

Red Wing Public Schools
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Red Wing, MN 55066



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www.rwps.org

School Board Meeting Agenda Item

Topic: Employee Agreements and Terms and Conditions of Employment
Contact(s):
Presenter(s): Karsten Anderson, Superintendent

Nature of Action Requested by Board

Board action
Board information or scheduled report

Background Information

The Negotiations Committee negotiated with principals and support personnel for their agreements and determined the terms and conditions of employments for three other sets of employees. Highlights include:

Program Directors and Supervisors Terms and Conditions of Employment

- 2% COLA each year
- Elimination of first five steps for each category
- Changes to bereavement leave to match others
- Inclusion of master's degree differential for Communications Manager
- Change in certification differential for Human Resources Manager
- See redline version for all language changes

Non-Classified Personnel Terms and Conditions of Employment

- Group D employees start at \$18.00/hour and 2% for others
- Elimination of first five steps for each category
- Changes to bereavement leave to match others
- See redline version for all language changes

Program Assistants Terms and Conditions of Employment

- Group C employees start at \$15.00/hour and 2% COLA for others
- Elimination of first five steps for each category
- Changes to bereavement leave to match others
- A redline version is not readily available

Principals' Agreement

- 2% COLA each year
- See redline version for all language changes

Support Personnel Agreement

At least 2% COLA each year
Elimination of steps
Consolidation of job classes
Incentive for education assistants to become highly qualified
Change in probationary period
Increase in longevity pay
Increase in district contributions for health insurance
Addition of language for E-Learning days
Changes to seniority lists, layoff, and recall
Conversion of catastrophic leave to sick leave bank

A Memorandum of Understanding is also presented for approval related to Student Teaching Leave.

Over two years, the agreement is about \$103,000 over a budget with a 2% COLA. However, costs related to special education positions will be partially reimbursed.

Recommendation

I move to approve the following as presented:

- Program Directors and Supervisors Terms and Conditions of Employment
- Non-Classified Personnel Terms and Conditions of Employment
- Program Assistants Terms and Conditions of Employment
- Principals' Agreement
- Support Personnel Agreement