

Rochester School Board/Administrative Bargaining Unit Tentative Agreement
Approved by the Rochester School Board, January 13, 2009
For Fiscal Years 2009 Through 2010

The following calculation was used to determine the amount of funds available for the two years of this contract. The calculated average CPI for year 1, (3.0 %); year 2, (2.9%). We then calculated the base salary for this bargaining unit, plus retirement, FICA/Medicare, Health and Dental Insurance; that entire amount was increased by the average CPI increase. The actual cost for retirement, FICA/Medicare, Health and Dental Insurance was calculated and deducted from that amount. Any remaining funds were made available for salary increases. This amounted to 2.8% in the first year, 1.3% in the second year.

There are no other cost items included in this contract. The Evergreen Clause does not apply to any further wage increases, since there is not a salary schedule included in this contract. The employees will be frozen at the 2009-2010 rate if there is not a successor contract completed prior to July 1, 2010.

1. Cost Items

2008-09

2.8 % total salary increase	\$51,639	\$1,904,653
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2009-10

1.3 % total salary increase	\$24,019	\$1,928,673
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Rochester School Department
Administrators Contract

Year 1

<u>CPI - November to November</u>	
2002	181.3
2003	184.5
2004	191
2005	197.6
2006	201.5
2007	210.177
CPI Average of the Last Five Years	
	3.00%

Base Salary	\$ 1,857,589.00
Retirement	\$ 107,740.16
FICA/Medicare	\$ 142,105.56
Health	\$ 253,241.04
Dental	\$ 4,436.64
Total Base Wages & Benefits	\$ 2,365,112.40
5 Year Average CPI	\$ 71,064.30
Upcoming Total Wage and Benefit Cost	\$ 2,436,176.70

<u>Contract Increase Calculation</u>	
Wages	\$ 1,853,014.00
Retirement	\$ 107,474.81
FICA/Medicare	\$ 141,755.57
Health	\$ 269,827.74
Dental	\$ 4,440.00
	\$ 2,376,512.12
Available Funds for Wages Increase	\$ 59,664.58
FICA/Medicare	\$ 4,564.34
Retirement	\$ 3,460.55
Available for Wage Increases	\$ 51,639.69
Total Projected Contract Increase	\$ 2,436,176.70

Year 2

<u>CPI - November to November</u>	
2002	181.3
2003	184.5
2004	191
2005	197.6
2006	201.5
2007	210.177
2008	212.425
CPI Average of the Last Five Years	
	2.9%

Base Salary	\$ 1,904,653.69
Retirement	\$ 110,935.36
FICA/Medicare	\$ 146,319.91
Health	\$ 269,827.74
Dental	\$ 4,440.00
Total Base Wages & Benefits	\$ 2,436,176.70
5 Year Average CPI	\$ 69,811.06
Upcoming Total Wage and Benefit Cost	\$ 2,505,987.75

<u>Contract Increase Calculation</u>	
Wages	\$ 1,904,653.69
Retirement	\$ 132,563.90
FICA/Medicare	\$ 145,706.01
Health	\$ 290,334.65
Dental	\$ 4,599.84
	\$ 2,477,858.08
Available Funds for Wages Increase	\$ 28,129.67
FICA/Medicare	\$ 2,151.92
Retirement	\$ 1,957.83
Available for Wage Increases	\$ 24,019.93
Total Projected Contract Increase	\$ 2,505,987.75

Rochester School Department
Administrators Contract

	<u>Starting Salary</u>	<u>Proposed Increase</u>	<u>%</u>	<u>Total Salary</u>	<u>%</u>	<u>Retirement</u>	<u>FICA</u>	<u>Health Ins</u>	<u>Dental</u>	<u>Total</u>	<u>% Increase</u>
Current				1,857,589.00		\$ 107,740.16	\$ 142,105.56	\$ 253,241.04	\$ 4,436.64	\$ 2,365,112.40	
FY2008-2009	1,853,014.00	\$ 51,639.69	2.8%	1,904,653.69	2.8%	\$ 110,469.91	\$ 145,706.01	\$ 269,827.74	\$ 4,440.00	\$ 2,435,097.35	3.0%
FY2009-2010	1,904,653.69	\$ 24,019.93	1.3%	1,928,673.62	1.3%	\$ 134,521.72	\$ 147,857.93	\$ 290,334.65	\$ 4,599.84	\$ 2,505,987.75	2.9%

Position	Year 1 Salary	Year 2 Salary
SHS		
Principal	\$100,800	\$101,760
RMS		
Principal	\$94,202	\$95,162
Central Office		
Dir. Of Pupil Services	\$87,300	\$88,260
Curriculum Coord	\$78,820	\$79,780
ELEMENTARY		
Principal	\$82,200	\$83,160
RMS & SHS AP's, AD, & Voc Dir		
SHS AP	\$73,735	\$74,695
Athletic Dir	\$73,735	\$74,695
Vocational Director	\$73,735	\$74,695
RMS AP	\$73,735	\$74,695
Sp Ed Coordinators		
Special Education Coordinators	\$67,650	\$68,610
ELEMENTARY		
Assistant Principal	\$66,364	\$67,324
Grand Totals		
	\$1,909,228	\$1,933,228

Tentative Agreement Summary Rochester Administrators

Section	Disposition
1. 2-Year Duration	TA
2. Joint Management Committee	TA Side Agreement. The parties agree to establish a joint management committee comprised of an equal number of up to five apiece to develop a corrective action procedure and to present it to the School Board and the Administrators' Unit by July 1, 2009.
3. Reimbursement based on GSA meals and travel expenses	Reimbursement for travel shall be based on GSA daily rate for meals, expenses and lodging, unless a change is agreed to between the Superintendent and the administrator.
4. Health Insurance	Domestic Partner included in Health Insurance
5. Article VI: H (new) Extra-Workload Payment	TA "H. <i>Extra Workload</i> An administrator assuming an extra workload of another administrator will be compensated at 10% of his or her per diem pay if the period exceeds 14 consecutive working days."
6. Article V:B-4 Funeral Leave	TA "4. Under extenuating circumstances, as determined by the Superintendent, additional leave may be granted under Section 1, 2, or 3 with the prior written approval of the Superintendent."
7. Article VII: A. Health Insurance Compensation	Administrators' proposal withdrawn. TA "All covered employees shall be eligible to receive single, two person, or full family coverage in a three tier program including an indemnity plan, a point of service plan, and membership in a health maintenance organization..."
8. Salaries	Year 1, 2.8% (\$51,639), Year 2, 1.3%, (\$24,019)
9. Article IV:2. Vacation Days	TA "2. Administrators' contracts start on July 1 of each year and end on June 30 of the following year. Vacation days will be given on July 1 of each year and will be useable until September 1 of the following year (14 calendar months) Administrators may accrue up to forty-eight (48) days of unused vacation."
10. Article VII: E Course Reimbursements	TA "4. "The Superintendent may in his or her sole discretion deny any reimbursement for any course or workshop that occurs after the Administrator has given notice of retirement."