



Tentative  
Agreements for  
2019-21 and 2021-23  
Contracts



# How We Got Here

- Negotiations started in October 2019
- After 5 sessions the district filed for mediations (December 2019)
- Mediation started in February 2020.
  - Three sessions were held, with the third delayed until June 2020 due to COVID
  - The district presented the first of 3 Last, Best and Final offers.
- The district refused to meet again until January of 2021
  - The BFP made 7 requests to meet from June to January
- The district and BFP met four times between January and April
  - The district presented their second LBF offer
- Dr. Melbye took over as Superintendent on July 1, 2021
- Negotiations resumed in August 2021
  - The district presented their third LBF offer
- Negotiations in September and October 2021 lead to a Tentative Agreement on October 12, 2021



# Organizing Efforts

- Invited members to negotiations
- Wore black on Friday
- Numerous public comments with at Board Meetings (in person and virtual)
- Postcard Writing from Paraprofessionals
- Informational Picketing
- Postcard Writing from teachers and community members
- Support Posters



# The Tentative Agreements

While the negotiations finally centered on a four-year package, we actually negotiated 2 two-year contracts (2019-21 and 2021-23)

All of the language items will be included in the 2019-21 contract and carry over.

Wages will be separated among the two contracts



# Language Items

- Dues Checkoff - Language was adjusted to coincide with Education Minnesota's drop window. (September 1-30)
- Paraprofessional Membership/Seniority lists - Increased to the district providing this information four times per year.
- Job postings would contain more accurate information about positions and responsibilities.
- Payment of healthcare through the summer in the event of layoff for the following school year.
- Providing student history of aggression/violent behavior - The district is required to notify paraprofessionals if a student they will be working with has a history of aggression or violent behavior.



# Language Items (continued)

- Notification of continuing employment via email - Each spring the district will send an email to paraprofessionals that their position for the following school year.
- Continuation of a paraprofessional credentials Memorandum of Understanding
- Changing any associated job title to include paraprofessional in the title.
- Overpayment/Underpayment - Sets the guidelines for instances in which the district either overpays or underpays a paraprofessional. This includes provisions of repayment plan and timelines for which the district must pay in the case of underpayment.
- Layoff/Transfer Language - Establishes that in the case of layoffs or end of the year transfers, those individuals who are identified will have the opportunity to pick from the open positions based on seniority. Once the choice is made, paraprofessionals will have to apply for open positions.



# Still More Language Items

- Change to President Release Time - President Release Time is now charged at a flat rate of \$5000 per year. This is a reduction from about \$8500 to \$9000. This means in the future we will be able to reduce local dues.
- The district has agreed to forgive any and all outstanding balances owed by the BFP to the district.
- The district has agreed to provide a ½ day training on Mindfulness and Self Care for paraprofessionals. This will be paid for all that attend.
  - Tentative Date of February 4, 2022



# Labor Management

- This item creates a Labor Management Committee between the district and the BFP to meet and discuss issues pertaining to paraprofessionals.
- The Minnesota Bureau of Mediation Services will assist in training and drafting the by-laws of this committee to operate by.
- Labor Management will meet periodically throughout the school year to address and work on solutions to issues that have or are occurring in the schools.
- The BFP group will consist of the president, executive officers and members of the BFP.
- The BFP has agreed to pay 50% of the any costs in setting up this committee.





# Topics Identified for LMC

- Formation of a sick bank
- District Approved Leave
- Formation of a District Approved Leave Committee
- Workers Compensation
- Workplace Violence
- Professional Development
- Orientation
- Evaluations
- Establishment of Comparables for the Purpose of Negotiations




# Wages

Wages will be on the next four slides (one for each of the four years covered by the new contracts)

Retro pay will be paid to all paraprofessionals who worked during a given year. This includes any paraprofessional who is no longer employed by the district.

Retro pay will be paid on the following schedule.

12/20	retro for the 2019-20 school year (this will go on the current year's W2)
01/05	retro for the 2020-21 school year
01/20	retro for the 2021-22 school year



# Wages 2019-20

2% Increase

2019-2020

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	10L	15L	20L
<b>Class I</b>	14.17	14.81	15.45	16.10	17.32	18.54	18.99	19.49	19.99
<b>Class II</b>	14.67	15.65	16.62	17.58	18.89	20.21	20.66	21.16	21.66
<b>Class III</b>	15.06	16.21	17.37	18.51	19.87	21.23	21.68	22.18	22.68




# Wages 2020-21

This year of the contract provides market adjustments to steps 1-4, 2.1 % increases for steps 5 and 6 and \$.05 added to longevity step of 10 years.

## 2020-2021

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	10L	15L	20L
Class I	16.50	16.75	17.00	17.50	17.71	18.96	19.46	19.96	20.46
Class II	17.61	17.69	17.75	18.07	19.31	20.66	21.16	21.66	22.16
Class III	18.00	18.25	18.50	19.00	20.31	21.70	22.20	22.70	23.20




# Wages 2021-22

This provides a 2.45% increase of wages on all classes and steps.

2021-2022

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	10L	15L	20L
Class I	16.90	17.16	17.42	17.93	18.14	19.42	19.92	20.42	20.92
Class II	18.04	18.12	18.18	18.51	19.78	21.17	21.67	22.17	22.67
Class III	18.44	18.70	18.95	19.47	20.81	22.23	22.73	23.23	23.73



# Wages 2022-23

2% increase on all classes and steps

**2022-2023**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	10L	15L	20L
Class I	17.24	17.50	17.76	18.29	18.51	19.81	20.31	20.81	21.31
Class II	18.40	18.49	18.55	18.88	20.18	21.59	22.09	22.59	23.09
Class III	18.81	19.07	19.33	19.85	21.22	22.68	23.18	23.68	24.18



# Thank You

This was a long process and many would say too long. A tremendous thank you goes out to our negotiations team, local members, members of the Bloomington Federation of Teachers, Education Minnesota Staff (especially Eric Herrmann our Field Staff), the support of the community at large and our union brothers and sisters from around the state!

## Questions