

**BEMIDJI AREA SCHOOLS  
BEMIDJI, MINNESOTA**

**DATE :** NOVEMBER 20, 2023

**TO:** BOARD OF EDUCATION

**FROM:** JORDAN HICKMAN, DIRECTOR OF HUMAN RESOURCES

**SUBJECT:** TENTATIVE AGREEMENT WITH THE BUS DRIVERS'  
BARGAINING UNIT FOR 2023-2025

**COMMENT:**

A tentative settlement agreement has been reached with the Minnesota School Employees Association (MSEA) for Bus Drivers. I have received notification that the tentative agreement has been approved by a vote of the MSEA for Bus Drivers' membership.

It is important to note that the District has always maintained that fair compensation within our means is an important bargaining principal. To ensure our ability to attract and retain quality staff, the District is committed to providing the best possible compensation for our employees within the means available. Wage adjustments are necessary to improve our ability to recruit new employees and retain current staff.

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 \$1.00 per hour for 2023-2024 and 2.5% for 2024-2025.
2. The District health insurance contribution will remain at \$845.00 per month for 2023-2024 and increase to a maximum District contribution of \$885.00 per month effective July 1, 2024.
3. Update language regarding e-learning to reflect legislative changes.
4. Update language regarding union dues and bargaining unit rights to reflect legislative changes.
5. Create a weekly attendance incentive, effective December 4, 2023, for any bus driver who is not absent for any reason during a scheduled work week.
6. Add Long Term Disability and Short Term Disability insurance to the options employees may elect under the District's insurance program.

7. Increase the “split shift differential” by \$0.50 per hour effective July 1, 2024.
8. Other items of agreement: revisions to clarify process and timeline for posting of vacant routes, and updated language to reflect changes in the definition of “immediate family” under state safe and sick legislation.

Summary:

The total package increase for the two years is 5.36% based on the Minnesota School Board Association (MSBA) costing model. The projected total two year cost for this agreement is \$243,666.83. 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.

I would like to thank the Bus Driver unit negotiating team 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 200-50-1, the employment agreement between Independent School District No. 31 and the MSEA for Bus Drivers for the period July 1, 2023, through June 30, 2025 and to authorize the Superintendent or designee to sign the Memorandums of Understanding as indicated herein.