

SUMMARY OF TENTATIVE AGREEMENTS

2011-2013 Contract

2013-2015 Contract

Monday, April 29, 2013

2011-2013 Contract:

Change effective dates; other necessary housekeeping changes.

No substantive changes to the contract.

Step and lane movement through the salary schedule.

2013-2015 Contract:

Memorandum of Agreement (MOA) – Creation of 44-week assignments (see attached DRAFT MOA)

Elements of MOA include:

- During the bidding process, seek applicants for 44-week assignments
- Administrators will select applicants based on seniority to make these assignments with mutual agreement with the teacher for the upcoming school year
- Those teachers selected will hold the assignment for the upcoming year, and have the option to continue the 44-week assignment for the subsequent school year. Teachers will need to express their interest in exercising this option during the bidding process.
- If course offerings change after the assignments are made, the teacher in that assignment will be able to opt out by May 1st each year, and the District will either go back to the applicant list or facilitate opportunities for teachers in 44-week assignments to switch assignments with mutual agreement
- Pay will be based on the teacher's pro-rata rate as of January 1st preceding summer school, and will include holiday pay for July 4th.

Bidding

Effective 2013, transition from two bidding processes to one (1) bidding process each year. (See attached draft language.)

Career Transition Trust

Effective 2013, eliminate the career transition trust. (See attached draft language.)

Perfect Attendance

Continue moratorium on perfect attendance. (See attached draft language)

Long-Call Reserve Teachers

Clarify reference to long-call reserve teachers - \$135 per day. (See attached draft language.)

Health Insurance

Modify health insurance contribution language, effective January 1, 2014. Teachers in the high-cost single plan would pay a maximum of \$15 per paycheck, or \$300 per year. Teachers in the lower cost single plan would continue to pay no insurance premium. (See attached draft language.)

Salary / Wages (see attached draft language)

2013-2014:

No general increase to salary schedule

Allow step and lane movement

Create new step 13 on the salary schedule at \$1,015 higher than step 12

\$300 one-time stipend paid to all HOURLY teachers, regardless of FTE status, payable on July 1, 2013

\$400 one-time stipend paid to all SALARIED teachers, regardless of FTE status, payable on July 1, 2013.

2014-2015:

Salary/Wage re-opener. The parties agree to begin discussions for 2014-2015 salary/wages within a reasonable time, with the good faith goal of reaching a tentative agreement before June 30, 2014.

Collective Efforts to Enhance Funding and Revenues

The parties agree to work collectively and collaboratively to maximize opportunities for future funding and revenues to enhance the ABE program. (See attached draft language.)

Bidding

ARTICLE XIII. TRANSFER, REASSIGNMENT AND RECALL PROCEDURE

Section D. ~~Spring bidding~~ Bidding for vacancies in the Adult Basic Education Program shall take place ~~before the end of the school~~ in the summer each year prior to the fall school session and be mutually agreed on by the Union and the District.

Bidding is based on seniority determined by the Human Resources Department in compliance with Article X.

The bidding process is based on seniority and is open to all qualified teachers who have a current Professional Development Plan. Teachers in the Professional Support Process do not qualify for bidding. Any qualified bidder may submit an absentee ballot to the Human Resources Department prior to the bidding session. Absentee ballots may be requested from the Human Resources Department.

Jobs vacated by qualified bidders at the bidding session will be immediately posted for bidding at the session.

~~A second bidding session for vacancies shall take place between the spring bidding and the beginning of the fall school session, and shall be mutually agreed on by the Union and the District.~~

Vacancies that remain unfilled after the bidding sessions shall be filled at the discretion of the program manager.

All vacancies that occur after the ~~second~~ bidding session except those identified as **new position** or **new site** as defined in Section C of this article shall be filled on a temporary basis, and shall be posted for the ~~spring next~~ bidding session.

Career Transition Trust - Eliminated

ARTICLE VII. GROUP BENEFITS, Section E. Career Transition Trust

(Note: Wellness/Severance is retained)

Perfect Attendance

ARTICLE VII, SECTION J. Perfect Attendance for ABE Teachers (Moratorium for ~~2009-2011~~ 2013-2015)

Long-Call Reserve Teachers

SCHEDULE C – RESERVE TEACHERS

Long-Call Reserve Teachers: ~~2007-09~~ ~~\$2700 per month~~ \$135 per day

The pay for long-call reserve teachers shall be ~~\$2700 per month~~ \$135 per day starting with the ~~2007-08 school year~~.

