

TENTATIVE AGREEMENT
Between
Farmington Public School District
And the
Farmington Educational Support Professionals, MEA-NEA

The parties hereby extend the terms and conditions of their 2011-2012 & 2012-2013 collective bargaining agreement through 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.

2011-2012 and 2012-2013:

- The terms of the 2011-13 contract will remain in full effect except as otherwise modified by this Tentative Agreement or as prohibited by law.

2013-2014:

1% off schedule payment, based on base contract (contractual - hourly wages * # of hours per day * # days per year) paid no later than the first pay in March, 2014

Steps frozen

↳ to ESP

ofkk ac

Ten month paraprofessional vacation changes

If hired before July 1, 2001

- Move from 17 to 16 days

If hired on or after July 1, 2001 and before July 1, 2011

- After 10 years - move from 12 to 11 days
- After 15 years - cap at 12 days

Twelve month paraprofessional vacation changes

If hired before July 1, 2001

- Move from 17 to 16 days

If hired on or after July 1, 2001 ~~and before July 1, 2011~~

- After six months - move from 5 to 0 days
- After one year - move from 10 to 9 days
- After five years - move from 12 to 11 days
- After 10 years - move from 15 to 14 days
- After 15 years - move from 17 to 16 days

ofkk ac

Remove Positive Attendance Incentive language (Article IX G)

ac
BF
KK

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.

For the life of the agreement, Other Qualified Adults (Domestic Partner) benefits as provided by the current agreement shall be allowed to the extent permitted by law.

2014-2015:

½% off schedule payment based on base contract (contractual - hourly wages * # of hours per day * # days per year) paid no later than the first pay in March, 2015

Steps frozen

↳ to ESP

bfkk re

Ten month paraprofessional vacation changes
If hired before July 1, 2001

- Move from 16 to 15 days

If hired on or after July 1, 2001 and before June 30, 2011

- After 10 years move from 11 to 10 days

Twelve month paraprofessional vacation changes
If hired before July 1, 2001

- Move from 16 to 15 days

If hired on or after July 1, 2001 and before July 1, 2011

- After 1 year - move from 9 to 8 days
- After 5 years - move from 11 to 10 days
- After 15 years - move from 16 to 15 days

bfkk re

2015-2016:

Pay one step (employees will advance one step based on where they were in 2012-2013).

Kathleen Kaurke
3-14-13

Delmond L. Lott
3-14-13

Barbara Fries
3-14-13