

Negotiators for the Transportation Employees, Local 284 SEIU and the Becker School District have reached a tentative agreement on a contract with a term of July 1, 2018 through June 30, 2021. A document with the contract changes is attached. The district cost increase for the contract averages 3.2% for each of the three years. **The classified negotiations committee (Aaron, Bryan, Jason) and I recommend approving the contract.**

We have reached a tentative agreement with the school district on May 23, that we feel is a fair settlement offer that our bargaining team supports. Details below:

Three-year contract 2018-2021; change all applicable dates.

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

ARTICLE VI RATES OF PAY

SECTION 6. An employee in the Type III Bus Driver classification, Assistant Mechanic Classification or Lead Mechanic position shall advance one step on the Appendix A wage scale on ~~July 1, 2015, July 1, 2016 and July 1, 2017~~ **July 1, 2018, July 1, 2019, July 1, 2020.**

SECTION 7. An employee in the Bus Driver classification shall advance through the Appendix A wage scale in the following manner:

~~All Bus Drivers, irrespective of date of hire, shall remain at their current step during the 2015-16 and 2016-17 contract years.~~

All Bus Drivers shall advance one step on the Appendix A wage scale on July 1, 2018. In addition to this step advancement, a Bus Driver at Step 2 who was employed prior to July 1, 2015 shall be placed at Step 4 of the wage scale on July 1, 2018, provided that the employee was continuously employed as a Bus Driver by the school district for the period of July 1, 2015 to July 1, 2018.

This includes these six people: Patricia Alfuth, Ann Barringer, Steven Engelby, Joseph McDonough, James Steffen, and Jennifer Thomas. These 7 people will advance to Step 5 of the wage scale no later than July 1, 2019.

~~On June 30, 2018, a Bus Driver at Step 2 of the wage scale who was employed prior to July 1, 2015 shall be placed at Step 3 on the wage scale. Also on June 30, 2018, a Bus Driver at Step 3 of the wage scale who was employed prior to July 1, 2015 shall be placed at Step 5 of the wage scale. To be eligible for these step placements, the employee must have been continuously employed with the school district as a Bus Driver for the period of July 1, 2015 to June 30, 2018.~~

ARTICLE VII INSURANCE

INSURANCE

Section 1. Selection of Carrier. The selection of the insurance carrier and policy shall be made by the School District as provided by law.

Section 2. Health and Hospitalization Insurance. The School District shall contribute 100% of a single coverage premium not to exceed \$600 monthly and 80% of a dependent coverage premium not exceed \$1,454 monthly. Effective 2018-19, the School District shall contribute 100% of a single coverage premium not to exceed \$600 monthly and 80% of a dependent coverage premium not exceed \$1,454 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: \$600 for single coverage and \$1,454 for dependent coverage. Effective 2018-19, the School District shall contribute \$600 for single coverage and \$1,454 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 VIII LEAVES OF ABSENCE

SECTION 2. Personal Leave. An employee shall be granted two personal leave days per year. Personal leave may accumulate to ~~4~~ 5 days. A part-time transportation employee may earn personal leave on a pro-rate basis. A written request for personal leave is to be made to the Superintendent through the head supervisor at least three (3) days in advance. Except in emergencies where an oral request through the head supervisor and Superintendent will be considered. Approval will be given pursuant to the following conditions:

Subd. 1. One (1) sick leave day will be deducted for each personal leave day used.

Subd. 2. The day must be a full day, 1/3 day and/or 1/2 day.

Subd. 3. No more than one person in each job category may be on personal leave at the same time.

Subd. 4. Personal leave shall not be allowed on a day immediately prior to or after Thanksgiving, Christmas and Easter, unless granted by the Superintendent, or the first or last day of school, parent conferences, workshops, or in-service days.

Subd. 5. ~~Three~~ Five personal leave days may be used on consecutive days.

Subd. 6. If more than the allocated number of employees apply for any given day, the leave shall be granted in the order that the requests are received.

~~Subd. 7. Personal leave shall not be allowed for recreational purposes.~~

SECTION 8. Non-Reimbursed Leave. Non-reimbursed leave of absence that is not the result of illness shall be granted for a maximum of seven (7) days per year and unused days may be carried over to a maximum for a cumulative total of ten (10) days per year. Leave under this section shall also include a pro-rated reduction of benefits.

