

2009-2010:

Previously negotiated--2.5%

MESSA Choices II with an
Additional \$10 co-pay per paycheck

FPEA Concessions:

MESSA Choices II with a 100/200 deductible
(reimbursed by the district if receipts are turned in by members)

APPROXIMATE SAVINGS TO THE DISTRICT--2.7%

Change from a \$5/\$10 drug card to a \$10/\$10 card
APPROXIMATE SAVINGS TO THE DISTRICT—4.4%

**Our concessions would total 7.1%. With the additional \$10 per
paycheck the FPEA would cover more than the increase.**

2010-2011:

All steps given. Anyone not moving on a step will receive \$1000 additional
salary.

Keep MESSA Choices II with a 100/200 deductible/not reimbursed

Keep \$10/\$10 Drug card

Additional \$10 co-pay per paycheck

2011-2012:

All steps given. Anyone not moving on a step will receive \$1000 additional
salary.

Keep MESSA Choices II with 100/200 deductible without reimbursement

Keep \$10/\$10 Drug card

Additional \$10 co-pay per paycheck

All new hires or 100% recalls will pay 15% of insurance premiums split evenly among 26 pays
(or other chosen pay cycle). This will begin in the 2009-2010 school year.

In the event that a National Health Care Plan should evolve, the FPEA would be willing to sit
down and discuss that as a possible option.

Lisa M. Olson 7/21/09
FPEA Negotiator Date

Lusia Koon-Blomburg 7/27/09
Forest Park Board Member Date

Lisa Slonti 7/21/09
FPEA Negotiator Date

Joe L. Davis 7-27-09
Forest Park Board Member Date

Harold Payne 7/21/09
FPEA Negotiator Date

William C. [Signature] 7/27/09
Forest Park Board Member Date

****Early Retirement incentive: Letter of understanding**

****Insurance premium sharing at a rate of 80%-20%.**

This agreement was met to meet state requirements of an 80%-20% to be available for possible "best practice" monies. The FPEA agrees to the letter of understanding with the idea that the Board of Education will look to do this District wide to meet with the governmental suggested contribution towards insurance benefits.

****10 sick days and 6 personal days**

****Schedule B athletics will be cut by 20%**

****Contract language stating the teacher duty day starts twenty (20) minutes before the start of school and continues twenty (20) minutes after the end of the school day.**

****This is a one year letter of understanding until the end of the current master agreement.**

****If the state cuts are under \$500,000 we will sit down again.**