

School Board Meeting:

October 25, 2010

Subject:

2010-12 Office Personnel
Labor Agreement

Presenter:

Moreen Martell

SUGGESTED SCHOOL BOARD ACTION:

Recommend Board approval of the 2010-12 Labor Agreement between Independent School District No. 877 and Office Personnel Employees, SEIU Local 284

DESCRIPTION:

On August 9th the school district began negotiations with members of the Office Personnel negotiations committee to meet and negotiate a Labor Agreement covering 2010-12. Laurie Stammer is the exclusive representative from Local 284, School Service Employees. The School District was represented by Moreen Martell, Brandon Prell and Board Members Doug Olson and Sue Lee. In addition to Laurie, local office personnel representatives included: Kathy Quady-Union Steward – BHS, Traci Pederson-Union Steward – BHS, Melissa Steward – HES, Kim Young – DO and Marlys Durand – BCMS. Following four sessions, a tentative agreement was reached and a favorable Union ratification vote was held on Tuesday, October 19, 2010.

Contract language changes in the 2010-12 Labor Agreement are outlined below.

- Two emergency days per year were eliminated for one personal reason day per year.
- Severance pay and the severance incentive is sunset and will not be applicable for new employees whose service begins on or after July 1, 2011.

Compensation changes in the 2010-12 Labor Agreement are outlined below:

- Year 1 salary schedule increases in the steps range from 2.01% to 2.06% or \$.28 per hour to \$.39 per hour
- Year 1 added longevity pay
After 7 years=no increase; After 14 years=.01 added; After 20 years=\$.01 added
- Year 2 salary schedule increases in the steps range from 1.73% to 1.78% or \$.24 per hour to \$.35 per hour
- Year 2 Increase in longevity pay
After 7 years=no increase; After 14 =no increase; After 20 years=\$.01 added
- Health Insurance
Year 1 Dependent Premium = increase to remain at 55.76%; Individual Premium= increase to remain at 100%
Year 2 Dependent Premium = 7% increase or 55.76% whichever is the lesser amount; Individual Premium = 7% increase or 100% whichever is the lesser amount
- Total Package 5.79%