

Mingus Union High School District # 4

Tentative Agreement 2007-2008 School Year –
MUEA –Classified Employees - MUHS District # 4

1. **Health Insurance**

No change to health insurance benefits or plan *options* for current employees.

This option was thumbed (approved by all members) by the negotiation team on March 10, 2007

_____Howie Usher, MUEA President	_____Sharyl Allen, Superintendent
_____	_____
Date	Date

2. **Certified Extra Duty Schedule**

This issue was closed on January 17, 2007 and removed from issues needing to be negotiated at this time.

_____Howie Usher, MUEA President	_____Sharyl Allen, Superintendent
_____	_____
Date	Date

3. **Retiree Health Insurance/PTO Buyout of Sick Bank – PTO Buyout – PTO Sick Bank**

A subcommittee of current IBN members is established to bring to a special session of IBN in September 2007, recommendation(s) related to retiree health insurance, PTO buyout of sick leave banks, PTO general buyout and a PTO sick leave general bank. The scope of the subcommittee’s work is limited to: note the interests that have been established through negotiations, work with a board selected firm with the expertise to guide the subcommittee, complete actuarial studies, make economic projections, and provide recommendations with benchmarking.

There will be a special session of IBN convened in September with a neutral facilitator, for the purpose of reviewing the subcommittee work and recommendations. The special session of IBN will forward a recommendation to the MUHS district # 4 Governing Board by October 1 for consideration at their first board meeting in October. It is understood that individuals who retire in the 2006-2007 school year will use the guidelines in current board policy. The PTO buy-out option for retirement is suspended.

The governing board will be asked to approve a RFQ for professional services and the funds necessary for professionals to work with the subcommittee. MUEA will forward names of firms that should receive the RFQ by March 19, 2007.

Subcommittee Members:

Duane Badger, Teacher
Mary Lou Chambers, Classified Representative
Tom Parmarter, Board Clerk
Frankie Armstrong, Business Manager

All meetings of the subcommittee are open and can be attended by any and all.

This option was thumbed (approved by all members) by the negotiation team on March 10, 2007. .

_____Howie Usher, MUEA President	_____Sharyl Allen, Superintendent
_____	_____
Date	Date

4. Certified Salary Schedule

This issue was resolved on January 17, 2007 and no changes to the certified salary schedule were recommended.

_____Howie Usher, MUEA President	_____Sharyl Allen, Superintendent
_____	_____
Date	Date

5. Classified Holiday Pay for 12 month Full-Time Employees

The full-time, twelve month classified employees will have six paid holidays per year. This is an addition of two days for the 2007-2008 school year. The classified employees will have a 255 days contract.

_____Howie Usher, MUEA President	_____Sharyl Allen, Superintendent
_____	_____
Date	Date

6. Classified Salary Schedule

The classified salary schedule has been referred to subcommittee. The scope of the committee work is limited to: reviewing the current schedule and educating staff regarding the schedule, evaluate a proposed schedule with and without grandfathering to the schedule, return to the 2004-2005 salary schedule and replace employees to the schedule with adjustments including the negotiated percent raises during the 2005-2006, 2006-2007 and 2007-2008 school years..

Subcommittee Members: To Be Determined

This option was thumbed (approved by all members) by the negotiation team at on March 6, 2007

_____ Howie Usher, MUEA President	_____ Sharyl Allen, Superintendent
_____	_____
Date	Date

7. Maternity Leave/Paternity Leave

A new maternity/Paternity leave benefit was negotiated that allows employees leave without requesting donations from others. This is an equal benefit for mothers and fathers.

An employee can get up to 30 days of paid leave. Any additional leave (Family Medical Leave Act – A Federal Requirement – allows for 12 weeks paid or unpaid), will be unpaid under FMLA.

How does 30 days of paid leave work?

The first twenty days of leave are paid by the district, under the following conditions and the final ten days require employee use of their PTO days.

