

WAYZATA PUBLIC SCHOOLS
Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION
Special Meeting - August 27, 2018 - 4:00 PM
District Administration Building

AGENDA

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WAYZATA PUBLIC SCHOOLS

Independent School District 284
Wayzata, Minnesota

MISSION

Our Core Purpose:

The mission of Wayzata Public Schools is to ensure a world-class education that prepares each and every student to thrive today and excel tomorrow in an ever-changing global society.

VISION

What We Intend to Create and Experience:

The vision of Wayzata Public Schools is to be a model of excellence where all students discover their unique talents, develop a love and tenacity for learning and demonstrate confidence and capacity for success through:

Exceptional Student Learning, Experiences and Relationships:

- High achievement by each and every student—no exceptions, no excuses;
- Content-rich, rigorous and personalized education;
- Meaningful relationships with teachers, staff, mentors and peers in a welcoming, nurturing and safe environment where all are valued for who they are and the contributions they make.

Community Trust, Confidence and Partnership:

- Comprehensive learning opportunities meeting diverse learner needs and community aspirations;
- Committed to being the first choice for students and families;
- Maintaining the highest levels of satisfaction and pride by staff, parents and community.

Operational Excellence:

- Attraction, development and retention of exemplary, creative and engaged employees;
- Accountability by all staff for individual and collective performance;
- Effective and efficient use of time and human, financial and physical resources;
- Culture of continuous improvement and responsive innovation;
- High performing district governance, management and partnerships.

WAYZATA PUBLIC SCHOOLS
Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION
Special Meeting – August 27, 2018

AGENDA SECTION: 1. Call to Order

ITEM: Call to Order/Roll Call Attendance

COMMENTS BY: Sarah Johansen, Board Chair

School Board Chair, Sarah Johansen, will call the meeting to order. School Board Clerk Cheryl Polzin will call the roll.

	<u>Present</u>	<u>Absent</u>
Erik Brown	_____	_____
Linda Cohen	_____	_____
Andrea Cuene	_____	_____
Bonita Lucky	_____	_____
Chris McCullough	_____	_____
Cheryl Polzin	_____	_____
Sarah Johansen	_____	_____
Dr. Chace B. Anderson, Ex Officio	_____	_____

WAYZATA PUBLIC SCHOOLS

Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION

Special Meeting – August 27, 2018

AGENDA SECTION: APPROVAL OF AGENDA AND CONSENT AGENDA

**ITEM: Business and Finance Services
Authorization of Issuance of Individual Procurement Card
(P-Card)**

COMMENTS BY: Jim Westrum, Executive Director of Business & Finance

Authorization of Issuance of Individual Procurement Card (P-Card)

The administration recommends the issuance of a Procurement Card to the following employees:

Binoy, Chithra – New secretary for CMS

RECOMMENDED ACTION: Approve and Authorize of Issuance of Individual Procurement Card (P-Card).

Motion by: _____ Yes _____ Passed _____

Second by: _____ No _____ Failed _____

Abstentions: _____

WAYZATA PUBLIC SCHOOLS
Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION
Special Meeting – August 27, 2018

AGENDA SECTION: 3. HUMAN RESOURCE SERVICES

ITEM: A. Human Resource Recommendations

COMMENTS BY: Stacie Vos, Executive Director of Human Resource Services

Attached is the recommendation regarding personnel actions, including: employment, separations and leaves of absence.

RECOMMENDED ACTION: Approve the Human Resource Actions as recommended.

