

Date: August 28, 2014

To: School Board

From: Becker School Board Individual Contract Negotiations Committee (Jason Kindred, Mark Swanson, Lori Molus)

RE: Agenda Action Recommendations

Item 4 – Recommendation to Approve the 2013-16 Agreement with District Office Personnel.

Summary below:

Total District Office Staff (3.5 FTEs)

Tentative
8/8/14 Agreement

	Salary	sal inc %	PERA	FICA	Term life	LTD	Health Ins	Dental Ins	403(b) Match	Total District Cost	Cost Inc %	Cost Inc \$
2012-13	\$169,374		\$12,280	\$12,957	\$321	\$1,080	\$54,000	\$2,910	\$1,000	\$253,922		
2013-14	\$174,260	2.80%	\$12,634	\$13,331	\$302	\$1,056	\$54,000	\$2,910	\$1,000	\$259,494	2.2%	\$5,572
2014-15	\$178,220	2.22%	\$12,921	\$13,634	\$302	\$1,080	\$54,000	\$2,968	\$2,500	\$265,625	2.4%	\$6,132
2015-16	\$180,380	1.20%	\$13,078	\$13,799	\$302	\$1,092	\$54,000	\$3,028	\$4,000	\$269,679	1.5%	\$4,053
		6.22%									6.1%	\$15,757

Notes:

- Adjusted vacation accrual schedule. Added language to cap carryover of vacation days.
- Eliminated Personal days from contract; eliminated ability to convert sick days to vacation days.
- Added language clarifying proration of holidays and benefits for part-time employees