

**AFSA
District Proposal
February 3, 2014**

*Meg Malhotra
2/3/14*

*J. J. B.
2/3/14*

AFSA Employee Salaries	\$1,305,461.00
MPSERS (24.79%)	\$323,623.78
FICA (7.65%)	<u>\$99,867.77</u>
TOTAL	\$1,728,952.55

Equates to **8.06%** of overall district budgeted salaries

AFSA portion of \$2,500,000 shortfall - **\$191,500.54**

Board absorbs 1/3 of AFSA portion reducing total amount to **\$127,600.36**

AFSA Agrees to **7.38%** reduction of overall salary costs which will be taken in the following way:

Elimination of \$2,800 Professional Services Stipends and 1% of salary Longevity Stipends for 14/15 school year totaling **\$69,206.00** (equivalent to 4% of overall salary costs)

AFSA portion of shortfall reduced to **\$58,394.36** which equates to **3.45%** of annual salary to be taken via off schedule reduction from February – June 2014.

The 3.45% reduction equates to 8 furlough days for each AFSA employee. These days will be taken between February, 2014 and June 30, 2015.

Change to MESSA ABC1 Plan (\$1,250/\$2,500 deductible) effective March 1, 2014. With PA 152 hard cap employee's bi-weekly co-premium contribution reduces by \$137.95 for Family / \$61.68 for Two Person / \$83.83 for Single (individual special calculations will differ).

Employees will return to current salary with step freeze for 2014/15 only, effective July 1, 2014, thereby saving the district \$9,673.36.

Brendan Reid 2/11/14

District will implement revised salary structures with blended steps effective 7/1/15 which will include a Step 11 equating to a 2.5% increase over Step 10.

AFSA employees currently within salary structures will receive a step increase effective 7/1/15. Employees at current top step (10) will see a 2.5% increase.

Board will agree to trigger language to be included in the contract through December 31, 2016 (see attached).

Current agreement will be extended until June 30, 2016.

**AFSA Tentative Agreement
Addendum
February 7, 2014**

Meghan Madon
2/7/14
[Signature]
2/7/14
AFSA

Change From:

The 3.45% reduction equates to 8 furlough days for each AFSA employee. These days will be taken between February, 2014 and June 30, 2015.

Change To:

The 3.45% reduction equates to 8 furlough days for each AFSA employee. These days will be taken as additional non duty days between February, 2014 and June 30, 2015 upon approval of the Superintendent as per established calendar policy.

Change From:

Change to MESSA ABC Plan 1 (\$1,250/\$2,500 deductible)

Change To:

Add MESSA ABC Plan 1 (\$1,250/\$2,500 deductible) as an option

High School Principal - 225			Daily Rate	1.088% Steps
1	\$106,984		\$475.48	\$106,984
2	\$108,264	1.20%	\$481.17	\$108,147.99
3	\$109,545	1.18%	\$486.87	\$109,324.64
4	\$110,826	1.17%	\$492.56	\$110,514.09
5	\$112,107	1.16%	\$498.25	\$111,716.48
6	\$113,388	1.14%	\$503.95	\$112,931.96
7	\$114,668	1.13%	\$509.64	\$114,160.66
8	\$115,949	1.12%	\$515.33	\$115,402.72
9	\$116,702	0.65%	\$518.68	\$116,658.31
10	\$117,448	0.64%	\$521.99	\$117,927.55
11		9.38%		\$120,875.74
		10.88%		

Meg Malaban
2/3/14
JSS 2/3/14

Executive Vice Principal - 225			Daily Rate	1.004% Steps
1	\$102,008		\$453.37	\$102,008
2	\$103,013	0.99%	\$457.84	\$103,028.08
3	\$104,018	0.98%	\$462.30	\$104,058.36
4	\$105,023	0.97%	\$466.77	\$105,098.94
5	\$106,028	0.96%	\$471.24	\$106,149.93
6	\$107,033	0.95%	\$475.70	\$107,211.43
7	\$108,038	0.94%	\$480.17	\$108,283.55
8	\$109,043	0.93%	\$484.64	\$109,366.38
9	\$110,048	0.92%	\$489.10	\$110,460.05
10	\$111,053	0.91%	\$493.57	\$111,564.65
11		8.54%		\$114,353.76
		10.04%		

