

EMPLOYMENT AGREEMENT

Between

Independent School District No. 31

and

**Minnesota School Employees Association
for
Custodians and Maintenance Personnel**

Bemidji, Minnesota

For the Years

Beginning July 1, 2023, through June 30, 2025

NOTE: SBR 200-40-1 dated November 20, 2023, supercedes SBR 200-40-1 dated April 4, 2022

**SBR 200-40-1
ISD #31
20 November 2023**

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AGREEMENT

ARTICLE I
PURPOSE

SECTION 1. PARTIES. THIS AGREEMENT, entered into between the school board of Independent School District No. 31, Bemidji, Minnesota, hereinafter referred to as the District; Minnesota School Employees Association, hereinafter referred to as exclusive representative, pursuant to and in compliance with Public Employment Labor Relations Act, hereinafter referred to as P.E.L.R.A., to provide the terms and conditions of employment for custodians, **and** maintenance and plant operators during the duration of this Agreement.

ARTICLE II
RECOGNITION OF EXCLUSIVE REPRESENTATIVE

SECTION 1. RECOGNITION. In accordance, with P.E.L.R.A., the District recognizes the Minnesota School Employees Association as the exclusive representative for custodians, **and** maintenance and plant operators employed by the District, which exclusive representative, shall have those rights and duties as prescribed by P.E.L.R.A. and as described in the provisions of this Agreement.

SECTION 2. APPROPRIATE UNIT. The exclusive representative shall represent all such employees of the District contained in the appropriate unit as defined in Article III, Section 2 of this Agreement and P.E.L.R.A. and in certification by the Director of Mediation Services.

ARTICLE III
DEFINITIONS

SECTION 1. TERMS AND CONDITIONS OF EMPLOYMENT. Shall mean the hours of employment, the compensation therefore including fringe benefits, and the District's personnel policies affecting the working conditions of the employees.

SECTION 2. DESCRIPTION OF APPROPRIATE UNIT. For purposes of this Agreement, the terms custodian, **and** maintenance and plant operators shall mean all persons in the appropriate unit employed by the District in such classifications excluding the following: confidential employees, supervisory employees, essential employees, part-time employees whose services do not exceed 14 hours per week, employees who hold positions of a temporary or seasonal character for a period not in excess of 67 working days in any calendar year and emergency employees and the Chief Engineer and Custodial Manager of the school district.

SECTION 3. OTHER TERMS. Terms not defined in this Agreement shall have those meanings as defined in P.E.L.R.A. Full-time employee means an employee who is employed for forty (40) hours a week on a twelve (12) month basis.

SECTION 4. DEFINITIONS.

- A. Full-time Employee: Full-time employees work eight (8) hours per day, Monday through Friday or as described in ARTICLE VI, SECTION 1, SUBD. 1, for a total of forty (40) hours per week and twelve (12) months per year.
- B. Part-Time Employee: Part-time employees work less than forty (40) hours per week.

- C. Other Employees: Employees who work less than four (4) hours per day, five (5) days per week, and are not covered by the insurance benefits in this contract.

ARTICLE IV
DISTRICT RIGHTS

SECTION 1. INHERENT MANAGERIAL RIGHTS. The exclusive representative recognizes that the District is not required to meet and negotiate on matters of inherent managerial policy, which include, but are not limited to, such areas of discretion or policy as the functions and programs of the employer, its overall budget, utilization of technology, the organizational structure and selection and direction and number of personnel.

SECTION 2. MANAGEMENT RESPONSIBILITIES. The exclusive representative recognizes the right and obligation of the District to efficiently manage and conduct the operation of the District within its legal limitations and with its primary obligation to provide educational opportunity for the students of the District.

SECTION 3. EFFECT OF LAWS, RULES AND REGULATIONS. The exclusive representative recognizes that all employees covered by this Agreement shall perform the services and duties prescribed by the District and shall be governed by the laws of the State of Minnesota, and by school rules, regulations, directives and orders, issued by properly designated officials of the District. The exclusive representative also recognizes the right, obligation and duty of the school board and its duly designated officials to promulgate rules, regulations, directives and orders from time to time as deemed necessary by the school board insofar as such rules, regulations, directives and orders are not inconsistent with the terms of this Agreement and recognizes that the school board, all employees covered by this Agreement, and all provisions of this Agreement are subject to the laws of the state. Any provision of this Agreement found to be in violation of any such laws, rules, regulations, directives, or orders shall be null and void without force and effect.

SECTION 4. RESERVATION OF MANAGERIAL RIGHTS. The foregoing enumeration of District rights and duties shall not be deemed to exclude other inherent management rights and management functions not expressly reserved herein, and all management rights and management functions not expressly delegated in this Agreement are reserved to the District.

ARTICLE V
EMPLOYEE RIGHTS

SECTION 1. RIGHT TO VIEWS. Nothing contained in this Agreement shall be construed to limit, impair or affect the right of any employee or his/her representative to the expression or communication of a view, grievance, complaint or opinion on any matter related to the conditions or compensation of public employment or their betterment, so long as the same is not designated to and does not interfere with the full, faithful and proper performance of the duties of employment or circumvent the rights of the exclusive representative.

SECTION 2. RIGHT TO JOIN. Employees shall have the right to form and join labor or employee organizations, and shall have the right not to form and join such organizations. Employees in an appropriate unit shall have the right by secret ballot to designate an exclusive representative for the purpose of negotiating grievance procedures and the terms and conditions of employment for employees of such unit with the school board.

