

School Board Meeting:

May 29, 2012

Subject:

2011-13 Custodial Contract

Presenter:

Moreen Martell

SUGGESTED SCHOOL BOARD ACTION:

Recommend Board approval of the 2011-13 Labor Agreement between Independent School District No. 877 and School Services Employees Local 284, AFL-CIO (Custodian, Maintenance, Grounds, A.V. Technician, Laundry and Warehouse)

DESCRIPTION:

On September 12, 2011, the school district began negotiations with members of the Custodian, Maintenance, Grounds, A.V. Technician, Laundry and Warehouse negotiations committee to meet and negotiate a Labor Agreement covering 2011-13. Laurie Stammer is the exclusive representative from Local 284, School Service Employees. Local representatives included: Dan Manz, Dave Poirier, Brian Warzetha and Pat Pawelk. The School District was represented by Moreen Martell, Eric Hamilton and Board Members Patti Pokorney and Melissa Brings. Following seven sessions, a tentative agreement has been reached and the Union's ratification vote was held on Wednesday, April 25, 2012.

Contract language changes in the 2011-13 Labor Agreement are outlined below:

- The number of employees per building who can be on vacation at one time was increased.
- To qualify for an incentive day, custodians must not use sick leave for six consecutive months. Now it also includes the use of any unpaid days.
- A provision has been added to allow elected officers or appointed representatives time off to conduct union duties per MN Statute.
- The pool allowance will be paid on the first of the month after passing the examination instead of July 1st.
- Cell phone reimbursement will be provided to district maintenance employees effective July 1, 2012.

Compensation changes in the 2011-13 Labor Agreement are outlined below:

- Year 1 salary schedule improvement including differential payments of 1.75%.
- Year 2 salary schedule improvement including differential payments of 1.00%.
- There is no increase in the district contributions for health insurance for individual or dependent premiums in year 1 or year 2.
- There is no change to severance benefits in year 1 or year 2.
- Total Package 4.67%