

JEFFERSON COUNTY BOARD OF EDUCATION

Tentative Agreement

TO

JEFFERSON COUNTY SCHOOL

NUTRITION ASSOCIATION

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 X – COMPENSATION so that it will now read in its entirety as follows, with identified additions and deletions:

ARTICLE X - 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. The Association shall be entitled to submit and discuss with the Employer information, opinions, and proposals on wage rates. ~~which shall not be reduced except as a result of balancing the budget.~~
3. Current contract language (CCL)
4. Classified Hourly Rates – Job Family IB represented by JCSNA 2012-2013 (“Hourly Wage Rate Schedule”): The Hourly Wage Rate Schedule for nutrition services, manager/managing assistant employees in Job Family II and nutrition services assistant employees in Job Family IB 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 step increases set forth in Hourly Wage Rate Schedule will be frozen and no step increase will, hereafter, be applied to Hourly Wage Rate Schedule for any employee covered under Hourly Wage Rate Schedule.~~

2012-2013

- | | |
|-------------------|-----------------|
| 1. After 13 years | \$.20 per hour |
| 2. After 18 years | \$.31 per hour |
| 3. After 23 years | \$.43 per hour |
| 4. After 25 years | \$.56 per hour |

1. 2. 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 11 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 A 1. [CCL]

Section A 2. [CCL]

Section A 3. [CCL]

2. *Escrow balance –Escrow balance – Employee contract pay will 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.*
3. 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