

**RACINE UNIFIED SCHOOL DISTRICT
Board of Education
June 28, 2013**

EMPLOYEE RELATIONS

AGENDA ITEM: Ratification of 2013-14 Teachers Collective Bargaining Agreement

Presenting: Keri A. Hanstedt, Director of Employee Relations

Description: The Racine Education Association and the Racine Unified School District have reached a tentative agreement for the 2013-2014 collective bargaining agreement. The tentative agreement and agreement are attached.

Fiscal Note: Base wages and supplemental pay in this agreement are included in the preliminary budget.

Recommendation: Approve.


Action Taken:

Tentative Agreement
between the Racine Unified School District
and
Racine Education Association
June 25, 2013

- 2.07% increase on the base wage rate



6-25-13

 6-25-13

2013-2014 Labor Agreement

Racine Unified School District

and

Racine Education Association



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Preamble

This Agreement is made and entered into by and between the BOARD OF EDUCATION OF RACINE UNIFIED SCHOOL DISTRICT (hereinafter referred to as the "District"), and the RACINE EDUCATION ASSOCIATION (hereinafter referred to as the "Association").

Section 1: Recognition

The District recognizes the Association as the duly certified exclusive collective bargaining representative of all regular full-time and regular part-time certified teaching and nursing personnel employed by the District, but excluding on-call substitute teachers, interns, supervisors, administrators, and directors, as described in the certification instruments (Case 1: No. 10094 ME-172: Decision No. 7053) as issued by the Wisconsin Employment Relations Board on the 28th day of April, 1965 and (Case 1, No. 54328, ME-(U/C) 848: Decision No. 7053-F) as issued by the Wisconsin Employment Relations Commission on the 5th day of November, 1997. The term "teacher" when used hereinafter in this Agreement shall refer to all employees represented by the Association, as above described, including certified teachers in special federal or state funded programs.

This provision is set forth merely to describe the bargaining representative and the bargaining unit covered by the terms of said collective bargaining agreement, and is not to be interpreted for any other purpose.

Section 2: Salary

The base wage increase is 2.07%. A salary schedule is attached as an informational exhibit.

Section 3: Invalid by Operation of Law

If any section or part of this Agreement is held to be invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any section or part should be restrained by such tribunal, the remainder of the Agreement shall not be affected thereby and the parties shall enter into immediate negotiations for the purpose of arriving at a mutually satisfactory replacement for such section or part.

Section 4: Duration

This Agreement shall be binding upon the parties hereto and shall be in full force and effect from July 1, 2013, through June 30, 2014.

Section 5: Signatures

IN WITNESS WHEREOF, we have hereunto set our signatures this 28th day of June, 2013.

RACINE EDUCATION ASSOCIATION

RACINE UNIFIED SCHOOL DISTRICT

President

President

Executive Director

Clerk

Chairperson, Welfare Committee

Exhibit 1: 2013-14 Teacher Salary Schedule

The District has determined to pay employees step and lane increases and to give other supplemental pay increases in addition to the base wage increases bargained in this agreement. Those step and lane wage increases and other supplemental pay increases are not part of the bargained base wage increases and are not a subject of this agreement. The following salary schedule is reproduced to provide staff with information on how the bargained base wage increases and the District-determined step and lane pay increases and supplemental pay increases are combined to determine employee compensation. The salary schedule is for information purposes only and is not part of this agreement. Payment of employee step and lane increases and other supplemental pay increases and the attaching of the salary schedule to this agreement are not precedent setting.

BASIC SALARY SCHEDULE FOR TEACHERS 2013-2014							
Level of Preparation	“A” IV	“B” V	“C” VI	“D” VII	“E” VIII	“F” IX	“G” X
Step	BA	BA+12	BA+24	MA	MA+12 or MA & Mastery	MA+24 or MA+12 & Mastery	PhD/EdD or MA+24 & Mastery
1	39,960	42,118	44,276	46,434	49,071	51,709	54,346
2	40,879	43,037	45,195	47,761	50,398	53,036	55,673
3	41,798	43,955	46,113	49,088	51,725	54,362	57,000
4	42,716	44,874	47,032	50,414	53,052	55,689	58,327
5	43,635	45,793	47,950	51,741	54,379	57,016	59,654
6	44,554	46,711	48,869	53,068	55,706	58,343	60,981
7	45,648	47,630	49,788	54,395	57,033	59,670	62,308
8	46,901	48,752	51,217	56,232	58,870	61,507	64,145
9	48,330	50,173	52,646	58,070	60,707	63,345	65,982
10	49,759	51,917	54,075	59,907	62,544	65,182	67,819
11	51,188	53,346	55,504	61,744	64,382	67,019	69,657
12	52,617	54,775	56,933	63,581	66,219	68,856	71,494

