

INDEPENDENT SCHOOL DISTRICT NO. 271  
Bloomington, Minnesota

**REQUEST FOR SCHOOL BOARD ACTION**

DATE OF BOARD MEETING: June 26, 2017  
SUBJECT: Approval of 2017-19 Salary & Benefit Plan for Independent Salaried Employees  
ORIGINATING DEPARTMENT: Office of Human Resources  
APPROVAL OF ADMINISTRATIVE COUNCIL MEMBER: Mary E 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 2017-19 Salary & Benefit Plan for Independent Salaried Employees.

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

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**BACKGROUND:**

This resolution updates the Independent Salaried Employees Plan for the 2017-2019 school years.

The proposed plan includes salary schedule improvements of 2% to the PEG (base) salary for 2017-2018 and 2% to the PEG (base) salary for 2018-2019. In addition, the tentative agreement includes the following:

- 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 Board approval
- District contribution to HSA (7.3.1) = per IRS & contract
- Clarified HSA Hardship Advance language (7.3.4)
- HSA for newly hired (Appendix B) = 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 in the proposed plan.