

**BEMIDJI AREA SCHOOLS
BEMIDJI, MINNESOTA**

DATE : JANUARY 22, 2024

TO: BOARD OF EDUCATION

FROM: DR. JEREMY OLSON, SUPERINTENDENT
JORDAN HICKMAN, DIRECTOR OF HUMAN RESOURCES

SUBJECT: TENTATIVE AGREEMENT WITH THE BEMIDJI PRINCIPALS'
ASSOCIATION FOR 2023-2025

COMMENT:

A tentative settlement has been reached with the Bemidji Principals' Association. Notification has been received that the tentative agreement has been approved by a vote of the Bemidji Principals' 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. Wage adjustments are necessary to improve our ability to recruit new employees and retain current staff.

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. Increase the salary schedule by 3% for 2023-2024 and 3% for 2024-2025.
2. The maximum District insurance premium contribution remains unchanged at \$1,760.00 per month for 2023-2024 and increases to \$1,835 per month for 2024-2025.
3. Increase the Health Care Savings Plan (HCSP) contribution by \$25 per pay period effective July 1, 2024.
4. Increase the District match for deferred compensation plan contributions by \$300 per year effective July 1, 2024.
5. Increase the Career/Retention Increment by \$600 per year effective July 1, 2024.

6. Other items of agreement: Add the Juneteenth Holiday in accordance with state legislation, add a provision to pay/reimburse each principal for the annual Board of School Administrators (BOSA) fee, and update the Grievance Procedure.

Summary: The estimated total two year cost for this group is \$191,891 for a two year settlement of 4.36% based on the Minnesota School Board Association (MSBA) costing model. This includes all costs for salary schedule increases, insurance premium contributions, TRA contributions, FICA, and other fringe benefits. A copy of the agreement accompanies this memorandum.

ACTION:

The motion was offered by _____, seconded by _____, and carried () to approve the provisions of SBE 200-10-50, the employment agreement between Independent School District No. 31 and the Bemidji Principals' Association for the period of July 1, 2023, through June 30, 2025.