SECTION 3. REQUEST FOR DUES CHECK OFF. Employees shall have the right to request and be allowed dues check off for the Exclusive Representative. Upon receipt of a properly executed authorization card of the employee involved, the District will deduct in consecutive payrolls from the employee's paycheck the dues that employee has agreed to pay the Exclusive Representative. Within ten (10) days of said deductions, the district shall forward to the state office of MSEA all monies deducted. This procedure shall start **July 1 of each fiscal year**. In order for this to be accomplished there must be a deduction letter on file in the business office by **June 15**. The District will not be held responsible for late payments for circumstances beyond their control.

SECTION 4. BARGAINING UNIT INFORMATION AND ACCESS. The District shall provide information regarding new employees and employee separations and will provide the exclusive representative access to meet with new employees within the first thirty (30) calendar days of employment, during new employee orientations, or at individual or group meetings as required by state or federal law or any other state rule or statute.

ARTICLE VI HOURS OF WORK

SECTION 1. HOURS OF WORK: CLASS 'A' EMPLOYEES.

SUBD. 1. The normal work week for full-time employees will be eight (8) hours per day, Monday through Friday, for forty (40) hours for the week. An alternative full-time work week of Sunday-Thursday or Tuesday-Saturday may be implemented upon mutual agreement between a current full-time employee, the Association and the District. All hours worked in excess of eight hours in one day or forty (40) hours in one week, shall be compensated for at the rate of one and one-half times the regular hourly wage contained in Attachments A and B of this agreement. A paid holiday, sick leave and vacation shall be considered hours worked for purposes of calculating overtime. There shall be fifteen (15) minute coffee break every four (4) continuous hours of employment for all employees. A shift ending after midnight on Friday shall be considered a Monday through Friday shift.

SUBD. 2. Overtime work will be distributed equitably among the qualified employees within each building or department. If no employee in a given building or department is available for such overtime work, then an employee in the same classification from another building or department will be called upon to perform the work.

SUBD. 3. By mutual agreement between the exclusive representative and the District, the summer work week may be changed and the eight hour per day overtime clause waived, but in no event will the 40 hours per week clause be changed.

SUBD. 4. MINIMUM CALLBACK PAY: All employees who have completed their daily shift and have left the premises and are called back to return to work before the beginning of the next daily shift shall be termed an emergency call-back and shall be paid at the minimum rate of two (2) hours at time and one-half (1 ½) the employee's base hourly rate of pay for each such call-back. Call back hours shall not be credited as "hours worked" for purposes of overtime computation. This provision shall not apply to routine "boiler checks".

SUBD. 5. COMPENSATORY TIME: In lieu of cash overtime payment, an employee may request compensatory time off for overtime worked at the rate of one and one-half hours of compensatory time for each hour of overtime worked. The District retains the

right to deny any request for compensatory time and make overtime payment in accordance with Subdivision 1 of this Article.

An employee with a chronic health condition or who has an immediate family member with a chronic health condition, may elect compensatory time for each hour of overtime worked, if their combined balance of vacation and sick leave is at or below forty hours. At no time shall the employee's balance of compensatory time exceed eighty (80) hours. The employee shall provide certification from an appropriate health care provider, at least annually, but not more frequently than every ninety (90) days, regarding the chronic health condition.

Compensatory time, whether earned or used, shall be recorded on the applicable timesheet and payroll record.

SUBD. 6. ROUTINE BOILER CHECKS: Staff assigned to perform weekend "boiler checks" will be compensated for one hour (one and one half hour for Bemidji High School) at time and one-half for each assigned check. Staff completing a routine boiler check shall also conduct a "walk through" inspection of the building.

SUBD. 7. EMERGENCY CLOSING: When school is cancelled before the start of the normal school day or closed before the end of the normal school day due to inclement/dangerous weather conditions, the District will make reasonable efforts to allow staff who are designated as "emergency employees" to adjust schedules and/or use accrued vacation.

SUBD. 8. E-LEARNING DAYS: When students engage in e-learning in accordance with a school board adopted e-learning day plan under Minnesota Statute §120A.414, the District will make reasonable efforts to allow staff who are designated as "emergency employees" to adjust schedules and/or use accrued vacation.

ARTICLE VII RATES OF PAY

SECTION 1. RATES OF PAY.

SUBD. 1. The wages and salaries reflected in Appendix A, attached hereto, shall be a part of the Agreement for the period commencing July 1, **2023**, to June 30, **2025**.

SUBD. 2. A salary increase is not automatic and is effective only upon affirmative approval of the school board or designated administrative officer.

SUBD. 3. Employees who hold the position of a temporary or seasonal nature shall be paid at a rate set by the District. No fringe benefits shall be paid under this subdivision.

ARTICLE VIII INSURANCE

SECTION 1. INSURANCE. For employees in each category of this Agreement who have been employed continuously for a two (2) month period and have regularly worked four hours or more each duty day, the district will pay a monthly amount subject to the proration schedule under Section 2, for group health insurance, dental insurance and/or optical reimbursement account benefits. Health insurance coverage for eligible employees will be effective the first of the month

following two calendar months of employment. Dental insurance coverage for eligible employees will be effective the first of the month following one calendar month of employment.

The amount provided for in Section 2, shall be used at the discretion of the individual employee to pay premiums among the following options. This language shall be subject to the terms and conditions established by the coverage providers.

- a) Health Insurance (employee or dependent coverage)
- b) Dental Insurance (employee or dependent coverage)
- c) Optical Reimbursement Account
 Eligible expenses for optical costs up to \$1,500 per plan year will be reimbursable under Section 105 of the Internal Revenue Service Code. Available beginning with the election/open enrollment period with a September 8th deadline for a plan year of October 1st through September 30th. Amounts remaining unspent in the optical reimbursement account at the end of the plan year will be forfeited.
- d) **Effective July 1, 2024; Long-Term Disability Insurance (LTD): subject to provider participation requirements and benefit limitations.**
- e) **Effective July 1, 2024; Short-Term Disability Insurance (STD): subject to provider participation requirements and benefit limitations.**

Any additional cost of the insurance selected over and above the amount paid by the District shall be paid by the employee through payroll deduction.

