



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: June 18, 2020

TOPIC/PURPOSE OF REPORT: Approval of Wages and Benefits for District Office Support Specialists (DOSS) Employees

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

RECOMMENDED BOARD ACTION: Approval

DATE FOR BOARD ACTION: June 18, 2020

REPORT

Negotiations toward a new collective bargaining agreement between the South Washington County Schools, ISD 833 and the District Office Support Specialists (DOSS) have resulted in a tentative two-year agreement to be effective July 1, 2020 through June 30, 2022. Members of the bargaining unit approved the tentative agreement June 9, 2020. The economic costing of the tentative agreement includes the following:

Wages:

- Increase of wages 2% in 20/21 & 1.8% in 21/22

Health Insurance

- District contributions are as follows:

Health & Dental Insurance monthly premium contributions provided by District 833							
<i>Coverages are effective January 1 - December 31 of identified years below</i>							
Coverage Options	Single Coverage			Coverage Options	Family Coverage		
	2019	2020	2021		2019	2020	2021
Dental Insurance	\$30.90	\$42.00	\$42.00	Dental Insurance	\$30.90	\$80.00	\$80.00
Health Insurance	\$530.00	\$570.00	\$570.00	Health Insurance	\$1,400.00	\$1,530.00	\$1,530.00
VEBA	\$200.00	\$200.00	\$200.00	VEBA	\$300.00	\$300.00	\$300.00

Other Benefits

- TSA increase from \$4,400 to \$4,800 in 20/21 with no increase the following year.
- Tuition reimbursement increase from \$1,500 to \$2,000.
- Dental Insurance Contributions – increase from \$30.90 for single to \$42.00 & increase from \$30.90 to \$80.00 for family coverage. Dental is listed in the chart above.

Administration recommends approval of this proposal.