



SEE-MTI Tentative Agreement

December 8, 2008

On Monday, December 1, the parties to the Supportive Educational Employees (SEE-MTI) Collective Bargaining Agreement reached tentative agreement over the terms and conditions of the 2008-10 SEE-MTI Contract. Negotiations were conducted over seven (7) bargaining sessions: September 24; October 9, 28; November 3, 11, 19; and December 1.

The following outlines the changes in the contract agreed to as part of the *tentative agreement*. Any *contract language not referenced below continues* as it currently appears in the Collective Bargaining Agreement.

Doug Keillor, Assistant to the Executive Director

II-A Conference and Negotiations	Two year contract term running from August 10, 2008 through August 7, 2010 .
III-A Salary	The parties agreed to a 2.75% base wage increase retroactive to August 10, 2008, with another 2.75% base wage increase effective August 9, 2009. With step and longevity increases estimated at approximately 1% each year, the average <i>total salary increase</i> received by those in the <i>SEE-MTI Bargaining Unit</i> will be <i>approximately 3.75% in 2008-09 and 3.75% in 2009-10</i> .
III-E Separation from Service	The parties agreed to suspend the language regarding designated family partner access to accumulated sick leave/escrow accounts post-retirement given tax status implications.
III-I Payroll Deduction/Fair Share	Non-substantive editorial change (relocated the hold-harmless provision for dues deduction).
III-J Employee Hired into Bargaining Unit	The parties agreed to language which specifies that for District employees hired into the SEE unit (e.g. EAs, Food Service, etc.), the employee's seniority for wage placement will start the date the employee entered the unit , provided such provides an increase over the employee's previous wage. Such employees will continue to receive credit for total years of service to the District for purposes of vacation and longevity.
IV-B Evaluation	Non-substantive editorial change (added #3 to third paragraph).
IV-C Evaluation Non-Probationary	Non-substantive editorial change (added #3 to third paragraph).
IV-G Surplus, Layoff and Recall	The parties agreed to extend the notice of layoff from two (2) weeks to four (4) weeks.
IV-M Resignation	The parties agreed to extend the notice required for resignation without penalty from two (2) weeks to four (4) weeks.

V-A Hours of Work	<p>The parties agreed that the starting and ending times of any position could be adjusted to commence or end outside of the contractually mandated 7:00 am/5:00 pm times provided mutual agreement of both the employee and supervisor.</p> <p>The parties further agreed that maximum flex time would increase from four (4) hours to seven and three-quarter hours (7.75) when flex was at the request of the employee. Flex time will continue to be limited to four (4) hours when flexed was at the request of the employer. All flex requires mutual agreement.</p>
V-C Snow Days and Emergencies	<p>The parties agreed that when an employee is absent from work for more than one hour on a <i>“snow day”, or other emergency school closing</i>, in addition to vacation time and compensatory time, the employee shall have the option to use floating holidays or personal illness leave to receive compensation for such days.</p> <p>In addition, employees will now be provided the option of receiving pay for the snow day during the payroll period in which the snow day occurs (without utilizing any accrued time) provided the employee makes-up the time by attending District offered staff development/training opportunities by the end of the school year. Employees will also continue to have the option to make-up the time by performing their regular duties provided supervisory approval.</p>
VI-B Leave for Death	Non-substantive editorial change (changed “his” to “its”).
VI-F Military Leave	Updated contract language to reflect current provisions of Uniformed Services Reemployment Act (USERRA) by deleting reference to “of 1994”.
VII-A Health Insurance	Non-substantive editorial change (deleted previous language linking effective date of change to arbitration decision).
VII-F Tax Deferred Annuity	Agreed that the plan will be modified to comply with IRS rulings when the parties agree to similar language changes in the Teacher CBA.
VIII-H Effective Dates	Two year contract term running from August 10, 2008 through August 7, 2010.
Addendum C, D, E	Agreed to same date changes and salary increases as in main body of Contract.