

**JEFFERSON COUNTY BOARD OF EDUCATION
WAGE REOPENER CONTRACT NEGOTIATIONS
Tentative Agreement
TO
SERVICE EMPLOYEES INTERNATIONAL UNION
LOCAL UNION NO. 320**

The Jefferson County Board of Education (hereafter “the Board”) proposes to modify the 2012-2017 Agreement as follows:

1. The Board proposes to modify ARTICLE 10 – COMPENSATION so that it will now read in its entirety as follows, with identified additions and deletions:

ARTICLE 10 COMPENSATION

~~Compensation percentage increase equal to the percentage increase applied to the JCTA salary schedule, not to include any other compensation modifications to any other bargaining agreements, for the 2012 – 2013 school year.~~ Compensation will be re-opened for negotiations for the 2013 – 2014 school year and each subsequent year unless bargained otherwise.

Section A Wages/Wages Rates

1. Current contract language (CCL)
2. Current contract language (CCL)
3. The wage rate, career increments, shift differentials and other items in Article X will be funded provided the Employer’s funding/reimbursement rates (local, state, and federal) do not decrease as projected in the 1998-99 budget and provided projected funding/reimbursement rates in the pupil transportation, capital outlay and current expenses categories combinations thereof, maintain for 1999-00, 2000-01, and 2001-02. In the event these funding/reimbursement rates are not increased as stipulated or if increased funding/reimbursement rates available for Employee salaries in these categories exceed the amounts stipulated, Article X will be renegotiated at the option of the Employer.

~~Career incentive increments shall be credited for experience as recognized by the Employer for service performed in permanent full time position. Employees currently being paid a career incentive increment for credited experience as previously recognized by the Employer, will retain their current incentive increment but such career incentive increment will not be increased. Employees not currently being paid a career incentive increment will not, hereafter, be entitled to a career incentive increment.~~

4. ~~All employees will be paid at the same step in 1992-93 as they were in 1991-92.~~
5. Current contract language (CCL).

The Salary/Grade 2012-2013 Schedule: The Salary/Grade 2012-2013 Schedule for full-time custodian and housekeeping utility employees in job family IB (hereafter “Hourly Wage Rate Schedule”) will remain in the contract as modified, in accordance with the following proposal:

An employee holding a position with an hourly rate less than \$14.00 per hour will have that hourly rate increased to \$14.00 per hour. ~~The steps increases set forth in Salary Schedule IB 2012-13 will be frozen and n steps increase will hereafter, be applied to Salary wage Schedule IB for any employee covered Salary Schedule IB, 2012-13.~~

Career incentive increments for credited experience as recognized by the Jefferson County Public Schools.

2012-2017

- | | |
|-------------------|-----------------|
| 1. After 15 year | \$.20 per hour |
| 2. After 20 years | \$.31 per hour |
| 3. After 25 years | \$.43 per hour |

Shift Differentials:	Second	\$.26 per hour
	Third	\$.38 per hour

1. The Board proposes to modify ARTICLE 10 – COMPENSATION so that it will now read in its entirety as follows, with identified additions:

The following contract language found on page 17 of the Agreement will state the following.

Steps: For the 2016-2017 School Year, JCPS awards all members covered by this agreement and are active employees (at the signing of this agreement by both parties) 100% of steps. This proposal is for 2016-2017 School year only.

Inflation: In order to cover the inflation rate of 0.5 %, JCPS offers a 0.75% COLA JCPS awards all members covered by this agreement and are active employees (at the signing of this agreement by both parties).

Section B Insurance and Retirement [CCL]

Section C TB Tests and Medical Examinations [CCL]

Section D Payroll Deduction [CCL]

Section E Early Retirement Benefit [CCL]

2. The Board reserves the right to add to, delete from or modify any of the proposals made herein during the course of these wage reopener negotiations.

Jefferson County Board of Education