Motion by: _____ Yes _____ Passed _____

Second by: _____ No _____ Failed _____

Abstentions _____

HUMAN RESOURCES RECOMMENDATIONS - August 27, 2018

EMPLOYMENT

Name	Position	Location	Reason	Start Date
Joe Heil	Home Base Assistant	Birchview	New Position	8/20/2018
Jane Martin	Teacher - FACS	Central Middle	New Position	8/27/2018
Nichole Osterholt	Teacher - Vision 21	Central Middle	Transfer	8/27/2018
Christina Ehlenz	Paraprofessional	Central Middle	Transfer	9/4/2018
Myan Shipley	Paraprofessional	Central Middle	Transfer	9/4/2018
Kyle Tierney	Custodian	Central Services	Transfer	9/4/2018
Kellsie Botz	Paraprofessional	Early Learning School	Resignation	9/4/2018
Jennifer Birkhofer	Teacher - Special Services	Early Learning School	New Position	8/27/2018
Paige Larson	Peppermint Fence Instructor	Early Learning School	New Position	8/22/2018
Celeste Pryde	Teacher - Special Services	Early Learning School	Transfer	8/27/2018
Mary Krausert	Culinary Express	Gleason Lake	Resignation	9/4/2018
Margaret Sowada	Teacher - Math Intervention	Greenwood	New Position	8/27/2018
Elise Cordo	Paraprofessional	High School	Contract Ended	8/20/2018
Erica Bugenhagen	Teacher - Special Services	High School	Resignation	8/27/2018
Sheryl Carlson	Culinary Express	High School	New Position	9/4/2018
Laura Lopez	Culinary Express	High School	New Position	9/4/2018
Pamela Marxen	Culinary Express	High School	New Position	9/4/2018
Sharon Pfalzgraff	Culinary Express	High School	New Position	9/4/2018
Megan Wedde	Teacher - Special Services	Kimberly Lane	Nonrenewal	8/27/2018
Shannon Vekich	Home Base Assistant	Kimberly Lane	New Position	8/20/2018
Robin Readell	Home Base Assistant	Kimberly Lane	New Position	8/20/2018
Kelly McGoldrick	Teacher - Kindergarten	Meadow Ridge	New Position	8/27/2018
Tara Halen	Home Base Assistant	Meadow Ridge	New Position	8/20/2018
Kelly Ashenfelter	Teacher - 4th Grade	Meadow Ridge	Transfer	8/27/2018
Karen Rohrich	Paraprofessional	Meadow Ridge	New Position	9/4/2018
Kathy Hannan	Paraprofessional	Meadow Ridge	Transfer	9/4/2018
Matthew Glowacki	Teacher - Art	Oakwood	Transfer	8/27/2018
Tamara Barry	Paraprofessional	Oakwood	New Position	9/4/2018
Laura Conry	Teacher - Kindergarten	Oakwood	Resignation	8/27/2018
Lynlee Roeber	Teacher - Physical Education	Oakwood, Kimberly Lane	New Position	8/27/2018
Virginia Kreisle	Paraprofessional	Plymouth Creek	Resignation	8/20/2018
Courtney Gray	Teacher - 6th Grade	West Middle	New Position	8/27/2018

CONTRACT MODIFICATION

Name	Position	Location	Modification	Date
Erin Schmidt	Teacher - Music	Central Middle	From 0.917 FTE to 1.0 FTE	8/27/2018
Alison Haseman	Teacher - Music	Central Middle	From 0.5 FTE to 0.583 FTE	8/27/2018
Kristina Quandt	Teacher - Specialist Services	Early Learning School	Transfer from Para to Teacher	8/27/2018
Andrea Tasler	Teacher - Art	East, Kimberly Lane	From 0.69 FTE to 0.89 FTE	8/27/2018
Kristine Branyon	Teacher - World Language	High School	From 0.667 FTE to 0.834 FTE	8/27/2018
Lisa Parra Staves	Teacher - World Language	High School	From 0.5 FTE to 0.667 FTE	8/27/2018
Risa Piche-Palony	Teacher - Math Intervention	Kimberly Lane	From 0.8 FTE to 0.9 FTE	8/27/2018
Suzanne Mauhar	Teacher - Literacy Specialist	Meadow Ridge	From 1.0 FTE to 0.5 FTE	8/27/2018
Katherine Mitchell	Teacher - Literacy Specialist	Meadow Ridge	From 1.0 FTE to 0.9 FTE	8/27/2018

