

**Tentative Agreement
between the
Farmington Association of School Administrators (FASA)
and the
Farmington Public Schools (FPS)
June, 2010**

The parties enter into this agreement regarding a master contract for the 2010-2011 school year due to significant reductions in funding for Farmington Public Schools. All terms and provisions of the parties' current collective bargaining agreement which expires on June 30, 2010 shall remain in full force and effect, except as modified by this agreement, through June 30, 2011. The provisions pertaining to furlough days and salary schedule steps contained herein are non-precedent setting and expire on June 30, 2011.

If the amount of actual general fund balance according to the District's 2010-2011 fiscal year audit exceeds 11% (\$16,361,418) of the total general fund expenditures projected in the 2010-2011 budget as presented to the Board of Education on June 8, 2010, the additional amount will be applied to reimbursing all individuals employed during the contract year on a pro rata basis for lost wages attributable to the concessions outlined herein. If the amount in excess of 11% is de minimis (\$50,000 or less), the parties will meet to determine the form of such reimbursement. The amount of reimbursement will not exceed the equivalent of an employee's daily rate multiplied by the number of furlough days plus the appropriate unpaid half step amount if applicable. All employees will be reimbursed for furlough days prior to the additional half steps being reimbursed. This reimbursement will be paid no later than the first scheduled pay in December, 2011.

This agreement, modifying the existing contract terms, is contingent upon all FPS employees entering into a comparable concessionary arrangement with the Board of Education.

- I. FASA and District agree to a master contract for the 2010-2011 school year only with the following terms and conditions:**

A. The salary of employees paid at step five (5) of the Salary Schedule during the 2009-2010 school year as detailed in Appendix A of the 2007-2010 master contract will be frozen at the 2009-10 rates for 2010-11.

**B. Employees not at step five (5) of the Salary schedule during the 2009-10 school year will , where appropriate, be paid ½ the step increase on the 2009-10 Appendix A effective July 1, 2010. For the 2011-2012 school year, their placement on the Salary schedule will reflect a full step, as appropriate.
EXAMPLE:**

2009-10: Step 3

2010-11: Step 4 but paid at ½ the difference between the step 3 and step 4 salary

2011-12 Step 5

C. Each employee will take two (2) furlough days (no work, no pay), at the employee's daily rate of pay, during the 2010-2011 school year.

1. Employees will not be required to report to work on the furlough days referred to above.

2. The 2009-10 Salary Schedule outlined in Appendix A of the 2007-2010 Master Contract will not be modified and will remain in place as written for the 2010-11 school year. The deduction for the two (2) furlough days will be at the employee's daily rate of pay and be spread over twenty-six (26) pays.

3. An employee can opt to make an additional health care contribution deduction in lieu of the two (2) unpaid furlough days. This option must be exercised in writing by August 1, 2010. The contribution will be the equivalent of two (2) days pay at the employee's contractual rate. The deductions will be spread over nineteen (19) consecutive pays (ten months).

- D. Effective July 1, 2010, employees enrolled in FHP 2 will contribute the following amounts to the monthly premium:**

Single coverage - \$30 per month
Two Person - \$60 per month
Full family - \$70 per month

Deductions for the annual premium amounts will be spread over nineteen (19) consecutive pays (ten months).

- E. The buy up provisions for FHP 1 coverage will continue and, in addition to those amounts, employees who elect this coverage will pay the amounts listed in D. above. The total contribution will be as follows:**

Single coverage - \$55 per month
Two person - \$110 per month
Full Family - \$145 per month

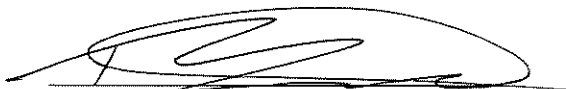
- F. The buy up provisions for HRA coverage will be changed to reflect the cost differential between the FHP2 and HRA option and, in addition to those amounts, employees who elect this coverage will pay the amounts listed in D. above. The total contribution will be as follows:**

Single coverage - \$300 per month
Two person - \$600 per month
Full Family - \$880 per month

- G. The FHP2 health plan amounts listed in E. above will be in addition to the “buy up” provisions in the master contract applicable to those employees hired after July 1, 2008.**

- H. The existing plan coverage for FHP 1, FHP 2, HRA and BCN, including provisions applicable to in-network/out-of-network, will remain the same unless modified later by mutual agreement of the parties.**

- II. If, subsequent to the ratification of this agreement, legislation is passed by the legislature or a vote of the people diminishing employees' salaries and/or requiring additional employee contributions to health care costs that result in an economic benefit to the District, the District agrees to reduce the amount of employee concessions contained in this agreement accordingly.**
- III. The parties understand that this tentative agreement will require ratification by the FASA membership according to the FASA Constitution and Bylaws, and by the FPS Board of Education.**
- IV. The parties further agree to begin bargaining over a limited number of non-compensation (pay and benefits) items with the goal of concluding negotiations prior to the beginning of the school year. In addition to those items, additional items relating to compliance with the laws enacted prior to this tentative agreement can be brought to the table. Tentative agreements created as a result of these bargaining discussions will also require the ratification of both the FASA membership and FPS Board of Education.**
- V. Employees 2010-11 work year will be consistent with the 2009-10 work year (with the exception of the SXI Calendar).**



Farmington Association of School
Administrators (FASA)

Date 6-15-2010

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Farmington Public Schools

Date 6/15/2010