

INDEPENDENT SCHOOL DISTRICT NO. 271
Bloomington, Minnesota

REQUEST FOR SCHOOL BOARD ACTION

DATE OF BOARD MEETING: September 25th, 2017
SUBJECT: Approval and Ratification of the 2017-2019 Master Contract between Independent School District No. 271 – Bloomington, Minnesota, and Federation of Paraprofessionals
ORIGINATING DEPARTMENT: Office of Human Resources
APPROVAL OF ADMINISTRATIVE COUNCIL MEMBER: Mary Burroughs WNB
Executive Director, Human Resources

RESOLUTION FOR BOARD TO ADOPT:

RESOLVED, that the School Board of Independent School District No. 271 approve and ratify the 2017-2019 Master Contract between Independent School District 271 – Bloomington, Minnesota, and the Federation of Paraprofessionals.

REVIEW AND RECOMMENDATION OF SUPERINTENDENT: Approval 

BACKGROUND:

The District and the Federation of Paraprofessionals reached a tentative agreement for the 2017-2019 Master Contract on July 20th, 2017 and the paraprofessional employees ratified the tentative agreement on September 13th, 2017

This tentative agreement includes wage schedule improvements of \$0.39 to each cell on salary schedule (excluding longevity) for 2017-2018 and \$0.40 to each cell on salary schedule (excluding longevity) for 2018-2019. In addition, the tentative agreement includes the following:

- Added language about access to membership lists (5.4)
- Updated District Posting language (5.13)
- Added new language around President Release (5.14) and removed redundant language
- Removing the additional minimum hours per year requirement for insurance (7.1)
- Previously agreed to out-of-network out-of-pocket maximums for health insurance (7.2)
- Increase to the District health insurance contribution both years HSA contribution second year (7.2 & 7.3)
- Sick Leave – lowered accrual minimum to those who work three (3) hours per day (8.1)
- Use of sick leave – updated to reflect changes in Care of Relatives, Safety and Pregnancy leave (8.1.2)
- Bereavement – clarified days allowed (8.4.1)
- Duty Free Lunch – added language to clarify lunch expectations (9.3)
- “Housekeeping”

The tentative agreement is within the allocations approved by the Board for contract.

Previously, the Board received detailed copies of all proposed language, insurance changes, and schedule changes in the tentative agreement.

Administration recommends that the Board ratify the tentative agreement.