

**BEMIDJI AREA SCHOOLS
BEMIDJI, MINNESOTA**

DATE : DECEMBER 18, 2023

TO: BOARD OF EDUCATION

FROM: JORDAN HICKMAN, DIRECTOR OF HUMAN RESOURCES

SUBJECT: TENTATIVE AGREEMENT WITH THE UNITED FOOD SERVICE WORKERS ASSOCIATION FOR 2023-2025

COMMENT:

A tentative settlement agreement has been reached with the United Food Service Workers Association. The tentative agreement has been approved by a vote of the United Food Service Workers Association 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. Create a weekly attendance incentive, effective January 3, 2024, for any food service worker who is not absent for any reason during a scheduled work week.
5. Add Long Term Disability and Short Term Disability insurance to the options employees may elect under the District's insurance program effective July 1, 2024.
6. Other items of agreement: updated language to reflect changes in the definition of "immediate family" under state safe and sick legislation.

Summary:

The projected total two year cost for this agreement is \$184,890.89 and is consistent with the established pattern of settlements with other bargaining groups. 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.

The school district negotiators would like to thank the United Food Service Workers Association negotiators 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 200-60-1, the employment agreement between Independent School District No. 31 and the United Food Service Workers Association for the period July 1, 2023, through June 30, 2025.