

TENTATIVE AGREEMENT BETWEEN
SEIU LOCAL 284
&
INDEPENDENT SCHOOL DISTRICT #726; BECKER PUBLIC SCHOOLS

In the following tentative agreements between SEIU Local 284 and the Becker public schools (ISD 726), (1) language that has an underline is language that will be new to the contract; (2) language that has a ~~strike through~~ is current contract language that will be removed from the contract; and (3) language that is plain is current contract language that will continue in the new contract.

Tentative Agreement 1.

Three year contract. Change all dates to reflect a three year contract term of July 1, 2015 to June 30, 2018.

TENTATIVE AGREEMENT 2.

Change the term “van driver” to “Type III Bus Driver” throughout the agreement.

TENTATIVE AGREEMENT 3. Article VI. Rates of Pay.

SECTION 1. The wages and salaries reflected in Appendix A, attached hereto, shall be a part of the Agreement for the period commencing July 1, 2015, ~~2013~~ through June 30, 2018. ~~2015~~.

SECTION 6. An employee in the Type III Bus Driver classification, Assistant Mechanic Classification or Lead Mechanic position shall advance one step on the Appendix A wage scale on July 1, 2015, July 1, 2016 and July 1, 2017.

SECTION 7. An employee in the Bus Driver classification shall advance through the Appendix A wage scale in the following manner:

All Bus Drivers, irrespective of date of hire, shall remain at their current step during the 2015-16 and 2016-17 contract years.

All Bus Drivers shall advance one step on the Appendix A wage scale on July 1, 2017. In addition to this step advancement, a Bus Driver at Step 3 who was employed prior to July 1, 2015 shall be placed at Step 5 of the wage scale on July 1, 2017, provided that the employee was continuously employed as a Bus Driver by the school district for the period of July 1, 2015 to July 1, 2017.

On June 30, 2018, a Bus Driver at Step 2 of the wage scale who was employed prior to July 1, 2015 shall be placed at Step 3 on the wage scale. Also on June 30, 2018, a Bus Driver at Step 3 of the wage scale who was employed prior to July 1, 2015 shall be placed at Step 5 of the wage scale. To be eligible for these step placements, the employee must have been continuously employed with the school district as a Bus Driver for the period of July 1, 2015 to June 30, 2018.

SECTION 8. A new employee shall be granted one (1) year of experience credit for every two (2) years of prior relevant experience. An employee with less than four (4) years experience shall be placed at Step 1. An employee with at least four (4) but less than six (6) years experience shall be placed at Step 2. An employee with six (6) or more years experience shall be placed at Step 3. Relevant experience shall be jointly determined by the School District and the steward for SEIU Local 284.

SECTION 9. An employee who is rehired by the School District within 365 days after she / he resigned in good standing from the School District shall be placed at either (a) the same step she / he occupied at the time of resignation, or (b) the step defined in Section 8 of this Article, whichever step is lower.

TENTATIVE AGREEMENT 4. Article VII. Insurance.

Section 2. Health and Hospitalization Insurance. School District Contributions:

	<u>2013-2014</u>		
	<u>2015 - 2016</u>		
	<u>Double Gold Health Partners \$15 Copay</u>	<u>Common Health Partners \$20 Copay</u>	<u>Health Partners HSA</u>
Single	\$6,699.00 <u>\$7,003.00</u>	\$6,172.00 <u>\$6,453.00</u>	\$5,727.00 <u>\$5,987.00</u>
Family	\$15,552.00 <u>\$16,258.00</u>	\$15,552.00 <u>16,258.00</u>	\$15,552.00 <u>\$16,258.00</u>
	<u>2014-2015</u>		
	<u>2016 – 2017</u>		
	<u>Double Gold Health Partners \$15 Copay</u>	<u>Common Health Partners \$20 Copay</u>	<u>Health Partners HSA</u>
Single	\$6,766.00 <u>\$7,248.00</u>	\$6,234.00 <u>\$6,678.00</u>	\$5,784.00 <u>\$6,196.00</u>
Family	\$15,708.00 <u>\$16,827.00</u>	\$15,708.00 <u>\$16,827.00</u>	\$15,708.00 <u>\$16,827.00</u>

2017-2018

	<u>Health Partners</u> <u>\$15 Copay</u>	<u>Health Partners</u> <u>\$20 Copay</u>	<u>Health Partners</u> <u>HSA</u>
<u>Single</u>	<u>\$7,502.00</u>	<u>\$6,912.00</u>	<u>\$6,413.00</u>
<u>Family</u>	<u>\$17,416.00</u>	<u>\$17,416.00</u>	<u>\$17,416.00</u>

In the event that the actual cost of premiums is less than the stated contribution limit for the Health Partners \$20 Copay or the Health Partners \$15 Copay, the district will only pay the actual cost of premiums. In the event that the actual cost of premiums is less than the stated contribution limit for the Health Partners HSA plan, the district will deposit the difference between the premium and the contribution limit into the employee's Health Savings Account.

TENTATIVE AGREEMENT 5. Article VIII. Leaves of Absence. Section 1. Sick Leave.

Subd. 7. Care of Relative. An employee may use his / her accrued sick leave for absences due to an illness of or injury to the employee's spouse, adult child, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent or stepparent for reasonable periods of time as the employee's attendance may be necessary, on the same term upon which the employee is able to use sick leave benefits for the employee's own illness or injury. This leave is limited to 160 hours in any 12 month period. This leave is concurrent with, rather than in addition to, sick leave an employee may use under Subd. 3 of this Section. In addition, the school district shall include any additional relatives named in Minnesota Statute 181.9413.

