

AGENDA ITEM: IV.E.

To: Members of the Board of Education
Superintendent Dr. Theresa Battle

From: Stacey Sovine
Executive Director of Human Resources

Date: April 16, 2020

RE: **PROPOSED REVISIONS IN THE 2019-2021 COLLECTIVE
BARGAINING AGREEMENT WITH THE BURNSVILLE EDUCATION
ASSOCIATION AND INDEPENDENT SCHOOL DISTRICT 191**

**RECOMMENDATION: THAT THE BOARD OF EDUCATION APPROVE THE
PROPOSED REVISIONS AND RE-ADOPT THE UNCHANGED LANGUAGE IN
THE 2019-2021 COLLECTIVE BARGAINING AGREEMENT WITH THE
BURNSVILLE EDUCATION ASSOCIATION AND INDEPENDENT SCHOOL
DISTRICT 191**

Negotiators for the Burnsville Education Association including Chief Negotiator, Sara Strahota, Mike Blair, Dan King, Patrick Chesla, and Melissa Blandin met with representatives from the District to negotiate a two-year agreement. The parties began negotiating on September 25th, 2019 and reached a tentative agreement on March 16, 2020. Members of the District team included Board Members, Eric Miller, Jen Holweger, and Darcy Schatz, and Executive Directors Lisa Rider and Stacey Sovine. BEA members voted on April 2, 2020.

Highlights of the 41 language items changed include:

1. Removed Fair Share language as a result of the USSC Janus decision;
2. 1% increase on the salary schedule in year 1 and 1.3% increase in year 2;
3. Only stipend positions held by ISD 191 teachers shall be compensated according to Appendix C-3.;
4. Compensation method determined for Overload positions;
5. Aligned Long Term Disability Language with other units;
6. Clarified sick leave accrual language;
7. Modified ABE and ECFE salary schedule to allow for Career Increments;
8. Projected 2 year cost of the package to the district will be \$5.1 million dollars over two years reflecting an MSBA 5.36% increase and \$1.3 million dollars less than the previous two-year agreement.

Attachments:
Summary of Language Changes