LEAVE OF ABSENCE

Name	Position	Location	Leave Date

RESIGNATION

Name	Position	Location	Resign Date
Julie Johnsen	Paraprofessional	Birchview	8/22/2018
Michael Chiodo	Culinary Express	Central Middle	8/17/2018
Matthew Eicheldinger	Teacher - 6th Grade	Central Middle	8/20/2018
Jim Sampson	Custodian	Early Learning School	8/9/2018
Sarah Schilling	Teacher - Special Services	Early Learning School	8/31/2018
Debra Charles	Culinary Express	East Middle	8/14/2018
Jon Sargeant	Teacher - Special Services	Education Services Center	8/27/2018
Deb Olson	Paraprofessional	High School	8/31/2018
Joanne Riehle	Paraprofessional	High School	8/19/2018
Mary Kay Unitan	Paraprofessional	Meadow Ridge	8/16/2018
Olivia York	Home Base Assistant	Meadow Ridge	8/18/2018
Kalie Michel	Teacher - Kindergarten	Oakwood	8/13/2018
Jennifer Boon	Paraprofessional	Oakwood	7/25/2018
Monica Healy	Teacher - Music	West Middle	8/17/2018

RETIREMENT				
Name	Position	Location	Retirement Date	
Tom Fautsch	Custodian	Central Middle		5/31/2018
EXTRA ASSIGNMENTS				
Name	Position	Location	Assignment	Date
Terri Bostrom	Teacher	East Middle	Engineering, Technology Design	8/27/2018

Caroline Albers	Coach	High School
Constance Alvarez	Coach	High School
Kelsey Anderson	Coach	High School
Caroline Bergh	Coach	High School
Aaron Berndt	Teacher	High School
Natalie Bodin	Coach	High School
Molly Braun	Coach	High School
Brandon Carlson	Coach	High School
Krista Crandall	Coach	High School
Lindsey Crohn	Coach	High School
Gary Danelius	Coach	High School
Robert Dewitt	Teacher	High School
Christine Easton	Para	High School
Mark Elias	Teacher	High School
Ronald Fiemann	Coach	High School
Sean Giesen	Coach	High School
Alexis Halvorson	Coach	High School
Brandon Heebink	Teacher	High School
Signe Hensel	Coach	High School
Chad Herr	Coach	High School
Eric Herrscher	Teacher	High School
Jerome Ingber	Coach	High School
Eric Jahn	Coach	High School
Kelsey Long	Coach	High School
Annamarie Martino	Coach	High School
Rachel Meyer	Coach	High School
Haley Mitchell	Coach	High School
Kyle Moody	Teacher	High School
Matthew Mosiman	Teacher	High School
Bradley Olson	Teacher	High School
Mark Popp	Teacher	High School
Steven Porter	Teacher	High School
Jeremy Prickett	Teacher	High School
Jeff Prondzinski	Teacher	High School
Jenna Schulte	Coach	High School
Michael Schumacher	Teacher	High School
John Thomas	Coach	High School
Erin Youmans	Coach	High School
Casey Zylla	Teacher	High School

