



Tentative Agreement

AHEM 2013 – 2015 Contract

AHEM Negotiators: Paul Goupil, LeMoyné Corgard, Vicki Czerwinski, Jay Wilkins, Valerie Holthus, Tom Powers, Duane Anderson, David Kundin, Julie Blaha

There will be a \$1,000 stipend paid to all teachers in the first year (pro-rated for part-timers) and an additional 1.5% on the Career Steps. In year two, Steps 1-11 will be increased by 1.5% and Career Steps will be increased by 2.0%. Retroactive pay will be provided to the beginning of the 2013-2014 school year for any unpaid step movement and salary schedule increases. The \$1,000 stipend will be paid in July. Included in the schedule is the continuation of the “roll-ups” (shifts in the numbers of the steps) that were negotiated in past bargaining rounds. In addition, Step 1 will be rolled into Step 2 in the second year.

2013-2014 Teacher Salary Schedule 187 days

LANE	3	4	5	6	7	8	9	10	11	12
P.I.*	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60
1	37,231	38,076	38,832	39,702		42,142	42,933	44,045	44,780	46,027
2	38,271	39,327	40,179	41,112		43,951	44,985	46,065	47,155	48,025
3	40,144	41,277	42,328	43,380		46,217	47,469	48,800	49,907	51,346
4	41,587	42,836	43,909	45,035		48,659	49,868	51,493	52,634	54,099
5	42,867	44,236	45,404	46,661		50,942	52,333	54,040	55,186	56,907
6	43,956	45,678	46,895	48,271		53,260	54,798	56,546	58,158	59,742
7 & 8	45,425	47,148	48,391	49,866		55,508	57,368	59,217	60,965	62,819
9 & 10	47,873	49,613	50,846	52,098		57,729	59,957	62,016	63,726	65,795
11	51,691	53,537	54,622	55,871	57,690	61,250	63,045	64,659	66,389	68,574
12 - CI	55,629	57,768	59,120	60,695	62,836	67,023	69,076	71,128	73,407	75,687
CII-pre 12-31-1993	57,992	60,020	61,485	62,948	65,200	69,417	71,584	73,636	75,915	78,651
CIII-pre 12-31-1990					66,083	70,785	73,407	75,459	78,308	81,157

2014-2015 Teacher Salary Schedule 187 days

LANE	3	4	5	6	7	8	9	10	11	12
P.I.*	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60
1 & 2	38,845	39,917	40,782	41,729		44,610	45,660	46,756	47,862	48,745
3	40,746	41,896	42,963	44,031		46,910	48,181	49,532	50,656	52,116
4	42,211	43,479	44,568	45,711		49,389	50,616	52,265	53,424	54,910
5	43,510	44,900	46,085	47,361		51,706	53,118	54,851	56,014	57,761
6	44,615	46,363	47,598	48,995		54,059	55,620	57,394	59,030	60,638
7	46,106	47,855	49,117	50,614		56,341	58,229	60,105	61,879	63,761
8 & 9	48,591	50,357	51,609	52,879		58,595	60,856	62,946	64,682	66,782
10 & 11	52,466	54,340	55,441	56,709		62,169	63,991	65,629	67,385	69,603
12- CI	56,742	58,923	60,302	61,909	64,092	68,364	70,457	72,551	74,875	77,200
CII-pre 12-31-1994	59,152	61,220	62,714	64,207	66,504	70,805	73,016	75,109	77,433	80,224
CIII-pre 12-31-1991					67,404	72,201	74,875	76,968	79,874	82,781

* P.I. = Performance Increment

ABE/ECFE Salary Schedule

All ABE/ECFE teachers will receive a stipend of \$1,000 (pro-rated for part-timers) in the first year and Step 10 will be increased an additional 1.0%. In year two, Steps 2-9 will be increased by 1.55% and Step 10 will be increased by 2.25%.

2013-2014

	<u>BA</u>	<u>MA</u>
PI - 2	25.75	27.75
PI - 3 & 4	27.00	29.00
PI - 5	28.25	30.25
PI - 6	29.50	31.50
PI - 7 & 8	30.75	32.75
PI - 9	32.00	34.00
PI - 10	33.13	35.15

2014-2015

	<u>BA</u>	<u>MA</u>
PI - 2	26.15	28.15
PI - 3	27.42	29.42
PI - 4 & 5	28.69	30.69
PI - 6	29.96	31.96
PI - 7	31.23	33.23
PI - 8 & 9	32.50	34.50
PI - 10	33.88	35.94

Insurance – PreK-12, ABE/ECFE

- For the 2013-14 school year, the Board shall make contributions to health insurance at present levels.
 - Single Coverage – \$648 per month of the premium costs
 - Family Coverage – \$1,042 per month of the premium costs
 - Dual Spouse Coverage – \$1,848 per month of the premium costs

- For the 2014-15 school year, the Board shall make contributions to health insurance as follows:
 - Single Coverage – \$606 per month of the premium costs
 - Family Coverage – \$1,084 per month of the premium costs - thereafter, the District contribution will increase by the same dollar amount as any negotiated increase in District contribution for single coverage.
 - Dual Spouse Coverage – \$1,848 per month of the premium costs

 - The District will guarantee that the \$606 contribution will cover 100% of single premium for the Elect/Essential single plan

- Add a High Deductible Plan plus an HRA with an incentive for those who choose the plan:
 - New language: Article XI, Section 2, Subd. 4: The District will establish a High Deductible Open Access Health Insurance Plan with a Health Reimbursement Account (HRA). Effective September 1, 2014, the District will make contributions into an integrated active HRA of \$750 each year for the \$1,500 single deductible plan, and \$1,500 each year for the \$3,000 family deductible plan each plan year. This Plan will have a \$1,500 deductible for single coverage, and \$3,000 for family coverage. The maximum out-of-pocket cost of usual and customary charges will be \$3,000 for single coverage and \$6,000 for family coverage, subject to plan exclusions and limitations of coverage.

