

**PROPOSAL TO**  
**CARPENTERS INDUSTRIAL COUNCIL**  
**LOCAL UNION 1032 OF THE BROTHERHOOD OF**  
**CARPENTERS AND JOINERS OF AMERICA**

**AUGUST 15, 2013**

**PRESENTED BY**

**STEVE RATLIFF, CHIEF NEGOTIATOR FOR THE BOARD**

Note: 4.2 Million dollar State Allocation to apply to all board employees.

	<u>FTE</u>	<u>Elig FTE</u>	<u>Salary</u>	<u>Benefits</u>	<u>Total Cost</u>
Admin	88.00	88.00	121,137.75	18,885.38	140,023.13
Board/Super	6.00	.00	.00	.00	.00
Instructional	1,813.00	1,813.03	2,495,754.27	389,088.09	2,884,842.36
EdSup Blue Collar	113.25	113.25	155,896.03	24,304.19	180,200.22
EdSup Non-Union	43.00	43.00	59,192.31	9,228.08	68,420.39
EdSup SRPE	591.53	591.53	814,279.70	126,946.21	941,225.90
<b>Total</b>	<b><u>2,654.81</u></b>	<b><u>2,648.81</u></b>	<b><u>\$3,646,260.06</u></b>	<b><u>\$568,451.95</u></b>	<b><u>\$4,214,712.00</u></b>
Salary Increase per FTE	<u>\$1,376.57</u>	Impact on Fund Balance: <u>00.00</u>			
Salary Increase per FTE	<u>\$1,400.00</u>	Impact on Fund Balance: <u>\$71,737.03</u>			

**SUMMARY of Offer:**

In an effort to insure that the full 4.2 Million dollar allocation provided by the Legislature is fully expended, the board offers \$1,400 per FTE (Note: the \$1,400 is a total of the level increase and an adjustment or COLA in the salary schedule. Note: Those employees who work less than 1 FTE will be paid a proportional hourly rate. The additional \$23.43/FTE to bring the increase to \$1,400/FTE for all employees of the school system would have a negative impact on Fund Balance of approximately \$71,737.03 (including benefits).

**PROPOSAL**

Total \$1,400/FTE increase in salary realized by:

1. All employees with a Performance Evaluation of "Satisfactory" or higher will move one level on the salary schedule.
2. The adjustment in the salary schedule will result in the need to increase the schedule by one level (level 21) in order to adequately address the salary increase for those who have topped out on the 2012-2013 salary schedule (level 20).
3. The difference between \$1,400 and movement of one level will equate to an "enrichment" (COLA) rate adjustment to the salary schedule.
4. This "enrichment" (COLA) rate will be different for each individual dependent upon their placement on the salary schedule.
5. In no circumstance will an employee's overall increase (level increase plus COLA) exceed \$1,400.00.
6. Any funds that remain from the salary increase allocation after the adjustments in the salary schedule and COLA will be equally dispersed to all eligible employees (active employees including those on board approved leave on the last day of post-planning 2014) and will be added to the salary schedule as a COLA. ALL of these funds must be expended by June 30, 2014.
7. The board will not bring up their two items as authorized by contract, other than salary, if Local 1032 will agree to not bring up any items.
8. If Local 1032 settles their contract prior to the teacher contract settlement and an amount greater than the \$1,400 offered herein is awarded to the teachers group, the same amount, over the \$1,400 offered to Local 1032, will be granted to Local 1032.