

**BEMIDJI AREA SCHOOLS
BEMIDJI, MINNESOTA**

DATE : MAY 16, 2016

TO : BOARD OF EDUCATION

FROM: DR. JAMES A. HESS, SUPERINTENDENT OF SCHOOLS
JORDAN HICKMAN, DIRECTOR OF HUMAN RESOURCES

SUBJECT: SUPPORT SERVICES GROUP - TERMS & CONDITIONS OF
EMPLOYMENT FOR 2015-2017

COMMENT:

Attached please find the terms and conditions of employment for the Support Services group. The following changes are recommended:

1. Consistent with the salary settlement pattern established for licensed staff, increase the salary schedule by 2.5% for 2015-2016 and 3.0% for 2016-2017.
2. The maximum District health insurance contribution would remain at \$2,100 per month for 2015-2016, but would DECREASE to \$1,660 per month for 2016-2017. The base salary schedule for 2016-2017 would include an additional adjustment to SHIFT dollars currently paid for health insurance premiums and does not constitute an increase in total compensation.
3. Maintain the current District contribution of \$175 per pay period to the Minnesota State Retirement System (MSRS) Health Care Savings Plan (HCSP) for each coordinator for 2015-2016 and increase to \$190 per pay period for 2016-2017.
4. Remove obsolete language regarding a discontinued Supplemental Medical Reimbursement Plan.
5. Increase group term life insurance coverage from \$100,000 to \$200,000 effective July 1, 2016.
6. Other items of agreement: Increase the lifetime District match for the Matching Plan from \$38,500 to \$40,000.

Additionally, the members of this group have been notified of the District's intent to sunset the Double Gold health insurance plan option on June 30, 2017, and eliminate the past practice of providing a third payroll date each December.

Summary:

The estimated total two year cost for this group is \$99,695 for a two year settlement of 4.12% based on the Minnesota School Board Association (MSBA) costing model. This includes all costs for salary schedule increases, salary adjustments to maintain comparable market positions, insurance premium contributions, TRA/PERA contributions, FICA, and other fringe benefits.

ACTION:

The motion was offered by _____, seconded by _____, and carried () to approve the provisions of the terms and conditions of employment for the Support Services group for the period July 1, 2015, through June 30, 2017.