Mainstage Play Costumes	3/1/2018
Girls Synchronized Swim Assistant	3/7/2018
Girls Softball Varsity Head	3/14/2018
Girls Synchronized Swim Assistant	3/7/2018
Boys Track Varsity Head	3/14/2018
Girls Synchronized Swim Assistant	3/7/2018
Girls Softball Varsity Assistant	3/14/2018
Boys Lacrosse Varsity Assistant	4/4/2018
Girls Lacrosse Varsity Head	4/4/2018
Girls Synchronized Swimming	3/7/2018
Boys Track Varsity Assistant	3/14/2018
Boys Baseball Varsity Head	3/21/2018
Girls Softball Varsity Assistant	3/14/2018
Boys Baseball Varsity Assistant	3/21/2018
Boys Lacrosse Varsity Assistant	4/4/2018
Boys Track Varsity Assistant	3/14/2018
Girls Lacrosse Varsity Assistant	4/4/2018
Boys Track Varsity Assistant	3/14/2018
Girls Synchronized Swim Head	3/7/2018
Boys Lacrosse Varsity Head	4/4/2018
Boys Tennis Varsity Assistant	3/21/2018
Boys Tennis 9Th Gr	3/21/2018
Boys Track Varsity Assistant	3/14/2018
Girls Lacrosse Varsity Assistant	4/4/2018
Girls Softball Varsity Assistant	3/14/2018
Girls Synchronized Swim Assistant	3/7/2018
Girls Synchronized Swim Assistant	3/7/2018
Boys Baseball Varsity Assistant	3/21/2018
Boys Baseball Varsity Assistant	3/21/2018
Boys Tennis 9Th Gr	3/21/2018
Boys Track Varsity Assistant	3/14/2018
Boys Track Varsity Assistant	3/14/2018
Girls Golf Varsity Assistant	3/21/2018
Boys Tennis Varsity Head	3/21/2018
Girls Golf Varsity Assistant	3/21/2018
Girls Golf Varsity Head	3/21/2018
Boys Tennis 9Th Gr	3/21/2018
Girls Synchronized Swim Assistant	3/7/2018
Boys Baseball Varsity Assistant	3/21/2018

WAYZATA PUBLIC SCHOOLS
Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION
Special Meeting – August 27, 2018

AGENDA SECTION: HUMAN RESOURCE RECOMMENDATIONS

ITEM: Human Resource Services

COMMENTS BY: Stacie Vos, Executive Director of Human Resources

1) Board Action on the Contract with Wayzata Culinary Express for Fiscal Years 2018-2021

The School Board’s Bargaining Team and the Wayzata Culinary Express representatives reached a tentative contract agreement on August 8, 2018. Subsequently, the Wayzata Culinary Express members voted on August 21, 2018 to ratify the contract.

Attached is the summary of the proposed three-year contract and the costing model. This bargaining session focused on retention and recruitment, differentiation pay for supervisory positions and for employees working in kitchens serving over a thousand students, certification pay and severance. Both sides worked diligently to be creative and focused on the needs of our students and are proud of the work we accomplished.

The negotiations team members were: Julie Ruchti, Margaret Wong, Christine Zaragoza, Kim Joiner, Patrice Cramer, Dawn Willar, Kerri Holm-Eberling, and Jeff Leys for the Culinary Express bargaining unit and for the District, Cheryl Polzin, Mary Anderson, Anne Milbert and Stacie Vos.

I would like to express my appreciation for the collaborative efforts put forth by the negotiation team members throughout this process. The team’s collective ability to resolve issues in a positive and respectful manner benefits all of us.

RECOMMENDED ACTION: Approve the contract with SEIU Local 284 Culinary Express Bargaining Unit for the period of July 1, 2018 through June 30, 2021 as agreed upon by the bargaining teams and ratified by the SEIU Local 284 Culinary Express Bargaining Unit.

Motion by: _____ ROLL CALL Passed _____

Second by: _____ Failed _____

Abstentions: _____



In the following tentative agreements, (1) underlined language is language that would be added to the contract; (2) ~~struck through language~~ is current contract language that would be removed from the contract; and (3) plain language is current contract language that would remain in the contract.

Agreement 1

Article II Recognition and Dues Check-off

Section 2.1. Recognition.

The Employer hereby recognizes the Union as the exclusive representative for the purpose of negotiating terms and conditions of employment for all Food Service Employees employed by the Employer who are employed at least the lesser of 14 hours or thirty-five percent of the normal work week in the bargaining unit ~~more than 14 hours per week~~ and more than 67 work days per year, excluding supervisory employees, confidential employees and all other employees.

Agreement 2

Article II Recognition and Dues Check-off

Section 2.2 Dues Check-Off.

The Employer agrees to deduct dues for membership in the Union, and to forward such dues to the Union, for any individual employee who has authorized such dues check-off on a form acceptable to the Employer and the Union. The School District agrees to honor and implement all the terms of dues check-off authorizations submitted by the Union and agreed to by the employee. Such dues shall be remitted to the Union monthly.

