

D. Negotiators for the Local 284 Multi-Unit and the School District reached a tentative contract agreement on July 9th. The term is July 1, 2018 through June 30, 2020. The total package cost increase averages 3.1% for each year of the contract. The ratification document prepared by the union showing the changes to the contract is attached. The tentative agreement was approved by the Local 284 Multi-Unit Union on July 26th. **The Classified Negotiations Committee (Aaron, Bryan, Jason) and I recommend that the school board approve the agreement.**

# ***Tentative Agreement***

ISD 726 Becker  
and  
Multiple Unit Employees, SEIU Local 284

## ***2018-2020 Contract Changes***

Proposed changes/additions= **Bold, Italicized & Underlined.**

Proposed Deletions= ~~striketrough~~

**Two-year contract 2018-2020**; change all applicable dates.

On cover and throughout document change ~~School Service Employees Local 284~~ to: **Service Employees International Union, Local 284.**

### **ARTICLE VII INSURANCE**

**Section 2.** Health and Hospitalization Insurance. The School District shall contribute 100% of a single coverage premium not to exceed \$750 monthly and 80% of a dependent coverage premium not exceed \$1,650 monthly. Effective for ~~2019-20~~ plan year, the School District shall contribute 100% of a single coverage premium not to exceed **\$775** monthly and 80% of a dependent coverage premium not exceed **\$1,700** monthly.

If an employee of this bargaining unit selects a plan that meets Internal Revenue Service requirements to be used in conjunction with a Health Savings Account (HSA), the School District will contribute the following amounts on a monthly basis: \$750 for single coverage and \$1,650 for dependent coverage. Effective for ~~2019-20~~ plan year, the School District shall contribute **\$775** for single coverage and **\$1,700** for dependent coverage. The amounts will first be applied to the insurance premium. The remaining amount if any shall be paid by the School District into a Health Savings (HSA) in the employee's name on a monthly basis. The employee may choose to contribute to their HSA account through payroll deduction up to the applicable IRS limits.

### **ARTICLE X VACATIONS AND HOLIDAYS**

**Section 2.** **Earned Vacations.**

**Subd. 2.** If the employee resigns before completing a full year of service, he/she shall not be entitled to any vacation pay, and he/she shall have the salary paid for any vacation days taken deducted from his/her final check. An employee who has completed at least one year of service shall be entitled to receive the prorated pay for unused vacation time provided such employee provided the School District with at least two (2) weeks' advance written notice of his/her resignation time. **Upon retirement, any unused vacation time shall be paid out to the employee. In the event of the death of an employee, unused vacation time shall be paid to the beneficiaries of the employee.**

**Section 7.** Paid Holidays. Full-time employees shall be granted the following paid holidays: Independence Day, Labor Day, Thanksgiving Day, Friday Following Thanksgiving Day, Christmas Eve Day, Christmas Day, New Year's Day, Martin Luther King Day or Presidents' Day or a Floater\*, Good Friday, Memorial Day.

**Any hours worked on Easter Sunday will be paid at the rate of double time (2 times rate of pay).**

This will apply to holidays falling within the period of employment. Less than 12-month employees shall be granted the following paid holidays:

Labor Day	Thanksgiving Day	Christmas Day	Good Friday
	<b><u>New Year's Day</u></b>	Memorial Day	

## **ARTICLE XI DISCIPLINE, DISCHARGE AND PROBATIONARY PERIOD**

**Section 2.** Probationary Period; Change of Classification **or position.** In addition to the initial probationary period, an employee transferred or promoted to a different classification shall serve a new probationary period of three (3) calendar months in any such new classification **or position.** During this three (3) month probationary period, if it is determined by the School District that the employee's performance in the new classification is unsatisfactory, the School District shall have the right to reassign the employee to his or her former classification **or position.**

## **ARTICLE XII VACANCIES**

**Section 1.** Vacancies. New positions or vacancies of more than thirty (30) days duration will be posted for period of five (5) working days. The senior most qualified applicant within the department will be assigned thereto within ten (10) days after the completion of the application/interview process. Applicants for posted positions must submit their bid to the proper office ~~in writing~~. Duplicate copies of all bids will be delivered to the steward of the unit by the District at the close of the posting. Successful applicants shall be placed on the next higher pay rate nearest their old pay rate.

The building principal's secretary and the assistant principal's secretary position is exempt from this article. Once the building principal's secretary and/or the assistant principal's secretary vacancy is posted, an interview committee shall be formed to interview candidates for said vacancy. Said committee shall include, but not be limited to, the union steward of the exclusive representative and one secretarial member selected by the bargaining unit. All bargaining unit members that apply for said vacancy shall be interviewed for the position prior to any outside candidates. The interview committee will make a recommendation to the building principal and/or assistant building principal who shall make the final hiring decision recommendation to the board of education.

