

SETTLEMENT AGREEMENT

BETWEEN

POSEN CONSOLIDATED SCHOOLS BOARD OF EDUCATION

AND

POSEN ESP/NMEA/MEA/NEA

The parties hereby agree to extend the July 1, 2010 – June 30, 2012 contract for two (2) additional years beginning July 1, 2012 through June 30, 2014.

ARTICLE 23

WAGE RATES

For the 2011-2012 school year, wages will be increased by 1%.

For the 2012-2013 school year, freeze wages at the 2011-2012 rate.

For the 2013-2014 school year the following will apply: A percentage raise will be calculated in combining the audited fund balance as of June 30, 2013 along with any changes that occur to per pupil funding as follows:

- + \$50,000 = 1% raise
- + \$75,000 = 2% raise
- + \$100,000 = 3% raise

23.1 Bus Driver Wages

Route	Minutes	2011-2013
1	255	12,919
2	230	11,645
3	225	11,373
4	210	10,645

The base route rate for 2011-2013 shall be \$10,110.

Bus routes are figured in minutes driven per day plus 30 minutes for bus maintenance. The route with the longest duration will establish the base rate. The minutes driven plus 30 for all other routes will be divided by the base route to determine the percent of the base route and establish a salary.

Example: Base Route 200 minutes paid at \$10,010
 Length of route ÷ 200 = X
 \$10,010 x X = Rate for specific route

Each year an Addendum will be attached to reflect changes in route times as established by third week of school.

Should the attendance days for students increase, the drivers' salary will reflect a pro-rata increase for each added day.

Bus Driver Trainer to be paid \$13.50 for 2011-2013 per hour.

<u>Extra Trips</u>		<u>Minimum Payment</u>	
Payment: 2011-2013	9.80	2011-2013	25.77

Bus drivers shall suffer no loss of pay when they are unable to drive their regular route because they are assigned to drive an extra trip.

For out of town bus trips paid for by school clubs or organizations, the club or organization may request the driver or drivers of their choice.

Trip time will begin 15 minutes prior to scheduled departure time and end upon return to Posen School. Drivers must be at school 15 minutes before departure time.

Extra trip drivers will be paid \$5.86 for 2011-2013 per trip for cleaning the bus after the trip.

Drivers will be reimbursed \$6.19 for 2011-2013 for lunch if held over during a lunch period.

- a. Over 100 miles one way entitled the driver to a lunch and/or a dinner.
- b. Under 100 miles one way with a significant layover entitles the driver to a lunch and/or a dinner.

Regular drivers shall be given the option to drive extra trips, before they are offered to substitute drivers.

23.2 Other Wages

	<u>2011-2013</u>
High School Secretary	10.57
Paraprofessionals	
Classroom	8.22
Instructional	9.51
Noon Hour/Recess Aide	7.54
Head Cook*	13.04
Cook	12.94
Head Custodian	15.66
Custodian	14.43
Housekeeper	9.61
Parking Lot Supervisor**	13.41

*The Head Cook responsible is for bookkeeping, inventory, and ordering of materials and product for food service.

**This is for a forty-five minute period. The Parking Lot Supervisor will also receive a lunch without cost each day worked.

No member will be reduced in wage.

ARTICLE 24

HEALTH INSURANCE

24.1 The Employer shall provide to the bargaining unit member* the following insurance package effective July 1, 2011:

All bargaining unit members* shall receive:

- MESSA Choices II with \$300/\$600 deductible reimbursed to \$200/\$400, \$10 office visit, and Saver Rx. The Board shall pay 60% of the full family health insurance premium for the part-time position of high school secretary.
- Negotiated Life Insurance of \$10,000.

*Bus drivers must have two (2) runs. All other employees must work a minimum of six hours. Half time employees will be eligible for 50% subsidy. Employees working less than six hours but more than four per day will be prorated (e.g., five hours per day pro rates to 5/8ths subsidy by the Employer).

The member will make a 10% monthly premium contribution at his/her subscriber rate (single, two-person, full family) for the 2011-12, 2012-13, and 2013-14 school years. The Association and Board of Education may modify the insurance plan or employee contributions, by mutual agreement between both parties, during the life of this Agreement. A Section 125 wage reduction plan will be established for pretax payroll deduction of member insurance contributions.

Full time custodians, high school secretary, cooks, housekeeper, and paraprofessionals will receive in addition to the above:

- SET (full family) Dental 50% to 100% decreasing deductible to \$1500/year
- SET (full family) Ultra Vision (program comparable to VSP-2)

It is the understanding of both parties that the Board will declare itself policyholder of the negotiated MESSA insurance coverage and MESSA will then change the PAR Agreement to accord policyholder status to the District. The parties further agree that policyholder status will not impair or change the benefit level or carrier negotiated in the collective bargaining Agreement or the current claims processing established by MESSA.

24.2 Options In Lieu of Health Insurance

Upon completion of appropriate written authorization from the employee, the employee not selecting health insurance may select one of two options:

1. The employee's choice of SET options or any annuity program presently serving Posen Consolidated Schools. The employer's cost shall be the cost of the MESSA single subscriber health insurance for full time employees.
2. The employee has the option of receiving \$400 per month cash in place of an annuity for each of the twelve (12) months in the calendar year.

All other verbiage will remain unchanged from the 2010-2012 Contract.

FOR THE ASSOCIATION

FOR THE BOARD

Lois Krajniak, President

Dru Milliron, Superintendent

Deborah K. Larson, UniServ Dir.

Kenneth Wozniak, President

Michael Zimmerman, NMEA President

NMEA Staff Liaison

Dated: _____

Dated: _____