

BC/SPA TENTATIVE AGREEMENT

May 22, 2007

*2005-06 Addendum*  
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- A) Effective 07-01-06 all 2005-2006 salary schedules shall be increased by 1% and effective 07-01-07 all 2006-2007 salary schedules shall be increased by 1%.
- B) Effective 07-01-06 all 2005-2006 salary steps shall be paid and effective 07-01-07 all salary steps shall be paid.
- C) Effective 07-01-06 through 06-30-08 full-time employee contributions for those employees electing health insurance shall remain \$804/year. It is understood that eligible part-time bargaining unit members will continue to pay for a portion of their insurance premiums pursuant to existing contract language and part-time employees will not be required to pay the \$804.00 contribution. Effective 7-1-08, any 2008-2009 health insurance premium cost increase or decrease will be shared equally by the members and the district.
- D) All language in the 2004-2005 Collective Bargaining Agreement including language contained in the 2005-2006 Addendum and all unexpired letters of agreement shall remain unaltered and in effect unless modified by this letter of agreement or subsequent collaborative bargaining.
- E) The parties agree to commence collaborative bargaining over non-economic language issues for 2006-2007 as soon as possible after this letter of agreement is ratified.
- F) EFFECTIVE JULY 1, 2007 language shall be added to the Collective Bargaining Agreement instituting a new attendance incentive program as follows:

1) All Twelve Month Employees Eligible to Receive Paid Sick Leave Other Than Personal Leave:

- a) SIXTEEN (16) HOURS of paid administrative leave shall be granted to an employee IN HOUR INCREMENTS who did not use any paid sick LEAVE during the prior fiscal year.
- b) EIGHT (8) HOURS of paid administrative leave shall be granted to an employee IN HOUR INCREMENTS who used UP TO TWENTY-FOUR (24) HOURS OF paid sick leave during the prior fiscal year.

Use of the above leave may be requested during the fiscal year in which it is granted and must be used on a non-student day. The leave shall be granted by the Employer unless such absence would unreasonably interfere with the efficient and effective operation of the department. The request must provide the Employer with at least two (2) or more work days of notice. EMPLOYEES WHO QUALIFY FOR PAID ADMINISTRATIVE LEAVE AS DESCRIBED IN THIS SECTION AND WHO RETIRE PRIOR TO USING THE LEAVE SHALL DATE HIS/HER RETIREMENT SUCH THAT HE/SHE HAS USED THE PAID ADMINISTRATIVE LEAVE PRIOR TO THE EFFECTIVE DATE OF THE RETIREMENT.

*Handwritten initials*

2) All Employees Working Less Than Twelve Months WHO ARE ELIGIBLE TO RECEIVE PAID SICK LEAVE OTHER THAN PERSONAL LEAVE:

- a) Two (2) days of additional pay shall be granted to an employee who did not use any paid sick days during the past fiscal year.
- b) One (1) day of additional pay shall be granted to an employee who used between one (1) and three (3) paid sick leave days during the past fiscal year.

The above additional pay shall be issued to a qualifying Employee prior to November 30<sup>th</sup> of the fiscal year. Employees who qualify for additional pay as described in this section and who retire prior to November 30 shall receive the pay in their last paycheck.

G) ARTICLE XVIII – Holidays shall be modified as shown below:

B. **Effective upon ratification** an Employee will not receive Holiday pay for the designated Holiday, if he/she does not receive pay for the **last scheduled** work day **scheduled by the Employer** preceding the Holiday, and the **scheduled first** work day **scheduled by the Employer** following the Holiday.

H) APPENDIX D – Retirement shall be modified by adding the following:

D. **Employees who qualify for retirement sick leave pay per this Article and who have paid sick leave days credited to their account in excess of ninety (90) days may donate those accumulated excess paid sick leave days to the sick leave bank described in Section G. of ARTICLE XIII with the following understandings:**

- 1) An Employee may donate up to twenty-five (25) paid sick leave days.
- 2) The accumulated paid sick leave days in the sick bank may not exceed two hundred fifty (250).
- 3) Paid sick leave days donated by members of the bargaining unit during any fiscal year may not exceed seventy-five (75)
- 4) A donation of excess paid sick day(s) must be identified by the employee in the written letter/notice of retirement to the Employer and the donation date will be the last day of the Employee's employment.

l) Effective July 1, 2007, all bargaining unit members shall be eligible to receive bereavement leave as outlined in Section D. of ARTICLE XIII of the Collective Bargaining Agreement.

J) Effective 7-1-07 a longevity schedule shall be implemented as follows:

15 plus years of service within the bargaining unit from the last date of hire – payment of \$150

Employees who qualify for the above stipend during any fiscal year will be issued the stipend on the last payroll date in June each year. The above amounts shall be reduced on

a prorata basis if the employee is on unpaid leave or layoff during the current fiscal year for more than ninety (90) workdays.