

Tentative Agreement  
Between the  
Farmington Public School District  
And the  
Farmington Central High School Educators

September 23, 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 six is paid at step six)
  - Benefits –
    - For the period July 1, 2011 thru December 31, 2011 the individual shall contribute to health benefits as defined in the 2010-2011 agreement.
    - For the period January 1, 2012 thru 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 will remain frozen at the 2011-2012 step level subject to the conditions set forth below under “conditions”.
  - 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

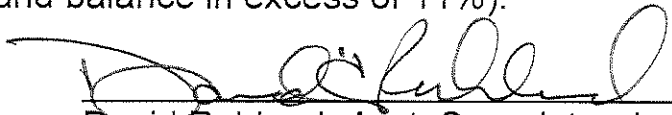
family subscribers subject to the conditions set forth below under "Conditions".

- 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 as set forth in 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%).

  
Denise Cadwell, President

  
David Ruhland, Asst. Superintendent

\_\_\_\_\_  
Barbara Fries, Director