SECTION 2. INSURANCE BENEFIT PRORATION. Employees in each category of this agreement shall have all insurance premium contributions allowed by the district, prorated in accordance with the total number of hours they work on a regular daily basis during the course of the employment year. The same pro-rata amount of the district’s contribution shall remain in effect during any uniform vacation shut down period when the employee is not required to be on duty. The following proration schedule shall be used.

HOURS OF QUALIFICATION	PERCENT PRORATION OF DISTRICT CONTRIBUTION	2023-2024 MAXIMUM DISTRICT MONTHLY CONTRIBUTION	2024-2025 MAXIMUM DISTRICT MONTHLY CONTRIBUTION
Under 4 hours daily	No Contribution	\$0.00	\$0.00
4 up to 5.99 hours daily	75	\$633.75	\$690.00
6 or more hours daily	100	\$845.00	\$920.00

SUBD. 1. Any changes in the employees’ insurance must be done through written authorization by the employee.

SUBD. 2. A married couple who are both employed by the District and eligible for a District insurance contribution, shall be allowed to combine the District’s contribution for the purpose of premium payment.

SECTION 3. LIFE INSURANCE. For all full-time employees in the unit who are employed on a basis of 12 months per year and who have been continuously employed for a period of two years (**one year effective July 1, 2024**), the District will pay directly to the insurance company selected by the District the annual premium for \$50,000 maximum of term life insurance during the period that the employee is under contract with the District. This goes into effect upon written approval of the insurance company.

SECTION 4. DURATION OF INSURANCE CONTRIBUTION. An employee is eligible for District contributions as provided in this Article as long as the employee is employed by the District. Upon termination of employment, all District contribution shall cease, effective on the last working day.

SECTION 5. CLAIMS AGAINST THE DISTRICT. The District's only obligation is to purchase an insurance policy and pay such amounts as agreed herein and no claim shall be made against the District as a result of a denial of insurance benefits by an insurance carrier.

SECTION 6. AVAILABILITY OF COVERAGE. The availability of group insurance coverage in this article is dependent upon sufficient enrollments to insure bids by insurance carriers, and that the District will exercise sole discretion in the selection of insurance carriers.

SECTION 7. RETIREE INSURANCE. An employee who qualifies for and receives retirement benefits under the rules and regulations of the Public Employees Retirement Association (PERA) or other appropriate State of Minnesota sponsored retirement fund and participates in the current District sponsored health insurance plan(s) as of the date of retirement and is otherwise eligible to continue coverage under Minn. Stat. §471.61, upon separation, shall be eligible to remain in the existing group health and hospitalization insurance program. Such eligibility shall continue until the end of the fiscal year in which the employee's eligibility for Medicare occurs, or until the employee has employment elsewhere, whichever comes first. To qualify for and to maintain this eligibility, the employee must notify the District in writing and must pay the full premium in advance installments.

SECTION 8. RETIREE LIFE INSURANCE. Employees who qualify for and receive retirement benefits under the rules and regulations of the Public Employees Retirement Association (PERA) or other appropriate State of Minnesota sponsored retirement fund and participates in the current District sponsored life insurance plan as of the date of retirement may continue in the group life insurance program if they pay their own premium in full at the District Business Office prior to the due date. Failure to make premium payments in a timely fashion will result in termination of the policy. All employees electing to remain in the group term life insurance program under this section will be placed in a separate sub-group for the purpose of rate determination.

ARTICLE IX LEAVES OF ABSENCE

SECTION 1. SICK & SAFE LEAVE.

SUBD. 1. All regular full-time employees shall earn sick leave at the rate of one day for each month of service in the employ of the District. Part-time employees earn sick leave on a pro-rata basis.

SUBD. 2. Unused sick leave may accumulate to a maximum credit of 1,424 hours. An abuse of sick leave on the part of any employee shall be grounds for cancellation of all accumulative sick leave.

SUBD. 3. Sick leave with pay shall be granted whenever an employee's absence is found to have been due to a disease, disorder, or illness of the mind or body of the employee.

SUBD. 4. The District may require an employee to furnish a medical certificate from a qualified physician or appropriate healthcare provider as evidence of illness, indicating such absence was due to illness, in order to qualify for sick leave pay. **Failure to provide**

required medical certification or other reasonable documentation as defined by state or federal law within thirty (30) days of such request may result in the leave being recorded as an unauthorized absence without pay. However, the final determination as to the eligibility of an employee for sick leave is reserved to the District.

SUBD. 5. In the event that a medical certificate will be required, the employee will be so advised.

SUBD. 6. Sick leave shall be deducted from the accrued sick leave days earned by the employee.

SUBD. 7. Sick leave pay shall be approved only upon submission of a signed request upon the authorized sick leave pay request form.

SUBD. 8. It shall be the duty of the employee to call his or her immediate supervisor and report sickness prior to the time the employee is scheduled to report for work.

SUBD. 9. Sick leave may be used for serious illness in the immediate family. Immediate family to be defined as: spouse, parent, child (includes adult child), step-child, parent-in-law, sibling, son-in-law, daughter-in-law, grandparents, grandchild, brother-in-law, sister-in-law, any member of the employee's household, **or as defined by applicable state or federal law. Information on applicable state or federal law are posted on official bulletin boards at each work site.** The District may require an employee to furnish a medical certificate or other reasonable evidence of such illness in order to qualify for leave under this subdivision.

SECTION 2. WELL CHILD LEAVE.

