

**INDEPENDENT SCHOOL DISTRICT NO. 271
Bloomington, Minnesota**

**MINUTES OF THE SPECIAL MEETING
BOARD OF EDUCATION
April 16, 2012**

Prior to the Special Meeting, there was a School Board Study Session followed by a Closed Session for the purpose of negotiations discussion.

Pursuant to due call and notice thereof, and there being a quorum present, the Special Meeting of the Board of Education of Independent School District 271, was called to order by Chair Melissa Halvorson Wiklund at 8:51 p.m. on Monday, April 16, 2012, at the Educational Services Center, 1350 West 106th Street, Bloomington, Minnesota.

Members Present: Melissa Halvorson Wiklund, Chair; Mark Hibbs, Vice Chair; Tim Culver, Clerk; Arlene Bush, Treasurer; Maureen Bartolotta, Dick Bergstrom and Nelly Korman. School Attorney Present: David Holman. Administration Present: Les Fujitake, Nancy Allen-Mastro, Rod Zivkovich, Eric Melbye, Bruce Pappas and Rick Kaufman.

Approval and Ratification of the 2011-2013 Negotiated Contract between Independent School District No. 271 and the Bloomington Federation of Teachers

Mark Hibbs moved, Arlene Bush seconded, that the School Board of Independent School District No. 271 approves and ratifies the 2011-2013 Negotiated Contract between the School District and the Bloomington Federation of Teachers. On roll call vote, all directors voted aye. Motion carried 7-0.

Bruce Pappas, Executive Director of Human Resources, stated that teacher contract negotiations started December 19, 2011. The teams met a total of 14 times before reaching a tentative agreement on March 26, 2012. The Bloomington Federation of Teachers ratified the tentative agreement for the 2011-2013 Master Contract last Friday, April 13, 2012.

This tentative agreement includes salary schedule improvements of 1.00% for 2011-2012 and 1.00% for 2012-2013. In addition, the tentative agreement includes the following:

- Increase Schedules C & E 0.0% in 2011-2013 and 2.1% in 2012-2013
- Refine definitions for teacher, Community Education teacher, and seniority date
- Convert from quarter hours to semester hours for lane changes
- Include a previously agreed to retirement notification incentive
- Include previously agreed to changes to progressive discipline
- Remove seniority language for non-unit positions to comply with state law
- Increase longevity pay
- Restrict lane changes for long-call reserve teachers to full year contracts
- Define licensed school nurse pay
- Include currently used criteria for approval of non-BOT institutions for lane change
- Allow lane changes upon receipt of official transcripts
- Allow election of lump sum to continue from one year to another
- Base summer school pay on previous year
- Include previously agreed to out-of-network out-of-pocket maximums for health insurance
- Increase the district health insurance contribution both years
- Allow for district health insurance contribution to continue in successor years without a vote, if percentage level equals or exceeds the previous year

- Add HSA contribution table for newly hired teachers
- Refine childbirth leave
- Refine special circumstances for district-approved leave for illness of dependent children
- Allow earned personal leave after one year instead of three years
- Remove holidays from teacher duty days
- Continue job shares and job exchanges and refine language
- Include currently used criteria for ESCE stretch calendars
- Bring 403(b) eligibility into compliance with federal law
- Bring retirement group insurance language into compliance with state & federal law
- Allow part-time teachers to be eligible for district contribution to retirement health insurance
- Require 90 day notification of retirement to be eligible for district contribution to retirement health insurance
- Add Education Specialist to Doctoral lane on salary schedule
- Add and modify Memorandums of Understanding to include:
 - Relief for kindergarten teachers
 - Summer school acceleration classes
 - Issues Forum to study workday and time, paid time off and leave utilization, and parent-teacher conferences on a district-wide basis
 - Special education and ELL caseloads deferred to the Special Education Issues Forum
 - Limited Schedules C & E modification and implementation
- Include “housekeeping” changes

The tentative agreement is within the allocations approved by the Board for contract settlements on October 17, 2011. The School Board received detailed copies of all proposed language, insurance changes, and schedule changes in the tentative agreement.

There being no further business to come before the School Board, the meeting was adjourned at 8:54 p.m.

Tim Culver, Clerk