

**BEMIDJI AREA SCHOOLS  
BEMIDJI, MINNESOTA**

**DATE :** MAY 16, 2016

**TO :** BOARD OF EDUCATION

**FROM :** DR. JAMES A. HESS, SUPERINTENDENT OF SCHOOLS  
JORDAN HICKMAN, DIRECTOR OF HUMAN RESOURCES

**SUBJECT:** BUS TECHNICIAN/DIESEL MECHANICS TERMS & CONDITIONS OF  
EMPLOYMENT FOR 2015-2017

**COMMENT:**

Attached please find the terms and conditions of employment for Bus Technician/Diesel Mechanics. The following changes are recommended:

1. Increase the salary schedule by 2.5% for 2015-2016 and \$0.70 per hour for 2016-2017.
2. Insurance: The District insurance contribution remains unchanged at a maximum District contribution of \$745.00 per month for each year of the agreement and allows employees to elect health and/or dental coverage beginning September 1, 2016.
3. Revise the definition of "immediate family" for sick leave to include "or any member of the employee's household."
5. Extend the existing tool and boot allowance for 2015-2016, but eliminate this benefit effective July 1, 2016, and shift the dollars previously expended on this benefit to increase the hourly stipend for mechanics holding Automotive Service Excellence (ASE) certification from \$0.90 per hour to \$1.20 per hour effective July 1, 2016.
6. Increase the maximum annual match under the Matching Plan to \$2,500.00 effective July 1, 2016, and raise the lifetime District match from \$25,000 to \$30,000.

Additionally, the members of this group have been notified of the District's intent to sunset the Double Gold health insurance plan option on June 30, 2017, and eliminate the past practice of providing a third payroll date each December.

**Summary:**

The estimated total two year cost for this group is \$21,029.97 for a two year settlement of 4.16% based on the Minnesota School Board Association (MSBA) costing model. This includes all costs for salary steps, insurance premium contributions, PERA contributions, FICA, and other fringe benefits.

**ACTION:**

The motion was offered by \_\_\_\_\_, seconded by \_\_\_\_\_, and carried ( ) to approve the provisions of the terms and conditions of employment for the Bus Technician/Diesel Mechanics for the period July 1, 2015, through June 30, 2017.