and vans.

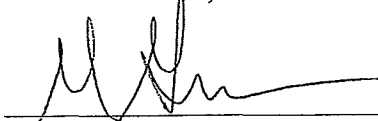
The association agrees to the concept of non-association student employees, in limited capacities, that do not interfere with the ability of their members being granted open positions or resulting in lay-offs. These student positions will occur only at the secondary complex in a means to offer older students' opportunities for experience and financial gain, relieve undue stress on current staff due to open positions and assistance in event set-up/tear-down. Student workers should never exceed three (3) at any given time except in summer work capacity.



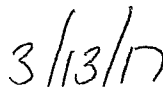
Robin Patterson, CHSPA President



Date



Michael Bob Grover, Jr., Superintendent



Date