

INDEPENDENT SCHOOL DISTRICT NO. 271  
Bloomington, Minnesota

**REQUEST FOR SCHOOL BOARD ACTION**

DATE OF BOARD MEETING: June 26, 2017  
SUBJECT: Approval of the 2017-2019 Community Education  
Independent Hourly Employees Wage and Benefit  
Plan  
ORIGINATING DEPARTMENT: Office of Human Resources  
APPROVAL OF ADMINISTRATIVE COUNCIL MEMBER: Mary Burroughs \_\_\_\_\_  
Executive Director, Human Resources

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**RESOLUTION FOR BOARD TO ADOPT:**

RESOLVED, that the School Board of Independent School District No. 271 approves the 2017-2019 Community Education Independent Hourly Employees Wage and Benefit Plan.

**REVIEW AND RECOMMENDATION OF SUPERINTENDENT:** Approval \_\_\_\_\_

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**BACKGROUND:**

This resolution updates the Community Education Independent Hourly Employees Wage and Benefit Plan for the 2017-2019 school years.

Here are the highlights of the proposed plan:

- Deductible/Out-of-pocket in-network maximum (7.2.1.b) = per IRS
- Out-of-pocket out-of-network maximum (7.2.1.d) = per IRS
- District contribution to health insurance (7.2) = per LMC recommendation and prior Board approval
- District contribution to HSA (7.3.1) = per IRS & contract
- Clarified HSA Hardship Advance language (7.3.5)
- Wage Schedules (Schedules A1 & A2) = 2.0% increase on each cell (except longevity) in both years.
- Casual Hourly Wage Schedules (Schedules B1 & B2) = 2.0% increase on each cell in both years.
- HSA for newly hired (Appendix C) = per IRS & contract
- "Housekeeping"

The proposed plan is within the allocations for contract settlements approved by the Board.

In June 2017, the Board received detailed copies of all proposed language, insurance changes, and schedule changes to the proposed plan.