

TENTATIVE AGREEMENT
Between the
FARMINGTON PUBLIC SCHOOL DISTRICT
and the
FARMINGTON CUSTODIAL, MAINTENANCE, AND CAFETERIA ASSOCIATION
MEA/NEA

The parties hereby extend the terms and conditions of their 2011-2014 collective bargaining agreement through June 30th of the 2015-2016 school year except as otherwise modified by this Tentative Agreement, or pertaining to prohibited subjects of bargaining, or as prohibited by law.

This entire contract extension, and specifically including, Article II thereof, shall be effective immediately upon ratification by the parties hereto.

2013-2014:

- For the life of the agreement, Other Qualified Adult (Domestic Partner) benefits as provided by the current agreement shall be allowed to the extent permitted by law.
- For the life of the agreement, the Association agrees to continue to participate in the District's Insurance Advisory Committee comprised of representatives of all of the District's employee groups. The Insurance Advisory Committee will transmit changes of the District's health, dental and vision plans to the Association. It is expressly understood that the Insurance Advisory Committee shall have no bargaining authority. The adoption of changes to the District's health, dental and vision will be implemented following ratification by both the Association and District.
- The District maintains the right to hire skilled trades and determine placement on tier (one) 1 or tier (two) 2 of the Maintenance wage scale. It is expressly understood that the District will confer with the Association and discuss the rationale for tier wage placement.
- No step payment for employees hired after July 1, 2013 through June 30, 2016

2014-2015:

- All bargaining unit members shall receive 1% of the member's base contract (contractual hourly wage x hours/day x days/year) as an off-schedule payment, to be paid not later than the first pay period in March 2015
- Part-time Nutrition Services employees will pay 30% of the benefit coverage (health, dental and vision).

David C. Kellomaki

*KE
3/15/13*

*TA
3/15/13*

2015-2016:

- Based upon the 2013-2014 audit (Fall 2014), if the General Fund fund balance exceeds 12%, all bargaining unit members will receive 1% of the member's base contract (contractual hourly wage x hours/day x days/year) as an off-schedule payment, to be paid not later than the first pay period in March 2016
- Part-time Nutrition Services employees will pay 30% of the benefit coverage (health, dental and vision)

Upon ratification, this Agreement shall be immediately in full force and effect to, and including, June 30, 2016, for all bargaining unit members including those members who have retired or taken a leave of absence. This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date set forth above, unless an extension is mutually agreed to, in writing, by both parties.

David Chuklanal

JA

Terrence Delmon L. Loto
3/15/13 *5/15/13*