The Employer will deduct dues for membership commencing on the first payroll issued fifteen (15) or more days after the dues check-off authorization form is filed with the payroll officer. ~~An individual employee may revoke the dues authorization upon fifteen (15) days notice in writing to the payroll officer.~~ An individual employee may revoke the dues authorization in accordance with the terms of the dues check-off authorization executed by the employee. Individual

employees who have authorized such dues check-off waive all rights and claim for such monies and relieve the Employer and all its officers and agents from any liability therefore.

Agreement 3

Article IV
Compensation

Section 4.1. Wage Rates – 2.9% increase each year

The following wage rates shall be applicable to employees covered by this agreement. Pay changes will occur as of July 1 of each year. For employees hired after January 1, longevity increment will be paid on July 1 following their seniority.

Classification	2016-17	2017-18	2018-2019	2019-2020	2020-2021
Probationary	14.55	14.99	15.42	15.87	16.33
Food Service Worker	16.29	16.78	17.27	17.77	18.28
Food Service Assistant	17.20	17.72	18.23	18.76	19.31
**Food Service Cook / Manager	19.16	19.73	20.30	20.89	21.50
**Food Service Supervisor	21.78	22.43	23.08	23.75	24.44
**Food Service Unit Coordinator	24.66	25.40	26.14	26.89	27.67

**Food Service Cook / Manager; Food Service Supervisor; and Food Service Unit Coordinator: Employees in these three classifications will receive an additional twenty-five cents (\$0.25) per hour.

Longevity	2016-2017	2017-18	2018-2019	2019-2020	2020-2021
after 5 years	0.82	0.82	0.82	0.82	0.82
after 10 years	0.87	0.87	0.87	0.87	0.87
after 15 years	0.92	0.92	0.92	0.92	0.92
after 20 years	0.97	0.97	0.97	0.97	0.97
after 25 years	1.32	1.32	1.32	1.32	1.32

New employees shall be paid at the probationary rate for seventy (70) workdays and transferred to the appropriate scale at the following pay period if employment is continued. The employer may waive the probationary rate relevant to the employee’s prior training, education, and experience level following consultation with the union steward.

High School Kitchen Differential: An employee assigned to work in the high school kitchen shall be paid a differential of \$0.50 (fifty cents) per hour.

Production Kitchen (non-high school) Differential: An employee assigned to work in a kitchen that produces and / or serves one thousand or more lunches per day shall be paid a differential of \$0.40 (forty cents) per hour. Eligible kitchens will be designated on an annual basis.

Food Service Cook / Manager; Food Service Supervisor; Food Service Unit Coordinator Differential: An employee employed in one of these classifications who is not assigned to the High School kitchen or to a Production kitchen will receive a differential of twenty-five cents (\$0.25) per hour.

Section 4.2. Certification. (This language reflects a change in state certification.)

[Note: Maintain current contract language of section except for the following proposed modification]:

Certification	2016-2017	2017-18	2018-2019	2019-2020	2020-2021
Level I	0.90	0.90	0.90	0.90	0.90
Level II	1.15	1.15	1.15	1.15	1.15
Level III	1.30	1.30	1.30	1.30	1.30
<u>Level IV</u>			<u>1.45</u>	<u>1.45</u>	<u>1.45</u>

Agreement 5

Section 4.6. Recruitment of Culinary Staff.

An employee will receive a bonus of \$100 from the Employer for each new employee that the employee recruits to work for Culinary. The compensation will be provided after the recruited employee completes the probationary period set forth in Article III, Section 3.1.

Agreement 6

Article VI
Holidays

Section 6.1. Floating Holiday.

Each employee shall be granted one floating holiday that must be used during spring break.

Tentative Agreement 7

Article VII
Insurance

Section 7.5. Tax Sheltered Annuities.

A Tax Sheltered Annuity Program shall be available to all food service employees. Salary Reduction Agreements (SRA) may be submitted for approval at any time during the calendar year. Approved SRA's will be implemented no later than twenty-one (21) days following the submission of an accurate application.

