

From: [Shari VerDorn](#)
To: [Shari VerDorn](#)
Cc: [Brian Korf](#); [Rodolfo Martinez](#); [Derrick Nelson](#)
Subject: Non-Certified Negotiations settled
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Attachments: [Outlook-od1cahhs.png](#)
Importance: High

Hi all,

I hope you all are doing well and have enjoyed your summer! We will soon all be back together for another busy school year.

Gary Kowalski, Jessi Kulsrud and I met with Administration and school board this morning regarding non-certified negotiations and settled on the following:

Pay:

Pay increase of 3.5% for the 2021-2022 school year.

Pay increase of 3.75% for the 2022-2023 school year.

Steps are no longer frozen.

Time Off:

Personal days will remain as follows:

Support personnel shall receive **three** days of personal leave per year. Employees will receive **one additional day** of personal leave *after ten years of service*. Personal days may be *accumulated to five days* and can be used in half day increments.

Personal leave not utilized will be paid at the current non-certified substitute rate according to the number of hours on your letter of assignment.

Benefits:

Insurance:

Health insurance premiums went down significantly. If you are currently covered under the school insurance plan, you have likely seen an increase in your paycheck amount due to the decrease in premiums.

Employee paid dental and vision plans are available.

403b Match Program:

The school district shall match contributions of support personnel working 33 or more hours per week to a qualified 403(b) Tax Deferred Annuity contract(s) up to the amounts listed below:

9/10 Month Employees: (increased by \$250)

Years of Service >33 Hours/Week	District Match
Years 3-5	\$750
Years 6-10	\$1000
Year 11 & Beyond	\$1250

12 Month Employees: (increased by \$250)

Years of Service >33 Hours/Week	District Match
Years 3-5	\$750
Years 6-10	\$1250
Year 11 & Beyond	\$1750

Contract Language:

Support Personnel Benefit Contracts are accessible on SmartER under District Forms.

Letters of Assignment are distributed annually.

The plan for this is to be board approved at Monday's board meeting and for the change to be reflected on 9/15/2021 payroll.


Enjoy your last few weeks of summer break!



Shari VerDorn

MARSS Coordinator / VES Administrative Assistant


Pelican Rapids Public Schools

 (218) 863-5910

 PO Box 642, Pelican Rapids, MN 56572

 sverdorn@pelicanrapids.k12.mn.us

 <https://www.pelicanrapids.k12.mn.us>

 "Always be a little kinder than necessary." – JM Barrie