

TA 12/20/2013

*Quinn*

*John Blum*

UAW Contract Negotiations  
District Counter Proposal  
December 20, 2013

1. Wage reduction of 7.38% effective January 1, 2014 through June, 30, 2014.
2. Wage reduction of 7.38% is reduced to 4% of the 7/1/13 base rate effective July 1, 2014 through the term of the agreement.
3. District will institute a step index for all bargaining unit members beginning July 1, 2014 as follows:
  - 4.15% effective July 1, 2014 based upon the 4% reduction rate.
  - Additional steps at 4%, 4.5 %, and 5% respectively on January 1, 2015, January 1, 2016, and January 1, 2017.
4. Board will agree to trigger language to be included in the contract through December 31, 2016 (see attached).
5. Agree to no retro on wage reductions, but shortfall will be made up by District not filling three vacant positions and involuntary transfer of staff as determined by the Administration.
6. The negotiated salary schedule will be incorporated as an express term of the Collective Bargaining Agreement as provided to UAW by the District (see attached).
7. Agree to adjust pay rates of the following employees to the July 1, 2013 base rates for their respective positions. These adjusted pay rates will be used to calculate the parties pay rates going forward.
  - Akisha Allen -- .94
  - Lisa Cardwell -- .04
  - Donna Cunningham -- .04
  - Marcie Dupuis -- .14
  - Angela Lyles -- .67
  - Marla Taylor -- .94
  - Joy Turner -- .86
  - Kathleen Vollmer -- .94

District will pay retro wages for said employees from July 1, 2013 with retro pay to be made no later than the first pay in February 2014.

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*Jan*  
*Tom Blum*

8. The parties agree to negotiate on language changes through April 30, 2014, including any necessary benefit language changes based on the terms of the Affordable Health Care Act and health care reform, as well as any other changes to benefit plans.
9. The term of the contract will be January 1, 2014 through December 31, 2017.
10. Parties agree to a ~~wage and~~ benefits reopener in April 2016 to investigate and negotiate possible ~~wage and~~ benefits changes effective July 1, 2016

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TA 12-20-2013

*John Blen*

UAW TRIGGERS

Board will agree to the following triggers for the 2014-15 through 2015-16 school years 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 for the 2013-14 school year 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).

TA 12/20/2013  
*Juan*  
*DeBauer*

**UAW Draft Salary Schedule**

Position	Status	13/14								
		Current	7.38%		1/1/14	4%		4% Impact		
		Hourly Rate	Reduction	Hourly Rate	Reduction from 13/14	to Salary (BASE)	7/1/14 Step 1	1/1/15 Step 2	1/1/16 Step 3	1/1/17 Step 4
		1/1/14 - 6/30/14			7/1/14 - 12/31/14					
SPECIAL ED AIDE HQ		\$12.73	\$0.94	\$11.79	\$0.51	\$12.22	\$12.73	\$13.24	\$13.83	\$14.53
SPECIAL ED AIDE NON HQ		\$12.71	\$0.94	\$11.77	\$0.51	\$12.20	\$12.71	\$13.22	\$13.81	\$14.50
TITLE ONE PARA EDUCATOR HQ		\$11.79	\$0.87	\$10.92	\$0.47	\$11.32	\$11.79	\$12.26	\$12.81	\$13.45
CLASSROOM AIDE		\$11.79	\$0.87	\$10.92	\$0.47	\$11.32	\$11.79	\$12.26	\$12.81	\$13.45
BILINGUAL AIDE		\$13.29	\$0.98	\$12.31	\$0.53	\$12.76	\$13.29	\$13.82	\$14.44	\$15.17
HEADSTART AIDE		\$11.77	\$0.87	\$10.90	\$0.47	\$11.30	\$11.77	\$12.24	\$12.79	\$13.43
LATCHKEY LEADER HQ		\$11.27	\$0.83	\$10.44	\$0.45	\$10.82	\$11.27	\$11.72	\$12.25	\$12.86
LATCHKEY LEADER		\$11.25	\$0.83	\$10.42	\$0.45	\$10.80	\$11.25	\$11.70	\$12.23	\$12.84
MEDIA AIDE		\$13.31	\$0.98	\$12.33	\$0.53	\$12.78	\$13.31	\$13.84	\$14.47	\$15.19
READING FIRST PARA		\$13.31	\$0.98	\$12.33	\$0.53	\$12.78	\$13.31	\$13.84	\$14.47	\$15.19
PRESCHOOL INSTRUCTOR		\$23.64	\$1.74	\$21.90	\$0.95	\$22.69	\$23.64	\$24.59	\$25.69	\$26.98
LITTLE EAGLES INSTRUCTOR		\$16.08	\$1.19	\$14.89	\$0.64	\$15.44	\$16.08	\$16.72	\$17.48	\$18.35
LITTLE EAGLES INSTRUCTOR	Certified	\$18.08	\$1.33	\$16.75	\$0.72	\$17.36	\$18.08	\$18.80	\$19.65	\$20.63
4 KIDS AIDE		\$11.77	\$0.87	\$10.90	\$0.47	\$11.30	\$11.77	\$12.24	\$12.79	\$13.43
BUS AIDE		\$11.73	\$0.87	\$10.86	\$0.47	\$11.26	\$11.73	\$12.20	\$12.75	\$13.39
LATCHKEY ASSISTANT		\$10.67	\$0.79	\$9.88	\$0.43	\$10.24	\$10.67	\$11.10	\$11.60	\$12.18
LOCKER ROOM ASSISTANT		\$11.77	\$0.87	\$10.90	\$0.47	\$11.30	\$11.77	\$12.24	\$12.79	\$13.43
ADULT ED ASSISTANT		\$10.43	\$0.77	\$9.66	\$0.42	\$10.01	\$10.43	\$10.85	\$11.34	\$11.90
ADULT ED SPECIALIST		\$10.67	\$0.79	\$9.88	\$0.43	\$10.24	\$10.67	\$11.10	\$11.60	\$12.18
SPECIAL EDUCATION ATTENDANT		\$11.77	\$0.87	\$10.90	\$0.47	\$11.30	\$11.77	\$12.24	\$12.79	\$13.43
RELIEF ASSISTANT		\$8.94	\$0.66	\$8.28	\$0.36	\$8.58	\$8.94	\$9.30	\$9.72	\$10.20