Secondary Asst Principal - 220			Daily Rate	.808% Steps
1	\$95,296		\$433.16	\$95,296
2	\$95,959	0.70%	\$436.18	\$96,248.96
3	\$96,630	0.70%	\$439.23	\$97,211.45
4	\$97,299	0.69%	\$442.27	\$98,183.56
5	\$97,970	0.69%	\$445.32	\$99,165.40
6	\$98,637	0.68%	\$448.35	\$100,157.05
7	\$99,496	0.87%	\$452.25	\$101,158.62
8	\$100,264	0.77%	\$455.75	\$102,170.21
9	\$101,014	0.75%	\$459.15	\$103,191.91
10	\$101,755	0.73%	\$462.52	\$104,223.83
11		6.58%		\$106,829.43
		8.08%		

Athletic Director / HS AP - 220			Daily Rate	.808% Steps
1	\$95,773		\$435.33	\$95,773
2	\$96,439	0.70%	\$438.36	\$96,546.85
3	\$97,113	0.70%	\$441.42	\$97,326.94
4	\$97,786	0.69%	\$444.48	\$98,113.35

5	\$98,459	0.69%	\$447.54	\$98,906.10
6	\$99,131	0.68%	\$450.60	\$99,705.26
7	\$99,994	0.87%	\$454.52	\$100,510.88
8	\$100,765	0.77%	\$458.02	\$101,323.01
9	\$101,519	0.75%	\$461.45	\$102,141.70
10	\$102,264	0.73%	\$464.84	\$102,967.00
11		6.58%		\$105,541.18
		8.08%		

Middle School Principals - 215		Daily Rate	.845% Steps	
1	\$96,115		\$447.05	\$96,115
2	\$96,776	0.69%	\$450.12	\$96,927.17
3	\$97,429	0.67%	\$453.16	\$97,746.21
4	\$98,086	0.67%	\$456.21	\$98,572.16
5	\$98,744	0.67%	\$459.27	\$99,405.10
6	\$99,874	1.14%	\$464.53	\$100,245.07
7	\$100,737	0.86%	\$468.54	\$101,092.14
8	\$101,507	0.76%	\$472.13	\$101,946.37
9	\$102,260	0.74%	\$475.63	\$102,807.82
10	\$103,007	0.73%	\$479.10	\$103,676.54
11		6.95%		\$106,268.46
		8.45%		

Middle School Asst Prin - 210		Daily Rate	.816% Steps	
1	\$91,396		\$435.22	\$91,396
2	\$92,018	0.68%	\$438.18	\$92,141.79
3	\$92,649	0.69%	\$441.19	\$92,893.67
4	\$93,277	0.68%	\$444.18	\$93,651.68
5	\$93,912	0.68%	\$447.20	\$94,415.88
6	\$94,529	0.66%	\$450.14	\$95,186.31
7	\$95,398	0.92%	\$454.28	\$95,963.03
8	\$96,166	0.81%	\$457.93	\$96,746.09
9	\$96,919	0.78%	\$461.52	\$97,535.54
10	\$97,665	0.77%	\$465.07	\$98,331.43
11		6.66%		\$100,789.71
		8.16%		

Elementary Principal - 210		Daily Rate	.864% Steps	
1	\$94,776		\$451.31	\$94,776
2	\$95,444	0.70%	\$454.50	\$95,594.86
3	\$96,117	0.71%	\$457.70	\$96,420.80
4	\$96,796	0.71%	\$460.93	\$97,253.88
5	\$97,460	0.69%	\$464.10	\$98,094.15
6	\$98,621	1.19%	\$469.62	\$98,941.69
7	\$99,487	0.88%	\$473.75	\$99,796.54
8	\$100,256	0.77%	\$477.41	\$100,658.79
9	\$101,010	0.75%	\$481.00	\$101,528.48

10	\$101,756	0.74%	\$484.55	\$102,405.68
11		7.14%		\$104,965.83
		8.64%		

Alt/Comm Ed Dir - 225		Daily Rate	.746% Steps	
1	\$97,522		\$433.43	\$97,522
2	\$98,179	0.67%	\$436.35	\$98,497.22
3	\$98,836	0.67%	\$439.27	\$99,482.19
4	\$99,942	1.12%	\$444.19	\$100,477.01
5	\$100,147	0.21%	\$445.10	\$101,481.78
6	\$100,805	0.66%	\$448.02	\$102,496.60
7	\$101,673	0.86%	\$451.88	\$103,521.57
8	\$102,441	0.76%	\$455.29	\$104,556.78
9	\$103,193	0.73%	\$458.64	\$105,602.35
10	\$103,490	0.29%	\$459.96	\$106,658.38
11		5.96%		\$109,324.83
		7.46%		