ARTICLE XIV SEVERANCE PAY

(Counter Proposal) SECTION 8. There shall be a cap of ~~\$17,500~~ \$20,000 on the combined total of all severance and School District 403b contributions. In the event that the total School District 403(b) contributions as stipulated by Article XV exceed the total amount of the retiring employee's severance payment as calculated according to ARTICLE XIV, Section 3, the district shall not require the employee to pay back the excess of the contribution balance.

ARTICLE XV MATCHING ANNUITY PROGRAM

SECTION 1. Effective July 1, 2002, the matching program annuity is available to all employees covered under this Agreement according to the schedule below. Employees may elect to enroll in the full match or the half match schedule.

Years of Service Completed In the School District	School District Yearly Match Full-Match	School District Yearly Match Half-Match
5 4-10	\$500.00	\$250.00
11-15	\$750.00	\$375.00

16 and above	\$1000.00	\$500.00

SECTION 2. Eligible employees must ~~use~~ **enroll in** this program during the election period or lose it for that year. **Once selection** ~~Election~~ of the carrier and amount of matching annuity **has been** ~~must be~~ made by the first Monday in October **the deductions will continue until the employee opts out of the plan.** The employee must complete a salary reduction authorization prior to any contribution being made.

9.DRUG TESTING

For drug and alcohol testing, whether random, required-by-law testings, or suspect testings, **all bus drivers will receive** one hour of pay at their appropriate "Driver Fulltime" rate shown in Salary Schedule A. will be provided. **Type III drivers will receive one hour of pay at their appropriate "Type III Driver" rate shown in Salary Schedule A.**

APPENDIX A – BASIC SALARY SCHEDULE

July 1, 2018 .5% plus steps, July 1, 2019 1% plus steps, July 1, 2020 1% plus steps

BUS DRIVERS – Per Route

	2017-2018	<u>2018-2019</u>	<u>2019-2020</u>	<u>2020-2021</u>
Step 1	\$37.39	<u>\$37.58</u>	<u>\$37.95</u>	<u>\$38.33</u>
Step 2	\$40.40	<u>\$40.60</u>	<u>\$41.01</u>	<u>\$41.42</u>
Step 3	\$43.47	<u>\$43.69</u>	<u>\$44.12</u>	<u>\$44.57</u>
Step 4	\$46.53	<u>\$46.76</u>	<u>\$47.23</u>	<u>\$47.70</u>
Step 5	\$49.62	<u>\$49.87</u>	<u>\$50.37</u>	<u>\$50.87</u>
Field Trips Per Hour (2 hr. minimum)	\$21.00	<u>\$21.11</u>	<u>\$21.32</u>	<u>\$21.53</u>
Half pay for non-driving time	\$10.83	<u>\$10.88</u>	<u>\$10.99</u>	<u>\$11.10</u>
Activity Route per trip	\$48.64	<u>\$48.88</u>	<u>\$49.37</u>	<u>\$49.87</u>
Driver – Full-time	\$25.03	<u>\$25.16</u>	<u>\$25.41</u>	<u>\$25.66</u>
Bus Maintenance Coord.	\$27.59	<u>\$27.73</u>	<u>\$28.01</u>	<u>\$28.29</u>
Sp. Ed. Summer School	\$41.77	<u>\$41.98</u>	<u>\$42.40</u>	<u>\$42.82</u>
BMC and FT driver/call back	2HR. Min.	<u>2HR. Min.</u>	<u>2HR. Min.</u>	<u>2HR. Min.</u>

TYPE III BUS DRIVERS – Per Hour

	2017-2018	<u>2018-2019</u>	<u>2019-2020</u>	<u>2020-2021</u>
Step 1	\$15.17	<u>\$15.25</u>	<u>\$15.40</u>	<u>\$15.55</u>
Step 2	\$16.05	<u>\$16.13</u>	<u>\$16.29</u>	<u>\$16.45</u>
Step 3	\$16.72	<u>\$16.80</u>	<u>\$16.97</u>	<u>\$17.14</u>
Step 4	\$17.60	<u>\$17.69</u>	<u>\$17.86</u>	<u>\$18.04</u>
Step 5	\$19.03	<u>\$19.13</u>	<u>\$19.32</u>	<u>\$19.51</u>