



ADMINISTRATIVE REPORT

TO: Members of the School Board
Keith Jacobus, Superintendent

FROM: Denise Griffith, Director of Human Resources

DATE: September 1, 2016

TOPIC OF REPORT: Tentative agreement with the United Teachers of South Washington County (UTSWC)

PURPOSE OF REPORT: Comply with School District Policy

RECOMMENDED BOARD ACTION: To approve the tentative agreement with UTSWC

DATE FOR BOARD ACTION: September 1, 2016

REPORT

Negotiations toward a new collective bargaining agreement between the South Washington County Schools, ISD 833 and the United Teachers of South Washington County have resulted in a tentative two-year agreement to be effective July 1, 2015 through June 30, 2017. Members of the bargaining unit approved the tentative agreement on August 31, 2016. The economic costing includes the deletion of 5 out of 23 steps for the 2015-16 school year, replacing numbered steps with lettered steps a-r (18 steps), a 1.3% increase on the whole schedule for all steps, and an additional 2.25% increase on steps i through r. There is an increase of 1.2% on whole schedule for all steps for the 2016-17 school year, with an additional 2.0% increase on steps i through r. Step and lane movement is included both years.

There will be a Health Insurance District Premium contribution for 2015-16 as follows:

- District will contribute \$627.95 per month for Single Select Choice and \$630.02 per month for Open Access
- District will contribute \$605.22 per month for Single High Deductible and \$250 per month toward VEBA
- District will contribute \$1239.88 per month for Family Select Choice and \$1240.51 per month for Open Access
- District will contribute \$1544.69 per month for Family High Deductible and \$250 per month toward VEBA

There will be a Health Insurance District Premium contribution for 2016-17 as follows:

- District will contribute \$529.99 per month for Single Select Choice and \$534.26 per month for Open Access
- District will contribute \$530.94 per month for Single High Deductible and \$250 per month toward VEBA
- District will contribute \$1,046.46 per month for Family Select Choice and \$1051.95 per month for Open Access
- District will contribute \$1,356.24 per month for Family High Deductible and \$250 per month toward VEBA

Effective January 1, 2016, the School District shall contribute to a maximum of \$41.82 towards the monthly premium for single or family Dental Insurance. Effective January 1, 2017, the School District shall contribute an amount equal to the single monthly premium toward both single and family coverage.

There is a change with the TSA Match, 403b district match for employees eligible for the Severance 2 Plan that includes:

- \$1,000 match in years of service 1-10
- \$1,500 match in years of service 11-17
- \$2,500 match in years of service 18+

Finally, an Education Specialist license was added to Doctoral stipend language, with an increased stipend to \$1423 annually.

The administration recommends approval of this Tentative Agreement