BASIC SALARY SCHEDULE FOR PSYCHOLOGISTS			
Step	B-Psych II	C-Psych III	C-Psych IV PhD
1	58,870		
2	60,707		
3		67,019	71,443
4		68,856	73,280
5		70,694	75,117
6		72,531	76,955

BASIC SALARY SCHEDULE FOR NURSES		
Step	BSN	MSN
1	45,195	50,398
2	46,113	51,725
3	47,032	53,052
4	47,950	54,379
5	48,869	55,706

Teachers who have been hired under an emergency permit will be frozen at Step 1 until the time that s/he has obtained his/her initial educator's license. At the time that s/he obtains his/her initial license, s/he will be placed on the schedule commensurate with his/her applicable experience.

RACINE UNIFIED SCHOOL DISTRICT
Board of Education
June 28, 2013

EMPLOYEE RELATIONS

AGENDA ITEM: Ratification of 2013-14 Educational Assistants Collective Bargaining Agreement

Presenting: Keri A. Hanstedt, Director of Employee Relations

Description: The Racine Educational Assistants Association and the Racine Unified School District have reached a tentative agreement for the 2013-2014 collective bargaining agreement. The tentative agreement and agreement are attached.

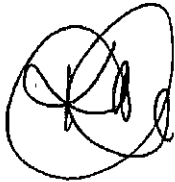
Fiscal Note: Base wages and supplemental pay in this agreement are included in the preliminary budget.

Recommendation: Approve.

Action Taken:

Tentative Agreement
between the Racine Unified School District
and
Racine Educational Assistants Association
June 25, 2013

- 2.07% increase on the base wage rate

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6-25-13

A handwritten signature in black ink, appearing to be a stylized 'S' or similar character, enclosed within a circular scribble.

6-25-13

2013-2014 Labor Agreement

between

Racine Unified School District

and

Racine Educational Assistants
Association



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Preamble

This Agreement is made and entered into by and between the BOARD OF EDUCATION OF RACINE UNIFIED SCHOOL DISTRICT (hereinafter referred to as the "District"), and the RACINE EDUCATIONAL ASSISTANTS ASSOCIATION (hereinafter referred to as the "Association").

Section 1: Recognition

The District recognizes the Association as the duly certified exclusive collective bargaining representative of all regular full-time and regular part-time educational assistants including the health room assistants, LPNs, Braille transcribers and hearing interpreter positions, excluding managerial, supervisory, confidential and all other employees, as described in the certification instrument 14307 ME-610 issued by the Wisconsin Employment Relations Commission on February 25, 1971 and as modified by the WERC decision Case 10, No. 54308, ME-846, Decision No. 10095-E on October 17, 1997. This provision is set forth merely to describe the bargaining representative and the bargaining unit covered by the terms of said collective bargaining agreement and is not to be interpreted for any other purpose.

Section 2: Salary

The base wage increase is 2.07%. The Matron Salary Schedule will be adjusted consistent with the terms set out in the Handbook. A salary schedule is attached as an informational exhibit.

Section 3: Invalid by Operation of Law

If any section or part of this Agreement is held to be invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any section or part should be restrained by such tribunal, the remainder of the Agreement shall not be affected thereby and the parties shall enter into immediate negotiations for the purpose of arriving at a mutually satisfactory replacement for such section or part.

Section 4: Duration

This Agreement shall be binding upon the parties hereto and shall be in full force and effect from July 1, 2013, through June 30, 2014.

Section 5: Signatures

IN WITNESS WHEREOF, we have hereunto set our signatures this 28th day of June, 2013.

RACINE EDUCATIONAL
ASSISTANTS ASSOCIATION

RACINE UNIFIED SCHOOL DISTRICT

President

President

Executive Director

Clerk

Chairperson, Negotiations Committee

Exhibit 1: 2013-14 Educational Assistant Salary Schedule

The District has determined to pay employees step and level increases and to give other supplemental pay increases in addition to the base wage increases bargained in this agreement. Those step and level wage increases and other supplemental pay increases are not part of the bargained base wage increases and are not a subject of this agreement. The following salary schedule is reproduced to provide staff with information on how the bargained base wage increases and the District-determined step and level pay increases and supplemental pay increases are combined to determine employee compensation. The salary schedule is for information purposes only and is not part of this agreement. Payment of employee step and level increases and other supplemental pay increases and the attaching of the salary schedule to this agreement are not precedent setting.

