

JEFFERSON COUNTY BOARD OF EDUCATION
Tentative Agreement
TO
TEAMSTERS LOCAL UNION NO. 783

Article 10 - Compensation

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

Subject to Board of Education approval, the bargaining unit represented by Teamsters Local 783 will receive a 0.75% increase to the salary schedule for the 2016/2017 school years and a 1.5% compensation increase to the salary schedule for the 2017/2018 school years. In the event another collective bargaining employee group receives a larger percentage increase to their salary schedule, the bargaining unit represented by Teamsters Local 783 will receive an equal compensation percentage increase to the salary schedule.

2. Step increases will remain in effect for the 2016/2017 and 2017/2018 school years.

Section A Wages/Wages Rates

1. Current contract language (CCL)

2. Current contract language (CCL)

3. Current contract language (CCL)

4. Direct Deposit will be mandatory for any employee.

5. *Escrow Balance – Employee contract pay will, where appropriate, continue to be calculated on a year-round basis to ensure appropriate deductions are withheld for the summer, such as health, dental, vision, etc. All summer escrow balances after the appropriate deductions are withheld will be paid in full on the next available pay date after the employee contract year-ends.*

The Classified Nonmanagerial/Nonadministrative, Hourly Wage Rates, Bus Driver, Service Maintenance, In-School Security Employees in Job Family IB Represented by Teamsters Local 783 (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

3. Career incentive increments for credited experience as recognized by the Employer.
2016-2019

	Per Hour
1. After 15 years	\$.20
2. After 20 years	Plus\$.11
3. After 25 years	Plus \$.12

4. Shift Differentials: Second \$.26
 Third \$.38

5. The Union tentatively agrees and/or counters with the following proposals:

Section B Insurance and Retirement [CCL]

Section C TB Tests and Medical Examinations [CCL]

Section D Payroll Deduction – [CCL]

Add: "In the event the State Legislature passes legislation that prohibits any Member covered under this Teamsters 783 Agreement dues from being conveniently deducted through payroll deduction, the Employer shall provide the necessary information to the Union for Members to be able to have their dues transmitted, via electronic fund transfer."

Section E Early Retirement Benefit [CCL]

6. All pay and step increases shall be retroactive to July 1, 2016 for all members covered by this agreement and are active employees (at the signing of this agreement by both parties)
7. 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