

School Board Meeting:

February 28, 2022

Subject:

2021-23 Custodial Contract

Presenter:

**Evan Ronken, Director
Human Resources**

SUGGESTED SCHOOL BOARD ACTION:

Recommend Board approval of the 2021-23 Labor Agreement between Independent School District No. 877 and School Services Employees Local 284, AFL-CIO (Custodian, Maintenance, Grounds, Laundry and Warehouse)

DESCRIPTION:

On November 18, 2021, the school district began negotiations with members of the Custodian, Maintenance, Grounds, Laundry and Warehouse Negotiations Committee to meet and negotiate a Labor Agreement covering 2021-23. Laurie Stammer is the exclusive representative from Local 284, School Service Employees. Local representatives included: Dan Manz, Troy Beise, Tim Domka and Joe Barthel. The School District was represented by Evan Ronken, John Heltunen and Board Members Melissa Brings and Bob Sansevere. Following three sessions, a tentative agreement was reached on January 31, 2022 and the Union's ratification vote affirming the agreement was held on February 17, 2022.

Contract language changes in the 2021-23 Labor Agreement as well as current practice changes are outlined below:

- Moving the BHS Lead Custodian from a Level IV to Level III differential and creating a Level III Head Grounds position.
- Other minor changes to clarify existing language.

Compensation changes in the 2021-23 Labor Agreement are outlined below:

- Year 1 salary schedule improvement of \$.53/hour for all steps.
- Year 2 salary schedule improvement of \$.57/hour for all steps. Increase full time starting wage by \$.91/hour.
- Increases in longevity pay in differentials at varying percentages.
- Year 1 Individual Premium district contribution increase of 0%. Year 2 Individual Premium district contribution increase of 8.0%
- Year 1 Dependent Premium district contribution increase of 0%. Year 2 Dependent Premium district contribution increase of 8.0%
- Total Package 8.31%/MSBA 5.92%