

Farmington Public Schools and Farmington Education Support Personnel
Tentative Agreement
4.8.2019

1. Current 2016-2019 Master Agreement shall be extended through June 30, 2020, with the following changes.
2. All ESP employees who are on steps and who were on the payroll as of March 1, 2019, shall receive one (1) full step advancement effective at the beginning of their 2019-2020 school year. Employees at the top of the schedule as of the beginning of the 2018-2019 school year will receive a 1% off schedule payment to be paid in the first payroll period of the second semester, based on base contract (contractual – hourly wages times the number of hours per day times the number of days per year) for the 2019-2020 school year.
3. Article V.M.1 shall remain unchanged, except that the following language:

“For 10 month paraprofessionals above:

- a. Reduction of one (1) paid vacation day in exchange for one (1) Professional development day in August 2017-2018.
- b. Reduction of one (1) additional paid vacation day in exchange for the equivalent of one (1) additional Professional Development day provided over the course of the year (TBD) in 2018-2019.”

shall be modified to read as follows:

“For 10 month paraprofessionals above and hired before June 2017:

- a. Reduction of one (1) paid vacation day in exchange for one (1) Professional development day in August 2019-2020.
- b. Reduction of one (1) additional paid vacation day 2019-20.
- c. Payment of a signing bonus to 10-month paraprofessionals hired prior to June 2017 equivalent to one days’ pay (based on the employee’s hourly wage times the number of hours per day) to be paid on December 6, 2019.
- d. The provisions in subsection a through c above shall sunset on June 30, 2020.”

Example: A 10-month paraprofessional who began with FPS in the 2012-2013 school year accrues 8 days of vacation during the course of 2018-2019 for 2019-2020. Those days will be reduced by two paid vacation days, leaving 6 vacation days for the 2019-2020 school year. One of the reduced vacation days will be exchanged for a Professional Development day in August during the 2019-2020 school year. The paraprofessional shall also receive a signing bonus equal to one day’s pay on December 6, 2019.


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4. There shall be continuation of the current Health Care coverage as agreed upon by the Insurance Advisory Committee per Article V.K.7. of the Master Agreement.

It is further understood that agreement on this contract extension is contingent upon ratification by the Union membership and approval by the Board of Education.

For the District:

 4.8.2019

 4/8/2019

For the Union:

 4/8/2019

 4/8/2019