

School Board Meeting:

November 22, 2010

Subject:

2010-12 Educational Support
Professionals (ESPs)

Master Agreement

Presenter:

Moreen Martell

SUGGESTED SCHOOL BOARD ACTION:

Recommend Board approval of the 2010-12 Master Agreement between Independent School District No. 877 and Education Minnesota - Buffalo, Educational Support Professionals, Local 7334, Affiliated with Education Minnesota, AFT, NEA, AFL-CIO

DESCRIPTION:

On May 24, 2010, the school district began negotiations with members of the Educational Support Professionals negotiations committee to meet and negotiate a Master Agreement covering 2010-12. Sandy Miller is the exclusive representative from Education MN representing the ESPs. The School District was represented by Moreen Martell, Jeff Olson and Board Members Rolf Mohlwinkel and Patti Pokorney. In addition to Sandy, local representatives included: Char Van Bergen-Chief Employee Negotiator-BCMS, Roberta McMurry-Union President-TES, Carol Theis-BHS, Tracey VanLith-BHS, Linda Augustson-TES, Michelle Lancaster-BHS, Vicki Ebeling-HES and Nancy Kolasa-HES. Following 12 sessions, a tentative agreement was reached on October 22nd and a favorable Union ratification vote was held in early November.

Contract language changes in the 2010-12 Master Agreement are outlined below.

- A definition and procedures for short-term unpaid leave was negotiated.
- Union leave days were added (substitute deduction and unpaid).
- Discipline and discharge language was amended.
- Severance pay is sunset and will not be applicable for new employees whose service begins on or after July 1, 2011.

Compensation changes in the 2010-12 Master Agreement are outlined below:

- Year 1 salary schedule increases in the steps range from 2.16% to 2.24% or \$.25 to \$.34 per hour
- Year 1 longevity pay - no increase
- Year 2 salary schedule increase in the steps range from 2.03% to 2.07% or \$.24 to \$.32 per hour
- Year 2 longevity pay – no increase
- Health Insurance
Year 1 Dependent Premium = increase to remain at 54.14%; Individual Premium = increase to remain at 100%
- Year 2 Dependent Premium = A maximum increase of 4% or 52.78% of the premium - whichever is the lesser; Individual Premium = A maximum increase of 4% or 100% of the premium – whichever is the lesser
Total Package 7.28%