

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 Federation of Paraprofessionals
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 Federation of Paraprofessionals.

REVIEW AND RECOMMENDATION OF SUPERINTENDENT: Approval _____

BACKGROUND:

The District and the Federation of Paraprofessionals reached a tentative agreement for the 2015-2017 Master Contract on December 8, 2016 and the paraprofessional employees ratified the tentative agreement on December 16, 2016.

This tentative agreement includes wage schedule improvements of 1.95% to schedule (excluding longevity) for 2015-2016 and 1.60% to schedule (excluding longevity) for 2016-2017. In addition, the tentative agreement includes the following:

- A restructuring of the salary schedule, which allowed a higher salary schedule increase percentage while staying within board parameter
- 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)
- “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.