



TENTATIVE CONTRACT AGREEMENT EXECUTIVE SUMMARY



Effective July 1, 2007 through June 30, 2009 and thereafter
until a new agreement is reached

WEDNESDAY, JAN. 9, 2008	Executive board/Negotiations Team Mtg. 4:30pm -5:00pm
WEDNESDAY, JAN. 9	Membership Meeting Pick up Tentative Contract Agreement & Executive Summary
THURSDAY, JAN. 10	Q & A Meeting on Tentative Contract Agreement 5:00pm – 6:00pm at the MFT Office
FRIDAY, JAN. 11 3:30-4:30pm	Q & A Meeting on Tentative Agreement 3:30pm – 4:30pm at the MFT Offices Check-in, get ballot, vote onsite at MFT 2pm – 7pm (<i>NOTE: EXTENDED 1 hour on Friday</i>)
SATURDAY, JAN. 12	Q & A Meeting on the Tentative Contract Agreement 10:00am – 11:00am at the MFT Offices Check-in, get ballot, vote onsite at MFT 9am – 1pm
SUNDAY, JAN. 13	Check-in, get ballot, vote onsite at MFT 12pm- 3pm
MONDAY, JAN. 14	Check-in, get ballot, vote onsite at MFT Offices from 7am – 7pm FINAL DAY TO VOTE!
TUESDAY, JAN. 15	Ballots Counted and Results Communicated
WANT TO VOTE? NOT A MEMBER? UNSURE OF YOUR STATUS?	Ask your steward or call MFT at 612-529-9621. You need a signed, membership card turned in. The MFT office is located at 67 – 8th Avenue NE (near Boom Island) Get map from website at www.mft59.org.

FINANCIAL PACKAGE/SALARY

ALL STEP AND LANE INCREASES IMPLEMENTED WITH RETROACTIVE PAY RESTORED TO THE BEGINNING OF THE 2007-2008 CONTRACT PERIOD, July 1, 2007.

SALARY SCHEDULE = 2.0% YEAR ONE (07-08)

SALARY SCHEDULE = 1.0% YEAR TWO (08-09), PLUS LUMP SUM PAYMENT OF \$750.

	2006-07	%	2007-08	%	2008-09
SALARY	\$ 183,463,211	4.1%	\$ 190,989,739	2.1%	\$ 195,007,548
LUMP SUM (\$750 PER FTE)					\$ 2,200,890
CO-CURRICULAR	\$ 145,793	1.0%	\$ 147,251	1.0%	\$ 148,723
COACHING	\$ 581,408	1.0%	\$ 587,222	1.0%	\$ 593,094

SCHEDULE "D" = Increase half-day and evening rate from \$85 to \$95 and full-day from \$175 to \$190.

INCREASED Retiree Reimbursement cap from 1,200,000 to \$2,100,000 for both years.

INCREASED Homebound rate from \$25 to \$28/hour starting in year one.

INCREASED Reserve Cadre Rate from \$130 to \$150/day starting in year one.

INCREASED Long-call sub rate from \$2500 to \$2700/month starting in year one.

MAINTAINED – ATPPS salary structure that includes the one-time Career Commitment payments.

PROTECTED --ATPPS transition for those at years who get a salary "bump."

MAINTAINED - Teacher choice of salary schedule with guarantee to be "held harmless" (you can not lose salary as a result of moving from one schedule to the other).

RETAINED – All 192 contractual paid days in 38-week work year (Aug-June) divided into 21 or 26 paychecks for Salaried Teachers.

BENEFITS/IMPROVEMENTS

PROTECTED – Language continuing fully paid single health insurance for both years.

- Yr1: single cost MPS 5,232 (+\$164.80)
- Yr2 (estimate): single cost MPS \$5,846 (+\$613.90)

NEW \$\$ – Family Insurance Contribution Yr1 from \$2500 to \$2750 (\$250) resulting in no increase in obligation for those with family coverage over last year. In Yr2, contribution increases from \$2,750 to \$3,250 (\$500). Total contribution is \$750 over both years on top of fully covering single insurance coverage increases.

- Yr1: MPS contribution to Family is **\$7,982** (\$5,232 single + \$2,750 contribution) [Up from \$5,513 in 2006-07] (***NOTE: Distributed materials had wrong total of \$5,594***)
- Yr2: MPS contribution to Family is **\$9,096** (\$5,846 single + \$3,250 contribution).

