

School Board Meeting:

January 26, 2015

Subject:

2014-16 Office Personnel
Labor Agreement

Presenter:

Moreen Orr

SUGGESTED SCHOOL BOARD ACTION:

Recommend Board approval of the 2014-16 Labor Agreement between Independent School District No. 877 and Office Personnel Employees, SEIU Local 284

DESCRIPTION:

On September 24th the school district began negotiations with members of the Office Personnel Negotiations Committee to meet and negotiate a Labor Agreement covering 2014-16. Laurie Stammer is the exclusive representative from Local 284, School Service Employees. The School District was represented by Moreen Orr, Matt Lubben and Board Members Ken Ogden and Sue Lee. In addition to Laurie, local office personnel representatives included: Traci Pederson-Union Steward, Kathy Quady – BHS, Kim Goelz – NES, Linda Markuson – TES and Melissa Steward – HES. Following six sessions, a tentative agreement was reached on December 10, 2014, and a favorable Union ratification vote was held on January 13, 2015.

Language changes in the 2014-16 Labor Agreement are outlined below:

- Use of sick leave for family members that is in compliance with MN Statute 181.9413
- Non-consecutive bereavement leave
- Short-term unpaid leave provision added
- One day of vacation for employees working less than 1500 per year will be granted after 8 continuous years instead of 10 continuous years
- Other minor changes were made to clarify existing contract language

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

- Year 1 salary schedule increases in the steps range from 2.45% to 2.90% or \$.45 per hour to \$.60 per hour increases
- Year 1 increase in longevity pay of 2.75% or \$.01 to \$.02 per hour
- Year 2 salary schedule increases in the steps range from 2.45% to 3.00% or \$.45 per hour to \$.64 per hour increases
- Year 2 increase in longevity pay of 3.0% or \$.01 to \$.02 per hour
- Health Insurance
Year 1 Individual Premium = increase to remain at 100%; Dependent Premium = increase to remain at 60.83%
- Year 2 Individual Premium = 5.70% increase or 100% whichever is the lesser amount; Year 2 Dependent Premium = 5.70% increase or 60.83% whichever is the lesser amount
- Total Package 5.28%