

Custodian Contract Summary 24 - 26

1) Update table of contents, dates and attachments

2) Change language surrounding description of the unit

Article III, section 2- remove struck through language

Section 2. Description of Appropriate Unit: For purposes of this agreement, the term custodial maintenance and plant operational employees shall mean all persons in the appropriate unit employed by the school board excluding the following: Confidential employees, supervisory employees, essential employees, part time employees whose services do not exceed the lesser of 14 hours per week or 35% of the normal work week, ~~employees who hold positions of a temporary or seasonal character for a period not in excess of 100 full working days in any calendar year, and emergency employees.~~ The school district shall be allowed to hire student help as needed. This section of the article is covered under 179A.03 Definitions, Subdivision 1-19 of the PELRA as amended.

3) Change to managerial rights (PELRA change)

Article IV, section 1- remove struck through language

Section I. Inherent Managerial Rights: The exclusive representative recognizes that the school board 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 as defined by PELRA.

4) Changes to language regarding payroll deductions, Union access, and orientation

Article V, section 3, new section 4, new section 5, section 6 - add following language:

Section 3. Request for Payroll Deduction, Authorization and Remittance. Employees have the right to request and be allowed payroll deduction for the Union and for the Union's political action committee. The District will commence deductions within thirty days of receiving notice from the Union of the authorized deduction(s). The District will remit deductions to the Union within thirty days of the deduction.

The notice will include certification from the Union that the Union has and will maintain a signed authorization from the employee for whom deductions will be made. A valid signed authorization includes, but is not limited to, an electronically signed authorization. The District may require a copy of the signed authorization form only if a dispute arises about the existence or terms of the authorization. The dues deduction authorization remains in effect until the District receives notice from the Union that an employee has changed or cancelled their authorization in writing in accordance with the terms of the original authorizing document.

The Union will indemnify the District for any successful claims made by an employee for unauthorized deductions made in reliance upon certification or information received from the Union.

NEW: Section 4. Union Access to Information:

Within twenty calendar days from the date of hire of an employee, the District will provide the following contact information to the Union: name, job title, worksite location (including location within a facility when appropriate), home address, work telephone number, home and personal cell phone numbers on file with the District, date of hire, work email address, personal email address on file with the District, wage, number of hours normally scheduled in a day, number of duty days contracted for, and whether the position is a nine (9) month or twelve (12) month assignment. The District will provide this information to the Union in a format acceptable to the Union.

Every 120 calendar days the District shall provide to the Union in an Excel file or similar format agreed to by the Union the following information for all bargaining unit employees: name; job title; worksite location, including location within a facility when appropriate; home address; work telephone number; home and personal cell phone numbers on file with the District; date of hire; and work email address and personal email address on file with the District.

The District must notify an exclusive representative within twenty calendar days of the separation of employment or transfer out of the bargaining unit of a bargaining unit employee.

NEW Section 5. Union Orientation. - Minnesota Statutes 2022, section 179A.07 Subdivision 9

The School District will provide the Union steward with the name and work location of each new employee when that employee begins work with the

school district. The School District will also provide the union steward's name and work location to each new employee.

The District will allow a Union designated representative to meet in person with newly hired employees for thirty minutes within thirty calendar days from the date of hire, during new employee orientations or (if the District does not conduct new employee orientations) at individual or group meetings. All employees participating in these meetings will be in pay status. The District will provide at least ten days notice in advance of an orientation. Meetings may be held virtually or for longer than 30 minutes only by mutual agreement of the District and the Union.

Section 6. Union Access. - Minnesota Statutes 2022, section 179A.07, subdivision 9

The District will allow the Union to communicate with bargaining unit members using their employer-issued email addresses regarding collective bargaining, the administration of the collective bargaining agreement, the investigation of grievances, other workplace-related complaints and issues, and internal matters involving the governance or business of the Union, consistent with the District's generally applicable technology use policies.

The District will allow the Union to meet with bargaining unit members in District facilities regarding collective bargaining, the administration of the collective bargaining agreement, grievances and other workplace-related complaints and issues, and internal matters involving the governance or business of the Union, provided such use does not interfere with the District's business operations.

5) Change to rates of pay

- Increase 3.25% for year 1 and increase 3% for year 2

B-2-1 Step	Current	2024-2025	2025-2026
A	\$16.75	\$17.29	\$17.81
B	\$17.25	\$17.81	\$18.34
C	\$18.00	\$18.59	\$19.14
D	\$19.00	\$19.62	\$20.21
E	\$19.75	\$20.39	\$21.00

C-4-1 Step	Current	2024-2025	2025-2026
A	\$21.27	\$22.39	\$23.07
B	\$21.71	\$22.97	\$23.66
C	\$22.25	\$23.49	\$24.19
D	\$23.25	\$24.32	\$25.04

- +\$50/year for employees with their Maintenance Electrician License
- +\$50/year for employees at each Boiler license level

6) Increase health insurance contribution by 5% on year 1 and 5% on year 2

	Current	2024-2025 (+5%)	2025-2026 (+5%)
Single	\$6,807	\$7,147	\$7,505
Family	\$11,337	\$11,904	\$12,499

- Increase dental insurance by \$18 on year 1 and \$18 on year 2

	Current	2024-2025 (+\$18)	2025-2026 (+\$18)
Single	\$350	\$368	\$386
Single + 1	\$350	\$368	\$386
Family	\$350	\$368	\$386

7) Increase night differential to \$.75

8) Add Juneteenth to the list of paid holidays

9) Increase district annuity match by \$100 at each level

Years of Service	Employer Max (23-24)	New Employer Max
1-5	\$300	\$400
6-10	\$500	\$600
11-15	\$700	\$800
16+	\$900	\$1,000

10) Employees working a scheduled event on Saturday will be paid at 1.5X hourly rate (Article IX, Subd. 4)

11) New hires will be able to access \$100 of their clothing allowance immediately. The remaining \$250 will be available after ninety (90) days of employment (article VI, Subd 3)

12) Employees hired prior to January 20th will be eligible for their step change in wage on July 1st. Employees hired after January 20th will be eligible for their step change on July 1st of the following year. (Article XI, Subd. 4)