

Tentative Agreement  
 Support Staff Negotiations Proposal  
 9/27/2021

**2021-2022** **2021-2022**

Health Insurance: 3.5% year 1 3.5% year 2

HEALTH INSURANCE	BASE YEAR	YEAR 1	YEAR 2	Number
N- None	0.00	0.00	0.00	13.00
C- Cash In Lieu	0.00	0.00	0.00	0.00
E-Employee	4,868.00	5,038.32	5,214.72	16.00
F-Family	10,302.00	10,662.48	11,035.68	20.00

Salary Schedule: \$0.75 Year 1 \$0.75 Year 2

YR 1 21-22	PAY SCALE I	PAY SCALE II	PAY SCALE III
1	12.28	14.00	16.26
2	12.64	14.39	16.65
3	12.99	14.79	17.04
4	13.22	15.08	17.32
5	13.65	15.58	17.89
6	14.46	16.34	18.65
7	14.99	17.19	19.63

YR 2 22-23	PAY SCALE I	PAY SCALE II	PAY SCALE III
1	13.03	14.75	17.01
2	13.39	15.14	17.40
3	13.74	15.54	17.79
4	13.97	15.83	18.07
5	14.40	16.33	18.64
6	15.21	17.09	19.40
7	15.74	17.94	20.38

**Total Package: 10.8% \$263,687.83**

## **Language**

### Section 2. Sick Leave:

**(AGREE)** Subd. 7. Unused Sick Leave: The District shall contribute \$10 for each hour of unused sick leave accumulated over the 130 day maximum as of June 30 each year, up to \$900, for any full-time, active employee to a PRHCSP administered by MSRS.

**New Subd. 9. Sick leave upon retirement - Any employee with at least 100 days of sick leave and who is at least 55 years of age is eligible for \$1,500 to be placed into an HCSP account upon retirement. Anyone hired after September 1, 2021, would not be eligible for Subd. 9.**

**Per approval by MDE.**

### **Article X – Holidays**

**In year one we will add Christmas Eve as a paid holiday.**