

2011-2012 TENTATIVE AGREEMENT

All Blue book items will be effective from July 1, 2011
through June 30, 2014

1. Funding of increment steps and lanes for all classified employees.
2. Insurance adjustments as follows:

| Category | Current | Change | Decrement |
|---|----------------|-----------------|---------------|
| Office Visit Co-Pay (HMO) | \$20/\$30 | \$25/\$35 | (\$128,100) |
| Office Visit Co-Pay (PPO) | \$25/\$35 | \$30/\$40 | (\$208,100) |
| RX-Prescriptions | \$10/\$30/\$60 | \$20/\$40/\$70 | (\$1,276,800) |
| Employee (EE)/Spouse (SP) contributions | 5% EE & 20% SP | 7 % EE & 22% SP | (\$1,311,809) |
| | | | (\$2,924,809) |

3. ARRA –Federal Jobs fund Money, as follows:
 \$90,000 for Custodial sweeper budget
 \$80,000 for High School supervision
 \$200,000 for at risk interns in Jr. High Schools

\$204,313 to pay for one training day for all 1022 classified contract employees. With the stipulation that the training day for the 12 month contract employees will occur on Friday December 23, 2011.

\$401,355.00 for a one time stipend for all 723.5 classified contract FTE employees as follows:

| Continuous contract years | Amount | # of FTE | Amount |
|---------------------------|----------|----------|----------------------|
| 1-6 | \$250.00 | 262 | \$ 65,500.00 |
| 7-14 | \$610.00 | 175.5 | \$ 107,055.00 |
| 15 and up | \$800.00 | 286 | <u>\$ 228,800.00</u> |
| TOTAL | | | \$ 401,355.00 |

With the following stipulations: Any classified contract employees hired after January 1, 2011, as well as any classified contract employees that are terminated or quit before May, 1, 2011 would not be eligible for the stipend.

Addendum: Any remaining balances will go towards training of classified employees and/or to increase the custodial sweeper budget, to be used prior to September 1, 2012.

4. Continue funding the training fund at \$15,000 not to exceed \$20,000

5. For the purpose of retirement stipends, the district agrees to implement a 403 B plan.
6. Blue Book Section XIII Section H

The District reserves the right to require verification of any illness or disability any time a classified employee is absent from work. When verification of short-term (i.e., less than ten days) absence is required, the type of verification needed shall be specified in the supervisor's request for verification. If medical verification has not already been submitted by the employee within the 10-day period, the employee must obtain a statement (on Diagnosis and Functional Limitations Form) from a licensed medical doctor or osteopathic physician attesting to the illness or disability involved. This statement must be faxed or delivered to the district benefits office on or before the tenth day of absence. Failure to provide such information from employee's doctor may result in leave without pay for the classified employee, with possible dismissal. The benefits office will fax the supervisor copy of the DFL to the employee's supervisor.

7. Blue Book Section VII Section C

Holiday Rates: All classified employees who work Thanksgiving, Christmas or New Years Day shall be paid double time rate. (We struck the words with the exception of the police officers and inserted the word All)

8. Add to Blue Book Section XIII section D & F (Grandparents-In-Law)
9. The Blue Book Policy must be updated within 30 days of ratification on the District and the Association websites.

10. Personal Leave:

Section A 1. Non vacation employees: Non vacation contract employees (employees working less than 12 months) are allowed two personal leave days annually. If the employees do not take these days, any full day remaining will be paid out at 100%. If any portion of a personal day is used, the remaining portion of that day will be paid out at 35%.

11. Definition of employees:

B. Career Employees: Employees working four (4) hours per day or more in a single assignment for at least three years. (Combination assignments do not qualify; e.g. playground aide and lunch helper.)

D. The exclusion of Hourly employee definition.

E. Temporary Employees: Employees hired on a substitute basis for a period of six (6) months or less, including student employees, substitute school lunch helpers, custodial helpers, relief drivers, summer maintenance help and similar categories.

12. Temporary Transitional Duty Assignments: change from 90% to 100 % of the regular rate of pay during the TTD assignment.

13. Disability benefits

See Granite School District Memorandum #112

NOTE: Any changes made to memo #112 must be mutually agreed upon with the district and with both negotiating bodies, GESPA and GEA.

14. Vacation Benefits

C. Cash Payments: Because vacation is an “accrued asset” and rightfully belongs to the employee, any unused balance will be paid, upon resignation, termination or retirement, with the following restrictions:

1. Total days paid may not exceed the employee’s annual total days.
2. Total salary payments plus the amount paid for unused vacation may not exceed the total earnings encumbered for that year.

NOTE: Terminating employees, or employees retiring in May or June, must plan their retirement/termination date such that all vacation days are taken prior to the end of their contract year, if applicable, including the maximum paid days. Failure to plan accordingly will result in loss of vacation pay.

15. Add to Blue Book policy XVII Medical Insurance/Group Eligibility

Medical Insurance- Group Eligibility

B. Effective Date of Coverage: Coverage under this medical plan is not automatic. Eligible employees who desire coverage under any District sponsored group medical program must provide a medical plan enrollment card. The required Medical Plan forms must be submitted by the employee to the District Benefits Office within 30 days of the contract start date. Coverage will begin the 91st day of the contract employment if the employee enrolls within the first 30 days. An Apprentice Custodian's coverage will begin the first day of contract employment if the employee enrolls within 30 days of the contract start date.

GESPA

President

Date

Assistant Superintendent

Date