

**School Board Meeting:**

April 26, 2010

**Subject:**

2009-11 Custodial Contract

**Presenter:**

Moreen Martell

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**SUGGESTED SCHOOL BOARD ACTION:**

Recommend Board approval of the 2009-11 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 23, 2009, 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 2009-11. Laurie Stammer is the exclusive representative from Local 284, School Service Employees. Local representatives included: Dan Manz, Dave Poirier, Kevin Underberg, Bill Bartlett, Brian Warzetha, and Pat Pawelk. The School District was represented by Moreen Martell, Eric Hamilton and Board Members Jeff Mattson and Melissa Brings. Following seven sessions, a tentative agreement has been reached and the Union's ratification vote was held on Wednesday, March 31, 2010.

The employees understand the district's financial situation. They are the final employee group joining all other employees in the 2009-10 wage freeze. Salaries will remain the same as their 2008-09 salaries; however, custodians eligible for a 2009-10 step increase or longevity increment will receive their step or longevity increment.

There are limited language changes in the 2009-100 Labor Agreement. A summary of the revisions/changes is outlined below:

- 2% salary schedule improvement in the second year including longevity and differentials.
- Individual health insurance premiums will increase \$236 the first year to cover the 4% increase. The district's contribution increased from 83.1% to 83.8%. In year 2 it is scheduled to increase a maximum of \$205 to cover an estimated 4% increase or a contribution of 83.8% whichever is the lesser amount.
- Dependent health insurance premiums will increase \$654 the first year to cover the 4% increase. The district's contribution increased from 46% to

48.1%. In year 2 it is scheduled to increase a maximum of \$331 per year to cover an estimated 4% increase or a contribution of 48.1% whichever is the lesser amount.

- Accrued sick leave days for the purpose of severance increased from 95 to a maximum of 100 days.
- Full-time employees will be eligible for dental insurance upon hire.
- Other minimal language changes were made for clarification of existing contract language.
- Total Package 3.35%