



To: Board of Education  
From: Christine Hedstrom  
Re: **April 6, 2011 Agenda Item 4.C. 2009-11 Educational Assistant Agreement**

**Presentation:** Five minutes to describe the process and protocol for accepting the 2009-2011 contract or adopting a resolution for 2009-2011.

**Topic and Context:** Due to the continued uncertainties that continue in Madison, involving the rights to collectively bargain with unions, the Board is asked to move forward and adopt a contract for the 2009-2011 fiscal years, which reflects the essential elements of the Budget Repair Law. Alternatively, if the Budget Repair Law is published and implemented as of the date of this Board meeting, the Board is asked to adopt a resolution that reflects the agreed-upon changes including the elements of the Budget Repair Law.

**Summary of Agreement:**

- Language changes that do not have fiscal implications include clarifications with regard to involuntary transfers, inclement weather and emergency school closings, break times, leaves of absence, evaluation and assignments, as well as the ability to assign hours of work according to individual or program need.
- Language changes that do have fiscal implications include health insurance changes that took place as of January 1, 2011 (PPO and out-of-network cost differential), resulting in overall savings to the District.
- WRS payments will be implemented and begin according to the provisions of the Budget Repair Law.
- Wages will be frozen at the 2008-2009 rates: \$13.02, \$13.93, \$14.78, or \$16.10 per hour.
- A stipend in the amount of \$225,000 will be applied among all members of the bargaining unit.
- This Agreement expires June 30, 2011.

**Budget:** The base cost to this unit is \$4.3 million per year, which remains flat throughout the two year cast-forward casting period. The one-time payment of \$225,000 in stipend does not add to the base wage.

**Recommended Board Motion:**

That the Board of Education approves the 2009-2011 Agreement, as negotiated, with the E.PLUS.A.

**OR**

That the Board of Education approves a resolution that, because of legislation adopted by 2011 Wisconsin Act 10 (Budget Repair Law), and due to the fact that the school district is no longer obligated to negotiate a contract other than base wages, the parties agree to a base wage freeze for the 2009-2011 contract period. The Board of Education agrees to the contract already in place through June 30, 2011, and all other conditions of the previous Collective Bargaining Agreement as modified and summarized above.