



## South Washington County Schools

Keith Jacobus, Ph.D., Superintendent

### District Service Center

7362 E. Point Douglas Rd. S.

Cottage Grove, MN 55016

Phone: 651-425-6300 Fax: 651-425-6318

### ADMINISTRATIVE REPORT

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

FROM: Dr. Kevin Witherspoon, Director of Human Resources

DATE: December 11, 2018

TOPIC/PURPOSE OF REPORT: Approval of Wages and Benefits for Paraprofessionals, International Union of Operating Engineers, Local No. 70, AFL-CIO

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

RECOMMENDED BOARD ACTION: Approval

DATE FOR BOARD ACTION: December 13, 2018

### REPORT

Negotiations toward a new collective bargaining agreement between the South Washington County Schools, ISD 833 and the Paraprofessionals, International Union of Operating Engineers, Local No. 70, AFL-CIO 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 December 5, 2018. The economic costing of the tentative agreement includes the following:

### Wages and Benefits

#### Wages-

- Base rate effective July 1, 2018: \$15.45/hr (Retroactive)
- Base rate effective July 1, 2019: \$15.75/hr

## **Health Insurance-**

District contributions are as follows:

### Effective July 1, 2018:

- Single, High Deductible Open Access Plan: No changes
- Family, High Deductible Open Access Plan: No changes
- All other plans: No Changes
- The District contribution to the VEBA for employees on the Single Open Access High Deductible Plan will remain at \$102.21
- The District contribution to the VEBA for employees on the Family Open Access High Deductible Plan will remain at \$50.00

### Effective January 1, 2019:

- Single, High Deductible Open Access Plan: District Contribution decreased by \$23.44
- Family, High Deductible Open Access Plan: No change
- All other plans: No change
- The District contribution to the VEBA for employees on the Single Open Access High Deductible Plan will remain at \$102.21
- The District contribution to the VEBA for employees on the Family Open Access High Deductible Plan will remain at \$50.00

### Effective January 1, 2020:

- Single, High Deductible Open Access Plan: District Contribution increased by \$22.50
- Family, High Deductible Open Access Plan: No change
- All other plans: No change
- The District contribution to the VEBA for employees on the Single Open Access High Deductible Plan will remain at \$102.2
- The District contribution to the VEBA for employees on the Family Open Access High Deductible Plan will remain at \$50.00

## **Other Benefits**

- Dental Insurance Contributions- 0% increase from employer in both years.
- Life Insurance Contributions- 0% increase from employer in both years.
- TSA contribution will remain the same

The administration recommends approval of this proposal.