SUBD. 1. A well child leave without pay of up to six (6) months may be granted by the District to an employee who is the biological, foster or adoptive parent in conjunction with the birth or placement for adoption or foster care of a child within the first year following birth or placement for adoption or foster care, subject to applicable state and federal laws.

SUBD. 2. An employee making application for well child leave shall submit a written request to the District's designee of **their** intention to take leave under this section at least three (3) calendar months before commencement of the intended leave, unless a shorter notice is allowed by statute or the need for leave was not foreseeable.

SUBD. 3. The District may adjust the proposed beginning or ending date of a well child leave so that the dates of the leave are coincident with some natural break in the school year; e.g. holiday break, term break, end of the school year, or the like.

SUBD. 4. In making a determination concerning the commencement and duration of leave under this section, the District shall not be required to **permit** the employee to return to employment prior to the date designated in the request for well child leave.

SUBD. 5. The employee returning from well child leave shall be re-employed in a position of comparable duties, number of hours, and pay if the leave is for a period of twelve work weeks or less. If the leave is for more than twelve work weeks, the District will return the employee to the first vacancy within the job level the employee previously held in the unit and for which the employee is qualified. If no position is available when the employee is requesting to return from leave, the employee shall be placed on layoff and on the

applicable recall list for the remainder of that school year. Upon conclusion of that specific school year, the employee may elect to invoke **their** bumping rights to a position based on seniority. If, during the leave, the District experiences a layoff that would have resulted in the layoff of the employee on leave, the employee shall not be entitled to reinstatement in the former or comparable position and shall be subject to the layoff and recall provisions of this agreement.

SUBD. 6. Failure of an employee to return from leave pursuant to this section shall constitute a voluntary resignation of employment unless the District and the employee have mutually agreed to an extension of the leave.

SUBD. 7. The parties agree that periods of time for which the employee is on well child leave shall not be counted in determining the completion of the probationary period.

SUBD. 8. The employee who returns from well child leave within the provisions of this section shall retain all previous experience credit for pay purposes and any unused leave time accumulated under the provisions of this agreement. The employee shall not accrue additional experience credit for pay purposes or leave time during the period of absence for well child leave unless otherwise required by statute.

SUBD. 9. Leave under this section shall be without pay or fringe benefits unless otherwise required by statute.

SUBD. 10. When both parents are employed by the District, the total combined leave shall not exceed six months duration.

SECTION 3. WORKERS' COMPENSATION.

SUBD. 1. Upon the request of an employee who is absent from work as a result of a compensable injury under the provisions of the Worker's Compensation Act, the District will pay the difference between the compensation received pursuant to the Worker's Compensation Act by the employee and the employee's earned accrual of sick leave and/or vacation pay. In such event a deduction shall be made from the employee's accumulated vacation or sick leave accrual time according to the pro-rata portions of days of sick leave or vacation time which issued to supplement workers' compensation.

SUBD. 2. Such payment shall be paid by the District to the employee only during the period of disability.

SUBD. 3. In no event shall the additional compensation paid to the employee by virtue of sick leave or vacation pay result in the payment of a total daily, weekly, or monthly compensation that exceeds the normal compensation of the employee.

SECTION 4. MEDICAL LEAVE.

SUBD. 1. A full-time employee who is unable to perform **their** employment duties because of medical disability, upon written request and subject to approval of the District, may be granted a medical leave of absence without pay not to exceed six months, during the continuance of such medical disability.

SUBD. 2. A request for medical leave of absence under this section shall be accompanied by a doctor's statement in writing outlining the condition of health and the estimated time

at which the employee is expected to be able to resume normal employment responsibilities.

SUBD. 3. Notwithstanding any other provision thereof, the total medical leave provided for in this section shall not exceed a period of six months.

SUBD. 4. All or any portion of leave taken under this section by an employee during which **they have** a medical disability may at the employee's option be charged to the employee's available sick leave.

This option shall be exercised by the employee in writing prior to the commencement of the leave. If the employee elects to use available sick leave, **they** must notify the district in writing prior to the termination of the leave of number of days of such leave to be charged to the sick leave provisions of this agreement.

SECTION 5. BEREAVEMENT LEAVE. The superintendent or designee may grant absences to the employees in the group with pay, for up to three (3) full days per bereavement of immediate family as defined below.

Subd. 1. Immediate family shall be defined as spouse, parent, child, step-child, parent-in-law, sibling, son or daughter-in-law, grandparents, grandchild, brother, sister-in-law, or member of the employee's household.

Subd. 2. The superintendent or designee may grant absences with pay, for one (1) day per bereavement of an aunt, uncle, niece or nephew. Pay for bereavement leave for aunt, uncle, niece or nephew shall be deducted from sick leave.

Subd. 3. If special circumstances arise the superintendent or designee may grant additional days of leave, with pay, but deductible from the sick leave accumulation. Action taken by the superintendent or designee will not be considered precedent setting.

Subd. 4. Employees shall be granted one paid day, per bereavement, to be deducted from sick leave, to participate as a pallbearer (honorary or active) for a funeral. The superintendent has the discretion to extend this subdivision for the funeral of a person who had a close personal relationship to the employee, but who was not a member of the person's immediate family. The Superintendent's discretion is not subject to the grievance procedure and will not be considered as precedent in other cases. This leave shall be prorated for employees who work less than full-time.

SECTION 6. DEPENDENT CARE LEAVE: An employee may be granted a dependent care leave, without pay and benefits, at the sole discretion of the Superintendent or designee, for the purpose of providing medical care for a hospitalized or critically ill son, daughter, spouse or parent. Such leave shall not exceed a period of six months. During an approved leave period should the ill son, daughter, spouse or parent no longer require medical care, the employee would be required to report back to work.

