

Negotiators for Local 284 and the school district (Aaron, Jason, Bryan) have reached a tentative agreement on a contract. The term of the agreement is July 1, 2016 to June 30, 2018. The total package for the 2 years of the contract is 5.53%. The changes to the contract are attached. **I recommend approving the contract.**



**TENTATIVE AGREEMENTS BETWEEN
SEIU LOCAL 284 AND BECKER I.S.D. 726
SEPTEMBER 14, 2016**

In the following tentative agreements , (1) underlined language would be new language added to the contract, (2) ~~struck through language~~ is current contract language that would be removed from the contract, and (3) all other language is current contract language.

EXPLANATION OF WAGE SETTLEMENT:

This section is an explanation of the wage settlement and is not the actual contract language (which follows in the next section).

ALL WAGE SCHEDULES increase by three-quarters of a percent (0.75%) on July 1, 2016 and again by three-quarters of a percent (0.75%) on July 1, 2017.

EMPLOYEES WHO ARE NOT AT TOP STEP OF WAGE SCALE will move to the next step on their respective wage schedule on July 1, 2016 and another step on July 1, 2017. So if you are currently at Step 5 you would move to Step 6 on July 1, 2016 and then to Step 7 on July 1, 2017.

EMPLOYEES WHO ARE AT THE TOP OF THE WAGE SCALE will receive a wage increase on July 1, 2016 so that their wage rate is 75 cents higher than the top step's wage rate. For example, the top wage rate for Custodians will be \$24.82 as of July 1, 2016. If you are already at the top step, your wage rate would be \$25.57 as of July 1, 2016. Then next year on July 1, 2017 your wage rate will be \$25.76.

A NEW LONGEVITY STEP IS ADDED AT 10 YEARS OF SERVICE so if you either reach ten years of service or are already at 10 years of service (but not yet at 15 years of service) you will receive an additional 15 cent per hour wage increase.

THE FOOD SERVICES CERTIFICATION is increased to 50 cents per hour.

LEAD PAY DIFFERENTIAL is changed from a monthly stipend to a per hour wage differential. The difference between Day Lead Differential and Night Lead Differential reflects that under current contract language the Night Lead stipend is paid out over 9 months rather than out over the full 12 months.

In addition, by changing to a per hour wage differential, you will receive overtime pay on the differential (which was not the case with the stipend).

Lastly, the Lead Differential reflects an increase in the differential. If the same structure had been kept of a monthly stipend, the Lead Differential would equate to a \$135 per month stipend. But, again, that stipend is now rolled into the hourly differential upon which you will now earn overtime pay.

BOILER DIFFERENTIAL: The Boiler Differential is also changed from a monthly stipend to a per hour wage differential. Because it is now paid on a per basis, you will receive overtime pay on the Boiler Differential.

TENATIVE AGREEMENTS

APPENDIX A
BASIC SALARY SCHEDULE

STEP ADVANCEMENT: All employees shall advance one step on the salary schedule on July 1 of each year, if the employee has been employed six months or longer on July 1.

Employees shall be paid wages according to the schedules below for work in the departments and with classifications listed.

MAINTENANCE DEPARTMENT / BUILDINGS & GROUNDS

CUSTODIAN		CUSTODIAN ASST.*	
2016-2017	2017-2018	2016-2017	2017-2018
15.94	16.06	12.59	12.69
16.41	16.54	13.10	13.20
16.91	17.03	13.62	13.72
17.41	17.54	14.17	14.27
17.93	18.07	14.73	14.84
18.48	18.62	15.32	15.44
19.02	19.16	15.94	16.06
19.61	19.75	16.57	16.70
20.19	20.34		
20.78	20.94		
21.41	21.57		
22.05	22.22		
22.72	22.89		
23.41	23.59		
24.11	24.29		
24.82	25.01		

*The parties agree there will be no new hires in the custodian assistant classification.

- Primary School Lead ————— \$120 per mo. add'l.
- Primary School Night Lead ——— \$120 per mo. add'l
- Intermediate School Day Lead — \$120 per mo. add'l.
- Intermediate School Night Lead \$120 per mo. add'l.
- Middle School Day Lead ————— \$120 per mo. add'l.
- Middle School Night Lead ——— \$120 per mo. add'l.
- High School Day Lead ————— \$120 per mo. add'l.
- High School Night Lead ——— \$120 per mo. add'l.

When all employees are working a day shift, the School District shall compensate the lead Employee who has the most seniority in each building.

Day Lead \$0.78 per hour add'l.
Night Lead \$0.66 per hour add'l.

Lead, boiler and pool certifications shall be added to the base wage for the purposes of calculating overtime pay. Custodians holding lead positions shall maintain the necessary boiler certifications needed to operate the boilers in their buildings in accordance with MN Statutes. Custodians holding lead position as of July 1, 2016 shall make continued progress toward obtaining the proper licensure.

Employees holding a licensure higher than required for their position shall continue to be compensated for the licensure they hold.

