

School Board Meeting:

September 22, 2008

Subject:

2008-10 Office Personnel
Labor Agreement

Presenter:

Moreen Martell

SUGGESTED SCHOOL BOARD ACTION:

Recommend Board approval of the 2008-10 Labor Agreement between Independent School District No. 877 and Office Personnel Employees, SEIU Local 284, AFL-CIO

DESCRIPTION:

On June 19th the school district began negotiations with members of the Office Personnel negotiations committee to meet and negotiate a Labor Agreement covering 2008-10. Leif Grina is the exclusive representative from Local 284, School Service Employees. The School District was represented by Moreen Martell, Gary Theis and Board Members Dave Wilson and Sue Lee. In addition to Leif, local office personnel representatives included: Kim Goelz-Union Steward – NES, Traci Pederson – BHS, Kathy Quady – BHS, Melissa Steward – HES and Nancy Smolensky – Special Education. Following four sessions, a tentative agreement was reached and a favorable Union ratification vote was held on Thursday, September 18, 2008.

Contract language changes in the 2008-10 Labor Agreement are outlined below.

- Brother-in-law and sister-in-law have been added to bereavement leave. This is consistent with other contracts.
- Added language to allow employees who resign and do not qualify for severance to remain on the district's health and dental plan at the employee's expense if they are eligible for PERA retirement benefits.

Compensation changes in the 2008-10 Labor Agreement are outlined below:

- Year 1 salary schedule increases in the steps range from 1.47% to 1.95% or \$.25 per hour to \$.30 per hour
- Year 1 added longevity pay
After 7 years=\$.30 per hr; After 14 years=\$.45 per hr; After 20 years=\$.65 per hr
- Year 2 salary schedule increases in the steps range from 1.75% to 2.37% or \$.30 per hour to \$.40 per hour
- Increase in longevity pay
After 7 years increases from \$.30 per hr to \$.50; After 14 years increases from \$.45 per hr to \$.65; After 20 years increases from \$.65 per hr to \$.85
- Health Insurance
Year 1 Dependent Premium = 54%; Individual Premium= 100%
Year 2 Dependent Premium = Not to exceed 55% of premium; Individual Premium = 100%
- Total Package 6.83%