



**Prairie Lakes Area Education Agency**

**Tuesday, February 14, 2017 - 4:00 P.M.**

Lobby Conference Room

1235 5<sup>th</sup> Ave South

Fort Dodge, IA

**Special Board Meeting**

Via Telephone Conference Call

**AGENDA**

1. Call to Order
2. Roll call
3. Review and Approve Agenda
4. Ratify Contract Agreement with Prairie Lakes Educational Services Association
5. Ratify Contract Agreement with Prairie Lakes Employees Association
6. Other
7. Adjournment



# ***BOARD PREVIEW***

for the Board Meeting - February 14, 2017

## ***MISSION OF PRAIRIE LAKES AEA***

*The mission of Prairie Lakes AEA is to ensure success for all learners through collaborative partnerships.*

In an effort to promote better understanding and communication of Board actions, prior to each Prairie Lakes AEA Board meeting this **BOARD PREVIEW** with an agenda and summary of the agenda is sent to all Prairie Lakes staff via email. It includes basic information on the Agenda Items and Chief Administrator's recommendations to the Board. All are encouraged to attend the Board meetings to share their ideas and to see - live - what the discussion and actions of the Board are. Board meetings are held in the Iowa Lake Room at the Prairie Lakes AEA Office in Pocahontas at 4 PM unless otherwise noted on the agenda. This preview does not have any information related to discipline, confidential personnel matters, or negotiations.

## **Special Board Meeting • 4:00 p.m.**

1. **Call to Order**
2. **Roll Call**
3. **Review and Approve Agenda - Action Item**
4. **Ratify Contract Agreement with Prairie Lakes Educational Services Association - Action Item** - A 2.01% (\$37,711) total package tentative agreement has been reached with the Classified staff bargaining unit for the 2017-2018 contract year. The settlement contains a change in health insurance rates of 8.7%.

*Administrator's Recommendation - It is recommended that the PLESA agreement for the 2017-2018 contract year be approved.*

5. **Ratify Contract Agreement with Prairie Lakes Employees Association - Action Item** - A 2.01% (\$265,609) total package tentative agreement has been reached with the Licensed staff bargaining unit for the 2017-2018 contract year. The settlement contains a change in health insurance rates of 8.7%.

*Administrator's Recommendation - It is recommended that the PLEA agreement for the 2017-2018 contract year be approved.*

6. **Other**
7. **Adjournment**

Prairie Lakes AEA  
Classified Counter Proposal  
February 7, 2017

Article IX Insurance

~~Insurance plan coverage and Agency contribution toward said coverage shall remain at the same percentage levels as current contract.~~

Article XI Wage Rates

**Increase base salary by \$.15**

Employees who are currently “off schedule” shall receive a raise of ~~\$.60~~ **\$.19** per hour over their current hourly rate.

**LPS Para Differential – Employees serving as Educational Paraprofessionals at the Lakes Partnership School shall receive a salary differential of \$.10 / hour over their regular step.**

~~Longevity pay – Employees at the 13<sup>th</sup> step for the second year each subsequent year and those “off schedule” shall receive a longevity payment of \$200. (Will start with the 2018-2019 contract year.)~~

Article XIV Compliance and Duration

- A. This agreement shall be effective as of July 1, 2017 and shall continue in effect until June 30, 2018.

~~New Article – Resubmit the proposed Safety Language~~

**Total Package for year one**

**2.01%**

**\$37,711**

**Response to Agency’s Proposal – we again object to the changes below for reasons stated tonight. It becomes very difficult to single out a specific employee(s) from a bargaining group and limit their ability to utilize leave.**

Language changes for all LPS staff only due to the nature of serving students in a school setting.

1. Eliminate the 2 hour rule – We do not agree to this
2. Restrict the use of leave days. – We do not agree to this.
3. Remove the ability to leave 30 minutes early on Fridays. – We do not agree to this

Tentatively agreed on

February 6, 2017

### Language Changes

- 1) Early Retirement: By December 1<sup>st</sup> of the current year, employees will be notified if early retirement will or will not be offered.
  
- 2) Side letter - transfer: incorporate wording into current contract  
Add on page 2 under B:

AEA licensed staff will have an opportunity to transfer from one bargaining unit job classification to another if they meet the job qualification requirements. If the licensed staff member chooses to transfer back to their original position at some point in time, they will be allowed to do so when there is a vacancy in that job classification or specific office/region that is desired by the staff member. The AEA staff member seeking the transfer back to their original position will be given the first opportunity to fill an open position in that job classification before the job opening is publically advertised. If two or more staff members seek transfer to the same position, the first choice will be given on a seniority basis.

### Salary:

- 1) 2.01% total package
- 2) 1 year contract