

**BEMIDJI AREA SCHOOLS
BEMIDJI, MINNESOTA**

DATE : MAY 21, 2018

TO : BOARD OF EDUCATION

FROM: JORDAN HICKMAN, DIRECTOR OF HUMAN RESOURCES

SUBJECT: TENTATIVE AGREEMENT WITH THE CUSTODIANS AND
MAINTENANCE PERSONNEL BARGAINING UNIT FOR 2017-2019

COMMENT:

A tentative settlement agreement has been reached with the Minnesota School Employees Association (MSEA) for Custodians and Maintenance Personnel. I have received notification that the tentative agreement has been approved by a vote of the Association membership.

It is important to note that the District has always maintained that fair compensation within our means is an important bargaining principal. To ensure our ability to attract and retain quality staff, the District is committed to providing the best possible compensation for our employees within the means available.

A copy of the tentative agreement has been provided to you. For your convenience, all additions to the contract are in bold print. A summary of the agreement is as follows:

1. The salary schedule was increased by \$0.60 per hour for 2017-2018 and 2% for 2018-2019.
2. The District health insurance contribution remains unchanged at a maximum District contribution of \$745.00 per month for each year of the agreement.
3. Increase Longevity rates by \$0.10 per hour effective July 1, 2017.
4. Add language regarding Compensatory Time Off in lieu of cash overtime payment when certain conditions exist.
5. Allow the use of the District's insurance contribution to be used by eligible employees to purchase health and/or dental insurance effective with the 2018-2019 plan year.
6. Add language for Dependent Care Leave which would allow an employee to be granted leave, without pay and benefits, for the purpose of providing medical care for a hospitalized or critically ill member of their immediate family.
7. Recognize Easter Sunday as a paid holiday for employees whose normal work schedule includes Saturday and Sunday.
8. Increase the maximum annual match under the District Matching Plan from \$650.00 per year to \$770.00 per year effective July 1, 2018.

9. Modify the boiler's license \$1,300 annual stipend to a \$0.63 per hour stipend effective July 1, 2018. This stipend is payable to all employees whose position requires a boiler operator's license.

Additionally, the parties have agreed to implement a memorandum of understanding to sunset the \$250 CMM and \$2,600 VEBA health insurance plan options on June 30, 2018.

Summary:

The projected total two year cost for this agreement is \$206,578.18 and is consistent with the established pattern of settlements with other bargaining groups. This includes all costs for salary steps, longevity steps, insurance premium contributions, PERA contributions, FICA and other fringe benefits. A copy of the tentative agreement accompanies this memorandum.

I would like to thank the Custodians and Maintenance unit negotiating team for the time and energy they dedicated to the negotiations process.

ACTION:

The motion was offered by _____, seconded by _____, and carried () to approve the provisions of SBR 200-40-1, the employment agreement between Independent School District No. 31 and the MSEA for Custodians and Maintenance Personnel for the period July 1, 2017, through June 30, 2019.