

Tentative Agreement  
Between the  
Farmington Public School District  
And the  
Farmington Association of School Administrators

September 29, 2011

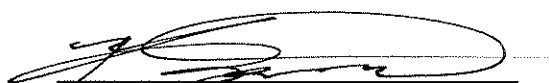
The Parties agree as follows:

- The term of the agreement will be 2 years (2011-2012 & 2012-2013)
- For the 2011-2012 school year, the following shall apply to salary and benefits:
  - Salary – Compensation shall be frozen at the 2010-2011 salary step (example: step five is paid at step five)
  - The individuals will waive the repayment of furlough days and ½ step, where applicable, arising from the 2010-2011 agreement.
  - Each member will forgo \$350 of the annual Professional Activities fund (Article III, K)
  - Benefits –
    - For the period of July 1, 2011 until ratification, the individual shall contribute the increase in the benefit cost from the previous year. Effective with the ratification and through June 30, 2012 the individual shall contribute an amount equal to 20% of the total benefit cost (health, dental, vision, Rx) for the benefits elected in a new open enrollment period (to be conducted ASAP).
- For the 2012-2013 school year, the following shall apply to salary and benefits:
  - Salary – Compensation shall be frozen at the 2010-2011 salary step level subject to the conditions set forth below under “conditions”.
  - Each member will forgo \$350 of the annual Professional Activities fund (Article III, K)
  - Benefits –
    - For the period July 1, 2012 thru June 30, 2013 the individual shall contribute an amount equal to 20% of the total benefit cost (health, dental, vision, Rx) for the benefits elected in the open enrollment period to be conducted not later than June, 2012.

- The individual shall be provided a District funded Health Savings Account (HSA) in the amount of \$500 for single subscribers, \$750 for 2-person subscribers, and \$1,000 for full family subscribers subject to the conditions set forth below under "Conditions".
- As part of the collaborative negotiation process the parties identified a number of areas of mutual interest which, by agreement, will be addressed and undertaken by work groups as soon as possible with a goal of incorporating recommended changes to the contract as soon as practical.
- The Association will hold a ratification meeting as soon as possible and will notify the School Board, in writing, of the results of the ratification meeting. The School Board will schedule a meeting to consider ratification as quickly as possible.

Conditions:

- In the event the audited budget for 2011-12 (October 2012) reflects an ending fund balance (June 2013) in excess of 11%, the District shall fund an increase to the base salary of those individuals who are on-step up to an amount not to exceed the value of a ½ step based upon the attached salary schedule.
- In the event the audited budget for 2011-12 (October 2012) reflects an ending fund balance (June 2013) in excess of 11%, AND following the full funding of the ½ step increase for individuals on-step, the district shall then apply funds on a pro-rata basis to the HSA account framework set out above up to the total funding limit of \$500/\$750/\$1,000. In the event that the funds available are less than the amount to provide full funding, the funds shall be allocated using the weighting factor or 1/1.5/2 corresponding to the S/2P/FF categories.
- In the event the audited budget for 2011-12 (October 2012) reflects an ending fund balance (June 2013) below 11%, the District is not obligated to any of the 2012-13 salary step payments or HSA contributions set forth above.
- The Parties agree that the District may request that the Association approve implementation of the payment to steps and HSA funding as set forth above (contemplates a fund balance in excess of 11%).



Robert Crawford, President



David Ruhland, Asst. Superintendent