

**School Board Meeting:**

October 26, 2009

**Subject:**

2009-11 Teacher Contract

**Presenter:**

Moreen Martell

---

**SUGGESTED SCHOOL BOARD ACTION:**

Recommend Board approval of the 2009-11 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 July 9<sup>th</sup> the school district began negotiations with members of the district's teacher negotiations committee to meet and negotiate a Master Agreement covering 2009-11. A tentative agreement was reached on September 24<sup>th</sup> and the teachers' voted to ratify the agreement on Wednesday, October 21<sup>st</sup>.

The teachers understand the district's financial situation and agreed to a freeze in year 1 – 2009-10. Salaries will freeze and remain the same as their 2008-09 salary schedule amounts. In addition, step increments will freeze and teachers will remain on their same step of the salary schedule for the 2009-10 school year. They will advance only one step in 2010-11. The freeze includes CQEP, extra-curricular compensation and additional stipends.

There are limited language changes in the 2009-11 Master Agreement. A summary of the contract revisions/changes is outlined below:

- 2% salary schedule improvement in the second year including CQEP.
- 2% increase the second year in athletic, activity and hourly assignments.
- Individual health insurance premiums will increase from \$487 to \$506.50 per month in year 1 and to a maximum of \$527 in year 2. The amounts are projected to cover the cost of the individual health insurance premium.
- Dependent health insurance premiums will increase from 67.8%/\$924 per month to 68.43%/\$970 in year 1 and reduce back to 67.8% or a maximum of \$1,000 per month based on a 4% increase, whichever is the lesser amount in year 2.
- Dental insurance premiums will remain at the 2008-09 contract amount which is \$855 per year. The rates have not increased for 5 years. If rates increase in 2010-11, teachers' will be responsible for the increase over \$855.
- Minimal language changes were made and the changes made were for clarification of existing contract language.
- Total package 3.0%.