

**Settlement Agreement
between the Franklin McKinley School District and the FMEA
August 25, 2011**

ARTICLE III: COMPENSATION

3.1 Salaries

3.1.1 For the ~~2010-2011~~2011-2012 school year the salary schedule shall be increased by an equivalent of zero percent (0%).

The certificated salary schedule, exclusive of Psychologists, Speech Therapists and Nurses shall be as indicated in Appendix G-1, and the salary schedule for Psychologists, Speech Therapists and Nurses shall be as indicated in Appendix G-2.

~~3.1.33.1.2 For the 2010-2011 fiscal year and the 2011-1012 fiscal year, compensation shall be reopened for negotiations. Each party shall have the right to reopen one additional contract article of their choice for the 2010-2011 and 2011-2012 reopener negotiations.~~

3.1.2 The certificated salary schedules referenced above are based upon a one hundred one hundred eighty-four (184) work day/work year. The Psychologists, Speech Therapist and Nurses schedule is based upon a one hundred ninety-four (194) work day/work year. Any additional District-required work days as part of a unit member's regular contract assignment shall be compensated at a per diem rate calculated upon base salary.

3.1.3 For the ~~2010-2011~~ school year the Board of Education will reduce the work year by four days. Workdays and salaries specified within this contract shall be adjusted accordingly in the event that furloughs are triggered by mid-year cuts as specified in this section 3.1.3. Furlough days will be a combination of scheduled for the last instructional and non-instructional days in the school year. The District agrees to propose November 12, 2010, April 22, 2011, June 9, 2011 and June 10, 2011 to CSEA and will attempt to reach agreement on that furlough schedule. In the event that there is not agreement on this schedule, the District and FMEA will work together to mutually determine the furlough days in accordance with a schedule that is acceptable to the District, the FMEA and CSEA. Salaries and calendars would be reduced in accordance with any reduction of the work year. Furlough days shall be calculated at the per diem rate based upon the unit member's base salary.

Contingent Furlough Days: In the event that state triggers generate mid-year cuts to District revenue limits, furlough days would be implemented as follows: For every \$60 reduction per ADA one furlough day will be implemented up to a total of four (4) furlough days for the 2011-2012 school year. The furlough days would be implemented at the end of the school year and the instructional year would be shortened accordingly.

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The contingent furlough day language, including the adjustment to the number of days in the work year contained in this section and in Section