Director Special Ed - 225		Daily Rate	.818% Steps	
1	\$93,190		\$414.18	\$93,190
2	\$93,841	0.70%	\$417.07	\$93,952.29
3	\$94,508	0.71%	\$420.04	\$94,720.82
4	\$95,159	0.69%	\$422.93	\$95,495.64
5	\$95,818	0.69%	\$425.86	\$96,276.79
6	\$96,474	0.68%	\$428.77	\$97,064.34
7	\$97,342	0.90%	\$432.63	\$97,858.33
8	\$98,107	0.79%	\$436.03	\$98,658.81
9	\$98,861	0.77%	\$439.38	\$99,465.84
10	\$99,605	0.75%	\$442.69	\$100,279.47
11		6.68%		\$102,786.45
		8.18%		

Director: PE and Athl - 210		Daily Rate	.757% Steps	
1	\$91,936		\$437.79	\$91,936
2	\$92,018	0.09%	\$438.18	\$92,855.36
3	\$92,649	0.69%	\$441.19	\$93,783.91
4	\$93,277	0.68%	\$444.18	\$94,721.75
5	\$93,912	0.68%	\$447.20	\$95,668.97
6	\$94,529	0.66%	\$450.14	\$96,625.66
7	\$95,398	0.92%	\$454.28	\$97,591.92
8	\$96,166	0.81%	\$457.93	\$98,567.84
9	\$96,919	0.78%	\$461.52	\$99,553.51
10	\$97,665	0.77%	\$465.07	\$100,549.05
11		6.07%		\$103,062.78
		7.57%		

Project Administrator - 215			Daily Rate	.852% Steps
1	\$88,590		\$412.05	\$88,590
2	\$89,250	0.75%	\$415.12	\$89,344.79
3	\$89,902	0.73%	\$418.15	\$90,106.00
4	\$90,557	0.73%	\$421.20	\$90,873.71
5	\$91,330	0.85%	\$424.79	\$91,647.95
6	\$91,880	0.60%	\$427.35	\$92,428.79
7	\$92,743	0.94%	\$431.36	\$93,216.29
8	\$93,513	0.83%	\$434.94	\$94,010.49
9	\$94,267	0.81%	\$438.45	\$94,811.46
10	\$95,011	0.79%	\$441.91	\$95,619.25
11		7.02%		\$98,009.73
		8.52%		

Coord Elem/Sec Inst - 215			Daily Rate	.853% Steps
1	\$88,590		\$412.05	\$88,590
2	\$89,249	0.74%	\$415.11	\$89,475.90
3	\$89,902	0.73%	\$418.15	\$90,370.66
4	\$90,557	0.73%	\$421.20	\$91,274.37
5	\$91,330	0.85%	\$424.79	\$92,187.11
6	\$91,879	0.60%	\$427.34	\$93,108.98
7	\$92,743	0.94%	\$431.36	\$94,040.07
8	\$93,513	0.83%	\$434.94	\$94,980.47
9	\$94,267	0.81%	\$438.45	\$95,930.28
10	\$95,011	0.79%	\$441.91	\$96,889.58
11		7.03%		\$99,311.82
		8.53%		

Dean of Students - 220			Daily Rate	.807% Steps
1	\$87,802		\$399.10	\$87,802
2	\$88,462	0.75%	\$402.10	\$88,680.02
3	\$89,121	0.74%	\$405.10	\$89,566.82
4	\$89,781	0.74%	\$408.10	\$90,462.49
5	\$90,441	0.74%	\$411.10	\$91,367.11
6	\$91,101	0.73%	\$414.10	\$92,280.78
7	\$91,761	0.72%	\$417.10	\$93,203.59
8	\$92,420	0.72%	\$420.09	\$94,135.63
9	\$93,080	0.71%	\$423.09	\$95,076.98
10	\$93,740	0.71%	\$426.09	\$96,027.75
11		6.57%		\$98,428.45
		8.07%		