Master Salary Schedule

	LEVEL II		LEVEL III High School + 30 college credits & 1 year experience or 10 years uninterrupted employment experience as an assistant with the RUSD		LEVEL IV 60 college credits – 10 in education & 2 years experience		LEVEL V 90 college credits – 15 in education & 3 years experience	
Step	Hourly	Yearly	Hourly	Yearly	Hourly	Yearly	Hourly	Yearly
1	\$13.21	\$18,745	\$13.75	\$19,511	\$15.28	\$21,682	\$16.36	\$23,215
2	\$13.50	\$19,157	\$14.10	\$20,008	\$15.75	\$22,349	\$16.93	\$24,024
3	\$13.88	\$19,696	\$14.35	\$20,363	\$16.17	\$22,945	\$17.33	\$24,591
4	\$14.46	\$20,519	\$14.91	\$21,157	\$16.76	\$23,782	\$17.96	\$25,485

MATRONS		
Step	Hourly	Yearly
1	\$15.30	\$21,711
2	\$16.09	\$22,832
3	\$16.54	\$23,470

BRAILLE TRANSCRIBERS, HEARING INTERPRETERS & LPNs		
Step	Hourly	Yearly
1	\$20.38	\$28,919
2	\$21.81	\$30,948
3	\$23.23	\$32,963

The schedules reflect hourly and yearly wages; the hours associated with the yearly rate are 1419.

Progression from one level to another will be made at the closest corresponding step which guarantees an increase in his/her salary.

**RACINE UNIFIED SCHOOL DISTRICT
Board of Education
June 28, 2013**

EMPLOYEE RELATIONS

AGENDA ITEM: Ratification of 2013-14 Secretaries/Clerks Collective Bargaining Agreement

Presenting: Keri A. Hanstedt, Director of Employee Relations

Description: The Service Employees International Union, Local 152, Secretaries/Clerks and the Racine Unified School District have reached a tentative agreement for the 2013-2014 collective bargaining agreement. The tentative agreement and agreement are attached.

Fiscal Note: Base wages and supplemental pay in this agreement are included in the preliminary budget.

Recommendation: Approve.

Action Taken:

Tentative Agreement
between the Racine Unified School District
and
S.E.I.U. Local 152 Secretaries/Clerks
June 26, 2013

- 2.07% increase on the base wage rate



U-26-13

Bonnie Chady 6/26/13

2013-2014 Labor Agreement

between

Racine Unified School District

and

Service Employees International Union
Local 152

Secretaries/Clerks



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Preamble

This Agreement is made and entered into by and between the BOARD OF EDUCATION OF RACINE UNIFIED SCHOOL DISTRICT (hereinafter referred to as the "District"), and the SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 152 Secretaries/Clerks (hereinafter referred to as the "Union").

Section 1: Recognition

The District recognizes the Union as the exclusive bargaining representative of all regular full-time and regular part-time secretarial and clerical employees, excluding supervisors and confidential employees (as described in the certification instrument, Case LVII, No. 27617, ME-1975) issued by the Wisconsin Employment Relations Commission on the 16th day of June, 1981.

Section 2: Salary

The base wage increase is 2.07%. A salary schedule is attached as an informational exhibit.

Section 3: Invalid by Operation of Law

If any section or part of this Agreement is held to be invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any section or part should be restrained by such tribunal, the remainder of this Agreement shall not be affected thereby and the parties shall enter into immediate negotiations for the purpose of arriving at a mutually satisfactory replacement for such section or part.

Section 4: Duration

This Agreement shall be binding upon the parties hereto and shall be in full force and effect from July 1, 2013, through June 30, 2014.

Section 5: Signatures

IN WITNESS WHEREOF, we have hereunto set our signatures this 28th day of June, 2013.

