

**School Board Meeting:**

February 27, 2012

**Subject:**

2011-13 Teacher Contract

**Presenter:**

Moreen Martell

---

**SUGGESTED SCHOOL BOARD ACTION:**

As part of the Consent Agenda, recommend Board approval of the 2011-13 Master Agreement between Independent School District No. 877 and Education Minnesota – Buffalo Ed MN, AFT, NEA, AFL-CIO Local 1908 (Master Agreement – Teachers)

**DESCRIPTION:**

On June 30<sup>th</sup> the school district began negotiations with members of the teacher negotiations committee to meet and negotiate a Master Agreement covering 2011-13. Teachers representing their members included: Denise Casey – Chief Negotiator, Cindy Ralston – Union President, Debbie Holtz, Connie Peters, Brad Robinson and Todd Manninen. The School District was represented by Moreen Martell and Board Members Dave Wilson and Sue Lee. Following eight sessions, a tentative agreement was reached on January 11<sup>th</sup> and teachers voted to ratify the agreement on Wednesday, January 18<sup>th</sup>.

Contract language changes in the 2011-13 Master Agreement are outlined below:

- Title I payment options changed from 19 to 24 pay periods.
- The notification deadline to return from a year's leave of absence changed from April 1<sup>st</sup> to March 1<sup>st</sup> to coincide with staffing.
- The personal day requiring a reason changed to a "no reason" day; however, it was added that personal leave days shall not be granted for the first eight (8) days (workshop/student) or last two (2) student days of the school year.
- Up to 2 additional contractual days of leave a year may be used for the hospitalization or outpatient treatment of a spouse, parent or adult child at the cost of \$127.00 per day - substitute deduct equivalent.
- New employees hired on or after July 1, 2012, will no longer be eligible for a severance payment. They will receive a defined contribution to a 403(b)/457. Changing from a defined benefit to a defined contribution will positively impact the district's future OPEB obligations.
- New employees hired on or after July 1, 2012, will also receive a defined contribution versus a defined benefit for retiree health insurance. This change will also positively impact the district's future OPEB obligations.
- August postings will require only 3 days for internal transfer consideration.
- Other changes were made for clarification of existing contract language.
- MOUs – teacher evaluation and special education subs/testing.

Compensation changes in the 2011-13 Master Agreement are outlined below

- Year 1 salary schedule improvement of 1.5% including CQEP steps and extracurricular stipends.
- Year 2 salary schedule improvement of 1.0% including CQEP steps and extracurricular stipends.
- Individual health insurance premiums will increase from \$527 to \$566 per month in year 1 and to a maximum of \$609 in year 2. The amounts will cover the cost of the individual health insurance premium in year 1 and year 2 if the district experiences the maximum increase of 7.5%.
- Dependent health insurance premiums will increase from 63.15%/\$1,000 per month to 67.8% in year 1. The district's maximum health insurance increase in year 2 will be 7.5%. The new rate will increase to \$1,114 which is a maximum of 3.75%/65.44% increase, whichever is the lesser amount in year 2.
- 6.39% for the 2 year contract