Health Insurance

ARTICLE VII. GROUP BENEFITS

SECTION A. Group Insurance Benefits to Eligible Teachers

Subd. 2. Benefit Coverage: The following benefits are available to insurance eligible teachers. These benefits are subject to the terms of the contract between the insurance carrier and the District.

- a. HEALTH COVERAGE. Teachers may enroll in employee only or dependent coverage. If the teacher does not enroll, their health insurance election will remain the same as the prior benefit year unless one or more plan options are not available or there is an insurance carrier change. If one or more plan options are not available or there is an insurance carrier change, then all employees must enroll for coverage. Employees would be notified that they must enroll.
1. CONTRIBUTION- TEACHER ONLY. The District shall pay the full cost of employee only coverage. Effective January 1, 2014, the District shall pay the full cost of employee only

coverage in the Low Cost Single Plan, and employees shall contribute \$15 per pay period (\$300 maximum annually) for the High Cost Single Plan

2. CONTRIBUTION-DEPENDENT. ~~Beginning 2008-09 the~~ The District shall contribute \$3,250 above the cost of employee only coverage toward the cost of family health plan coverage. The teacher shall pay the difference between the District contribution and the total cost of the family health plan coverage. Effective January 1, 2014, the District shall contribute \$3,850 above the cost of employee only coverage. (Employees will not be responsible to make an additional \$300 annual contribution in addition to the amounts paid for family and dependent health plan coverage.)
3. CONTRIBUTION-MARRIED COUPLE. Married teachers employed by the District and enrolled in dependent coverage shall each be credited with the teacher only contribution. One spouse designated by the couple shall carry dependent coverage and receive the employee only contribution from both teachers. Effective January 1, 2014, the District shall contribute \$3,850 above the cost of employee only coverage toward the cost of family health plan coverage. The employee shall pay the difference between the District contribution and the total cost of the family health plan coverage.
4. CONTRIBUTION-DOMESTIC PARTNER. Domestic partners employed by the District shall be credited with the teachers only contribution. One partner designated by the partners shall carry dependent coverage and receive the employee only contribution from both teachers. Effective January 1, 2014, the District shall contribute \$3,850 above the cost of employee only coverage toward the cost of family health plan coverage. The employee shall pay the difference between the District contribution and the total cost of the family health plan coverage

Salary / Wages

ARTICLE IV. BASIC SCHEDULES AND RATES OF PAY

Section A. Salary Schedule:

The salaries for Adult Basic Education teachers employed in the District are reflected in standard salary Schedule A, and shall be a part of this Agreement for the period July 1, ~~2009~~ 2013, through June 30, ~~2014~~ 2015.

~~Effective January 1, 2010~~ 2013-2015, there shall be step movement for eligible teachers and a one-time lump sum payment of ~~\$500~~ \$400 for all salaried teachers, regardless of FTE status, payable July 1, 2013. There shall also be a one-time lump sum payment of \$300 for all hourly teachers, regardless of FTE status, payable on July 1, 2013 who were at the top step as of June 30, 2009. ~~Effective January 1, 2011 there shall be step movement for eligible teachers and a one-time lump sum payment of \$500 for teachers who were at the top step as of June 30, 2010.~~

The parties agree to re-open negotiations for salary/wages for 2014-2015. The parties also agree to begin these negotiations for 2014-2015 within a reasonable time after approval of the 2013-2015 agreement, with the good faith goal of reaching a tentative agreement on 2014-2015 salary/wages before June 30, 2014.

...

Section B. Placement on Salary Schedule: The following rules shall be applicable in determining placement on the salary schedule:

Subd. 4. Annual Increments: ~~Effective beginning in 2008-09, the~~ The salary schedule shall provide for ~~eleven (11)~~ twelve (12) annual increments after approval by the Board of Education. In order to qualify for a full increment, an individual shall have been on the school payroll for not less than one semester, or 110 days in a school year. However, no more than one increment can be earned in any one school year.

