

**School Board Meeting:**

October 22, 2012

**Subject:**

2012-14 Office Personnel  
Labor Agreement

**Presenter:**

Moreen Martell

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**SUGGESTED SCHOOL BOARD ACTION:**

Recommend Board approval of the 2012-14 Labor Agreement between Independent School District No. 877 and Office Personnel Employees, SEIU Local 284

**DESCRIPTION:**

On June 25<sup>th</sup> the school district began negotiations with members of the Office Personnel negotiations committee to meet and negotiate a Labor Agreement covering 2012-14. Laurie Stammer is the exclusive representative from Local 284, School Service Employees. The School District was represented by Moreen Martell, Matt Lubben and Board Members Doug Olson and Sue Lee. In addition to Laurie, local office personnel representatives included: Kathy Quady-Union Steward – BHS, Traci Pederson-Union Steward – BHS, Kim Goelz – HES and Linda Markuson - TES. Following four sessions, a tentative agreement was reached and a favorable Union ratification vote was held on Wednesday, October 10, 2012.

There were minimal contract language changes in the 2012-14 Labor Agreement. The changes that were made were to clarify existing contract language.

Compensation changes in the 2012-14 Labor Agreement are outlined below:

- Year 1 salary schedule increases in the steps are 1.25% or \$.18 per hour to \$.35 per hour increases
- Year 1 increase in longevity pay of 10% or \$.03 to \$.07 per hour
- Year 2 salary schedule increases in the steps are 2.50% or \$.38 per hour to \$.51 per hour increases
- Year 2 increase in longevity pay of 10% or \$.03 to \$.07 per hour
- Health Insurance  
Year 1 Dependent Premium = increase to 58.44%; Individual Premium= increase to remain at 100%  
Year 2 Dependent Premium = 6.10% increase or 60.83% whichever is the lesser amount; Individual Premium = 6.10% increase or 100% whichever is the lesser amount
- Step 1 was dropped in year 2 to assist with pay equity compliance
- Total Package 4.69%