	2006-07	%	2007-08	%	2008-09
TRA/FICA	\$ 17,199,361	9.4%	\$ 18,816,062	3.9%	\$ 19,557,807
HEALTH INSUR. EMPLOYEE (Sgl 1726, Fam 794)	\$ 15,350,927	3.4%	\$ 15,879,276	11.2%	\$ 17,653,246
DENTAL INSUR. EMPLOYEE (Sgl 1738, Fam 920)	\$ 859,378	0.0%	\$ 859,378	0.0%	\$ 859,378
CAREER TRANSITION TRUST	\$ 876,246	4.1%	\$ 912,194	2.1%	\$ 931,384
WELLNESS PAY	\$ 573,770	4.1%	\$ 597,309	2.1%	\$ 609,874
LIFE INSUR. (\$50,000)	\$ 256,776	0.0%	\$ 256,776	0.0%	\$ 256,776
LONG TERM DISABILITY INS. (60%/70K)	\$ 477,494	3.2%	\$ 492,795	2.1%	\$ 503,315
RETIREE HEALTH REIMB. (CAP EXCESS 04-06)	\$ 1,955,048	7.4%	\$ 2,100,000	0.0%	\$ 2,100,000
DEFERRED COMP. EMPLOYER MATCH	\$ 1,445,088	0.0%	\$ 1,445,088	0.0%	\$ 1,445,088
SICK LEAVE FOR FITNESS	\$ 221,414	4.1%	\$ 230,498	2.1%	\$ 235,347
NO WAIVER HEALTH BENEFIT	\$ 107,000	-50.0%	\$ 53,500	0.0%	\$ 53,500
TENURE BONUS	\$ 40,000	0.0%	\$ 40,000	0.0%	\$ 40,000
EARLY NOTIFICATION BONUS	\$ 76,500	0.0%	\$ -	0.0%	\$ -
PERFECT ATTENDANCE	\$ 42,223	0.0%	\$ 42,223	0.0%	\$ 42,223

MAINTAINED – Career Transition Trust Sick Leave Conversion #days, total dollar caps.

EXTENDED/REDUCED - Reimbursement for non-participation in District health insurance plan at **\$250** in both years (was \$500/yr in 05-07). (***NOTE: Distributed materials said \$500 yr1 only.***)

PROFESSIONAL ISSUES/QUALITY TEACHING

IMPROVED – Teachers continue to have four (4) record-keeping days, one each marking period. Vote to use this for other purposes had required a simple majority. It now requires a 70% majority.

IMPROVED – New language that defines Preparation time as being for “instructional planning.”

IMPROVED – Professional Development Continuum more clearly defines Guided PDP.

PROTECTED – Language concerning professional meetings and the defined duty day

MAINTAINED – Labor/Management ECFE Committee.

LEAVES

MAINTAINED – All language on leaves.

MAINTAINED -- AUTOMATIC granting of personal Leave requests for following year if submitted before April 1st

CLARIFIED – Language concerning union organizational leaves.

SPECIAL EDUCATION

MAINTAINED – Due process days – two for probationary teachers, one for tenured teachers.

IMPROVED – Site need a plan to support Special Education teachers/providers.

WORKING CONDITIONS, SAFETY/BEHAVIOR, PAPERWORK REDUCTION

NEW – Class Size Language added recommending reductions with focus on students with greatest needs

NEW – MFT and District agree to create an MOA to address any proposed model that extends the school day/year. Additional time must be compensated by pro-rating the teacher’s salary.

CLARIFIED – Extensive new language detailing the District’s responsibilities to ensure the safety and security of the students and staff.

TRANSFER AND REASSIGNMENT

PROTECTED – Seniority in Layoffs. Lowest seniority person in licensure area is laid off, bumping will take place when necessary, and other licensure will be considered.

PILOTED – Memorandum of Agreement on Transfer and Reassignment that gives “interview and select” to certain sites during the 2008 period and to all sites for the 2009 transfer and reassignment period. This agreement expires on July 31, 2009.

MAINTAINED – Article XVI on Transfer and Reassignment. This language is in effect for schools not granted “interview and select” during the 2008 transfer and reassignment period, and is the “continuing contract” language when the MOA noted above expires.

MAINTAINED – Priority recall rights for Montessori, Immersion, NLL, and Heritage Language schools.

EXTENDED – Priority recall rights for “fresh start” schools: Nellie Stone and Lucy Laney.

STREAMLINED – Teacher recall procedure time period shortened when teacher reached by mail.

IMPROVED – Creation and organization of site interviewing teams defined.

RETURNING – MOA eliminates realignment for both years.

TECHNOLOGY

NEW – language requiring printers in secure locations accessible only to teachers to print confidential information. In addition, there is new language requiring resources to enable to teachers to securely dispose of confidential information.

SHARED LEADERSHIP FOR CONTINUOUS IMPROVEMENT

NEW - Creation through MOA of Quality Schools Collaborative, an advisory group of union and district members to work on school quality issues.

