

**AFSCME
Tentative Agreement
February 13, 2014**

AFSCME Employee Salaries	\$1,415,501.28
MPSERS (24.79%)	\$350,902.77
FICA (7.65%)	<u>\$108,285.85</u>
TOTAL	\$1,874,689.90

Equates to **8.3%** of overall district budgeted salaries.

AFSCME portion of \$2,500,000 shortfall - **\$207,534.19**

Board absorbs 1/3 of AFSCME portion reducing total amount to **\$138,536.13**

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

- District will not fill two currently vacant positions (relief bus driver and cleaning specialist) for the remainder of the 2013/14 school year for a savings of **\$64,137.54**.
- Credit for cleaning specialist position not filled in 2013/14 school year at **\$21,523.74** for vacant cleaning specialist position.
- 3% annualized salary reduction for the 2013/14 fiscal year totaling **\$54,187.02**.

Additionally agree to:

- Effective July 1, 2014 employees will be returned to the 12/13 salary schedule.
- Creation of a new Step 6 at a 4% increase over the current Step 5 beginning July 1, 2014.
- 4% off schedule salary schedule reduction effective July 1, 2014 through June 30, 2015 for the 2014/15 school year.
- All employees will receive a step increase for the 2014/15 school year.
- Effective July 1, 2015 employees will be restored to salary schedule effective for 2014/15 fiscal year without reduction.

Handwritten signatures and dates:
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2/13/2014

Handwritten signature and date:
Approved
3/5/14

- AFSCME 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.
- Change employee insurance option to Choices II \$500/\$1,000 with \$20 Office / \$25 Urgent / \$50 ER and Saver Rx (\$2/\$10/\$20/\$40).
- Article 4 from Collective Bargaining Agreement (dues check off) will be held dormant pending outcome of current court cases.
- Current agreement will be extended through June 30, 2017.

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).