

School Board Meeting:

July 14, 2009

Subject:

2008-10 Educational Support
Professionals (Paras)
Labor Agreement

Presenter:

Moreen Martell

SUGGESTED SCHOOL BOARD ACTION:

Recommend Board approval of the 2008-10 Labor Agreement between Independent School District No. 877 and Education Minnesota - Buffalo, Educational Support Professionals, (Previously referred to as Paraprofessionals) Affiliated with Education Minnesota, AFT, NEA, AFL-CIO

DESCRIPTION:

On September 24, 2008, the school district began negotiations with members of the Educational Support Professionals negotiations committee to meet and negotiate a Labor Agreement covering 2008-10. Kristine Argue was the exclusive representative from Education Minnesota for the Educational Support Professionals. The School District was represented by Moreen Martell, John Hayden and Board Members Rolf Mohwinkel and Patti Pokorney. In addition to Kristine, local representatives included: Roberta McMurry - Union President (TES), Carol Theis (BHS), Char Van Bergen (BCMS), Tracey VanLith (BHS), and Karen Trimpin (BHS). Following more than 13 sessions, a tentative agreement was reached and a favorable Union ratification vote was held on Thursday, June 25, 2009.

Contract language changes in the 2008-10 Labor Agreement are outlined below:

- The paraprofessional title has been changed throughout the master agreement to ESP (Educational Support Professionals).
- Written notification of tentative assignments will be provided by August 15th annually.
- A definition has been added for the flexible spending plan.
- Friday during spring break has been permanently designated as the floating holiday.
- Brother-in-law and sister-in-law have been added to bereavement leave.
- Severance pay increased from 70% to 75% of unused sick leave; however, the cap remains at \$15,000.

Compensation changes in the 2008-10 Labor Agreement are outlined below:

- Year 1 salary schedule increases in the steps range from 1.23% to 2.70% or \$.15 per hour to \$.40 per hour
- Year 1 longevity pay increases range from \$.10 to \$.20 for 10, 15 or 20 years of service.

- Year 2 salary schedule is frozen at the year 1 (08-09) rates and employees will not move forward a step on the salary schedule.
- There is no increase in longevity pay the second year. In addition, employees will remain at their 2008-09 years of service for the purpose of longevity pay.
- Health Insurance
 - Year 1 Dependent Premium = 52.31%; Individual Premium= 100%
 - Year 2 Dependent Premium = Not to exceed 52.31% of premium; Individual Premium = Not to exceed 100% of premium
- Total Package 5.68%