



South Washington County Schools

Keith Jacobus, Ph.D., Superintendent

District Service Center

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ADMINISTRATIVE REPORT

TO: Members of the School Board
Dr. Keith Jacobus, Superintendent

FROM: Dr. Kevin Witherspoon, Director of Human Resources

DATE: September 19, 2018

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: September 20, 2018

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, 2018 through June 30, 2020. Members of the bargaining unit approved the tentative agreement September 6, 2018. The economic costing of the tentative agreement includes the following:

Wages and Benefits**Wages-**

- 2.25% (retroactive) for first year and 2.0% for the second year

Health Insurance-

District contributions are as follows:

- Single High Deductible: 0% Increase in both years
- Family High Deductible: 0% increase in both years
- All other plans: 0% increase in both years
- VEBA contributions for the Family Deductible Plan will increase from \$250 to \$300

Other Benefits

- TSA Contributions increase from \$4,175 to \$4,400.
- Dental Insurance Contributions- 0% increase from employer in both years.
- Life Insurance Contributions- 0% increase from employer in both years.
- Vacation following 1 year of service will increase to 15 days and following 20 years of service will increase to 28 days.
- Added language: Vacation may be accrued for up to one year. Any vacation days exceeding the one-year accrual on August 31, 2019 and on June 30 in years thereafter, will be compensated at the employee's current base daily salary rate.

The administration recommends approval of this proposal.