

SUMMARY OF TENTATIVE AGREEMENT ON WAGES, FRINGE BENEFITS AND OTHER COMPENSATION

Term of Contract

The term of the proposed Agreement is two years, effective July 1, 2007 and expiring on June 30, 2009.

Across the Board Increases

The proposed Agreement includes the following across the board increases:

3% effective July 1, 2007

3% effective July 1, 2008

All hourly (tutors, etc.) and daily (substitutes) rates will also increase by these percentages.

Settlement of Grievance – “Me Too” Clause

The proposed Agreement includes a settlement in the AEA grievance filed on May 18, 2007. The settlement provides a one-time payment (not on the salary schedule) to any member who was on the APS payroll during the 2006-2007 school year in either a full or part time capacity. The amount of the one time payment is equivalent to 1% of the member's regular earnings during 2006-2007. Regular earnings do not include payments under a supplemental contract or other stipends or hourly payments for attendance at inservices, etc. The settlement is considered wages and subject to taxes and retirement contributions (10%).

For example:

A full time teacher who worked the entire year and earned \$45,000 would receive a one-time payment of \$450 less taxes and retirement.

A full time teacher who retired during the year would receive a one-time payment equal to 1% of the amount earned prior to retirement. A retired member's monthly STRS benefit will be re-calculated.

A Title I tutor worked all year, but took an unpaid leave of absence for one month after her baby was born. She would have made \$22,800 last year, but because of the unpaid leave, she only made \$20,400. Her one-time payment will be 1% of \$20,400, or \$204, less taxes and retirement.

(OVER)

Health Care

Our present health care coverage will continue for the 2007-2008 school year as is. During 2007-2008, the Health Benefits Advisory Committee will meet to review the components of our coverage and modify the coverage in a way that will save the Board \$1.5 million. These changes will become a permanent part of the health care coverage effective July 1, 2008.

Sick Day Accumulation

The present cap (415) rises to 420 in 2007-2008 and 425 in 2008-2009.

Justifiable Absence

One day of justifiable absence will be granted to members who wish to attend a retirement planning meeting with STRS in Columbus.

Severance Pay

Severance benefit will be paid to the estate of a member who passes away while actively employed, whether or not the member was eligible to retire when s/he passed away.

Building Closure and Re-location

Provides 3 substitute days when building closes or relocates during the school year, 2 at the end of the school year for members to pack their rooms. For closures at the end of the year, members may opt to forego the substitute days to pack on the first two work days after the close of school. Members who elect this option will be paid the equivalent of the cost of two substitute days.

Tutor Hourly Schedule

The existing tutor scale has been changed from a 7 step scale to a 12 step scale.

Physical and Occupational Therapy Technicians Salary Schedule

The existing salary schedule has been modified to include the same number of steps as the teacher salary schedule.

Interpreters

Establishes extended time payments for interpreters who are assigned to provide services outside the normal work day; coverage pay to interpreters when subs are not available.

ESL Positions

MOU creates two full time positions at the elementary level and a commitment to begin transitioning to centers and additional full time positions.