

School Board Meeting:

September 22, 2014

Subject:

2013-15 Custodial Contract

Presenter:

Moreen Martell

SUGGESTED SCHOOL BOARD ACTION:

Recommend Board approval of the 2013-15 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 January 27, 2014, 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 2013-15. Laurie Stammer is the exclusive representative from Local 284, School Service Employees. Local representatives included: Dan Manz, Jon Emery, Kevin Underberg and Tom Janzen. The School District was represented by Moreen Martell, John Heltunen and Board Members Patti Pokorney and Laurie Raymond. Following seven sessions, a tentative agreement was reached on August 24, 2014, and the Union's ratification vote affirming the agreement was held on Tuesday, September 16, 2014.

Contract language changes in the 2013-15 Labor Agreement as well as current practice changes are outlined below:

- A stipend has been added when an employee is required to be on call for a weekend special event. Advance written permission is required from the Director of Buildings & Grounds.
- Full-time employees will no longer be required to secure a second class license to move beyond Step 6.

Compensation changes in the 2013-15 Labor Agreement are outlined below:

- Year 1 and Year 2 salary schedule improvement and longevity increases of 2%.
- Year 1 and Year 2 Level I and Level II differential increases of 3%.
- Year 1 Individual Premium = 6.3% increase to remain at 73.4% of the premium and Year 2 Individual Premium = 1.1% to remain at 73.4% of the premium.
- Year 1 Dependent Premium = 6.3% increase to remain at 42.1% of the premium and Year 2 Dependent Premium = 1.1% to remain at 42.1% of the premium.
- Total Package 6.46%