

**BEMIDJI AREA SCHOOLS
BEMIDJI, MINNESOTA**

DATE : NOVEMBER 20, 2023

TO: BOARD OF EDUCATION

FROM: JORDAN HICKMAN, DIRECTOR OF HUMAN RESOURCES

SUBJECT: TENTATIVE AGREEMENT WITH THE CUSTODIANS AND
MAINTENANCE PERSONNEL BARGAINING UNIT FOR 2023-2025

COMMENT:

A tentative settlement agreement has been reached with the Minnesota School Employees Association (MSEA) for Custodians and Maintenance Personnel. I have received notification that the tentative agreement has been approved by a vote of the MSEA for Custodians and Maintenance Personnel membership.

It is important to note that the District has always maintained that fair compensation within our means is an important bargaining principal. To ensure our ability to attract and retain quality staff, the District is committed to providing the best possible compensation for our employees within the means available. Wage adjustments are necessary to improve our ability to recruit new employees and retain current staff.

A copy of the tentative agreement has been provided to you. For your convenience, all additions to the contract are in bold print. A summary of the agreement is as follows:

1. The salary schedule was increased by \$0.70 per hour for 2023-2024 and 2.25% for 2024-2025.
2. The District health insurance contribution remains at a maximum District contribution of \$845.00 per month for 2023-2024 and increased to \$920.00 per month for 2024-2025.
3. Update language regarding union dues and bargaining unit rights to reflect legislative changes.
4. Add Long Term Disability and Short Term Disability insurance to the options employees may elect under the District's insurance program.
5. Increase the hourly boiler operator stipend effective July 1, 2024.
6. Add Juneteenth as a holiday to reflect legislative changes.

7. Eliminate obsolete job classifications (Laundry, Receiving Clerk and Arena Custodian) from the Salary Schedule.
8. Grant twenty-five (25) days of vacation after 20 years of service effective July 1, 2024.
9. Other items of agreement: update language to reflect changes in the definition of “immediate family” under state safe and sick legislation.

Summary:

The total package increase for the two years is 5.19% based on the Minnesota School Board Association (MSBA) costing model. The projected total two year cost for this agreement is \$279,540.94. This includes all costs for salary steps, longevity steps, insurance premium contributions, PERA contributions, FICA and other fringe benefits. A copy of the tentative agreement accompanies this memorandum.

I would like to thank the Custodians and Maintenance Personnel negotiating team for the time and energy they dedicated to the negotiations process.

ACTION:

The motion was offered by _____, seconded by _____, and carried () to approve the provisions of SBR 200-40-1, the employment agreement between Independent School District No. 31 and the MSEA for Custodians and Maintenance Personnel for the period July 1, 2023, through June 30, 2025 and to authorize the Superintendent or designee to sign the Memorandums of Understanding as indicated herein.