

**FAES
Tentative Agreement
February 12, 2014**

*TA
Jungstein
2/12/2014*

*Patt Cothe
2/12/14*

FAES Employee Salaries	\$943,145.70
MPSERS (24.79%)	\$233,805.82
FICA (7.65%)	<u>\$72,150.65</u>
TOTAL	\$1,249,102.17

Equates to **5.53%** of overall district budgeted salaries.

FAES portion of \$2,500,000 shortfall - **\$138,279.40**

Board absorbs 1/3 of ~~FAES~~ portion reducing total amount to **\$92,186.27**
FAES

FAES agrees to a **7.38%** reduction of overall salary costs which will be taken in the following manner:

- Keep one Group 1 position vacant (Pupil Accounting Secretary) through June 30, 2014 for a savings of **\$31,048.29**.
 - FAES agrees to allow Board to reassign other FAES members to duties required in aforementioned position with no increase in compensation.

- FAES proposal as agreed to by Board will include layoff of one Group 2 position effective March 1, 2014 for a savings of **\$22,711.91**.
 - FAES waives written notice of layoff as required under the collective bargaining agreement.
 - District discretion to ~~re~~ reassign staff necessary based upon reduction in this position.

- Settlement of posting grievance at **\$12,500** allocated toward savings required.

- Remaining portion of salary costs recouped via salary reduction equivalent to four furlough days between March 1, 2014 and August 31, 2014 (13

pays). Furlough days must be used by August 15, 2014 for 12 month employees and by June 30, 2014 for less than 12 month employees.

FAES agrees to withdraw grievance regarding use of volunteers at registration activities.

Effective April 1, 2014 health insurance options will change as follows:

- Choices II \$500/\$1,000 deductible with \$20 Office / \$25 Urgent / \$50 ER co-pay and Saver Rx.
- ABC 1 \$1,250/\$2,500 deductible.

Beginning July 1, 2014:

District will recall a Group 2 secretary.

FAES agrees to Trigger language for the 2014/15 school year as proposed by the Board. Foundation allowance trigger will be implemented if increase is within 10% of original proposal.

FAES agrees to a 4% off schedule salary schedule reduction.

A new step 10 will be created at a 4% increase over the current top step.

Board agrees to provide step increases to all employees.

Effective July 1, 2015 a new Step 11 will be created at a 1% increase over Step 10.

FAES agrees to add the following to Article 8.8 as follows:

Additionally, if an employee reports to work on a day that schools are closed because of inclement weather or other acts of God they will receive a comp day to use within the current school year.

Parties agree to delete Articles 3.1 through 3.5 and all of Article 4 and renumber agreement accordingly.

Current agreement will be extended through June 30, 2016.

TRIGGERS

Board will agree to the following triggers for the 2014-15 school year 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 and/or benefits for the 2013-15 school years 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).