

AMENDMENT #1

In accordance with Article XXIV of the Agreement Between the Obion County Board of Education and the Obion County Education Association, which provides, “The parties shall negotiate salaries, insurance, fringe benefits, and any revisions of Article XXI, Teacher Dress Code, during years two (2) and three (3) of this agreement,” the parties agree as follows:

1. Beginning with the 2008 – 2009 fiscal year, the longevity supplement is improved as follows:

Years of Teaching Experience	Longevity Supplement thru June 30, 2008	Improvement	Longevity Supplement Effective July 1, 2008
20 – 24	\$225	\$175	\$400
25 – 29	\$275	\$175	\$450
30 – 34	\$325	\$175	\$500
35 Plus	\$325	\$225	\$550

The total cost of this improvement, including matching payroll taxes, is \$23,906.

2. Beginning with the 2008 – 2009 fiscal year, the employer match on family health insurance is improved by \$25 per month, \$300 annually. The total cost of this improvement is approximately \$49,200.
3. Beginning with the 2008 – 2009 fiscal year, the employer match on single health insurance is improved by \$10 per month, \$120 annually. The total cost of this improvement is approximately \$12,000.
4. During the 2008 – 2009 fiscal year, the State of Tennessee has approved a teacher bonus based on \$400 per BEP position, which will be distributed equally to all teachers of record as of a date yet to be announced. For the 2008 – 2009 fiscal year, the Board of Education has budgeted to receive approximately \$3,375,000 in local option sales tax. The local option sales tax is a key indicator of the state of the economy. Pending revenue collections for the local option sales tax being equal to or greater than budget projections when the State distributes its bonus, the Obion County Board of Education will match the State bonus with a local bonus. The total cost of this improvement is potentially \$124,964, based on a State bonus of \$350. If, however, the economy continues to weaken, the parties agree to renegotiate the local bonus.

The Parties further agree, that if the Obion County Commission adopts a local raise that is added to the local portion of the System’s salary schedule, the amount of the above-noted bonus will be reduced accordingly. A one percent (1%) local raise costs the System approximately \$10,874; therefore, for each percentage increase, this percentage amount will be reduced from the total bonus amount.

The provisions of this agreement, as outlined above, parallel the Board's commitment to provide competitive salaries and benefits for Obion County teachers.

The provisions of this agreement are pending subject to approval of the Obion County Board of Education and funding by the Obion County Commission

Agreement:

Bennett Kirk, OCEA Chief Negotiator

Nancy Hamilton, Board Chief Negotiator

Date

Date

2007-2010