1. The employee will pay the current sub rate for the first 10 days of leave. A classified employee, whose position would require a substitute, will pay 42.6% of the substitute's salary. A classified substitute is paid the low amount on the level where the employee is placed. Any employee who returns to work after the first ten days and does not take any more paid maternity/paternity leave will not be required to pay for a substitute.
2. The district will pay for the next 10 days substitute costs for the employee who is out on maternity/paternity leave.
3. The employee can use current PTO days for an additional ten days. The use of days must occur in the sequence identified. However the benefit can be taken non-continuously.

The benefit starts at birth of the child. For adoption, birth is defined as: the point the parents go to receive the child. The benefit must be initiated within the first twelve weeks after birth.

If both parents are employees of the district, the leave can be taken at different times.

Under FMLA, an employee who meets the FMLA requirements, is eligible for up to twelve weeks of leave. A maximum of six weeks of the leave is eligible for paid leave, as described above. Any additional leave, related to maternity/paternity leave under FMLA will be unpaid leave.

This was approved (thumbed) by the negotiations team on April 3, 2007

_____ Howie Usher, MUEA President	_____ Sharyl Allen, Superintendent
_____	_____
Date	Date

8. Classified Salaries

Classified employees will receive a 3% salary increase including the re-allocation of HB 2874 monies from the 2006 legislature to the classified salary schedule.

This option was thumbed (approved by all members) by the negotiation team on March 10, 2007

_____ Howie Usher, MUEA President	_____ Sharyl Allen, Superintendent
_____	_____
Date	Date

9. Certified Salaries

Certified faculty will receive HB 2874 monies from the 2006 Legislature added to the base schedule of the certified salary schedule. The amount added will be after payroll burden is deducted. *Steps and lanes will be honored.* In addition, any new monies that are provided by the 2007 legislature to the M&O budget will include the 85% salaries and benefits split for additional funds to be added to the base of the schedule. The MUEA president and superintendent will meet to review any new legislative funds that might be approved and determine if IBN needs to be reconvened. *It is understood that legislative mandates related to staff salaries would be followed.*

This option was thumbed (approved by all members) by the negotiation team at on March 10, 2007.

_____ Howie Usher, MUEA President	_____ Sharyl Allen, Superintendent
_____	_____
Date	Date

10. Negotiations Pay

\$3,000 and 10 Association Days were the final results on Negotiations Pay.

- Committees on the Certified Salary Schedule are moved to the Extra Duty Schedule. Payment for actual IBN session days is eliminated. Payment by the district for sub-committee work for IBN is eliminated. All other currently paid work, i.e. – Mentors, Department Chairs is moved to the extra-duty schedule.
- MUEA Gets ten (10) Total Association Days Next Year for Time-Off for Association Business. If the Association requests a day for 8 people to prepare to negotiate, that would be 8 of the 10 association days.
- MUEA gets \$3,000.00 for the payment of negotiations sub-committee work. MUEA will be the determiner of the amounts to be paid. MUEA will provide an accounting to the funds to the district for auditor purposes. MUEA will invoice the district for the funds and provide an accounting of funds distribution to the district and meet with auditors as needed.
- Actual District called days to negotiate are excluded from the 10 association days.
- MUEA continues to be able to request district paid days for issues that might occur such as, AEA and ADE co-sponsored workshops. Final approval of such days rests with the district superintendent.
- The agreed upon items resolves the classified request for negotiations pay.

This issue was tentatively approved on Saturday, March 10.

_____ Howie Usher, MUEA President	_____ Sharyl Allen, Superintendent
_____	_____
Date	Date

November 8, 2007

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Contingencies

“The MUEA President and Superintendent will meet to review any changes in salary and benefits budget capacity that may occur between the conclusion of IBN and the adoption of the budget by the governing board. The board must adopt a budget by July 15 each year, which is the deadline for meeting and reviewing any budget capacity changes.”

This option was thumbed on April 3, 2007.

_____ Howie Usher, MUEA President	_____ Sharyl Allen, Superintendent
_____	_____
Date	Date

Tentative Agreement Voted and Approved by the Mingus Union Education Association on Behalf of Certified Faculty and Classified Employees: _____ (Date)

Tentative Agreements Reviewed and Approved by the Mingus Union High School District # 4 Governing Board : _____ (Date)

THE END OF TENTATIVE AGREEMENTS DOCUMENT