SEIU LOCAL 152
SECRETARIES/CLERKS

RACINE UNIFIED SCHOOL DISTRICT

President

President

Vice-President

Clerk

Negotiating Committee

Negotiating Committee

Exhibit 1: 2013-14 Secretaries/Clerks

The District has determined to pay employees step increases and to give other supplemental pay increases in addition to the base wage increases bargained in this agreement. Those step wage increases and other supplemental pay increases are not part of the bargained base wage increases and are not a subject of this agreement. The following salary schedule is reproduced to provide staff with information on how the bargained base wage increases and the District-determined step pay increases and supplemental pay increases are combined to determine employee compensation. The salary schedule is for information purposes only and is not part of this agreement. Payment of employee step increases and other supplemental pay increases and the attaching of the salary schedule to this agreement are not precedent setting.

Secretary / Clerk Salary Schedule Effective July 1, 2013 to June 30, 2014

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
4	Hourly	\$11.13	\$11.49	\$11.82	\$12.30	\$12.85	\$13.33	\$13.74	\$14.21
5	Hourly	\$12.32	\$12.69	\$13.08	\$13.60	\$14.02	\$14.49	\$14.99	\$15.50
6	Hourly	\$13.88	\$14.27	\$14.68	\$15.10	\$15.59	\$16.08	\$16.54	\$17.05
7	Hourly	\$15.35	\$15.75	\$16.22	\$16.72	\$17.21	\$17.75	\$18.28	\$18.78
8	Hourly	\$16.86	\$17.38	\$17.72	\$18.02	\$18.69	\$19.41	\$20.13	\$20.78
9	Hourly	\$18.53	\$19.08	\$19.64	\$20.26	\$20.86	\$21.46	\$22.10	\$22.72

**RACINE UNIFIED SCHOOL DISTRICT
Board of Education
June 28, 2013**

EMPLOYEE RELATIONS

AGENDA ITEM: Ratification of 2013-14 Building Service Employees Collective Bargaining Agreement

Presenting: Keri A. Hanstedt, Director of Employee Relations

Description: The Service Employees International Union, Local 152, Building Service Employees and the Racine Unified School District have reached a tentative agreement for the 2013-2014 collective bargaining agreement. The tentative agreement and agreement are attached.

Fiscal Note: Base wages and supplemental pay in this agreement are included in the preliminary budget.

Recommendation: Approve.

Action Taken:

Tentative Agreement
between the Racine Unified School District
and
S.E.I.U. Local 152 Building Service Employees
June 26, 2013

- 2.07% increase on the base wage rate



6-26-13

Bonnie Chady 6/26/13

2013-2014 Labor Agreement

between

Racine Unified School District

and

Service Employees International Union
Local 152

Building Service Employees



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Preamble

This Agreement is made and entered into by and between the BOARD OF EDUCATION OF RACINE UNIFIED SCHOOL DISTRICT (hereinafter referred to as the "District"), and the SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 152, Building Service Employees (hereinafter referred to as the "Union").

Section 1: Recognition

The District recognizes the Union as the exclusive bargaining representative of all regular full-time and regular part-time building custodians, groundskeepers, stationary engineers, truck drivers, warehousemen, and all general maintenance personnel not included in trade unions, excluding temporary employees, and all regular full-time and regular part-time cafeteria employees, excluding temporary employees.

Section 2: Salary

The base wage increase is 2.07%. A salary schedule is attached as an informational exhibit.

Section 3: Invalid by Operation of Law

If any section or part of this Agreement is held to be invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any section or part should be restrained by such tribunal, the remainder of this Agreement shall not be affected thereby and the parties shall enter into immediate negotiations for the purpose of arriving at a mutually satisfactory replacement for such section or part.

Section 4: Duration

This Agreement shall be binding upon the parties hereto and shall be in full force and effect from September 1, 2013, through June 30, 2014.

Section 5: Signatures

IN WITNESS WHEREOF, we have hereunto set our signatures this 28th day of June, 2013.

SEIU LOCAL 152
BUILDING SERVICE EMPLOYEES

RACINE UNIFIED SCHOOL DISTRICT

President

President

Vice-President

Clerk

Engineer Steward

Sweeper Steward

Building Service Steward

Exhibit 1: 2013-14 Building Service Employees

The District has determined to pay employees step increases and to give other supplemental pay increases in addition to the base wage increases bargained in this agreement. Those step wage increases and other supplemental pay increases are not part of the bargained base wage increases and are not a subject of this agreement. The following salary schedule is reproduced to provide staff with information on how the bargained base wage increases and the District-determined step pay increases and supplemental pay increases are combined to determine employee compensation. The salary schedule is for information purposes only and is not part of this agreement. Payment of employee step increases and other supplemental pay increases and the attaching of the salary schedule to this agreement are not precedent setting.

