

AGREEMENT TO MODIFY COLLECTIVE BARGAINING AGREEMENT
BETWEEN BRANDON SCHOOL DISTRICT AND
BRANDON EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION

The Brandon School District and the Brandon Educational Support Personnel Association agree to extend their existing agreement beginning effective July 1, 2011 through June 30, 2012, except as follows:

- ARTICLE XXI, INSURANCE

A. **Effective August 1, 2011**, the Board agrees to provide without cost to each full-time employee the benefits listed below....

1. MESSA CHOICES II, \$200/\$400 in network deductible, \$20 Office Visit and \$10/\$20 Drug Card

Pay 10% of health care premium, pre-tax over 20 pays starting in October 2011 through June 2012.

- APPENDIX A, SALARY SCHEDULE

While wage and step freezes are in effect for 2011-2012, employees who are eligible for longevity will be paid that benefit.

The 2% wage reduction from the 2010-2011 letter of agreement will be restored. The five hour letter of agreement for the food service position will continue for the 2011-2012 school year.

If the audited fund balance for 2010/2011 fiscal year exceeds 7% of the 2010/2011 audited operating expenditures, then 7% of 1/2 of the excess amount shall be allocated to this bargaining unit as an off schedule stipend, paid by September 30, 2011.

- APPENDIX A-1 CLASSIFICATION CHART

Middle School	3	Media	Full Time	184	7.0
Fletcher Intermediate	3	Media	Full Time	184	7.0
Belle Ann Elementary	3	Media	Full Time	184	7.0
Harvey-Swanson Elementary				184	
Oakwood Elementary	3	Media	Full Time	184	7.0
High School Attendance	1	Clerk	Part Time	184	5.5
Middle School Attendance	1	Clerk	Part Time	184	5.5
Fletcher Intermediate Attendance	1	Clerk	Part Time	184	5.5
Harvey-Swanson Attendance	1	Clerk	Part Time	184	4.0
Special Education	1	Clerk	Part Time	184	4.0
High School Library	1	Clerk	Suspended	-	-

- In all other respects, the prior collective bargaining agreement between these parties shall remain in full force and effect.

BRANDON SCHOOL DISTRICT


BRANDON EDUCATION SUPPORT
PERSONNEL ASSOCIATION



Lorraine McMahon, Superintendent



Joan Tinsey, BESPA President



Kathy Bescoe, BESPA Vice President



Kia Hagens, Uniserv Director

10-7-2011

Date

10-7-2011

Date

APPENDIX B

EMERGENCY FIANNCIAL MANAGER

An Emergency Financial manager appointed under the local government and school district fiscal accountability act may reject, modify or terminate the collective bargaining agreement as provided in the local government and school district fiscal accountability act.