

**Special School Board Meeting**  
Duluth Public Schools, ISD 709

Agenda

Tuesday, May 6, 2014  
UnitedHealth Group Building  
4316 Rice Lake Road  
Suite 108  
Duluth, MN 55811  
6:00 PM

1. **Call to Order**
2. **Roll Call**
3. **Audience - Related to Agenda Item Listed Below**
4. **Resolution HR-5-14-3175 - Approval of the Duluth Federation of Teachers Local 692, A.F.T., Collective Bargaining Agreement dates of 07/01/13-06/30/15 and 07/01/15-06/30/17** 2
5. **Adjournment**

RESOLUTION

Duluth Federation of Teachers Local 692, A.F.T.

RESOLVED, By the School Board of Independent School District 709, St. Louis County, Minnesota, that the Collective Bargaining Agreements between Independent School District #709 and the Duluth Federation of Teachers Local 692, A.F.T., a summary of which is in the hands of all School Board members, be approved and adopted for the periods July 1, 2013 to June 30, 2015, and July 1, 2015 to June 30, 2017 inclusive, and that the Chairperson and Clerk of the School Board be hereby authorized to execute said Agreements on behalf of the School District.

Resolution HR-5-14-3175

May 06, 2014

## Duluth

709

## TEACHER NEGOTIATIONS COST SHEET SUMMARY 2013-15

#FTE's 630.80625

Settlement Date 6/18/2014

Make NO Entries on this Worksheet

2012-13

%Change

2013-14

% Change

2014-15

## SALARY SCHEDULE &amp; PART-TIME SALARIES

	2012-13	%Change	2013-14	% Change	2014-15
<b>SALARY RATE CHANGES</b>	\$ 38,881,273	0.65%	\$ 39,132,857	3.44%	\$ 40,480,228
<b>LANE CHANGES</b>			\$ -		\$ -
Co-Curricular Salaries	\$496,543	0.00%	\$496,543	3.00%	\$511,439
Split Grades	\$ 58,500	0.00%	\$ 58,500	7.69%	\$ 63,000
Q-Comp Cost Totals	\$ -		\$ -		\$ -
Other Salaries (Describe)	\$ 79,709	-100.00%	\$ -		\$ -
<b>Schedule and Part Time Salaries Total</b>	\$ 39,516,024	0.43%	\$ 39,687,900	3.44%	\$ 41,054,667

## Benefit Cosys

Health Insurance	\$ 6,391,846	5.36%	\$ 6,734,449	1.70%	\$ 6,848,935
HRA Contribution Cost	\$ 1,649,200	0.00%	\$ 1,649,200	0.00%	\$ 1,649,200
0% Contribution Cost	\$ -		\$ -		\$ -
Life Insurance	\$ 61,776	0.00%	\$ 61,776	0.00%	\$ 61,776
Long-Term Disability	\$ 104,158	-20.00%	\$ 83,326	0.00%	\$ 83,326
Dental Insurance Cost	\$ 156,349	5.75%	\$ 165,339	0.00%	\$ 165,339
Workers' Comp Costs	\$ 158,181	0.00%	\$ 158,181	0.00%	\$ 158,181
0.6 FTE Eligibility	\$ -		\$ -		\$ (76,000)
Employer Match 457	\$ -		\$ -		\$ -
Other Benefits	\$ -		\$ -		\$ -
<b>Total Insurance Related Benefits Costs</b>	\$ 8,521,510	3.88%	\$ 8,852,271	0.43%	\$ 8,890,757

<b>Compensation totals for TRA and FICA</b>	\$ 39,516,024		\$ 39,687,900		\$ 41,054,667
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## TRA and FICA

TRA & FICA are computed on Schedule and Extra Salaries	6.79%		7.29%		7.50%
<b>TRA</b>	\$ 2,683,138	7.83%	\$ 2,893,248	6.42%	\$ 3,079,100
	7.65%		7.65%		7.65%
<b>FICA</b>	\$ 3,022,976	0.43%	\$ 3,036,124	3.44%	\$ 3,140,682
<b>Total TRA and FICA Costs</b>	\$ 5,706,114	3.91%	\$ 5,929,372	4.90%	\$ 6,219,782

Read the comment in the cell below

	2012-13	%Change	2013-14	% Change	2014-15
<b>TOTAL TWO YEAR AGREEMENT COSTS</b>	\$53,743,648	1.351%	\$54,469,544	3.113%	\$56,165,206
Dollar Increase in Each Year			\$725,895		\$1,695,663
Dollar Increase Per FTE in Each Year			\$1,151		\$2,688
Dollar Increase Per FTE over Two Years					\$3,839
Sum or Year (1) Percentage and Year (2) Percentage					4.464%
Weighted Percent for Settlement (2xYr1+Yr2)/3					1.938%
MSBA (2) Year Percentage					2.928%

Salary Adjustments Anticipated from Staffing Changes, Severance, and Retiree Benefits

\$0

\$0

<b>TOTAL TWO YEAR ANTICIPATED SALARY COSTS</b>	\$53,743,648		\$54,469,544		\$56,165,206
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Comment

PERCENTAGE CHANGE

1.35%

3.11%

**ISD 709 - Duluth Public Schools  
Summary of DFT Contract Costs  
2015-17**

	<b>FY 2015 Base \$</b>	<b>FY 2016 \$</b>	<b>FY 2017 \$</b>
Teacher Salaries	\$41,054,667	\$42,056,401	\$43,082,577
Teacher Benefits	\$15,110,539	\$15,707,483	\$16,337,066
<b>Total Salary &amp; Benefits</b>	<b>\$56,165,206</b>	<b>\$57,763,884</b>	<b>\$59,419,643</b>
\$ Change from Prior Year	\$56,165,206	\$1,598,678	\$1,655,759
% Change from Prior Year		2.846%	2.866%
Benefits Detail:			
Health Insurance	\$6,848,935	\$7,294,116	\$7,768,233
HRA Contribution Cost	\$1,649,200	\$1,649,200	\$1,649,200
Health Insurance EE contribution (0%)	\$0	\$0	\$0
Life Insurance	\$61,776	\$61,776	\$61,776
Long-Term Disability	\$83,326	\$83,326	\$83,326
Dental Insurance	\$165,339	\$165,339	\$165,339
Worker's Comp	\$158,181	\$158,181	\$158,181
Raise Health Eligibility to 0.6 fte	-\$76,000	-\$76,000	-\$76,000
Pension (DTRFA)	\$3,079,100	\$3,154,230	\$3,231,193
Social Security (FICA)	\$3,140,682	\$3,217,315	\$3,295,817
Total Benefits	\$15,110,539	\$15,707,483	\$16,337,066

Assumptions: 2%, 2%