2013-14 Building Service Employee Salary Schedule				
Grade	Step One	Step Two	Step Three	Step Four
2	\$12.96	\$13.41	\$13.80	\$14.14
3	\$18.33	\$18.76	\$19.23	\$19.73
4	\$19.88	\$20.32	\$20.87	\$21.29
5	\$20.89	\$21.39	\$21.89	\$22.49
6	\$21.84	\$22.42	\$22.98	\$23.56
7	\$22.84	\$23.44	\$23.96	\$24.53
8	\$23.74	\$24.39	\$25.03	\$25.65
9	\$24.71	\$25.35	\$26.04	\$26.70
10	\$25.69	\$26.36	\$27.04	\$27.76

**RACINE UNIFIED SCHOOL DISTRICT
Board of Education
June 28, 2013**

EMPLOYEE RELATIONS

AGENDA ITEM: Ratification of 2013-14 Carpenters Collective Bargaining Agreement

Presenting: Keri A. Hanstedt, Director of Employee Relations

Description: The Carpenters of Racine Unified School District and the Racine Unified School District have reached a tentative agreement for the 2013-2014 collective bargaining agreement. The tentative agreement and agreement are attached.


Fiscal Note: Base wages in this agreement are included in the preliminary budget.


Recommendation: Approve.

Action Taken:

Tentative Agreement
between the Racine Unified School District
and
Carpenters
June 26, 2013

- 2.07% increase on the base wage rate


6-26-13


6-26-13

Labor Agreement

between

Racine Unified School District

and

Carpenters of Racine Unified School District

July 1, 2013 through June 30, 2014



Preamble

This Agreement is made and entered into by the Board of Education of Racine Unified School District (hereinafter referred to as District) and the Racine Unified School District Carpenters (hereinafter referred to as Union).

Section 1: Salary

The base wage rate is \$29.55 per hour.

Section 2: Invalid by Operation of Law

If any section or part of this Agreement is held to be invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any section or part should be restrained by such tribunal, the remainder of this Agreement shall not be affected thereby and the parties shall enter into immediate negotiations for the purpose of arriving at a mutually satisfactory replacement for such section or part.

Section 3: Duration

This Agreement shall be binding upon the parties hereto and shall be in full force and effect from July 1, 2013, through June 30, 2014.

Section 4: Signatures

IN WITNESS WHEREOF, we have hereunto set our signatures this 28th day of June, 2013.

CARPENTERS

RACINE UNIFIED SCHOOL DISTRICT

Carpenter Representative

President

Clerk, Board

**RACINE UNIFIED SCHOOL DISTRICT
Board of Education
June 28, 2013**

EMPLOYEE RELATIONS

AGENDA ITEM: Ratification of 2013-14 Painter Collective Bargaining Agreement

Presenting: Keri A. Hanstedt, Director of Employee Relations

Description: The Painter of Racine Unified School District and the Racine Unified School District have reached a tentative agreement for the 2013-2014 collective bargaining agreement. The tentative agreement and agreement are attached.

Fiscal Note: Base wages in this agreement are included in the preliminary budget.

Recommendation: Approve.

Action Taken:

Tentative Agreement
between the Racine Unified School District
and
Painter
June 26, 2013

- 2.07% increase on the base wage rate

A handwritten signature, possibly reading "KWA", enclosed in a circular scribble.

6-26-13

Demp PWA

6/26/13

Labor Agreement

between

Racine Unified School District

and

Painters of Racine Unified School District

July 1, 2013 through June 30, 2014



Preamble

This Agreement is made and entered into by the Board of Education of Racine Unified School District (hereinafter referred to as District) and the Racine Unified School District Carpenters (hereinafter referred to as Union).

Section 1: Salary

The base wage rate is \$26.93 per hour.

Section 2: Invalid by Operation of Law

If any section or part of this Agreement is held to be invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any section or part should be restrained by such tribunal, the remainder of this Agreement shall not be affected thereby and the parties shall enter into immediate negotiations for the purpose of arriving at a mutually satisfactory replacement for such section or part.

Section 3: Duration

This Agreement shall be binding upon the parties hereto and shall be in full force and effect from July 1, 2013, through June 30, 2014.

Section 4: Signatures

IN WITNESS WHEREOF, we have hereunto set our signatures this 28th day of June, 2013.

Painter

RACINE UNIFIED SCHOOL DISTRICT

Painter Representative

President

Clerk, Board