License		
Special	<u>\$0.06 per hour add'l.</u>	\$10 per month add'l.
2 nd Class	<u>\$0.14 per hour add'l.</u>	\$25 per month add'l.
1 st Class	<u>\$0.20 per hour add'l.</u>	\$35 per month add'l.
Chief	<u>\$0.29 per hour add'l.</u>	\$50 per month add'l.

Certified Pool Operators \$0.29 per hour add'l. ~~\$50 per month add'l.~~
 Employees on day or night shift and assigned Pool duties by the Director of Building and Grounds shall receive the additional pay.

Weekend and Holiday Building Checks – 2 hour minimum overtime ~~{both (2) buildings}~~
 Emergency Callback – 2 hours minimum overtime

Event Pay: An employee who works an event outside her / his normally scheduled hours of work shall be guaranteed a minimum of two hours pay at overtime. The Employer may require the employee to be present and on duty for a minimum of two hours to receive such pay.

LONGEVITY:

In addition to the wage rates shown above, employees with the following amounts of completed years of service will receive the corresponding amount of longevity pay non-aggregated:

Years of Complete Service	Longevity Pay Per Hour
<u>10</u>	<u>.15</u>
15	.20
20	.25

PARAPROFESSIONALS

2016-2017	2017-2018
15.94	16.06
16.41	16.54
16.91	17.03
17.41	17.54
17.93	18.07
18.48	18.62
19.02	19.16
19.61	19.75
20.19	20.34
20.78	20.94
21.41	21.57
22.05	22.22
22.72	22.89
23.41	23.59
24.11	24.29
24.82	25.01

LONGEVITY:

In addition to the wage rates shown above, employees with the following amounts of completed years of service will receive the corresponding amount of longevity pay non-aggregated:

Years of Complete Service	Longevity Pay Per Hour
<u>10</u>	<u>.15</u>
15	.20
20	.25

CLERICAL DEPARTMENT – ADMINISTRATIVE ASSISTANT

2016-2017	2017-2018
15.94	16.06
16.41	16.54
16.91	17.03
17.41	17.54
17.93	18.07
18.48	18.62
19.02	19.16
19.61	19.75
20.19	20.34
20.78	20.94
21.41	21.57
22.05	22.22
22.72	22.89
23.41	23.59
24.11	24.29
24.82	25.01

LONGEVITY:

In addition to the wage rates shown above, employees with the following amounts of completed years of service will receive the corresponding amount of longevity pay non-aggregated:

Years of Complete Service	Longevity Pay Per Hour
<u>10</u>	<u>.15</u>
15	.20
20	.25

FOOD SERVICE DEPARTMENT

LEAD COOK / LEAD ALA CARTE		ASS'T COOK / ASS'T ALA CARTE / CASHIER		FOOD SERVICE ASS'T	
2016-2017	2017-2018	2016-2017	2017-2018	2016-2017	2017-2018
15.94	16.06	14.66	14.77	12.59	12.69
16.41	16.54	15.24	15.36	13.10	13.20
16.91	17.03	15.85	15.97	13.62	13.72
17.41	17.54	16.48	16.61	14.17	14.27
17.93	18.07	17.15	17.28	14.73	14.84
18.48	18.62	17.83	17.97	15.32	15.44
19.02	19.16	18.56	18.70	15.94	16.06
19.61	19.75	19.29	19.44	16.57	16.70
20.19	20.34	20.07	20.22		
20.78	20.94				
21.41	21.57				
22.05	22.22				
22.72	22.89				
23.41	23.59				
24.11	24.29				
24.82	25.01				

Food Service Certification -- \$0.50 ~~\$0.30~~ per hour additional

Pay for hours above normal work week; the cooks will receive time and one-half (1-1/2) for all hours worked over their regularly scheduled work week for non-school, lunch-related programs.

LONGEVITY:

In addition to the wage rates shown above, employees with the following amounts of completed years of service will receive the corresponding amount of longevity pay non-aggregated:

Years of Complete Service	Longevity Pay Per Hour
<u>10</u>	<u>.15</u>
15	.20
20	.25

TECHNOLOGY AND HEALTH PARAPROFESSIONALS

TECHNOLOGY PARA		HEALTH PARA	
2016-2017	2017-2018	2016-2017	2017-2018
15.94	16.06	15.94	16.06
16.41	16.54	16.41	16.54
16.91	17.03	16.91	17.03
17.41	17.54	17.41	17.54
17.93	18.07	17.93	18.07
18.48	18.62	18.48	18.62
19.02	19.16	19.02	19.16
19.61	19.75	19.61	19.75
20.19	20.34	20.19	20.34
20.78	20.94	20.78	20.94
21.41	21.57	21.41	21.57
22.05	22.22	22.05	22.22
22.72	22.89	22.72	22.89
23.41	23.59	23.41	23.59
24.11	24.29	24.11	24.29
24.82	25.01	24.82	25.01

LONGEVITY:

In addition to the wage rates shown above, employees with the following amounts of completed years of service will receive the corresponding amount of longevity pay non-aggregated:

Years of Complete Service	Longevity Pay Per Hour
<u>10</u>	<u>.15</u>
15	.20
20	.25

Grandfather Clause:

Allow current technology paraprofessionals (as of July 1, 2012) to keep current seniority in paraprofessional category as well as technology paraprofessional group.

