

School Board Meeting:

November 24, 2014

Subject:

2014-16 Administrators' Master Agreement

Presenter:

Moreen Martell

SUGGESTED SCHOOL BOARD ACTION:

Recommend Board approval of the 2014-16 Master Agreement between Independent School District No. 877 and District 877 Administrators' Association (Master Agreement – Principals)

DESCRIPTION:

On August 4th, the school district began negotiations with members of the principals' negotiations committee to meet and negotiate a Master Agreement covering 2014-16. Administrators representing the principals included: Jeff Olson-HES Principal, John Hayden-BCMS Assistant Principal and Mark Mischke-BHS Principal. The School District was represented by Moreen Martell and Board Members Sue Lee and Melissa Brings. Following five sessions, a tentative agreement was reached and a favorable ratification vote was completed by the members.

There were limited contract language changes in the 2014-16 Master Agreement:

- Sick Leave – Per MN Statute 181.9413 for select employees
- All other changes were to enhance/clarify existing language.

Compensation changes in the 2014-16 Master Agreement are outlined below:

- Year 1 Salary Schedule and longevity improvement of 2%
- Year 2 Salary Schedule and longevity improvement of 1.75%
- Year 1 Health insurance increase toward high deductible VEBA plan 1.10%
- Year 2 Health insurance increase toward high deductible VEBA plan projected 5.7%
- Year 1 – Effective January 1, 2015, life insurance increase to \$250,000
- Year 1 and 2 – No increase in matching 403b
- 4.30% for the 2-year contract