

School Board Meeting:

November 24, 2014

Subject:

2014-16 Master Agreement
Educational Support Professionals
ESPs

Presenter:

Moreen Martell

SUGGESTED SCHOOL BOARD ACTION:

Recommend Board approval of the 2014-16 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 2, 2014, the school district began negotiations with members of the Educational Support Professionals negotiations committee to meet and negotiate a Master Agreement covering 2014-16. Steve Winge is the exclusive representative from Education MN representing the ESPs. Local representatives included: Char VanBergen-Chief Employee Negotiator/Union President-BCMS, Carol Theis-BHS, Linda Augustson-TES and Michelle Lancaster-BHS. The School District was represented by Moreen Martell, Jeff Olson and Board Members Laurie Raymond and Patti Pokorney. Following nine sessions, a tentative agreement was reached on October 29th and a favorable Union ratification vote was held on November 19th.

Contract language changes in the 2014-16 Master Agreement are outlined below:

- School closings due to inclement weather – More than 2 days, staff will be allowed to make up time in the following manner and order: 1) district-wide make up day; 2) building scheduled
 - Sick Leave – Per MN Statute 181.9413 for select employees
 - Bereavement Leave – Non-consecutive days
 - Change in sick leave the year of retirement
- All other changes were to enhance/clarify existing language.

Compensation changes in the 2014-16 Master Agreement are outlined below:

- Year 1 Salary Schedule increases in the steps include: Step 1 – dropped, Step 2 = no increase, Step 3 = .50% (\$.07 per hour) and Step 4 = 3.50% (\$.58 per hour)
 - Year 1 longevity pay – no increase
 - Year 2 Salary Schedule increases in the steps include: Step 2 = no increase, Step 3 = no increase and Step 4 = 3.50% (\$.60 per hour)
 - Year 2 longevity pay – no increase
 - Health Insurance
 - Year 1 Dependent Premium = increase to remain at 58.18%; Individual Premium = increase to remain at 100%
 - Year 2 Dependent Premium = 5.7% increase or 58.18% of the premium - whichever is the lesser; Individual Premium = 5.7% or 100% of the premium – whichever is the lesser
- Total Package 8.49%