

**AFSCME 1860- BPS Tentative Agreement**

**June 29, 2011**

**The following is not intended to be contract language. The parties will meet and agree to contract language that reflects the following by August 15, 2011.**

1. Three year agreement effective June 30, 2011 with an expiration date of June 30, 2014.
2. No on-schedule increases in rate of pay for the duration of the agreement.
3. Employees will receive their full step if eligible.
4. Effective July 1, 2011 employees represented by AFSCME 1860 will begin to pay for 10% of the combined cost of their medical, dental, vision and LTD coverages. This payment will be deducted from employee's pay with pre-tax dollars.
5. Members of AFSCME 1860 may 'carry-over' vacation earned during one school through July 31<sup>st</sup> of the following school year for their use. Days remaining from the previous school year after July 31<sup>st</sup> of the following year will be lost without compensation to the employee.
6. The current contract language as follows remains in the contract:

*In the event of a financial crisis, the Board after consulting with the association leadership, will be permitted to reduce compensation for all AFSCME 1860 members by up to, but not to exceed 4%. Notification of such a reduction must be made after consultation at least 60 days prior to the reduction being implemented.*

7. All AFSCME 1860 employees hired after July 1, 2011 will be eligible for single person health care coverage only through the first four years of their employment period. Employees would continue to not be eligible for health insurance during the first 90 days of their employment.
8. Members of AFSCME 1860 will be entitled to merit pay based on their performance. Awarding of merit pay will be tied to a 'satisfactory' annual evaluation.
9. Employees will be eligible for merit pay using the following graduated scale:

2011/2012 School Year

3-5 years of service	\$100
6-10 years of service	\$150
11-15 years of service	\$200
16-20 years of service	\$250
21 plus years of service	\$300

2012/2013 School Year

3-5 years of service	\$125
6-10 years of service	\$175
11-15 years of service	\$225
16-20 years of service	\$275
21 plus years of service	\$325

Merit pay will be awarded based on a successful annual employee evaluation.

10. The parties agree to form a joint committee with other employees in BPS during the 2011-12 school year to explore alternate insurance coverage providers and levels that would be lower cost to BPS and AFSCME 1860 members. Should the committee reach an agreement on

proposed changes, the proposal will be submitted to the bargaining teams of the parties and either party may request to initiate bargaining on the proposal. Should a proposal be ratified that results in savings to the district, a portion of those savings, to be determined through the bargaining process, will be used to fund wage increases for the membership of AFSCME 1860. In the event that an agreement is not reached, either BPS or AFSCME 1860 may cancel the 2013-14 year of this contract resulting in the agreement expiring on June 30, 2013.