

**BEMIDJI AREA SCHOOLS
BEMIDJI, MINNESOTA**

DATE : APRIL 20, 2020

TO : BOARD OF EDUCATION

FROM : TIM LUTZ, SUPERINTENDENT OF SCHOOLS
JORDAN HICKMAN, DIRECTOR OF HUMAN RESOURCES

SUBJECT: BUS TECHNICIAN/DIESEL MECHANICS TERMS & CONDITIONS OF
EMPLOYMENT FOR 2019-2021

COMMENT:

Attached please find the terms and conditions of employment for Bus Technician/Diesel Mechanics. The following changes are recommended:

1. The salary schedule was increased by 2.75% per hour for 2019-2020 and 2% for 2020-2021.
2. The District health insurance contribution remains unchanged at a maximum District contribution of \$745.00 per month for 2019-2020 and increases to a maximum District contribution of \$845.00 per month for 2020-2021.
3. Increase Longevity rates by \$0.10 per hour effective July 1, 2019; for employees with 20 or more years of continuous employment, 25 years of continuous employment and 30 years of continuous employment.
4. The ASE Certification stipend remains unchanged at \$1.20 per hour for 2019-2020 and increases to \$1.55 per hour for 2020-2021
5. Other items of agreement: increase the 403(b)/457 plan District match from \$2,600 per year to \$3,300 per year effective 2020-2021.

Summary:

The estimated total two year cost for this group is \$28,283.98 and is consistent with the established pattern of settlements with District bargaining groups. This includes all costs for salary steps, insurance premium contributions, PERA contributions, FICA, and other fringe benefits.

ACTION:

The motion was offered by _____, seconded by _____, and carried () to approve the provisions of the terms and conditions of employment for the Bus Technician/Diesel Mechanics for the period July 1, 2019, through June 30, 2021.