The Employer will match up to one percent (1%) of the employee's annual base salary per school year to an approved Tax Sheltered Annuity Program for eligible full-time employees. The match would begin following the completion of one (1) year of district service.

The Employer will contribute up to a two percent (2%) match of annual base salary per school year to an approved Tax Sheltered Annuity Program for eligible full-time employees. The match would begin following the completion of seven (7) years of district service.

The Employer will contribute up to a three percent (3%) match of annual base salary per school year to an approved Tax Sheltered Annuity Program for eligible full time employees. The match would begin following the completion of thirteen (13) years of district service.

Full-time employee is defined in Article V, Section 5.2.

The Employer will contribute up to a one percent (1%) match of annual base salary per school year to an approved Tax Sheltered Annuity Program for part-time employees, as defined in Article V, Section 5.2, who has completed seven (7) years of district service.

For the TSA match, an employee will be given a full year's credit if the employee is hired before January of a fiscal year. Employees hired January 1 or later will not be given credit for that year.

~~The employer will match up to one percent (1%) of the employee's salary when the employee has at least seven (7) years of service to the School District. The Employer will contribute up to a two percent (2%) match of annual base salary per school year to an approved Tax Sheltered Annuity Program for eligible employees. The match would begin after fifteen (15) years of service.~~

Agreement 8

Article VIII Leaves and Absences

Section 8.1 Sick Leave

In conjunction with the long term disability plan provided above, the Employer has established the following provisions for paid sick leave in order to minimize an employee's loss of income because of unavoidable absence due to illness or injury. Paid sick leave is not available during the term of any leave of absence without pay. If required by applicable Minnesota statutes, accrued sick leave (up to 160 hours within a 12-month period) may also be taken (a) due to the illness or injury of an adult child, spouse, sibling, parent, grand-child, mother-in-law, father-in-law, step-parent, grandparent or step-grandparent, and / or (b) to receive assistance or to provide assistance to the same named relatives in instances of stalking, domestic violence or sexual assault. An employee may also utilize sick leave (not subject to the 160 hour limit) due to illness or injury of the employee's minor child or adult child up to age 20 (if enrolled in a secondary education program). District leave forms must be submitted in Human Resources prior to leave.

[Note: Remainder of section remains as current contract language]

Agreement 9

Article VIII Leaves and Absences

Section 8.4 Personal Leave

Each full time employee is eligible for two (2) days of personal leave per year. The leave is cumulative to four days. Each part time employee is eligible for one (1) day of personal leave per

year. The leave is cumulative to two (2) days. An employee may elect to receive payment for up to two days of personal leave in lieu of actual time off each year, with this payment being deposited into the employee's 403(b) account. If a new employee begins work prior to January 1, they will receive two (2) personal days. If work begins between January 1 and March 31, they will receive one (1) personal day, and if work begins between April 1 and June 30, the employee will not receive any personal days. More than one (1) employee can be absent from a kitchen, with the approval of the kitchen site supervisor. Requests for such leave must be submitted for approval to the Supervisor of Food Services in writing at least ten (10) working days in advance, except for emergency situations.

Agreement 10

Article VIII Leaves and Absences

Section 8.6. Special Leaves Without Pay

~~Special leaves without pay may be granted at the discretion of the Employer.~~ Special leaves without pay will be granted by the Employer provided the leave meets the conditions outlined in this section:

1. Applications for such leaves must be submitted on the district leave form at least thirty (30) days prior to the proposed start of the leave without pay and shall include the proposed period of leave and the purpose for leave. Leave requests that are submitted less than thirty (30) calendar days in advance of the requested start date must be approved by Human Resources. An employee must exhaust all available (and applicable) paid leave days prior to the use of unpaid leave days.
2. Special leaves without pay shall be limited to five (5) working days per year. Employees hired between January 1 and the end of the school calendar year shall be limited to two (2) working days during the remainder of that school calendar year. Any unpaid leaves above the five (5) working day and two (2) working day limits must be approved by Human Resources and must be submitted in accordance with paragraph (1).
3. **Current contract language**
4. **Current contract language**
5. **Current contract language**
6. An employee on leave without pay shall remain eligible for all appropriate employee benefit plans, but must pay entire premium while on leave if the leave exceeds ten (10) consecutive working days.
7. An employee on leave without pay for a period of time in excess of ten (10) consecutive working days shall either notify the Employer of their intent to return to their position or shall resign their position at least two (2) weeks prior to the expiration of the leave.

