

Fraser Public Schools District And  
AFSCME Local 1884, Administrative Assistants  
Tentative Agreement  
June 29, 2011

The parties tentatively agree to a successor collective bargaining agreement covering the period June 30, 2011 through June 30, 2013 on the following terms:

1. Freeze in salary for the 2011-2012 school year; re-opener on economics after 2011-2012 school year (i.e., 0% increase in the pay scale; if an employee qualifies for a step increases, the employee will receive it). All bargaining unit members who receive health insurance will pay 10% towards health care (medical, dental, vision, life insurance, LTD insurance) based on 2011-2012 benefit rates and existing coverages.
2. Article 7, A.1 on the regular work week shall be changed to provide that the District shall have the option to schedule a 40 hour work week as needed with reasonable notice (this may vary with buildings and with various times of the school year). Article 7.C shall also be changed to delete the first sentence, so that employees shall only be paid for actual hours worked. If a four-day workweek is to occur during any time during the summer, appropriate advance notice will be provided.
3. The Accounting Supervisor position that is in the process of being created and filled will not be included in the bargaining unit, and the one Bookkeeper III position that is being vacated due to retirement shall no longer exist.

All other contract provisions shall remain unchanged in the successor agreement except as provided above.

It is further understood that agreement on the successor agreement is contingent upon ratification by the Board of Education. It is further understood that the Union may terminate this agreement effective July 31, 2011, upon written notice to the District. If no such notice is received, the contract shall continue as provided above.

For the Union:

Racine Shurwin  
Dr. M.M.

Date: 6/29/11

For the District:

[Signature]  
JG

Date: 6/29/2011

Fraser Public Schools District And  
AFSCME Local 1884, Administrative Assistants  
Tentative Agreement  
June 19, 2012

The parties tentatively agree to a new collective bargaining agreement covering the period July 1, 2012 through June 30, 2014 on the following terms:

1. Freeze in salary for the 2012-2013 and 2013-14 school years (i.e., 0% increase in the pay scale); step freeze for 2012-13, with re-opener on payment of steps for 2013-14; longevity paid for both years. All bargaining unit members who receive District medical insurance will pay 20% of the cost (including prescription drug), and 10% of the costs of dental and vision insurance. There will be no employee contribution towards the cost of life and LTD insurance. Existing insurance coverages will remain unchanged.
2. The Bookkeeper II position in payroll shall be upgraded to Bookkeeper III, retroactive to February 1, 2012, and no posting shall occur.
3. In the event that the District's fund balance falls below two percent (2%) of total appropriated expenditures ("Total expenditures and other financing uses"), or in the event that the District fails to enroll an additional 50 students as of count day in September 2012 or in September 2013 over the previous year's number of enrolled students, the District shall have the right to enact a hiring freeze, and fill vacancies that arise with substitute employees for the remainder of the contract. This right is subject to the understanding that the substitute employee would be hired after the internal posting procedure has been completed for the initial vacancy and all subsequent vacancies in the course of completing the internal posting procedure, provided that there is a satisfactory bargaining unit applicant for the vacancy or vacancies being filled through the internal posting procedure.
4. The parties agree to begin negotiations for a successor agreement no later than March 15, 2014.

All other contract provisions shall remain unchanged in the new agreement except as provided above.

It is further understood that this agreement is contingent upon ratification by the Board of Education and the Union.

For the Union:

Karen Shurkin  
Garnet Henderskot  
Dusan Marcouf

Date: 6/19/12

For the District:

J. Serran  
Kim W. [Signature]  
Laure Voletta

Date: 6-19-12