

**BEMIDJI AREA SCHOOLS  
BEMIDJI, MINNESOTA**

**DATE :** NOVEMBER 20, 2023

**TO :** BOARD OF EDUCATION

**FROM :** DR. JEREMY OLSON, SUPERINTENDENT OF SCHOOLS  
JORDAN HICKMAN, DIRECTOR OF HUMAN RESOURCES

**SUBJECT:** BUS TECHNICIAN/DIESEL MECHANICS TERMS & CONDITIONS OF  
EMPLOYMENT FOR 2023-2025

**COMMENT:**

Attached please find the terms and conditions of employment for Bus Technician/Diesel Mechanics. The following changes are recommended:

1. The salary schedule was increased by \$1.00 per hour for 2023-2024 and 2.5% for 2024-2025.
2. The District health insurance contribution remains at a maximum District contribution of \$845.00 per month for 2023-2024 and increases to \$885.00 per month for 2024-2025.
3. Grant twenty-five (25) days of vacation after 20 years of service effective July 1, 2024.
4. Add Juneteenth as a holiday to reflect legislative changes.
5. Effective July 1, 2024, allow us of the District insurance contribution to include Long Term Disability and/or Short Term Disability insurance.
6. Increase the “ASE” stipend by \$0.50 per hour effective January 1, 2024.
7. Update language to reflect changes in the definition of “immediate family” under state safe and sick legislation.

**Summary:**

The estimated total two year cost for this group is \$29,823.78 and is consistent with the established pattern of settlements with District bargaining groups. This includes all costs for salary steps, insurance premium contributions, PERA contributions, FICA, and other fringe benefits.

**ACTION:**

The motion was offered by \_\_\_\_\_, seconded by \_\_\_\_\_, and carried ( ) to approve the provisions of the terms and conditions of employment for the Bus Technician/Diesel Mechanics for the period July 1, 2023, through June 30, 2025.