## **ARTICLE XVIII MATCHING ANNUITY PROGRAM**

**Section 2.** Use of Program. Eligible employees must use this program during the election period or lose it for that year. Election of the carrier and amount of matched annuity must be made by the first Monday in October. The employee must complete a salary reduction authorization prior to any contribution being made. **Once an employee has elected to participate in the Matching Annuity Program, their participation shall continue until the employee notifies the School District of any changes. The salary reduction authorization must also be completed whenever necessary to assure a dollar-for-dollar match as the match amount increases due to meeting years of service requirements.**

## APPENDIX A      BASIC SALARY SCHEDULE

**STEP ADVANCEMENT;** All employees shall advance one step on the salary schedule on July 1 of each year, if the employee has been employed six months or longer on July 1.

Employees shall be paid wages according to the schedules below for work in the departments and within classifications listed.

### MAINTENANCE DEPARTMENT/BUILDING & GROUND

CUSTODIAN		CUSTODIAN ASST.*	
<u>2018-19</u>	<u>2019-20</u>	<u>2018-19</u>	<u>2019-20</u>
<u>16.21</u>	<u>16.41</u>	<u>12.84</u>	<u>13.04</u>
<u>16.69</u>	<u>16.89</u>	<u>13.35</u>	<u>13.55</u>
<u>17.18</u>	<u>17.38</u>	<u>13.87</u>	<u>14.07</u>
<u>17.69</u>	<u>17.89</u>	<u>14.42</u>	<u>14.62</u>
<u>18.22</u>	<u>18.42</u>	<u>14.99</u>	<u>15.19</u>
<u>18.77</u>	<u>18.97</u>	<u>15.59</u>	<u>15.79</u>
<u>19.31</u>	<u>19.51</u>	<u>16.21</u>	<u>16.41</u>
<u>19.90</u>	<u>20.10</u>	<u>16.85</u>	<u>17.05</u>
<u>20.49</u>	<u>20.69</u>		
<u>21.09</u>	<u>21.29</u>		
<u>21.72</u>	<u>21.92</u>		
<u>22.37</u>	<u>22.57</u>		
<u>23.04</u>	<u>23.24</u>		
<u>23.74</u>	<u>23.94</u>		
<u>24.44</u>	<u>24.64</u>		
<u>25.16</u>	<u>25.36</u>		
*The parties agree there will be no new hires in the custodian assistant classification			

Day Lead

\$0.78 per hour add'l

Night Lead/ ***Grounds Lead (during summer months when leading a crew).***

\$0.66 per hour add'l

### PARAPROFESSIONALS

### **MEDIA ASSISTANT**

<u>2018-19</u>	<u>2019-20</u>		<u>2018-19</u>	<u>2019-20</u>
<u>16.21</u>	<u>16.41</u>		<u>16.21</u>	<u>16.41</u>
<u>16.69</u>	<u>16.89</u>		<u>16.69</u>	<u>16.89</u>
<u>17.18</u>	<u>17.38</u>		<u>17.18</u>	<u>17.38</u>

<u>17.69</u>	<u>17.89</u>		<u>17.69</u>	<u>17.89</u>
<u>18.22</u>	<u>18.42</u>		<u>18.22</u>	<u>18.42</u>
<u>18.77</u>	<u>18.97</u>		<u>18.77</u>	<u>18.97</u>
<u>19.31</u>	<u>19.51</u>		<u>19.31</u>	<u>19.51</u>
<u>19.90</u>	<u>20.10</u>		<u>19.90</u>	<u>20.10</u>
<u>20.49</u>	<u>20.69</u>		<u>20.49</u>	<u>20.69</u>
<u>21.09</u>	<u>21.29</u>		<u>21.09</u>	<u>21.29</u>
<u>21.72</u>	<u>21.92</u>		<u>21.72</u>	<u>21.92</u>
<u>22.37</u>	<u>22.57</u>		<u>22.37</u>	<u>22.57</u>
<u>23.04</u>	<u>23.24</u>		<u>23.04</u>	<u>23.24</u>
<u>23.74</u>	<u>23.94</u>		<u>23.74</u>	<u>23.94</u>
<u>24.44</u>	<u>24.64</u>		<u>24.44</u>	<u>24.64</u>
<u>25.16</u>	<u>25.36</u>		<u>25.16</u>	<u>25.36</u>

### CLERICAL DEPARTMENT- ADMINISTRATIVE ASSISTANT

<u>2018-19</u>	<u>2019-20</u>
<u>16.21</u>	<u>16.41</u>
<u>16.69</u>	<u>16.89</u>
<u>17.18</u>	<u>17.38</u>
<u>17.69</u>	<u>17.89</u>
<u>18.22</u>	<u>18.42</u>
<u>18.77</u>	<u>18.97</u>
<u>19.31</u>	<u>19.51</u>
<u>19.90</u>	<u>20.10</u>
<u>20.49</u>	<u>20.69</u>
<u>21.09</u>	<u>21.29</u>
<u>21.72</u>	<u>21.92</u>
<u>22.37</u>	<u>22.57</u>
<u>23.04</u>	<u>23.24</u>
<u>23.74</u>	<u>23.94</u>
<u>24.44</u>	<u>24.64</u>
<u>25.16</u>	<u>25.36</u>

