

2011-2012 ADDENDUM TO
2010-2013 MASTER AGREEMENT BETWEEN
AUBURN SCHOOL DISTRICT AND AUBURN EDUCATION ASSOC.

This agreement is made in accordance with the reopener provisions of the parties' 2010-13 collective bargaining agreement, and calls for no changes to the language contained in said agreement, except for the sections expressly referenced herein.

1. Subject to the provisions of ARTICLE IX, COMPENSATION, professional staff members shall be eligible to have an additional year of experience acknowledged on the appropriate salary schedule for the 2011-2012 school year. (i.e., Bargaining unit members advance one step. All teachers currently at top step shall receive a \$1,500 step increase to new top step. (See Attachment). [Note: Teachers currently on "longevity" step are included in \$1,500 salary increase.]

2. ARTICLE XIV, INSURANCES, is hereby amended as follows:

HEALTH INSURANCE

Effective July 1, 2011, the Board will offer the following medical insurance options for employees covered by this agreement, or any other plan with comparable benefits which is mutually agreed upon:

1. Standard SchoolCare POS (Open Access) (\$10 OV; \$5/15/35 Rx): For eligible employees who select this option, the Board will pay the following percentages toward the cost to provide single, two-person or family protection, whichever is selected by such employee:

		<u>2011-12</u>
Single	90%	
Two Person		80%
Family	80%	

2. Standard SchoolCare HMO (\$10 OV; \$5/15/35 Rx): For eligible employees who select this option, the Board will pay the following percentages toward the cost to provide single, two-person or family protection, whichever is selected by such employee:

		<u>2011-12</u>
Single	90%	
Two Person		85%
Family	85%	

3. Standard SchoolCare OA+ (\$10 OV; \$5/15/35 Rx): For eligible employees who select this option, the Board will pay the following percentages toward the cost to provide single, two-person or family protection, whichever is selected by such employee:

		<u>2011-12</u>
Single	90%	
Two Person		85%
Family	85%	

- Delete Section 5 re: "Plan Conversion Bonus." [Note: This shall not effect any scheduled payment of \$500]
- Effective 7/1/2011, Cigna Dental (DPO2B), with District paying 95% of single membership. 2-person and family coverage may be purchased at employee's expense.

ATTACHMENT
 AUBURN SCHOOL DISTRICT
 SALARY SCHEDULE
 2011-2012

Step	B	B+15	B+30	M	M+15	M+30
1	33,544	34,551	35,587	36,655	37,754	38,888
2	34,718	35,761	36,833	37,939	39,076	40,248
3	35,934	37,012	38,122	39,266	40,444	41,657
4	37,192	38,307	39,456	40,640	41,859	43,115
5	38,493	39,648	40,837	42,063	43,325	44,624
6	39,841	41,035	42,266	43,535	44,840	46,186
7	41,235	42,472	43,746	45,059	46,410	47,802
8	42,678	43,959	45,277	46,636	48,035	49,476
9	44,172	45,497	46,862	48,268	49,716	51,208
10	45,718	47,089	48,502	49,958	51,456	53,000
11	47,318	48,738	50,200	51,706	53,257	54,854
12	48,974	50,443	51,957	53,515	55,121	56,775
13	50,688	52,209	53,775	55,389	57,050	58,762
14	52,188	54,036	55,658	57,327	59,047	60,818
15		55,928	57,605	59,333	61,133	62,947
16		57,885	59,621	61,410	63,253	65,150
17		59,385	61,121	62,910	64,753	66,650

The salary schedule for the five teachers who were grandfathered to receive longevity during the 2000-2001 school year (Louise Latvis, Jean Chouinard, Nell Keif, Joan Marcotte, and Linda McHugh) shall be as follows for 2011-12.

B	B+15	B+30	M	M+15	M+30
53,178	60,375	62,111	63,900	65,742	67,640

IN WITNESS THEREOF, the parties have caused this Agreement to be signed on the fourteenth day of June, two thousand and eleven by their respective representatives.

FOR THE
AUBURN SCHOOL BOARD

By Nancy E. Petros
Title _____
Negotiator

By Al Hill
Title _____
Negotiator

By Bob
Title Chair

By [Signature]
Title _____

By Bruce DeLoach
Title _____

FOR THE
AUBURN EDUCATION ASSOCIATION

By Lillian K. McDonald
Title _____
AEA Co-President

By Angela J. C. Moses
Title _____
AEA Co-President

By W. J. Smith
Title _____
Negotiator

By [Signature]
Title _____
Negotiator

By [Signature]
Title _____
Negotiator