A written leave request must be submitted and shall include:

1. A description of the need for the leave.
2. Expected length of time needed for the leave.
3. A Health Care Provider's statement attesting to the need and level of care required or to be provided.

An employee shall provide the District with sufficient notice of his/her intent to return to work prior to the expiration date of the leave.

ARTICLE X
HOLIDAYS AND VACATIONS

SECTION 1. HOLIDAYS.

SUBD. 1. All full-time employees who are employed on a basis of 12 months per year shall be entitled to the following paid holidays and you will not be required to report for work. If school is in session any of these days, an alternate day will be granted. Part-time employees shall be eligible for holidays on a pro-rata basis.

- | | | |
|----------------------|---------------------------|-----------------------|
| 1. Memorial Day | 5. Thanksgiving Day | 9. New Year's Eve Day |
| 2. Juneteenth | 6. Day After Thanksgiving | 10. New Year's Day |
| 3. Fourth of July | 7. Christmas Day | 11. President's Day |
| 4. Labor Day | 8. Christmas Eve Day | |

*The following days will be considered paid holidays if school is not in session and employees will not be required to work. **Staff required to work on either Good Friday and/or Martin Luther King Day shall be paid time and one-half for all hours worked on that day.**

1. Good Friday* 2. Martin Luther King Day*

**The following days will be considered paid holidays and the employee will not be required to work if the employee's normal work schedule includes Saturday and Sunday.

1. Easter Sunday**

SUBD. 2. Employees who are required to work all or any part of the above named holidays will be paid their regular salary times 150% (time and a half).

SUBD. 3. When a holiday falls on Sunday, the following Monday will be observed. When a holiday falls on a Saturday, the Friday before will be observed.

SECTION 2. VACATIONS.

SUBD. 1. All full-time employees who are employed on a basis of 12 months per year will receive the following vacation with pay. Part-time employees shall be eligible for vacation on a pro-rata basis.

- 2 weeks (10 working days) after 1 year of continuous service
- 3 weeks (15 working days) after 6 years of continuous service
- 4 weeks (20 working days) after 12 years of continuous service
- 5 weeks (25 working days) after 22 years of continuous service **(20 years of continuous service effective July 1, 2024)**

SUBD. 2. A paid holiday shall be considered a working day.

SUBD. 3. Years of continuous service will be determined based on the employee's date of employment. Vacation accrual will be pro-rated during the fiscal year in which the employee reaches a higher level accrual rate.

SUBD. 4. An employee may use earned vacation time provided it is first approved by their immediate supervisor and then submitted to the appropriate District administrative official for final approval. Accrued vacation time must be taken within 14 months after the work year in which it was earned. Proper planning for the use of accumulated vacation time and any loss of such time through nonuse will be the responsibility of the employee.

ARTICLE XI SENIORITY

SECTION 1. SENIORITY.

SUBD. 1. Seniority job classifications are defined as the job levels enumerated in appendices A and B. Each numbered job level shall constitute a job classification.

SUBD. 2. Seniority standing shall be granted to all employees in the unit who work thirty (30) or more hours per week. The standing is to be determined on the basis of total length of continuous service to the District.

SUBD. 3. An employee shall lose his seniority standing upon voluntary resignation from employment with the District.

SUBD. 4. In the event of a layoff in any category of work, employees shall be laid off according to seniority in the inverse order of hiring.

SUBD. 5. In the event of a layoff, a reduction in force, or the elimination of a position, a senior employee may exert **their** seniority rights over the most junior employee within the job classification.

If there is no junior employee within the job classification, the employee may then bump the most junior employee in the classification within the next lower job level, if one exists.

No employee may bump another if a license is required and the employee bumping does not hold the appropriate licensure.

In that case, the bumping employee moves to the next job classification with the next lower job level and may bump the most junior person in the job classification.

The senior employee's compensation is adjusted according to the classification of work being assumed.

SUBD. 6. Employees shall be rehired according to seniority in the inverse order of layoffs.

SUBD. 7. In cases of transfer from one category of work to another within the Custodian and Maintenance group, employees involved in the transfer shall not lose seniority standing. Employees transferring into the Custodian and Maintenance group from another group shall be placed at the bottom of the seniority list.

SUBD. 8. A seniority list shall be presented to the Association upon request of its officers.

SUBD. 9. Notice of all vacancies and newly created positions shall be posted on employee bulletin boards, and the employee shall be given five (5) days time in which to make application to fill said vacancy or new position.

Vacancies: When positions become available within the group, the vacancy shall be posted on the official school or unit bulletin board. Seniority, experience, training and other qualifications will be considered when filling the position. Final authority for filling the vacancy shall be determined by the administrative officials involved. If the initial posting results in an internal transfer, the first resultant position opening will be posted. Any further notifications or postings will be determined by the appropriate administrative official. An employee transferred to fill a vacancy shall be on probation for a period of thirty (30) days to determine if **they have** the necessary qualifications to perform the duties of the job.

SUBD. 10. A vacancy in a regular position, if in the opinion of the District such position is to be continued, shall be posted and filled within thirty (30) calendar days after the vacancy occurs.

SUBD. 11. All new regular employees shall be on probation for a period of twelve months and upon successful completion of such probationary period seniority will revert to the first day of their employment.

SUBD. 12. A regular employee shall be defined as one who is hired to fill one of the regular full-time positions.

SUBD. 13. Temporary Absence: When an employee is asked, and does assume the duties of another employee due to a temporary absence or termination and if the vacant position is at a higher compensation level, such employee, will be paid at the higher rate as long as the employee continues in the temporary position.

