



Board Meeting Date: 5/23/2023

Title: Proposed 2022-2024 Collective Bargaining Agreement Between Independent School District 273 and the Service Employees International Union No. 284, Buildings, Grounds, and Maintenance Employees

Type: Action

Presenter(s): Sonya Sailer, Director of Human Resources; and Mert Woodard, Director of Business Services

Description: The School District's buildings, grounds, and maintenance employees have ratified a tentative agreement for a two-year contract effective July 1, 2022 through June 30, 2024. This is the first agreement for this bargaining unit that does not include transportation employees. The District's custodial and transportation employees petitioned the Minnesota Bureau of Mediation Services (BMS) to divide their bargaining unit into two units, which was accepted by the BMS last August. This Board approved a 2022-2024 collective bargaining agreement with the District's transportation employees in January of this year.

The proposed terms and conditions of employment are reflected in the attached agreement with bold font used to represent new language and strikethrough font used to show language to be removed from the contract as a part of the tentative agreement. Highlights of the proposed agreement include:

1. Step advancement for eligible employees in both years of the agreement.
2. A market adjustment for non-custodian positions and a two and one-half (2.5) percent improvement to the wage scale for all positions in both years of the agreement.
3. Elimination of all wage differentials except for Saturday and Sunday differentials.
4. Double-time for custodial hours worked on Sundays.
5. A continuation of the current \$250.00 incentive for recruiting new custodians.
6. Term life and accidental death and dismemberment insurance provided to eligible custodians within the bargaining unit in the same coverage amounts as eligible non-custodians within the unit.
7. One (1) additional paid holiday for 12-month employees beginning in the first year of the agreement to recognize Juneteenth.
8. No changes to the School District's monthly contribution towards health insurance.
9. New language to allow the School District to require medical documentation when concerned about a potential abuse of sick leave use.

The two-year total package for this proposed agreement is \$8,180,358, which represents an increase of \$318,027. Using the Minnesota School Board Association's costing formula, the two-year percentage increase is 6.92%. This amount is within the School Board's financial parameters for this collective bargaining agreement. Superintendent Stanley supports the recommendation.

Recommendation: Approved the proposed 2022-24 collective bargaining agreement.

Attachments:

1. DRAFT bold/strikethrough version of proposed 2022-24 contract with changes highlighted in yellow
2. Final clean copy of the proposed 2022-24 contract