

**BEMIDJI AREA SCHOOLS
BEMIDJI, MINNESOTA**

DATE : JANUARY 27, 2025

TO: BOARD OF EDUCATION

FROM: JORDAN HICKMAN, DIRECTOR OF HUMAN RESOURCES

SUBJECT: TENTATIVE AGREEMENT WITH THE BEMIDJI EDUCATION
SUPPORT PROFESSIONALS BARGAINING UNIT FOR 2023-2025

COMMENT:

A tentative settlement agreement has been reached with the Bemidji Education Support Professionals (BESP). I have received notification that the tentative agreement has been approved by a vote of the BESP membership.

It is important to note that the District has always maintained that fair compensation within our means is an important bargaining principal. To ensure our ability to attract and retain quality staff, the District is committed to providing the best possible compensation for our employees within the means available. Wage adjustments are necessary to improve our ability to recruit new employees and retain current staff.

A copy of the tentative agreement has been provided to you. For your convenience, all additions to the contract are in bold print. A summary of the agreement is as follows:

1. The salary schedule was increased by 2% for 2023-2024 and \$1.00 per hour for 2024-2025.
2. The District health insurance contribution remains unchanged at a maximum District contribution of \$845.00 per month. Effective July 1, 2024, the District shall contribute an additional \$165 per month for those with family health insurance coverage.
3. Update language regarding union dues and bargaining unit rights to reflect legislative changes.
4. Add Juneteenth as a holiday to reflect legislative changes.
5. Increase the Bus Monitor Premium pay from \$3.30 per hour to \$4.50 per hour effective July 1, 2024.
6. Increase Longevity rates of pay effective July 1, 2024.

7. Add language regarding compensation of temporary leave for qualified members of this unit who accept short-call or long-term substitute assignments to teaching positions.
8. Other items of agreement: update language to reflect changes in the definition of “immediate family” under state safe and sick legislation.

Summary:

The total package increase for the two years is 5.39% based on the Minnesota School Board Association (MSBA) costing model. The projected total two year cost for this agreement is \$1,036,059.22. This includes all costs for salary steps, longevity steps, insurance premium contributions, PERA contributions, FICA and other fringe benefits. A copy of the tentative agreement accompanies this memorandum.

I would like to thank the BESP unit negotiating team for the time and energy they dedicated to the negotiations process.

ACTION:

The motion was offered by _____, seconded by _____, and carried () to approve the provisions of SBR 200-20-1, the employment agreement between Independent School District No. 31 and the Bemidji Education Support Professionals (BESP) for the period July 1, 2023, through June 30, 2025.