As incentive to move from the current co-pay health plans, the District will fund an additional \$750 for those who enroll in the single plan and \$500 for those who enroll in the family plan into the HRA for those who enroll during the open enrollment period effective September 1, 2014, and/or those teachers newly eligible to enroll in insurance effective during the 2014-15 school year. Plan coverage, claims and design shall not be subject to the grievance and arbitration process.

- The incentives will apply to all those who are benefit eligible and enrolled for the 2014-2015 plan year only.

Dental - PreK-12, ABE/ECFE

	2013-2014	2014-2015
Total Premium	\$ 912	(premium unknown)
District Share	\$ 888 (\$74 x 12)	\$888
Employee Share	\$24	(the difference between the premium and district share)

CHANGES TO ARTICLE X – BASIC SCHEDULES AND RATES OF PAY

There will be no general increase in the amounts for leadership stipends and Appendix B stipends from those amounts paid in 2012. However, there will be an increase in Article X to Level E which will go from \$1,050 to \$1,350. In addition, there are new positions that have been added to Section 8, and moved to new levels as follows:

1. Subd. 2 Middle School Guidance Department Leader – Level B
2. Subd. 3 Crossroads & Alternative Sites – Business Department Leader – Level B
3. Subd. 4 SPED Department Leader at River Trail Learning Center – Level C
4. Subd. 6 Elementary Building Leader - SPED Child Study Team Leader – Level B
5. Subd. 6 Elementary Building Leader – Title 1 School Wide – Level D
6. Subd. 6 Elementary Building Leader – Intervention Team Leader – Level D
7. Subd. 6 Elementary Building Leader – Targeted Assistance – Level E
8. Subd. 6 Elementary Building Leader – Comp Ed – Level F
9. Subd. 7 Elementary Curriculum Support Team – Art, Music & PE Curriculum Leadership – Level B
10. Subd. 8 Elementary Curriculum Support Team – Social Worker Leader – K-12 – Level B
11. Subd. 14 On Line Learning Monitors – For 2014-15 teachers designated to monitor on-line learning courses shall receive \$500 per course.

Section 10. Information and Training Workshops

Subd. 4 – Participation in staff development not included in FTE will be compensated, but will not be part of the individual contract of part-time teachers.

Section 11. Miscellaneous

Subd. 3 – Added to this Subsection is language that during this agreement, in lieu of compensation, teachers may choose to earn “substitute leave time” as follows:

- at the high school level, five (5) class periods of substitution will qualify for a full day of substitute leave time;
- at the middle school level, seven (7) class periods will qualify for a full day of substitute leave time;
- at the elementary level three hundred and sixty (360) minutes will qualify for a full day of substitute leave time.

Substitute leave time is limited to two (2) days per year, and may only be used in full day increments.

Subd. 8 (New) Elementary Professional Time – In consideration of professional time performed beyond the duty day, on any duty day, as necessary, elementary teachers in dyads or triads shall be paid \$200 per semester.

CHANGES TO ARTICLE XII – MATERNITY LEAVE OF ABSENCE

Article XIII – Section 2 – shall be changed to read “a parent, following the birth of his/her child, or following the adoption of his/her child may use up to fifteen (15) consecutive days sick leave.” This now extends parental leave (not just maternity leave) to mothers.

CHANGES TO APPENDIX B – EXTRA-CURRICULAR

Appendix B – Additions as follows:

Section A. SENIOR HIGH SCHOOL activities:

Subd. 1. Athletics

Level C. Add Robotics Advisor

Add Head Lacrosse coaches to those coaches eligible for additional \$250 for the fifth consecutive year of work in the same activity within the District.

Subd. 6 – Miscellaneous Activities:

National Honor Society	1,550
Math Club Club Team	1,732
River Trail Learning Ctr Yearbook	781
Staff Chaperone at HS dances	40/event
Theater Box Office	500

Section B. MIDDLE SCHOOL Activities:

Subd. 1. Miscellaneous Activities

Dance Director at Anoka MS for the Arts	2,030
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Section C. ELEMENTARY Activities:

Title/Specialty School Events	60/event
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INCORPORATION OF PRIOR MEMORANDA OF UNDERSTANDING (“MOU’S) INTO THE AGREEMENT:

In addition, there were changes to reflect language changes associated with the Q-Comp MOU which requires references to Steps on the Salary Schedule to be changed to refer to Performance Increments or PI. There are also numerous changes of dates to reflect the 2013-15 Working Agreement. Finally, there are language changes to reflect MOU’s that were reached impacting Early Intervention Program staff and their stretch calendar.

In addition, there is a Memorandum of Understanding (MOU) to establish subcommittees of the Labor Management Committee to study the following:

1. To review Article X, section 8, Leadership Compensation
2. To review Appendix B extra-curricular salary schedule positions and compensation levels for the purpose of assessing and evaluating appropriate and equitable compensation models which may be brought forward for future consideration by the parties’ negotiating teams.
3. To review and evaluate workload matters relating to parent-teacher conferences, family communication, and professional time at both the elementary and secondary levels.

To view the full, mark-up version of the contract with the exact language as it will appear in the Working Agreement, go to the AHEM website at: ahem.mn.aft.org.

Questions? Contact the AHEM office at ahem@anoka.k12.mn.us or call 763-421-9110.