SUBD. 14. Initial Placement on the Wage Scale: The Superintendent or designee will determine a new employee's initial step placement within the position's designated Job Level. Such placement determination shall be based on the new employee's verified relevant work experience. Experience will be credited as years of paid experience up to step three of the applicable Job Level.

Experience credit granted in determining initial placement on the wage scale shall not be used in determining years of service for Longevity pay and/or placement on the seniority list.

Step placement determinations made by the Superintendent or designee will not be considered precedent setting and are not subject to the grievance procedure.

ARTICLE XII SEVERANCE PAY

SECTION 1. SEVERANCE. An employee, hired before July 1, 2022; who has fifteen (15) or more years of continuous employment with the District and qualifies for retirement benefits under the rules and regulations of the Public Employee Retirement Association (PERA), other appropriate State of Minnesota sponsored retirement fund or Social Security; or has twenty (20) years of service

to the District, shall be entitled to severance pay upon separation from the District. Such severance pay shall be equal to the number of full time equivalent eight hour days of accumulated sick leave multiplied by fifty (\$50.00) dollars for each day.

SUBD. 1. PAYMENT. Payments at retirement shall be made on the employee's final regular paycheck.

SUBD. 2. RETIREMENT SEVERANCE PAY. Retirement is defined as receiving or being eligible to receive a public retirement annuity. The severance amount as calculated at the time of separation will be the maximum amount paid by the district.

SECTION 2. POST EMPLOYMENT HEALTH CARE SAVINGS PLAN (HCSP): Employees are eligible to participate in the Minnesota Post Employment Health Care Savings Plan (HCSP) established under Minnesota Statutes §352.98 and as outlined in the Minnesota State Retirement System's Trust and Plan Documents. All funds collected by the employer on behalf of the employee will be deposited into the employee's post employment health care savings plan account.

All employees eligible for the severance payment outlined in ARTICLE XII, Section 1, will contribute 100% of the severance payment to the Post Employment Health Care Savings Plan.

ARTICLE XIII GRIEVANCE PROCEDURE

SECTION 1. GRIEVANCE DEFINITION. A "grievance" shall mean an allegation by an employee resulting in a dispute or disagreement between the employee and the District as to the interpretation or application of terms and conditions of employment insofar as such matters are contained in this Agreement.

SECTION 2. REPRESENTATIVE. The employee, administrator, or District may be represented during any step of the procedure by any person or agent designated by such party to act in his behalf.

SECTION 3. DEFINITIONS AND INTERPRETATIONS.

SUBD. 1. EXTENSION. Time limits specified in this Agreement may be extended by mutual agreement.

SUBD. 2. DAYS. Reference to days regarding time periods in this procedure shall refer to working days. A working day is defined as all week days not designated as holidays by state law.

SUBD. 3. COMPUTATION OF TIME. In computing any period of time prescribed or allowed by procedure herein, the date of the act, event, or default for which the designated period of time begins to run shall not be included. The last day of the period so computed shall be counted, unless it is a Saturday, a Sunday, or a legal holiday, in which event the period runs until the end of the next day which is not a Saturday, a Sunday, or a legal holiday.

SUBD. 4. FILING AND POSTMARK. The filing or service of any notice or document herein shall be timely if it bears a dated postmark or the United States mail within the time period.

SECTION 4. TIME LIMITATIONS AND WAIVER. Grievances shall not be valid for consideration unless the grievance is submitted in writing to the school board's designee, setting forth the facts and the specific provision of the Agreement allegedly violated and the particular relief sought within twenty days after the date the event giving rise to the grievance occurred. Failure to file any grievance within such period shall be deemed a waiver thereof. Failure to appeal a grievance from one level to another within the time periods hereafter provided shall constitute a waiver of the grievance. An effort shall first be made to adjust an alleged grievance informally between the employee and the District's designee.

SECTION 5. ADJUSTMENT OF GRIEVANCE. The District and the employee shall attempt to adjust all grievances which may arise during the course of employment of any employee within the District in the following manner:

SUBD. 1. LEVEL I. If the grievance is not resolved through informal discussions, the District designee shall give a written decision on the grievance to the parties involved within ten days after receipt of the written grievance.

SUBD. 2. LEVEL II. In the event the grievance is not resolved in Level I, the decision rendered may be appealed to the Superintendent, provided such appeal is made in writing within five days after receipt of the decision in Level I. If a grievance is properly appealed to the Superintendent, the Superintendent or designee shall set a time to meet regarding the grievance within fifteen days after receipt of the appeal. Within ten days after the meeting, the Superintendent or designee shall issue a decision in writing to the parties involved.

SUBD. 3. LEVEL III. In the event the grievance is not resolved in Level II, the decision rendered may be appealed to the school board provided such appeal is made in writing within five days after receipt of the decision in Level II. If a grievance is properly appealed to the school board, the school board shall set a time to hear the grievance within twenty days after receipt of the appeal. Within twenty days after the meeting, the school board shall issue its decision in writing to the parties involved. At the option of the school board, a committee or representative(s) of the board may be designated by the board to hear the appeal at this level, and report its findings and recommendations to the school board. The school board shall then render its decision.

SECTION 6. SCHOOL BOARD REVIEW. The school board reserves the right to review any decision issued under Level I or Level II of this procedure provided the school board or its representative notify the parties of its intention to review within ten days after the decision has been rendered. In the event the school board reviews a grievance under this section, the school board reserves the right to reverse or modify such decision.

SECTION 7. DENIAL OR GRIEVANCE. Failure by the school board or its representative to issue a decision within the time periods provided herein shall constitute a denial of the grievance and the employee may appeal it to the next level.

SECTION 8. ARBITRATION PROCEDURES. In the event that the employee and the District are unable to resolve any grievance, the grievance may be submitted to arbitration as defined herein:

SUBD. 1. REQUEST. A request to submit a grievance to arbitration must be in writing signed by the aggrieved party, and such request must be filed in the office of the superintendent within ten days following the decision in Level III of the grievance procedure.

