

Red Wing Public Schools
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School Board Meeting Agenda Item

Topic: Custodial Agreement for 2021-22
Contact(s):
Presenter(s): Karsten Anderson, Superintendent

Nature of Action Requested

Board Action X
Board Information

Background Information

The Negotiations Committee and Minnesota Teamsters Public and Law Enforcement Employees' Union, Local #320 reached a tentative agreement on a contract for 2021-22. A clean copy is included in the board packet and a redline version is included as an attachment. Highlights include:

- 2% cost of living increase for custodians at the highest step. Larger increases for lower steps make the contract more competitive.
- Change in health insurance to require initial employee payment before district contributions are accessed. This reduction in school district contributions was converted into higher pay placed on steps.
- Increase in the probationary period from 6 to 12 months for new employees and those who changed groups.
- Change in transfer language giving the district transfer rights for Group A custodians between buildings and positions.

Jackie Paradis calculated the overall 2-year costs for the agreement to be \$169,800, which is \$23,200 over budget for the 2-year period. The additional amount is justified due to the requirement that custodians need to pay the initial amount for health insurance, the increase in the probationary period, and change transfer language changed, and increase in pay for beginning steps.

Recommendation

I move to approve the custodial agreement for 2021-22 as presented.