

I recommend approving the Agreement Between ISD 726 and the BEA Effective July 1, 2017 Through June 30, 2019 (attached.) Negotiators for the Becker School District and the Becker Education Association reached two, two-year contract agreements for the 2017-19 and 2019-21 school years.

- I. The total package for each of the four years is as follows:
17-18 – 3.49%, 18 - 19 - 3.24%, 19-20 – 3.69%, 20-21 – 3.7%.
- II. The beginning teacher salary for the first year of the agreement is \$39,081 and \$41,881 for the fourth year of the agreement.
- III. The district health insurance stayed the same for the first two years of the agreement at \$750 per month for single and \$1,650 per month for family. The district health insurance contribution for the last two years of the contract increased to \$775 for single and \$1,700 for family.
- IV. A cap was imposed to contain future health insurance costs beginning in year 3 of the agreement. District HSA contributions will not exceed 125% of the plan deductible.
- V. Schedule D was removed from the contract. The pay rates for officials, track workers, announcers, etc. will now be established by the school district.
- VI. Schedule C salaries (co-curricular) were increased by 10%.
- VII. The amount of experience granted to new teachers was increased from 6 years to 12 years of experience. This will benefit the district in attracting teachers for difficult to fill positions.