SCHEDULE "A" - Effective July 1, ~~2009 2013,~~ to June 30, ~~2011 2015~~

	II	III	IV	Va	Vb	Via	Vib	VII	VIII
Step	BA	BA+15	BA+30	BA+45	MA	BA+60	MA+15	MA+30	MA+45
1	30,451	31,113	31,775	32,437	32,437	33,098	33,098	33,759	34,419
2	31,466	32,129	32,790	33,452	33,452	34,113	34,113	34,775	35,434
3	32,481	33,144	33,805	34,467	34,467	35,127	35,127	35,790	36,450
4	33,497	34,161	34,820	35,482	35,482	36,143	36,143	36,805	37,465
5	34,512	35,175	35,836	36,498	36,498	37,159	37,159	37,821	38,480
6	35,527	36,190	36,851	37,514	37,514	38,175	38,175	38,836	39,497
7	36,543	37,206	37,867	38,528	38,528	39,190	39,190	39,851	40,512
8	37,559	38,221	38,882	39,543	39,543	40,205	40,205	40,867	41,528
9	38,573	39,236	39,899	40,560	40,560	41,222	41,222	41,883	42,543
10	39,588	40,251	40,915	41,576	41,576	42,237	42,237	42,897	43,558
11	40,604	41,266	41,929	42,590	42,590	43,251	43,251	43,913	44,573
12	41,618	42,280	42,943	43,604	43,604	44,266	44,266	44,928	45,588
<u>13</u>	<u>\$42,633</u>	<u>\$43,295</u>	<u>\$43,958</u>	<u>\$44,619</u>	<u>\$44,619</u>	<u>\$45,281</u>	<u>\$45,281</u>	<u>\$45,943</u>	<u>\$46,603</u>

Collective Efforts to Enhance Funding and Revenues

SECTION I. AGREEMENT RELATIVE TO TERMS AND CONDITIONS OF EMPLOYMENT

The Importance of Collaborative Working Relationships. We are committed to developing a collaborative working relationship at all levels of the system during the life of this contract, and beyond. An effective working relationship is one in which we work together to do what is best for students.

Developing and maintaining a collaborative relationship does not require anyone to give up their right to differ or their role. It requires each party to act as professional colleagues who share a common dedication to student achievement. We work together with mutual respect; clear and direct communication; a willingness to listen and understand; and a habit of checking out assumptions before reaching conclusions.

As part of this collaborative working relationship, we agree and commit to work collectively to maximize opportunities for future funding and revenues to enhance the effectiveness of our ABE programs.

MOA Section

MOA - Creation Of 44 Week Assignments - Language to be embedded into 2013-2015 Contract (See Attachment)



**MEMORANDUM OF AGREEMENT
BETWEEN
THE MINNEAPOLIS FEDERATION OF TEACHERS
AND
MINNEAPOLIS PUBLIC SCHOOLS**



**CREATION OF 44-WEEK ASSIGNMENTS
(Contract language for 2013-2015 Contract)**

Effective Dates: July 1, 2013 – June 30, 2015

This Memorandum of Agreement (MOA) is made and entered into by Minneapolis Public Schools, Special District #1 (District) and Minneapolis Federation of Teachers, Adult Basic Education Teachers, relating to the creation of 44-week assignments, as an exception to Article X, Section C, relating to the work year.

The purpose of this MOA is to provide the framework to create 44-week assignments that will enhance coverage and continuity of our ABE programs over the summer.

Conditions:

The process outlined below shall be utilized for the term of this MOA to create 44-week assignments in our Adult Basic Education programs:

1. During the bidding process referenced in Article XIII, Section D, District administrators shall seek applicants who are interested in 44-week assignments for the upcoming school year.
2. ABE Administrators will select applicants based on seniority to make these assignments with mutual agreement with the teacher for the upcoming school year.
3. Those teachers who are selected will hold the assignment for the upcoming year, and have the option to continue the 44-week assignment for the subsequent school year. Teachers will need to express their interest in exercising this option during the bidding process.
4. If course offerings change after the 44-week assignments are made, the teacher in that assignment will be able to opt out by May 1st each year, and the District will either go back to the applicant list or facilitate opportunities for teachers in 44-week assignments to switch assignments with mutual agreement.
5. Teacher pay for the 44-week assignment will be based on the teacher's pro-rata rate as of January 1st preceding summer school. Teacher pay will also include holiday pay for July 4th.
6. This MOA shall set no precedent between the parties.

By signing below, the parties to this MOA agree to the conditions outlined above.

For the District:

For the Union:

By: _____

Its: _____

Date: _____