School Improvement Spec-215			Daily Rate	.806% Steps
1	\$80,400		\$373.95	\$80,400
2	\$81,003	0.75%	\$376.76	\$81,204.00
3	\$81,606	0.74%	\$379.56	\$82,016.04
4	\$82,209	0.74%	\$382.37	\$82,836.20

5	\$82,812	0.73%	\$385.17	\$83,664.56
6	\$83,415	0.73%	\$387.98	\$84,501.21
7	\$84,018	0.72%	\$390.78	\$85,346.22
8	\$84,621	0.72%	\$393.59	\$86,199.68
9	\$85,224	0.71%	\$396.39	\$87,061.68
10	\$85,827	0.71%	\$399.20	\$87,932.30
11		6.56%		\$90,130.60
		8.06%		

Prog/Acad Supv - 215			Daily Rate	.929% Steps
1	\$68,008		\$316.32	\$68,008
2	\$68,617	0.90%	\$319.15	\$68,688.08
3	\$69,226	0.89%	\$321.98	\$69,374.96
4	\$69,835	0.88%	\$324.81	\$70,068.71
5	\$70,444	0.87%	\$327.65	\$70,769.40
6	\$71,054	0.87%	\$330.48	\$71,477.09
7	\$71,663	0.86%	\$333.32	\$72,191.86
8	\$72,272	0.85%	\$336.15	\$72,913.78
9	\$72,881	0.84%	\$338.98	\$73,642.92
10	\$73,490	0.84%	\$341.81	\$74,379.35
11		7.79%		\$76,238.83
		9.29%		

Co-Leader - UHS - 205			Daily Rate	1.043% Steps
1	\$77,500		\$378.05	\$77,500
2	\$78,300	1.03%	\$381.95	\$78,308.33
3	\$79,100	1.02%	\$385.85	\$79,125.08
4	\$79,900	1.01%	\$389.76	\$79,950.36
5	\$80,700	1.00%	\$393.66	\$80,784.24
6	\$81,500	0.99%	\$397.56	\$81,626.82
7	\$82,300	0.98%	\$401.46	\$82,478.18
8	\$83,100	0.97%	\$405.37	\$83,338.43
9	\$83,900	0.96%	\$409.27	\$84,207.65
10	\$84,700	0.95%	\$413.17	\$85,085.94
11		8.93%		\$87,213.09
		10.43%		

EC Pgm Supv - 195			Daily Rate	1.169% Steps
1	\$67,500		\$346.15	\$67,500
2	\$68,300	1.19%	\$350.26	\$68,289.08
3	\$69,100	1.17%	\$354.36	\$69,087.37
4	\$69,900	1.16%	\$358.46	\$69,895.01
5	\$70,700	1.14%	\$362.56	\$70,712.08
6	\$71,500	1.13%	\$366.67	\$71,538.70
7	\$72,300	1.12%	\$370.77	\$72,374.99
8	\$73,100	1.11%	\$374.87	\$73,221.05
9	\$73,900	1.09%	\$378.97	\$74,077.01

10	\$74,700	1.08%	\$383.08	\$74,942.97
11		10.19%		\$76,816.54
		11.69%		

TRIGGERS

Meg Mahalen
2/3/14
D/SB 2/3/14

Board will agree to the following triggers for the 2014-15 school year which would result in the Board's agreeing to provide bargaining unit members who invested in the District's future by agreeing to changes to wages and/or benefits for the 2013-15 school years as follows:

- In the event of an increase in the Foundation Allowance provided the District by the State, the Board agrees that for every \$100 increase in the Foundation Allowance the Board will increase bargaining unit members' pay by one half of one percent (.005);
- In the event the Board's pending appeal with the Department of Education regarding reimbursement of Foundation Allowance regarding the DLC is successful, the Board agrees that for every full \$150,000 received by the District the Board will increase bargaining members' pay by one quarter of one percent (.0025); and
- In the event of an increase in enrollment at the schools and programs currently existing for the 2013-14 school year (3145 students), the Board agrees that for every full \$150,000 received by the District in Foundation Allowance attributed to the increase in student enrollment, the Board will increase bargaining unit members' pay one quarter of one percent (.0025).