SUBD. 2. PRIOR PROCEDURE REQUIRED. No grievance shall be considered by the arbitrator which has not been first duly processed in accordance with the grievance procedure and appeal provisions.

SUBD. 3. SELECTION OF ARBITRATOR. Upon the proper submission of a grievance under the terms of this procedure, the parties shall, within, ten days after the request to arbitrate, attempt to agree upon the selection of an arbitrator. If the employer and employee representative are unable to agree on an arbitrator, they may request from the Director of the Bureau of Mediation Services, State of Minnesota, a list of five (5) names. The list maintained by the Director of the Bureau of Mediation Services shall be made up of qualified arbitrators who have submitted an application to the Bureau. The parties shall alternately strike names from the list of five (5) arbitrators until only one (1) name remains. The remaining arbitrator shall hear and decide the grievance. If the parties are unable to agree on who shall strike the first name, the question shall be decided by a flip of the coin.

SUBD. 4. SUBMISSION OF GRIEVANCE INFORMATION.

a. Upon appointment of the arbitrator, the appealing party shall within five days after notice of the appointment forward to the arbitrator, with a copy to the school board, the submission of the grievance which shall include the following:

- (1) The issues involved
- (2) Statement of facts
- (3) Position of the grievant
- (4) The written documents relating to Section 5, Article XIII of the grievance procedure.

b. The District may make a similar submission of information relating to the grievance either before or at the time of the hearing.

SUBD. 5. HEARING. The grievance shall be heard by a single arbitrator and both parties may be represented by such person or persons as they may choose and designate, and the parties shall have the right to a hearing at which time both parties will have the opportunity to submit evidence, offer testimony, and make oral or written arguments relating to the issues before the arbitrator. The proceeding before the arbitrator shall be a hearing denovo.

SUBD. 6. DECISION. The decision by the arbitrator shall be rendered within thirty days after the close of the hearing. Decisions by the arbitrator in cases properly before him shall be final and binding upon the parties, subject, however, to the limitations of arbitration decisions as provided by P.E.L.R.A.

SUBD. 7. EXPENSES. Each party shall bear its own expenses in connection with arbitration including expenses relating to the party's representatives, witnesses, and any other expenses which the party incurs in connection with presenting its case in arbitration. A transcript of recording shall be made of the hearing at the request of either party. The parties shall share equally fees and expenses of the arbitrator.

SUBD. 8. JURISDICTION. The arbitrator shall have jurisdiction over disputes or disagreements relating to grievances properly before the arbitrator pursuant to the terms of this procedure. The jurisdiction of the arbitrator shall not extend to proposed changes in terms and conditions of employment as defined herein and contained in this written agreement; nor shall an arbitrator have jurisdiction over any grievance which has not been

submitted to arbitration in compliance with the terms of the grievance and arbitration procedure as outlined herein; nor shall the jurisdiction of the arbitrator extend to matters of inherent managerial policy, which shall include but are not limited to such areas of discretion or policy as the functions and programs of the employer, its overall budget, utilization of technology, the organizational structure and selection and direction and number of personnel. In considering any issue in dispute, in its order the arbitrator shall give due consideration to the statutory rights and obligations of the public school boards to efficiently manage and conduct its operation within the legal imitations surrounding the financing of such operations.

ARTICLE XIV
DISTRICT MATCHING PLAN

SECTION 1. ELIGIBILITY: The District’s match to an employee’s qualified District approved 403(b) plan and/or the State 457 plan, subject to Minnesota Statute §352.965 and §356.24, shall become available to an employee when they have successfully completed one year of employment in the District.

SECTION 2. AMOUNT: For each dollar (\$1.00) that an employee contributes via payroll deduction to a qualified 403(b) plan and/or the State 457 plan, the District shall contribute one dollar (\$1.00) to the same plan, up to a maximum annual District contribution **as indicated below**.

Years of Service	2023-2024 & 2024-2025 Maximum Annual Match
2-7	\$1,000
8-24	\$1,500
25+	\$2,500

Under no circumstances will the lifetime contribution for any one employee exceed \$25,000. Part time employees will have the maximum annual contribution prorated.

The amounts contributed by the district as the employer match will reduce benefits payable under ARTICLE XII, Section 1 - SEVERANCE in an amount equal to cumulative employer contributions under ARTICLE XIV, Section 2.

ARTICLE XV
DURATION

SECTION 1. TERM AND REOPENING NEGOTIATIONS. This agreement shall remain in full force and effect for a period commencing on July 1, 2023, through June 30, 2025, and thereafter until modifications are made pursuant to P.E.L.R.A. If either party desire to modify or amend this Agreement commencing at its expiration, it shall give written notice of such intent no later than 90 days prior to said expiration. Unless otherwise mutually agreed, the parties shall not commence negotiations more than 90 days prior to the expiration of this Agreement.

SECTION 2. EFFECT. This Agreement constitutes the full and complete agreement between the District and the Exclusive Representative. The provisions herein relating to terms and conditions of employment supersede any and all prior agreements, resolutions, practices, District policies, rules or regulations concerning terms and conditions of employment inconsistent with these provisions.

SECTION 3. FINALITY. Any matters relating to the terms and conditions of employment, whether or not referred to in this Agreement, shall not be open for negotiation during the term of this Agreement.

SECTION 4. SEVERABILITY. The provisions of this Agreement shall be severable, and if any provision thereof or the application of any such provisions under any circumstances is held invalid, it shall not affect any other provisions of this Agreement or the application of any provisions thereof.