RETIREMENT

MAINTAINED & INCREASED– Retiree health care reimbursements into Post Retirement Health Savings Account at MSRS. Those retiring in June of 2008 who submit a non-rescindible retirement form to the District by March 14, 2008 (NOTE: not April 14th as in earlier distributed materials), will receive \$5,000 for the first two years and \$3,500 after that until they reach Medicare eligibility. All other retirees in 2008 and 2009 will received \$3,500 each year until they reach Medicare eligibility.

MAINTAINED – All benefits guaranteed to previous retirees.

CHANGE – No bonus for Early Notification of Retirement.

MEMORANDA OF AGREEMENT

TRANSFER AND REASSIGNMENT – Defines agreement to grant “interview and select” to the following sites in year one: high schools, Montessori, Immersion, NLL, Heritage language, IB, Northside initiative, AYP III and IV schools, Fresh start schools, and additional sites contingent on 67% approval of all teachers at the site. In 2009, all schools. This MOA expires on July 31, 2009.

ATPPS – Extends current MOA into the 07-08 school year. For the 2008-2009 school year parties are free to negotiate new ATPPS MOA and Salary Schedule; If no agreement reached all teachers will revert to traditional schedule as per “hold harmless” statute which guarantees no loss of financial gains earned on ATPPS.

SALARY SETTLEMENT – Agreements regarding salary improvements and payouts. Increase for 2007-08 2% step-and-lane and ATPPS schedules, and Career Commitment payments under ATPPS will be paid in a lump-sum added to a regular paycheck by March 14th for back pay retroactive to July 1, 2007.



SCHEDULE "A" - TEACHER SALARY EFF. JULY 1, 2007 – JUNE 30 2008

LANE	BA	BA+15	BA+30	BA+45	MA	BA+60	MA+15	MA+30	MA+45	MA+60	PhD/ EdSp	PhD/ EdSp
2	33,815	34,389	35,293	36,842	36,842	37,928	37,928	39,011	40,096	40,967	41,841	43,695
3	35,604	36,113	37,050	38,865	38,865	39,976	39,976	40,985	42,211	43,267	44,323	46,176
4	37,694	38,033	39,011	40,763	40,763	42,173	42,173	43,291	44,298	45,512	46,729	48,584
5	39,430	39,991	41,036	42,639	42,639	44,059	44,059	45,265	46,620	47,849	49,077	50,932
6	41,413	42,067	43,108	45,026	45,026	46,607	46,607	47,598	48,945	50,410	51,877	53,733
7	43,565	44,217	45,316	47,705	47,705	48,984	48,984	50,041	51,504	52,896	54,290	56,144
8	48,500	49,233	49,503	50,156	50,156	51,436	51,436	52,769	53,984	55,576	57,169	59,023
9	48,500	49,233	53,148	53,656	53,656	54,765	54,765	56,123	57,623	58,891	60,155	62,010
10	48,500	49,233	53,148	58,798	58,798	60,107	60,107	60,383	60,589	62,079	63,567	65,422
11	48,500	49,233	53,148	58,798	60,889	60,107	63,838	64,963	67,035	68,748	70,461	72,314
12	48,500	49,233	53,148	58,798	60,889	60,107	63,838	64,963	67,035	68,748	70,461	72,314
13	48,500	49,233	53,148	58,798	60,889	60,107	63,838	64,963	67,035	68,748	70,461	72,314
14	48,500	49,233	53,148	58,798	60,889	60,107	63,838	64,963	67,035	68,748	70,461	72,314
CI-15	49,561	50,294	54,210	59,859	61,951	61,167	64,899	66,025	68,097	69,809	71,521	73,375
16	49,561	50,294	54,210	59,859	61,951	61,167	64,899	66,025	68,097	69,809	71,521	73,375
17	49,561	50,294	54,210	59,859	61,951	61,167	64,899	66,025	68,097	69,809	71,521	73,375
18	49,561	50,294	54,210	59,859	61,951	61,167	64,899	66,025	68,097	69,809	71,521	73,375
19	49,561	50,294	54,210	59,859	61,951	61,167	64,899	66,025	68,097	69,809	71,521	73,375
CI-20	51,153	51,886	55,801	61,451	63,542	62,760	66,491	67,616	69,688	71,401	73,114	74,967
21	51,153	51,886	55,801	61,451	63,542	62,760	66,491	67,616	69,688	71,401	73,114	74,967
22	51,153	51,886	55,801	61,451	63,542	62,760	66,491	67,616	69,688	71,401	73,114	74,967
23	51,153	51,886	55,801	61,451	63,542	62,760	66,491	67,616	69,688	71,401	73,114	74,967
24	51,153	51,886	55,801	61,451	63,542	62,760	66,491	67,616	69,688	71,401	73,114	74,967
CI-25	52,744	53,478	57,393	63,043	65,134	68,082	68,082	69,208	71,281	72,992	74,705	76,558
26	52,744	53,478	57,393	63,043	65,134	68,082	68,082	69,208	71,281	72,992	74,705	76,558
27	52,744	53,478	57,393	63,043	65,134	68,082	68,082	69,208	71,281	72,992	74,705	76,558
28	52,744	53,478	57,393	63,043	65,134	68,082	68,082	69,208	71,281	72,992	74,705	76,558
29	52,744	53,478	57,393	63,043	65,134	68,082	68,082	69,208	71,281	72,992	74,705	76,558
CI-30	53,806	54,539	58,454	64,104	66,195	69,144	69,144	70,269	72,341	74,054	75,767	77,620

