



South Washington County Schools

Keith Jacobus, Ph.D., Superintendent

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ADMINISTRATIVE REPORT

TO: Members of the School Board
Keith Jacobus, Superintendent

FROM: Kevin Witherspoon, Director of Human Resources

DATE: April 23, 2020

TOPIC/PURPOSE OF REPORT: Approval of Wages and Benefits for the Association of Bus Drivers / Bus Assistants

REFERENCE TO POLICY/STRATEGIC PLAN: Policy 701, Establishment and Adoption of School District Budget

RECOMMENDED BOARD ACTION: Approval

DATE FOR BOARD ACTION: April 23, 2020

REPORT

Negotiations toward a new collective bargaining agreement between the South Washington County Schools, ISD 833 and the Association of Bus Drivers / Bus Assistants have resulted in a tentative two-year agreement to be effective July 1, 2019 through June 30, 2021. Members of the bargaining unit approved the tentative agreement on April 21, 2020.

The following conditions are recommended for the Bus Driver and Bus Assistant employees.

Wages

BUS DRIVER WAGES			
Step	2018-19	2019-20	2020-21
1	17.30	17.30	17.30
2	20.35	21.16	22.01

BUS ASSISTANT WAGES		
2018-19	2019-20	2020-21
15.25	15.86	16.49

Health Insurance

District contributions are as follows:

- Both Single and Family Coverage in the High Deductible Plan will receive a 7.8% increase in year 1 and no change in year 2. There was no change in the VEBA contributions.

District Contribution towards High Deductible Health Insurance Plan				
	2019	2020	2021	VEBA
Single	539.26	571.37	571.37	\$100
Family	1485.83	1531.29	1531.29	\$200

Other Benefits

- Increase of cost allowance for appropriate footwear from \$50 to \$75.
- Dental Insurance Contributions - no change.
- Life Insurance Contributions - no change.
- Long-Term Disability Insurance Contributions - no change.

Administration recommends approval of this proposal.