**APPENDIX A
 BASE SALARY SCHEDULE
 REFLECTS HOURLY PAY RATES
 2023-2024**

<u>Job Level</u>	<u>Job Classification</u>	<u>Starting</u>	<u>After Six Month</u>	<u>After One Year</u>
2	Custodian	\$19.22	\$19.50	\$19.79 \$19.92 \$20.20
4	Custodian Engineer Lead Custodian	\$19.75	\$20.16	\$20.85 \$21.03 \$21.22
6	Groundsperson	\$21.50	\$21.90	\$22.63 \$22.83 \$23.02
9	Engineer-Asst. II	\$24.97	\$25.19	\$25.64 \$25.82 \$26.00
10	Engineer-Asst. I	\$26.00	\$26.22	\$26.63 \$26.82 \$27.00

*Reflects an increase of \$0.70 per hour

**APPENDIX B
 BASE SALARY SCHEDULE
 REFLECTS HOURLY PAY RATES
 2024-2025**

<u>Job Level</u>	<u>Job Classification</u>	<u>Starting</u>	<u>After Six Month</u>	<u>After One Year</u>
2	Custodian	\$19.65	\$19.94	\$20.24 \$20.37 \$20.65
4	Custodian Engineer Lead Custodian	\$20.19	\$20.61	\$21.32 \$21.50 \$21.70
6	Groundsperson	\$21.98	\$22.39	\$23.14 \$23.34 \$23.54
9	Engineer-Asst. II	\$25.53	\$25.76	\$26.22 \$26.40 \$26.59
10	Engineer-Asst. I	\$26.59	\$26.81	\$27.23 \$27.42 \$27.61

*Reflects an increase of 2.25%

Salary for the **2023-2024 and 2024-2025** fiscal years

1. Salary will be paid to each member in the unit according to the previous schedule.
2. A Chief C license is required for the Engineer I classification.
3. Salary schedule advancement for job levels which have steps will occur on the employee's anniversary date.
4. All employees whose position requires a swimming pool license will be paid \$1,300 above the salary schedule each year of the contract. This amount will be added to the contract salary and paid equally over the twenty-four pay periods. The \$1,300 is prorated for the months the license is held.
5. All employees whose position requires a boilers license will be paid an additional \$0.63 per hour for each day they are employed **or substitute** in a position requiring a boilers license.

Effective July 1, 2024; all employees whose position requires a boilers license will be paid an amount as indicated below for each day they are employed or substitute in a position requiring a boilers license.

Special - \$0.63 per hour
Second Class - \$0.70 per hour
First Class - \$0.80 per hour
Chief - \$1.00 per hour

6. A shift differential of ninety (90) cents per hour will be paid to all members of the unit who work second shifts. A shift differential of one dollar and ninety cents (1.90) per hour will be paid to all members of the unit who work third shifts. This amount will be paid for 178 days worked during the year, as designated by the Custodial Manager, including sick leave and vacation leave days and will be added to the total contract and paid equally over twenty-four pay periods. All days worked at second or third shifts in excess of the 178 days will be paid by time sheet. Shift differential will not become part of the hourly salary schedule. A second shift is defined as a regular work shift that commences at or after 3:00 p.m. or ends at or after 10:00 p.m. A third shift is defined as a regular work shift that commences at or after 10:00 p.m. or ends at or after 5:00 a.m.
7. The lead custodians at Gene Dillon Elementary, the Middle School and the High School will be paid \$1,200 for each year of the contract for lead custodian responsibilities. This amount will be added to the contract salary and paid equally over the twenty-four pay periods.
8. Longevity:
Employees who have been continuously employed for the number of years specified and have been at their classification for one year, shall receive an additional hourly amount as indicated, over their base salary:

<u>Years of Service</u>	<u>2023-2024 & 2024-2025</u>
5 years continuous employment -	90¢ per hour
10 years continuous employment -	\$1.00 per hour

15 years continuous employment -	\$1.10 per hour
20 years continuous employment -	\$1.40 per hour
25 years continuous employment -	\$1.50 per hour
30 years continuous employment-	\$1.60 per hour

9. Wages and Benefits of Temporary Employees, Casual Employees and Substitute Employees Classified as Long Term: Employees whose service does not exceed 67 days in a calendar year are not considered public employees pursuant to the PELRA and as such are not covered under this agreement. These individuals will be paid a rate determined by the School District. Employees of the Building and Grounds department whose service exceeds 67 days in a calendar year, but does not exceed 160 days or 1,280 hours in a calendar year will be paid least eighty percent (80%) and no more than 100% of the hourly salary (one year of service) of the classification in which they are working and shall be eligible for health insurance benefits as established under ARTICLE VIII of this agreement. The provisions of this Agreement with regard to life and retiree insurance, leaves of absence, discipline, holidays, vacations, hours of work, seniority (including layoffs and vacancies), probationary period and severance pay do not apply to these employees.

10. Physicals: All Building, Ground, and Equipment Maintenance staff who are required to maintain a Commercial Driver's License (CDL) as a condition of employment shall be reimbursed for the cost, up to a maximum of \$100, for the basic physical examination. Such reimbursement shall be made no more than once each fiscal year. Employees are responsible for payment of the initial physical examination to obtain the CDL and will be responsible for any supplemental examinations ordered by the health care professional completing the physical examination.

IN WITNESS WHEREOF, the parties have executed this Agreement as follows:

For the MSEA Custodian & Maintenance
Employees

For Independent School District #31

Bemidji, Minnesota

School District #31
502 Minnesota Avenue NW
Bemidji, MN 56601



Field Representative



Negotiator



Negotiator



Chair



Clerk



Chief Negotiator

Dated this 27 day of November, 2023

Dated this 28th day of November, 2023