

**BEMIDJI AREA SCHOOLS
BEMIDJI, MINNESOTA**

DATE : MAY 16, 2016
TO : BOARD OF EDUCATION
FROM: JORDAN HICKMAN, DIRECTOR OF HUMAN RESOURCES
SUBJECT: TENTATIVE AGREEMENT WITH THE CUSTODIANS AND
MAINTENANCE PERSONNEL BARGAINING UNIT FOR 2015-2017

COMMENT:

A tentative settlement agreement has been reached with the Minnesota School Employees Association (MSEA) for Custodians and Maintenance Personnel. I have received notification that the tentative agreement has been approved by a vote of the 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.

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 2.5% for 2015-2016 and \$0.70 per hour for 2016-2017.
2. The District health insurance contribution remains unchanged at a maximum District contribution of \$745.00 per month for each year of the agreement.
3. Increase the maximum annual match under the District Matching Plan from \$600.00 per year to \$650.00 per year effective July 1, 2016. Increase the lifetime District match maximum from \$20,000 to \$25,000.
4. Other items of agreement: modify the definition of "immediate family" for sick leave and bereavement leave to include "or any member of the employee's household"; and adjust fair share fee language to be consistent with current practice.

Additionally, the parties have agreed to implement memorandums of understanding to sunset the Double Gold health insurance plan option on June 30, 2017; allow a limited exception to the Monday-Friday "normal work week" for full time employees, and eliminate the past practice of providing a third payroll date each December.

Summary:

The projected total two year cost for this agreement is \$193,780.90 for a two year settlement of 4.29% based on the Minnesota School Boards Association (MSBA) costing model. 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.

I would like to thank the Custodians and Maintenance unit negotiating team 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 200-40-1, the employment agreement between Independent School District No. 31 and the MSEA for Custodians and Maintenance Personnel for the period July 1, 2015, through June 30, 2017.