### FOOD SERVICE DEPARTMENT

LEAD COOK / LEAD ALA CARTE		ASS'T COOK / ASS'T ALA CARTE / CASHIER		FOOD SERVICE ASS'T	
<u>2018-19</u>	<u>2019-20</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2018-19</u>	<u>2019-20</u>
<u>16.21</u>	<u>16.41</u>	<u>14.92</u>	<u>15.12</u>	<u>12.84</u>	<u>13.04</u>
<u>16.69</u>	<u>16.89</u>	<u>15.51</u>	<u>15.71</u>	<u>13.35</u>	<u>13.55</u>

<u>17.18</u>	<u>17.38</u>	<u>16.12</u>	<u>16.32</u>	<u>13.87</u>	<u>14.07</u>
<u>17.69</u>	<u>17.89</u>	<u>16.76</u>	<u>16.96</u>	<u>14.42</u>	<u>14.62</u>
<u>18.22</u>	<u>18.42</u>	<u>17.43</u>	<u>17.63</u>	<u>14.99</u>	<u>15.19</u>
<u>18.77</u>	<u>18.97</u>	<u>18.12</u>	<u>18.32</u>	<u>15.59</u>	<u>15.79</u>
<u>19.31</u>	<u>19.51</u>	<u>18.85</u>	<u>19.05</u>	<u>16.21</u>	<u>16.41</u>
<u>19.90</u>	<u>20.10</u>	<u>19.59</u>	<u>19.79</u>	<u>16.85</u>	<u>17.05</u>
<u>20.49</u>	<u>20.69</u>	<u>20.37</u>	<u>20.57</u>		
<u>21.09</u>	<u>21.29</u>				
<u>21.72</u>	<u>21.92</u>				
<u>22.37</u>	<u>22.57</u>				
<u>23.04</u>	<u>23.24</u>				
<u>23.74</u>	<u>23.94</u>				
<u>24.44</u>	<u>24.64</u>				
<u>25.16</u>	<u>25.36</u>				

Food Service Certification - ~~\$0.50~~ per hour additional.

**Effective July 1, 2018**

**Levels I & II - \$0.50 per hour**

**Levels III & IV - \$0.60 per hour**

**\*Pursuant to the new SNA Guidelines, starting July 1, 2018, current Level II employees will be recognized as new Level III's and Level III's will be recognized as new Level IV's, for hourly differential purposes, however, if the employee does not renew the certification prior to June 30, 2019, or resigns prior to renewing the certification, the salary difference in certification level will be deducted from the employee's pay.**

#### TECHNOLOGY & HEALTH PARAPROFESSIONALS

TECHNOLOGY PARA		HEALTH PARA	
<u>2018-19</u>	<u>2019-20</u>	<u>2018-19</u>	<u>2019-20</u>
<u>16.21</u>	<u>16.41</u>	<u>16.21</u>	<u>16.41</u>
<u>16.69</u>	<u>16.89</u>	<u>16.69</u>	<u>16.89</u>
<u>17.18</u>	<u>17.38</u>	<u>17.18</u>	<u>17.38</u>
<u>17.69</u>	<u>17.89</u>	<u>17.69</u>	<u>17.89</u>
<u>18.22</u>	<u>18.42</u>	<u>18.22</u>	<u>18.42</u>
<u>18.77</u>	<u>18.97</u>	<u>18.77</u>	<u>18.97</u>
<u>19.31</u>	<u>19.51</u>	<u>19.31</u>	<u>19.51</u>
<u>19.90</u>	<u>20.10</u>	<u>19.90</u>	<u>20.10</u>
<u>20.49</u>	<u>20.69</u>	<u>20.49</u>	<u>20.69</u>
<u>21.09</u>	<u>21.29</u>	<u>21.09</u>	<u>21.29</u>
<u>21.72</u>	<u>21.92</u>	<u>21.72</u>	<u>21.92</u>
<u>22.37</u>	<u>22.57</u>	<u>22.37</u>	<u>22.57</u>

<u>23.04</u>	<u>23.24</u>	<u>23.04</u>	<u>23.24</u>
<u>23.74</u>	<u>23.94</u>	<u>23.74</u>	<u>23.94</u>
<u>24.44</u>	<u>24.64</u>	<u>24.44</u>	<u>24.64</u>
<u>25.16</u>	<u>25.36</u>	<u>25.16</u>	<u>25.36</u>