

**Beecher Secretarial Teacher Aides Unit (BSTAU)
Beecher Community School District
BSTAU CONTRACT RATIFICATION VOTE MEETING**

Tentative Agreement reached on ___ for a One (1) Year Contract Extension (July 1, 2007 – June 30, 2008)

Effective July 1, 2007 No salary COLA increases for 2007-08

total of \$ 7700

The following (1-4) are pending verification of total cost to GF not to exceed \$7,500

1. Effective July 1, 2007 Increase in salary schedule A and B to increase salary steps beginning with step 8 until 10 steps are reached. Each employee is to be placed on their corresponding salary step in accordance with the years of service work designated in the bargaining unit.
2. Calculate hourly base rate and apply applicable individual salary percentages (Longevity, Lead Pay, CDA and Education) and implement compensation for every salary step increase occurrence, beginning with step 8, step 9 and step 10 for all eligible employees.
3. Effective July 1, 2007, all eligible employees shall be compensated at salary step 8, step 9 and step 10 of the Salary Schedules A and B.
4. Effective November 2, 2007 all eligible employees will be compensated based on the corresponding salary step in accordance with the years of service work designated in the bargaining unit.

Effective July 1, 2007 Continue BOE Paid MESSA Pak A and Pak B coverage *The imposed concessions will be decreased from double-digit (10%) to single-digit (9%) for 2007-08

The following proposal is pending verification of the school district attorney of DOL law

Effective November 2, 2007 Calculation and distribution of equal bi-weekly payroll processing for all employees on 21 pay cycle Teacher Aides, 23 pay cycle Secretaries, and 26 pay cycle Year Round Secretaries (BI-weekly time card required for documentation of hours worked) All employees will initiate full direct-deposit of payroll check with an approved financial institution

Effective July 1, 2007 implement designated Work Year Calendars based on job classification schedule to ensure work days/year allocations.

Mandatory Live Scan Criminal Clearance Fee BOE Paid 100% (\$59.00)

Administrative - Counter Offer

Effective July 1, 2007 Level III Classification for four (4) positions: Secretary to the Director of Early Childhood Education, Secretary to the Building Principal (Dailey, Tucker, and BHS)

Effective immediately discontinue CDA Incentive 3%

Effective July 1, 2007 Elimination of Associate Degree 3% and Bachelor Degree 5% apply Flat Rate Education Incentives to all eligible employees in bargaining unit.

Increase (\$250) in Associate Degree from \$500.00 to \$750.00

Increase (\$200) in Bachelor Degree from \$1,000 to \$1,200.00

Create Bachelor w/Teaching Certificate \$1,500.00

Vickie W. Houston 9/28/07
Vickie Houston, BSTAU President

[Signature] 9/28/07
Superintendent of Designee

25240 - 2008-06-30

BSTAU - X, POF