

**BEMIDJI AREA SCHOOLS
BEMIDJI, MINNESOTA**

DATE : APRIL 20, 2020
TO : BOARD OF EDUCATION
FROM : JORDAN HICKMAN, DIRECTOR OF HUMAN RESOURCES
SUBJECT: TENTATIVE AGREEMENT WITH THE UNITED FOOD SERVICE
WORKERS ASSOCIATION FOR 2019-2021

COMMENT:

A tentative settlement agreement has been reached with the United Food Service Workers Association. The tentative agreement has been approved by a vote of the United Food Service Workers Association membership.

A copy of the tentative agreement has been provided to you. For your convenience, all additions to the contract are in bold print. A summary of the agreement is as follows:

1. The salary schedule was increased by \$0.50 per hour for 2019-2020 and 2% for 2020-2021.
2. The District health insurance contribution remains unchanged at a maximum District contribution of \$745.00 per month for 2019-2020 and increases to a maximum District contribution of \$845.00 per month for 2020-2021.
3. Increase Longevity rates by \$0.10 per hour effective July 1, 2019; for employees with 20 or more years of continuous employment, 25 years of continuous employment and 30 years of continuous employment.
4. Remove outdated language within the "Flexible Leave" provision of the agreement that was intended to guide first time implementation of "Flexible Leave".
5. Update the School Nutrition Association Certification stipend to reflect the new structure which adds an additional level and implement a \$900 annual stipend for Level 4 Certification.
5. Other items of agreement: allow the use of the District's insurance contribution to be used by eligible employees to fund an optical reimbursement account and increase the 403(b)/457 plan District match from \$850 per year to \$900 per year effective 2020-2021.

Summary:

The projected total two year cost for this agreement is \$159,963.11 and is consistent with the established pattern of settlements with other bargaining groups. This includes all costs for salary steps, longevity steps, insurance premium contributions, PERA contributions, FICA and other fringe benefits. A copy of the tentative agreement accompanies this memorandum.

The school district negotiators would like to thank the United Food Service Workers Association negotiators for the time and energy they dedicated to the negotiations process.

ACTION:

The motion was offered by _____, seconded by _____, and carried () to approve the provisions of SBR 200-60-1, the employment agreement between Independent School District No. 31 and the United Food Service Workers Association for the period July 1, 2019, through June 30, 2021.