Final paragraph remains as current contract language.

Agreement 11

Article VIII
Leaves and Absences

Section 8.9 Parental Leave

An employee may utilize up to eight weeks of accumulated sick leave for the birth or adoption of a child. This leave may be used during the twelve month period following the birth or adoption. The end date of the parental leave may not be the same as an employee's effective resignation date without permission of the School District.

Agreement 12

Article IX
Seniority

Section 9.2. Posting Positions

There shall be a posting of jobs and job openings, including summer work, so that the employee qualified for the position shall have an opportunity to apply. Each posting shall include the hours of work, and school location. Qualification, seniority, ability, and job performance will be considered in filling posted positions. Employees who post for a lateral position at the same school for which they have been interviewed within the same school year, need not be interviewed a second time (though the School District may elect to do so). An employee who is promoted shall not receive a reduction in pay.

Up to one hour per day may be added to an employee's normal work schedule without needing to be posted. Any addition of more than 60 minutes to a position will constitute a new position and must be posted.

Agreement 13

Article X
Severance Pay

Sections 10.1, 10.2 and 10.3 will apply to employees whose services with the School District has been full time and continuous as defined by this Agreement and whose service began prior to June 30, 2018. For employees whose employment with the School District began after this date, the provisions of this Article are not applicable.

Section 10.2 Insurance Benefits

Any employee may retire prior to age sixty-five (65) and receive the same fringe benefits for hospital / medical and life insurance to age sixty-five (65) as that stipulated for active employees at the same level of hours in the year prior to retirement not to exceed seven hundred sixty dollars (\$760.00) per month for retirees electing single coverage or one thousand four hundred eighty dollars (\$1480) per month for a retiree electing 1+1 for Family coverage, provided the

sum of the employee's age and years of service to the District equals or exceeds seventy-five (75).

Employees who have accumulated ten (10) or more years of continuous service to the District, who are at least fifty-five (55) years of age, and who voluntarily terminate their employment with the district or whose position has been abolished, may be allowed to continue participation with the District hospital / medical group.

The complete cost of such insurance shall be paid by the employee on the dates specified by the Employer.

Under Minnesota Statute 471.61, subdivision 2b, Insurance Contribution, a former employee and employee's dependents are allowed to continue to participate in the employer-sponsored hospital, medical and dental insurance group plan that the employee participated in immediately before retirement under certain conditions. By paying their own premiums, eligible retired employees may continue to receive hospital / medical insurance and / or dental insurance even if the retiree is not eligible for District contributions.

Section 10.3. Accumulated Sick Leave.

Employees who are age fifty-five (55) or older and with at least ten (10) consecutive years in the school district Culinary Express contract who is not eligible for severance pay under Section 10.1 shall receive payment for fifty percent (50%) of the employees accumulated, unused sick leave, up to a maximum of the hourly equivalent of forty (40) days. Employees must be part of the Culinary Express Bargaining Unit for the 2016-2018 contract to be eligible for this section.

[Note: remainder of section 10.3 remains as current contract language]

