

TENTATIVE AGREEMENT

JULY 30, 2008

BETWEEN THE UTICA TEACHERS ASSOCIATION AND THE UTICA CITY SCHOOL DISTRICT

ISSUE #1: HEALTH INSURANCE

Effective upon ratification of this successor agreement, any bargaining unit member hired after December 31, 1977 and before June 30, 2011 shall pay 10% of the cost of an individual health plan and/or 40% of the cost of the blended rate for dependent or family coverage, pursuant to the conditions herein below.

Any bargaining unit member hired after December 31, 1977 and before June 30, 2011 who retires on or after the ratification of this successor agreement may elect to receive health insurance benefits and shall pay 10% of the cost of an individual health plan and/or 40% of the cost of the blended rate for dependent or family coverage, pursuant to the conditions herein below. In order to qualify for health insurance benefits at retirement, an employee must have provided a total of ten (10) years service to the Utica City School District at the time of retirement.

Effective upon ratification of this successor agreement, any bargaining unit member hired on or after June 30, 2011 shall pay 20% of the cost of an individual health plan and/or 50% of the cost of the blended rate for dependent or family coverage, pursuant to the conditions herein below.

Any bargaining unit member hired on or after June 30, 2011 who retires after the ratification of this successor agreement may elect to receive health insurance benefits and shall pay 20% of the cost of an individual health plan and/or 50% of the cost of the blended rate for dependent or family coverage, pursuant to the conditions herein below. In order to qualify for health insurance benefits at retirement, an employee must have provided a total of ten (10) years service to the Utica City School District at the time of retirement.

The health insurance benefits for all active employees and retirees shall be amended so that the prescription drug benefit for all plans shall be a three tier co-payment system as follows: \$5/\$20/\$35 for retail (30-day supply) and \$10/\$40/\$70 for mail order (90-day supply). This prescription drug benefit shall not include step therapy or preauthorization.

The Utica City School District will only pay the premium paid for a retiree's health insurance coverage for a plan at the same or lower level as the plan utilized by the employee when he/she was an active employee at the time of retirement. For example, if an employee had single coverage while employed at the time of retirement, the District will not pay any additional premium to increase said coverage to include a spouse or other dependents after retirement.

A retiree and his/her spouse receiving health insurance coverage pursuant to this section must make application for Medicare as the primary insurer, upon thirty (30) days of reaching the

eligibility age for Medicare. Upon qualifying for Medicare, the District's health insurance plan shall become secondary coverage.

Any employee hired after December 31, 1977, ^{with RC GA} who retired prior to ratification of this agreement and who has maintained district sponsored health insurance at his/her own cost without a break in coverage, shall be provided health insurance at the rates referenced above. In order to qualify for these health insurance benefits, the employee must have provided a total of ten (10) years service to the Utica City School District at the time of retirement.

ISSUE #2: WAGES

The 2006 - 2007 Salary Schedules shall be increased by 1% retroactive to June 30, 2007 to create the 2007 - 2008 Salary Schedule.

The 2007 - 2008 Salary Schedule shall be increased by 1.9% to create the 2008 - 2009 Salary Schedule.

The 2008 - 2009 Salary Schedule shall be increased by 1.3% to create the 2009 - 2010 Salary Schedule.

The 2009 - 2010 Salary Schedule shall be increased by 1.3% to create the 2010 - 2011 Salary Schedule.

ISSUE #3: HOURLY RATE

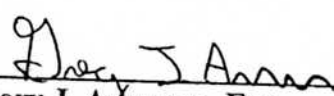
Effective July 1, 2008, the hourly rate for additional instructional work shall increase to \$25.00 per hour.

Effective July 1, 2010, the hourly rate for additional instructional work shall increase to \$26.00 per hour.

ISSUE #4: TERM

The term of the new agreement shall be from July 1, 2007 through June 30, 2011.

For the District:




Gregory J. Amoroso, Esq.

For the Union:



William Morgan



Laurence Custodero