

School Board Meeting:

June 22, 2020

Subject:

2019-21 Custodial Contract

Presenter:

**Evan Ronken, Director
Human Resources**

SUGGESTED SCHOOL BOARD ACTION:

Recommend Board approval of the 2019-21 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 September 10, 2019, 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 2019-21. Laurie Stammer is the exclusive representative from Local 284, School Service Employees. Local representatives included: Dan Manz, Kevin Underberg, Troy Beise, Tim Domka and Joe Barthel. The School District was represented by Evan Ronken, John Heltunen and Board Members Melissa Brings and Laurie Raymond. Following seven sessions, a tentative agreement was reached on May 6, 2020 and the Union's ratification vote affirming the agreement was held on June 4, 2020.

Contract language changes in the 2019-21 Labor Agreement as well as current practice changes are outlined below:

- Custodial rates were transitioned from monthly to hourly rates.
- Other minor changes to clarify existing language.

Compensation changes in the 2019-21 Labor Agreement are outlined below:

- Year 1 salary schedule improvement of 2.0%.
- Year 2 salary schedule improvement of 2.0%.
- Year 1 Individual Premium district contribution increase of 4.0%.
Year 2 Individual Premium district contribution increase of 4.0%
- Year 1 Dependent Premium district contribution increase of 9.0%.
Year 2 Dependent Premium district contribution increase of 9.0%
- A new differential level was added for the Buffalo High School Head Engineer.
- Total Package 7.74% (MSBA 5.70%)

ATTACHMENTS:

- 2019-20 Labor Agreement