



## **Intermediate School District 917**

***Purposeful. Personalized. Partners.***

1300 145th Street East, Rosemount, MN 55068

(651) 423-8229 \* <http://www.isd917.org>

To: ISD 917 School Board

Date: June 11, 2024

Re: Summary of Changes for Board Certified Behavior Analysts (BCBAs) 2024-2025 Contract

Following two (2) meetings with the Superintendent, Executive Director of Business Services, and Director of Human Resources, the following is a summary of the changes proposed for approval by the ISD 917 School Board:

1. Total package cost was 10.8% over one year (2024-2025).
  - a. The contract was changed from a two-year contract to a one-year contract to enable the group to negotiate their contract in alignment with the teacher group.
  - b. The mental health professional coordinator was removed from this group and added to another group better matching the workdays required for the position.
1. The resolution by the School Board, at the January 2024 meeting, addressing Minnesota State Statute 181.9445 through 181.9448 that outlines mandatory Earned Sick & Safe Time for Minnesota was incorporated into the leaves of absence language.
  - a. Restricted periods where PTO cannot be used were modified slightly to give a little more flexibility surrounding three-day weekends, such as President's Day.
2. One sentence was added to the jury duty section to encourage staff to return to work if/when they are released from jury duty.
3. Salary Impacts: While the BCBAs' work days remained at least 190 (up to 195), the schedule and way they are paid changed:
  - a. BCBAs work the 185 to 187 day ISD 917 teacher calendar and their pay is divided evenly over a given number of paychecks.
    - i. This salary schedule is an exact replica of the 2024-2025 teacher schedule.
  - b. The 40 hours of work required in the summer will now be paid via timesheet at the employee's hourly rate, which will include the new BCBA stipend of \$3,000, which was added to align with the lead teacher stipend and to replace the additional percentage increase that the BCBAs previously received compared to the teacher salary schedule.
  - c. The pay schedule, which is normally not addressed in contract language, was added as a record of what was agreed upon between the district and the BCBAs in order to get the BCBAs on the same pay schedule as the teacher group due to their new work schedule and getting paid summer hours via timesheet.
4. Lane change language was modified to match the new teacher lane change language.

### ISD 917 Vision

Intermediate School District 917 models an innovative culture with diverse pathways serving students and families through equitable practices with highly trained staff.

### ISD 917 Core Values

Collaboration \* Empathy \* Innovation \* Stewardship \* Communication \* Integrity \* Personalization \* Equity \* Diversity



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### **5. Benefits changes:**

- a. Both the individual and family copay coverage option was dropped for January 2025.
- b. HSA medical insurance changes:
  - i. Clarifying that eligibility is for employees working 0.75 FTE or more.
  - ii. In January 2025, family insurance contributions will increase by \$200 and individual insurance contributions will increase by \$5.
- c. Dental insurance information remained the same, but moved up for flow and to align with other contracts.
- d. Duration of insurance was addressed so that it matched the teacher contract where anyone who finishes the school year receives insurance coverage through August 31 of that same year.

6. Mentor stipend was expanded from mentoring first-year employees for \$500 to include second-year employees as well for \$400.

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