

INDEPENDENT SCHOOL DISTRICT NO. 271
Bloomington, Minnesota

REQUEST FOR SCHOOL BOARD ACTION

DATE OF BOARD MEETING: January 9th, 2017
SUBJECT: Approval and Ratification of the 2015-2017 Master Contract between Independent School District No. 271 – Bloomington, Minnesota, and the Association of Bloomington Clerical
ORIGINATING DEPARTMENT: Office of Human Resources
APPROVAL OF ADMINISTRATIVE COUNCIL MEMBER: Mary Burroughs _____
Executive Director, Human Resources

RESOLUTION FOR BOARD TO ADOPT:

RESOLVED, that the School Board of Independent School District No. 271 approve and ratify the 2015-2017 Master Contract between Independent School District 271 – Bloomington, Minnesota, and the Association of Bloomington Clerical.

REVIEW AND RECOMMENDATION OF SUPERINTENDENT: Approval _____

BACKGROUND:

The District and the Association of Bloomington Clerical reached a tentative agreement for the 2015-2017 Master Contract on December 6, 2016 and the clerical employees ratified the tentative agreement on December 15, 2016.

This tentative agreement includes wage schedule improvements of 1.5% Steps 1-6 for 2015-2016 and 1.2% Steps 1-6 for 2016-2017. In addition, the tentative agreement includes the following:

- District will notify Unit about all temporary openings/assignments of 15 days or more (5.14)
- Longevity Pay – additional \$0.05 to each longevity step 2016-2017 (6.4)
- Compensatory Time - Beginning 6/30/17, all compensatory time must be used within 2 pay period of earning (6.7)
- District will pay for required extra licensures, as well as a differential for those that drive a bus (6.11 & 6.12)
- Previously agreed to out-of-network out-of pocket maximums for health insurance (7.2)
- Increase to the District health insurance contribution and HSA contribution both years (7.2 & 7.3)
- Sick leave use – updated to reflect changes in Care of Relatives, Safety and Pregnancy leave (8.1)
- Bumping – clarified bumping language (11.4)
- Added MOU regarding District wide clerical projects
- “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.