TENTATIVE AGREEMENT 6. Article VIII. Leaves of Absence. Section 6. Child Care Leave.

Subd. 1. A childcare leave ~~may~~ will be granted by the School District, subject to the provisions of this section to (1) parent at a time of an infant child or newly adopted child, provided such parent is caring for the child on a full-time basis. The employee will be permitted to determine the length of the leave, up to a twelve week maximum duration. The School District may permit leaves longer than twelve weeks duration. The leave must begin within twelve months of the birth or adoption or discharge of a newborn infant from a hospital.

TENTATIVE AGREEMENT 7. Appendix A. Basic Salary Schedule.

BUS DRIVERS	2015-2016	2016-2017	2017-2018
Per Route			
Step 1	\$35.05	\$37.30	\$37.39
Step 2	\$37.21	\$40.30	\$40.40
Step 3	\$40.21	\$43.36	\$43.47
Step 4	\$43.27	\$46.42	\$46.53

Step 5	\$49.37	\$49.50	\$49.62
Field trips per hour** (2 hour minimum)	\$20.90	\$20.95	\$21.00
*Half pay for non-driving time	\$10.78	\$10.80	\$10.83
	2015-2016	2016-2017	2017-2018
Activity Route per trip	\$48.40	\$48.52	\$48.64
Driver – full time	\$24.90	\$24.96	\$25.03
Bus Maintenance Coordinator	\$27.45	\$27.52	\$27.59
Sp. Ed. (Summer School)	\$41.56	\$41.67	\$41.77
BMC and FT driver \ call back	2 hr minimum	2 hr minimum	2 hr minimum
TYPE III BUS DRIVERS	2015-2016	2016-2017	2017-2018
Per hour			
Step 1	\$15.10	\$15.14	\$15.17
Step 2	\$15.97	\$16.01	\$16.05
Step 3	\$16.64	\$16.68	\$16.72
Step 4	\$17.51	\$17.56	\$17.60
Step 5	\$18.94	\$18.98	\$19.03
Assistant Mechanic	2015-2016	2016-2017	2017-2018
Per hour			
Step 1	\$14.10	\$14.13	\$14.17
Step 2	\$15.12	\$15.16	\$15.19
Step 3	\$16.15	\$16.19	\$16.23
Step 4	\$17.17	\$17.22	\$17.26
Step 5	\$18.46	\$18.50	\$18.55
Lead Mechanic	2015-2016	2016-2017	2017-2018
Per hour			
Step 1	\$23.00	\$23.50	\$23.56
Step 2	\$24.50	\$25.00	\$25.06
Step 3	\$26.00	\$26.50	\$26.57
Step 4	\$27.70	\$28.25	\$28.32
Step 5	\$29.50	\$30.10	\$30.18

Type III Bus Driver – Bus Driver Substitution

Per hour	2015-2016	2016-2017	2017-2018
Step 1	\$33.08	\$33.17	\$33.25
Step 2	\$35.09	\$35.18	\$35.26
Step 3	\$37.09	\$37.19	\$37.28
Step 4	\$39.10	\$39.20	\$39.29
Step 5	\$41.10	\$41.21	\$41.31

*Community Education Trips

Actual driving time per hour wage. One-half pay for non-driving time.

**The hourly rate for field trips will be paid from the required punch in time and to the actual punch out time.

TENTATIVE AGREEMENT 8. Memoranda of Understanding.

Renew all current Memoranda of Understanding.

TENTATIVE AGREEMENT 9. New Memorandum of Understanding.

Memorandum of Understanding

During the negotiations that concluded in this collective bargaining agreement, the School District and the Exclusive Representative discussed proper step placement and step movement of Bus Drivers employed during the 2014 -2015 school year who were at Step 1 on the wage scale. In order to minimize inequities that might otherwise result from the implementation of a new wage scale during the life of this collective bargaining agreement, the School District and the Exclusive Representative agree upon the following adjusted proper step structure and movement for this set of employees:

1. An employee must have been (a) employed by the School District in the bargaining unit prior to July 1, 2015; (b) at Step 1 of the Bus Driver wage scale as of June 30, 2015; and (c) continuously employed as a Bus Driver with the school district from July 1, 2015 to July 1, 2019.

2. It is the intent of the School District and the Exclusive Representative that an employee who meets all three of the above qualifying factors will advance to Step 5 of the wage scale by no later than July 1, 2019.

The School District and the Exclusive Representative agree that this impacts the following employees: Patricia Alfuth, Ann Barringer, Steven Engelby, James Huhtala, Joseph McDonough, James Steffen, and Jennifer Thomas.

In addition, the School District and the Exclusive Representative agree that the following two employees are at Step 3 of the Bus Driver wage scale as of the effective date of this Agreement: Renee Kisner and Rhonda Metzger. Pursuant to Article VI, Section 7, these two employees will remain at Step 3 during the 2015-2016 and 2016-2017 contract years and then effective July 1, 2017 each employee will

advance to Step 5 of the Bus Driver wage scale, provided the individual employee remains continuously employed with the School District through July 1, 2017.

TENTATIVE AGREEMENT 10. Article V.

Section 3. Request for Dues Check Off. The Exclusive Representative shall be allowed dues check off for its members, provided that dues check off and the process shall not be allowed to any exclusive representative that has lost its right to dues check off. Upon receipt of a properly executed authorization card the school district will deduct from the employee's paycheck the dues that the employee has agreed to pay to the employee organization during the period provided in said authorization. The School District shall deduct such dues in ten (10) equal installments beginning with the last check in September of each year.