

School Board Meeting:

October 22, 2018

Subject:

2018-20 Master Agreement
Educational Support Professionals
(ESPs)

Presenter:

**Evan Ronken, Director
Human Resources**

SUGGESTED SCHOOL BOARD ACTION:

Recommend Board approval of the 2016-18 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 June 13, 2018, the school district began negotiations with members of the Educational Support Professionals negotiations committee to meet and negotiate a Master Agreement covering 2016-18. Steve McLuckie is the exclusive representative from Education MN representing the ESPs. Local representatives included: Char VanBergen-Chief Employee Negotiator/Union President-BCMS, Terri Schmidt-BHS and Michelle Lancaster-BHS, and Teri Schultz-MES. The School District was represented by Evan Ronken, John Hayden, Scott Thielman, and Board Members Laurie Raymond and Sue Lee. Following six sessions, a tentative agreement was reached on September 27 and a favorable Union ratification vote was held on October 11, 2018.

Contract language changes in the 2018-20 Master Agreement are outlined below:

- Probationary period was extended from six to nine months for ESPs hired after the beginning of the school year to match the probationary period of ESPs hired at the beginning of the school year.
- "Fair Share" language was removed in response to Janus Supreme Court Decision making fair share fees unconstitutional.
- A reduction of 60 minutes or less of ESP student transportation time for ESPs whose primary assignment is not transportation would not constitute a layoff (previously 45 minutes).

All other changes were to clarify existing language regarding vacation accumulation, incentive vacation day and insurance payments.

Compensation changes in the 2018-20 Master Agreement are outlined below:

- Year 1 Salary Schedule increase= 2.00%, no longevity pay increase
- Year 2 Salary Schedule increases= 1.00%, no longevity pay increase
- Health Insurance
 - Year 1 Dependent Premium = increase of 8.00%
Individual Premium = increase of 8.00%
 - Year 2 Dependent Premium = 0% increase, Individual Premium = 0%

Total Package 6.49%