CULINARY EXPRESS COSTING MODEL - 3 YEAR													
2018-2021	2017-18		2018-19		2019-20		2020-21		2020-21				
	BASE YEAR	YEAR 1	\$ CHANGE	% CHANGE	YEAR 2	\$ CHANGE	% CHANGE	YEAR 3	\$ CHANGE	% CHANGE	3 YEAR \$ CHANGE	3 YEAR % CHANGE	
FTE EQUIV.	49.22	49.22			49.22			49.22			CHANGE	CHANGE	
Wages	\$ 1,398,926	\$ 1,479,340	\$ 80,414	5.75%	\$ 1,524,818	\$ 45,478	3.07%	\$ 1,568,975	\$ 44,156	2.90%	\$ 170,048	12.16%	
Longevity	\$ 32,397	\$ 35,980	\$ 3,582	11.06%	\$ 42,505	\$ 6,526	18.14%	\$ 46,580	\$ 4,074	9.59%	\$ 14,182	43.78%	
Certification	\$ 68,441	\$ 74,734	\$ 6,294	9.20%	\$ 74,734	\$ -	0.00%	\$ 74,734	\$ -	0.00%	\$ 6,294	9.20%	
Subtotal Wages	\$ 1,499,764	\$ 1,590,054	\$ 90,290	6.02%	\$ 1,642,058	\$ 52,003	3.27%	\$ 1,690,289	\$ 48,231	2.94%	\$ 190,524	12.70%	
FICA	\$ 114,732	\$ 121,639	\$ 6,907	6.02%	\$ 125,617	\$ 3,978	3.27%	\$ 129,307	\$ 3,690	2.94%	\$ 14,575	12.70%	
PERA	\$ 112,482	\$ 119,254	\$ 6,772	6.02%	\$ 123,154	\$ 3,900	3.27%	\$ 126,772	\$ 3,617	2.94%	\$ 14,289	12.70%	
LTD	\$ 1,981	\$ 2,112	\$ 131	6.64%	\$ 2,176	\$ 64	3.01%	\$ 2,234	\$ 59	2.70%	\$ 254	12.81%	
LIFE	\$ 643	\$ 686	\$ 43	6.61%	\$ 705	\$ 19	2.83%	\$ 724	\$ 19	2.75%	\$ 81	12.64%	
HEALTH	\$ 298,160	\$ 298,160	\$ -	0.00%	\$ 298,160	\$ -	0.00%	\$ 298,160	\$ -	0.00%	\$ -	0.00%	
DENTAL	\$ 28,652	\$ 28,652	\$ -	0.00%	\$ 28,652	\$ -	0.00%	\$ 28,652	\$ -	0.00%	\$ -	0.00%	
TSA	\$ 10,365	\$ 11,859	\$ 1,493	14.41%	\$ 13,512	\$ 1,653	13.94%	\$ 15,030	\$ 1,518	11.24%	\$ 4,665	45.00%	
UNIFORMS	\$ 8,625	\$ 8,625	\$ -	0.00%	\$ 8,625	\$ -	0.00%	\$ 8,625	\$ -	0.00%	\$ -	0.00%	
*TOTAL	\$ 2,075,404	\$ 2,181,041	\$ 105,636	5.09%	\$ 2,242,659	\$ 61,618	2.83%	\$ 2,299,793	\$ 57,134	2.55%	\$ 224,389	10.81%	
Increased Cost of the Contract:													
				Total Salaries/Benefits:		3 Yr. Base		3 Yr. New		Difference		Percent	
				Year 1		Year 2		Year 3					
				0.00%		0.00%		0.00%					
				0.00%		0.00%		0.00%					
Certification													
				2017-18		2018-19		2019-20		2020-21			
				0.90		0.90		0.90		0.90			
				1.15		1.15		1.15		1.15			
				1.30		1.30		1.30		1.30			
				1.30		1.30		1.30		1.30			
Longevity													
				2017-18		2018-19		2019-20		2020-21			
				0.82		0.82		0.82		0.82			
				0.87		0.87		0.87		0.87			
				0.92		0.92		0.92		0.92			
				0.97		0.97		0.97		0.97			
				1.32		1.32		1.32		1.32			

WAYZATA PUBLIC SCHOOLS
Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION
Special Meeting – August 27, 2018

AGENDA SECTION: 3. Adjourn _____

ITEM: Adjourn _____

COMMENTS BY: Sarah Johansen, Board Chair _____

This agenda item brings closure to the school board meeting.

RECOMMENDED ACTION: Call the meeting to a close.

Motion by: _____ Yes _____ Passed _____

Second by: _____ No _____ Failed _____

Abstentions: _____

Time: _____