

**School Board Meeting:**  
**Subject:**

October 22, 2012  
2012-14 Master Agreement  
Educational Support Professionals  
ESPs  
Moreen Martell

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**SUGGESTED SCHOOL BOARD ACTION:**

Recommend Board approval of the 2012-14 Master Agreement between Independent School District No. 877 and Education Minnesota - Buffalo, Educational Support Professionals, Local 7334, Affiliated with Education Minnesota, AFT, NEA, AFL-CIO

**DESCRIPTION:**

On June 28, 2012, the school district began negotiations with members of the Educational Support Professionals negotiations committee to meet and negotiate a Master Agreement covering 2012-14. Sandy Miller began as the exclusive representative from Education MN representing the ESPs and Anita Kerfeld completed the negotiations. The School District was represented by Moreen Martell, Jeff Olson and Board Members Laurie Raymond and Patti Pokorney. In addition to Sandy/Anita, local representatives included: Char VanBergen-Chief Employee Negotiator/Union President-BCMS, Carol Theis-BHS, Tracey VanLith-BHS, Linda Augustson-TES and Michelle Lancaster-BHS. Following 5 sessions, a tentative agreement was reached on September 26<sup>th</sup> and a favorable Union ratification vote was held in early October.

Contract language changes in the 2012-14 Master Agreement are outlined below.

- When school is closed and employees are on the job, with approval of their supervisor, an employee may be allowed to work their full day.
- Vacation accrual will increase from 5 day to 7 days in 2013-14.
- To be eligible for holiday pay, an employee must work the day after the holiday unless they are on an approved leave.
- A new provision was added which allows for a mutually agreed upon transfer of an employee between the union and the school district.
- All other changes were to enhance/clarify existing language.

Compensation changes in the 2012-14 Master Agreement are outlined below:

- Year 1 salary schedule increases in the steps are 1.50% or \$.18 to \$.24 per hour
- Year 1 increase in longevity pay of 9% to 25% or \$.05 per hour
- Year 2 salary schedule increase in the steps are 2.50% or \$.31 to \$.40 per hour
- Year 2 longevity pay – no increase
- Health Insurance  
Year 1 Dependent Premium = increase to 55.64%; Individual Premium = to remain at 100%
- Year 2 Dependent Premium = 6.10% increase or 58.19% of the premium - whichever is the lesser; Individual Premium = 6.10% or 100% of the premium – whichever is the lesser  
Total Package 6.62%