

LETTER OF AGREEMENT

Wage and Placement Changes

This Letter of Agreement is entered into between LAKEVIEW SCHOOL DISTRICT (the "District") and THE LAKEVIEW PARAEDUCATOR EMPLOYEES CHAPTER OF LOCAL 331 AFFILIATED WITH AFSCME COUNCIL 25 (the "Union").

The Union and the District mutually recognize the opportunity to recognize the work and dedication of the Union membership, and the need to address how we work to meet the needs of struggling learners through the work of paras. To that end, the following changes will be made to the current Collective Bargaining Agreement.

Article 14

Upon hiring, the employer shall furnish the employee with the standard written job description for his/her job. Where job descriptions are changed significantly, the employer will discuss the changes with the Union. **Job descriptions will include the prerequisite training necessary to be considered for an open position, and ongoing training required to stay in a position.**

Article 15

- B. Paraeducators will be evaluated annually. Evaluations shall take place prior to the fourth (4th) Friday in May. If a paraprofessional is not evaluated during this time, he or she is to be considered as performing his or her duties at the Effective level as measured by the categories of Highly Effective, Effective, **Minimally Effective**, and Ineffective.
- D. **A paraeducator who receives an evaluation rating of Minimally Effective or Ineffective will be given an Individual Development Plan for the following year. A second consecutive evaluation rating of Minimally Effective or Ineffective, or failure to make adequate progress on an Individual Development Plan given prior to February 1 of a given year, will result in the paraprofessional being displaced from their position.**

Article 19

- C. After the expiration of the posting period, the Board may fill the position by transfer of an employee or by awarding the position to another applicant. In making the decision to award the position to the applicant, the Board will consider the qualification, skills, abilities, **aptitude for the assignment (possesses appropriate experience and training to be predictive of effectiveness for the position as determined by the administration)**, and experience of the applicants including the length of service in the school district and other relevant factor. When all factors are equal, seniority will prevail. The applicant selected shall be notified of his/her selection and the time and place to report for work.

Article 31

	2019-2020	2021-2022
Step B Starting Salary – Highly Qualified	\$12.17	\$13.93
Step C	\$12.65	\$14.23
Step D	\$13.02	\$14.64
Step E	\$13.46	\$15.13
Step F	\$13.96	\$15.54
Step G	\$14.47	\$16.85

These wage changes will be applied to hours worked on or after January 3, 2022.

Each employee who is a member of the bargaining unit on January 18, 2022, shall receive a one time payment of \$150, to be paid not later than the February 14, 2022 payroll.

The Agreement, with the above mentioned changes, shall be extended to expire on June 30, 2024.

Neither the District nor Association waive any other rights or protections respectively afforded them by the terms of the Collective Bargaining Agreement.

FOR LAKEVIEW SCHOOL DISTRICT

By: 

Its: Assistant Superintendent

Dated: 1/24/2022

FOR THE UNION

By: Sally MacPhee

Its: Chapter Chair

Dated: January 21, 2022

By: Tammy Porter

Its: AFSCME Councilm 25 Staff Representative

Dated: January 20, 2022

Signature: 
Sally MacPhee (Jan 20, 2022 14:11 EST)

Email: smacphee@lakeviewspartans.org