0457	LITTLE EAGLES	Grandfathered	\$16.08	\$1.19	\$14.89	\$0.64	\$15.44	\$16.08	\$16.72	\$17.48	\$18.35
1529	HEADSTART AIDE	Grandfathered	\$15.20	\$1.12	\$14.08	\$0.61	\$14.59	\$15.20	\$15.81	\$16.52	\$17.35
1728	BILINGUAL AIDE	Grandfathered	\$14.31	\$1.06	\$13.25	\$0.57	\$13.74	\$14.31	\$14.88	\$15.55	\$16.33
1398	MEDIA SPECIALIST	Grandfathered	\$14.23	\$1.05	\$13.18	\$0.57	\$13.66	\$14.23	\$14.80	\$15.47	\$16.24
0540	MEDIA SPECIALIST	Grandfathered	\$14.23	\$1.05	\$13.18	\$0.57	\$13.66	\$14.23	\$14.80	\$15.47	\$16.24
0022	SPECIAL ED RESOURCE	Grandfathered	\$13.39	\$0.99	\$12.40	\$0.54	\$12.85	\$13.39	\$13.93	\$14.55	\$15.28
0450	LOCKER ROOM ASSISTANT	Grandfathered	\$13.26	\$0.98	\$12.28	\$0.53	\$12.73	\$13.26	\$13.79	\$14.41	\$15.13
0457	SPECIAL ED ECSE	Grandfathered	\$13.20	\$0.97	\$12.23	\$0.53	\$12.67	\$13.20	\$13.73	\$14.35	\$15.06
0394	TITLE ONE AIDE	Grandfathered	\$13.20	\$0.97	\$12.23	\$0.53	\$12.67	\$13.20	\$13.73	\$14.35	\$15.06
1426	SPECIAL ED MOCI	Grandfathered	\$13.17	\$0.97	\$12.20	\$0.53	\$12.64	\$13.17	\$13.70	\$14.31	\$15.03
0956	CLASSROOM AIDE	Grandfathered	\$13.15	\$0.97	\$12.18	\$0.53	\$12.62	\$13.15	\$13.68	\$14.29	\$15.01
1172	SPECIAL ED RESOURCE	Grandfathered	\$13.15	\$0.97	\$12.18	\$0.53	\$12.62	\$13.15	\$13.68	\$14.29	\$15.01
0679	BUS AIDE	Grandfathered	\$13.14	\$0.97	\$12.17	\$0.53	\$12.61	\$13.14	\$13.67	\$14.28	\$14.99
1619	HEADSTART AIDE	Grandfathered	\$13.14	\$0.97	\$12.17	\$0.53	\$12.61	\$13.14	\$13.67	\$14.28	\$14.99
0652	SPECIAL ED MICI	Grandfathered	\$13.12	\$0.97	\$12.15	\$0.52	\$12.60	\$13.12	\$13.64	\$14.26	\$14.97
01496	SPECIAL ED RESOURCE	Grandfathered	\$13.11	\$0.97	\$12.14	\$0.52	\$12.59	\$13.11	\$13.63	\$14.25	\$14.96
0338	TITLE ONE AIDE	Grandfathered	\$13.11	\$0.97	\$12.14	\$0.52	\$12.59	\$13.11	\$13.63	\$14.25	\$14.96
0950	SPECIAL ED MICI	Grandfathered	\$12.81	\$0.95	\$11.86	\$0.51	\$12.30	\$12.81	\$13.32	\$13.92	\$14.62
0807	SPECIAL ED RESOURCE	Grandfathered	\$12.78	\$0.94	\$11.84	\$0.51	\$12.27	\$12.78	\$13.29	\$13.89	\$14.58
2392	SPECIAL ED RESOURCE	Over	\$12.74	\$0.94	\$11.80	\$0.51	\$12.23	\$12.74	\$13.25	\$13.85	\$14.54
1396	TITLE ONE AIDE	Over	\$11.82	\$0.87	\$10.95	\$0.47	\$11.35	\$11.82	\$12.29	\$12.85	\$13.49
0719	KIDS KONNECTION AIDE	Over	\$10.75	\$0.79	\$9.96	\$0.43	\$10.32	\$10.75	\$11.18	\$11.68	\$12.27