

ACTION ITEM

Date: June 18, 2018
To: Raymond E. Lechner, Ph.D., Superintendent
From: Heather Glowacki, Ed.D., Administrator for Human Resources
Subject: Support Staff Union (SSU) Letter of Agreement

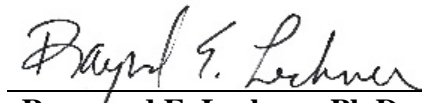
PROPOSED ACTION BY THE BOARD OF EDUCATION

Motion to approve the attached Support Staff Union (SSU) Letter of Agreement indicating changes to technology stipends.

BACKGROUND

This Letter of Agreement modifies Appendix B, C and D of the 2012-2020 Collective Bargaining Agreement between the Support Staff Union and the Wilmette Public Schools District 39. In Appendix B, the removal of “Lead” in the title of Hardware Software Specialist is recommended. Appendix C has been revised to reflect current training needs for the District and related stipends. Appendix D has been revised to include a \$2500 stipend for the “Lead Hardware Software Specialist”.

**Recommended for approval
by the Board of Education**



**Raymond E. Lechner, Ph.D.
Superintendent**

Letter of Agreement
Between

Support Council of District 39 Wilmette Local 1274, IFT/AFT
and
Wilmette Public Schools District 39

Wilmette Public Schools District 39 and the Support Council of District 39 agree to the following changes in Appendix B, C and D of the contract:

APPENDIX B

MINIMUM HOURLY RATES (Effective 8/1/2012)

Initial compensation rates for new and promoted employees shall be determined by the Board based upon the employee's prior experience and market conditions; provided, however, that such compensation meet or exceed the minimum hourly rates set forth in this Appendix. Further provided, no new employee shall be paid at a rate higher than those set forth below without verifiable relevant prior experience. The beginning hourly rate of a new employee with relevant prior work experience may be increased by up to one (1%) for each year of such work experience up to a maximum of five (5) years credit. New titles will be discussed with the union prior to placement on the scale.

MINIMUM HOURLY RATE		2014-2015	2015-2016	2016-17
Secretarial/Clerical Staff	Clerical/Receptionist	\$14.48	\$14.55	* -
	Secretary	\$16.95	\$17.03	* -
	Transportation Liaison	\$19.52	\$19.61	*
Paraprofessional Staff	60/State License	\$14.94	\$15.01	* -
	90	\$15.42	\$15.50	* -
	BA	\$15.79	\$15.87	* -
Nursing Staff	LPN	\$20.01	\$26.00	* -
	RN/BSN	\$23.61	\$30.00	* -
	MSN	\$24.65	\$31.00	* -
Maintenance Staff	Maintenance	\$17.90	\$17.99	* -
	HVAC/Electrical/Plumber	\$38.85	\$39.04	*
Cafeteria Staff	Head Cook	\$15.79	\$15.87	* -
	Cook	\$13.69	\$13.76	* -
	Food Service Coordinator	\$26.32	\$26.45	* -
Custodial Staff	Head Custodian	\$17.17	\$17.26	* -
	Custodian AM only	\$13.96	\$14.03	* -
	Custodian PM Blended Rate	\$14.74	\$14.81	* -
Technology Staff	Tech 1: Database, Website, and Online Systems Specialist	\$27.00	\$30.76	* -
	Tech 2: Lead Hardware Software Specialist	\$22.11	\$24.62	* -
	Tech 3: Computer Support Technician	\$17.46	\$18.46	* -

*This rate shall be the product of prior year's rate increased by 1% less than the CPI rate described in Article XVII

APPENDIX C TECHNOLOGY STIPENDS

Technology employees shall receive the following stipends in addition to their annual salary for earning and maintaining the applicable technology certifications. Pre-approval for certification coursework shall be by the employee's immediate supervisor and shall not be unreasonably withheld. Approval will be based upon certifications that serve to further the employee's competency and excellence in the work they are assigned to do for the district. Annually, employees must provide evidence of valid certification in order to continue to receive the stipend. As programs/technology changes or advances, the employee is expected to earn and maintain comparable certification in order to continue to receive the stipend.

Certification Areas	Annual Stipend*
Apple <u>Repair</u> Certifications	
Apple Certified Support Professional (ACSP)	\$300
Apple Certified Technology Coordinator (ACTC)	\$400
Apple Certified Associates Mac Management (ACAM)	\$500
Apple Certified Mac Integration (ACAI)	\$1,000
Apple Certified Macintosh Technician (ACiT)	\$5,600
Apple Certified Macintosh Technician w/iOS (ACMT)	\$5,600
Power School/<u>Inform</u> Certifications	
Power School University	\$500
Inform Training	\$500
<u>General Entry IT Certifications</u>	
CompTIA (A+, IT Fundamentals)	\$300
Cisco (CCENT, CCT)	\$300
<u>Cisco (Networking) Certifications</u>	
Cisco Certified Network Associate Wireless (CCNAW)	\$750
CompTIA (Network+, Security+)	\$2,000

<u>Cisco Certified Network Associate Certificates (CCDA, CCNA)</u>	<u>\$2,000</u>
<u>Chromebook Repair Certifications</u>	
<u>ASUS Repair Technician</u>	<u>\$500</u>
<u>Software Certifications</u>	
<u>JAMF Certifications (CCT, CCA)</u>	<u>\$500</u>
<u>Filemaker</u>	<u>\$500</u>

*Stipends are paid through equal installments in employee's regular paycheck. Stipend is not incorporated into the hourly rate, but rather paid as a separate line item.

APPENDIX D

STIPENDS/EXTRA DUTIES

TITLE	RATE	PAID OUT IN WHAT WAY
Election Pay	\$85.00	One time/time sheet
Head Cook Stipend	\$2500 per year	Spread out through paychecks in equal installments
Internal substitution by certified paraprofessional	\$25 full day, \$12.50 half day	Time sheet
Long Term Substitution by a certified employee	\$95.00 per day for twenty or more consecutive days	Time sheet
Director of Transportation substitution rate	\$85.00 per day	Time sheet
Lunch duty as an extra duty	\$15 per lunch session or employees regular hourly rate, whichever is the greater	Time sheet
Crossing Guard duty as an extra duty	\$15 per session	Time sheet
Approved non-exempt employees committee participation	Each employees regular hourly rate	Time sheet
<u>Lead Hardware/Software Specialist</u>	<u>\$2500 per year</u>	<u>Spread out through paychecks in equal installments</u>

**Support Council of District 39 Wilmette
Local 1274, IFT/AFT**

**BOARD OF EDUCATION
WILMETTE SCHOOL
DISTRICT 39**

By: _____
President

By: _____
President

Date: _____

Date: _____

ATTEST:

By: _____
Secretary