Grandfather Clause:

Allow current Health Paraprofessionals (as of July 1, 2012) to keep current seniority in paraprofessional category as well as health paraprofessional group.

Grandfather Clause:

Allow Leads (as of July 1, 2016) to keep current seniority in the Custodian and Buildings and Grounds categories.

UNIFORMS:

The School District shall furnish each custodian and cook employee three (3) sets of uniforms per year. With respect to employees who spend four or more hours per day outside, a uniform allowance of \$100.00 for outside apparel, shall also be provided by the district. Employees retiring are not eligible for new uniforms and / or shoes. Custodians and cooks may purchase up to two (2) pairs of shoes every year totaling a maximum of \$120. No shoes and / or uniforms are to be replaced unless needed to replace items are worn out. Uniform and shoe selection shall be made by the School District with input from the union steward.

CAREER INCREMENT – ALL WAGE SCHEDULES:

Career Increment hourly increments will be added to the applicable top step hourly wage rate for eligible employees.

2016 -2017 Contract Year:

Employees at the highest numbered step of the salary schedule during the 2015-2016 school year will receive the Level I Career Increment which is \$0.75 per hour beginning July 1, 2016.

Subsequent Contract Years

In subsequent contract years, employees at the highest numbered step of the wage schedule will receive career increments as follows:

Level 1: After 2 years at the highest number step of the wage schedule the employee will receive a \$0.75 hourly increase the following July 1st.

Level 2: After 2 years on Career Increment Level I, the employee will receive a \$0.75 hourly increase the following July 1st.

Level 3: After 2 years on Career Increment Level 2, the employee will receive a \$0.75 hourly increase the following July 1st.

TENTATIVE AGREEMENT

**ARTICLE VII
INSURANCE**

Section 2. Health and Hospitalization Insurance. The School District shall contribute 100% of a single coverage premium not to exceed ~~\$750~~ ~~\$700~~ monthly and 80% of dependent coverage premium not to exceed ~~\$1600~~ ~~\$1500~~ monthly. Effective for 2017-2018 year ~~for 2015-2016 year~~, the School District shall contribute 100% of a single coverage premium not to exceed ~~\$750~~ ~~\$750~~ monthly and 80% of a dependent coverage premium not exceed ~~\$1650~~ ~~\$1600~~ monthly.

If an employee of this bargaining unit selects a plan that meets Internal Revenue Service requirements to be used in conjunction with a Health Savings Account (HSA), the District will contribute the following amounts on a monthly basis: ~~\$750~~ ~~\$700~~ for single coverage and ~~\$1600~~ ~~\$1500~~ for dependent coverage. Effective for ~~2017-2018 year~~ ~~2015-2016 year~~ \$750 for single coverage and ~~\$1650~~ ~~\$1600~~ for dependent coverage. The amounts will first be applied to the insurance premium. The remaining amount if any shall be paid by the District into a Health Savings Account (HSA) in the employee's name on a monthly basis. The employee may choose to contribute to their HSA account through payroll deduction up to the applicable IRS limits.

Subd. 1 – Current contract language

Subd. 2 – current contract language

TENTATIVE AGREEMENT

**ARTICLE VIII
LEAVES OF ABSENCE**

Section 3. Personal Leave. A school service employee shall be granted two personal leave days per year. Personal leave may accumulate to ~~five (5)~~ ~~four (4)~~ days. A part-time employee may earn personal leave on a prorated basis. A written request for personal leave is to be made to the Superintendent through the head supervisor at least three (3) days in advance, except in emergencies when an oral request through the head supervisor and superintendent will be considered. Approval will be given pursuant to the following conditions

Subd. 1 – current contract language

Subd. 2. – current contract language

Subd. 3 – current contract language

Subd. 4 – current contract language

Subd. 5. ~~Two personal~~ Personal days may be used on consecutive days. In the event the employee requests personal leave for the purpose of bereavement not covered under Article VIII, Section 9 of the bereavement leave, the employee will be allowed to use three consecutive personal leave days provided they have accumulated that many personal leave days.

Subd. 6 – current contract language

Subd. 7 – current contract language

Subd. 8. If requested by the employee, any employee with over 60 days of sick leave on the last contract day of the previous school year shall be granted additional personal leave during the following school year provided their sick leave total does not fall below

60 days. These additional days will be calculated at a 3:1 ratio to be deducted from sick leave. A maximum of two additional days may be realized through this process. Through the use of this benefit the total accumulation of personal leave may be increased to seven days. ~~4 days.~~

TENTATIVE AGREEMENT

Article XI

Discipline, Discharge and Probationary Period

Section 2. Probationary Period. Change of Classification or position. In addition to the initial probationary period, an employee transferred or promoted to a different classification shall serve a new probationary period of three (3) calendar months in any such new classification or position. Performing the same job in a different building does not constitute a change in position. During this three (3) month probationary period, if it is determined by the School District that the employee's performance in the new classification or position is unsatisfactory, the School District shall have the right to reassign the employee to his or her former classification or position.