SCHEDULE "B" - TEACHER SALARY EFF. JULY 1, 2008 – JUNE 30 2009

LANE	BA	BA+15	BA+30	BA+45	MA	BA+60	MA+15	MA+30	MA+45	MA+60	PhD/ EdSp	PhD/ EdSp
2	34,153	34,733	35,646	37,211	37,211	38,307	38,307	39,401	40,497	41,377	42,260	44,132
3	35,960	36,474	37,421	39,254	39,254	40,376	40,376	41,394	42,633	43,700	44,766	46,638
4	38,071	38,413	39,401	41,171	41,171	42,595	42,595	43,724	44,741	45,968	47,197	49,069
5	39,824	40,391	41,446	43,065	43,065	44,499	44,499	45,717	47,086	48,328	49,568	51,441
6	41,827	42,488	43,539	45,476	45,476	47,073	47,073	48,074	49,434	50,915	52,396	54,270
7	44,001	44,659	45,769	48,182	48,182	49,474	49,474	50,542	52,019	53,425	54,832	56,705
8	48,985	49,726	49,998	50,658	50,658	51,950	51,950	53,296	54,523	56,131	57,741	59,614
9	48,985	49,726	53,680	54,193	54,193	55,312	55,312	56,685	58,199	59,480	60,756	62,630
10	48,985	49,726	53,680	59,386	59,386	60,708	60,708	60,987	61,195	62,700	64,203	66,076
11	48,985	49,726	53,680	59,386	61,498	60,708	64,476	65,612	67,706	69,435	71,165	73,037
12	48,985	49,726	53,680	59,386	61,498	60,708	64,476	65,612	67,706	69,435	71,165	73,037
13	48,985	49,726	53,680	59,386	61,498	60,708	64,476	65,612	67,706	69,435	71,165	73,037
14	48,985	49,726	53,680	59,386	61,498	60,708	64,476	65,612	67,706	69,435	71,165	73,037
CI-15	50,056	50,797	54,752	60,457	62,570	61,779	65,548	66,685	68,778	70,507	72,237	74,108
16	50,056	50,797	54,752	60,457	62,570	61,779	65,548	66,685	68,778	70,507	72,237	74,108
17	50,056	50,797	54,752	60,457	62,570	61,779	65,548	66,685	68,778	70,507	72,237	74,108
18	50,056	50,797	54,752	60,457	62,570	61,779	65,548	66,685	68,778	70,507	72,237	74,108
19	50,056	50,797	54,752	60,457	62,570	61,779	65,548	66,685	68,778	70,507	72,237	74,108
CI-20	51,665	52,405	56,359	62,065	64,177	63,387	67,156	68,292	70,385	72,115	73,845	75,717
21	51,665	52,405	56,359	62,065	64,177	63,387	67,156	68,292	70,385	72,115	73,845	75,717
22	51,665	52,405	56,359	62,065	64,177	63,387	67,156	68,292	70,385	72,115	73,845	75,717
23	51,665	52,405	56,359	62,065	64,177	63,387	67,156	68,292	70,385	72,115	73,845	75,717
24	51,665	52,405	56,359	62,065	64,177	63,387	67,156	68,292	70,385	72,115	73,845	75,717
CI-25	53,272	54,012	57,967	63,674	65,785	68,763	68,763	69,900	71,993	73,722	75,452	77,324
26	53,272	54,012	57,967	63,674	65,785	68,763	68,763	69,900	71,993	73,722	75,452	77,324
27	53,272	54,012	57,967	63,674	65,785	68,763	68,763	69,900	71,993	73,722	75,452	77,324
28	53,272	54,012	57,967	63,674	65,785	68,763	68,763	69,900	71,993	73,722	75,452	77,324
29	53,272	54,012	57,967	63,674	65,785	68,763	68,763	69,900	71,993	73,722	75,452	77,324
CI-30	54,344	55,085	59,039	64,745	66,857	69,835	69,835	70,972	73,065	74,795	76,524	78,396