

Severance: Remove the 1600 hours cap and reduce age eligibility from 60 years to 55 years

~~21.1 Effective July 1, 2003, the District waives the three hundred (300) hour sick leave accrual minimum eligibility requirement~~

21.21 Plan Description: At the time of retirement, the retiring employee shall receive a payment equal to one-half of the regular hourly rate of pay at retirement times the number of unused hours of sick leave accrued ~~up to a maximum of sixteen hundred (1600) hours~~ based on the following criteria:

21.2.1 at any age after thirty (30) years of service with the District; or

21.2.2 if your age plus years of public service total at least ninety (90) (Rule of 90) for employees in the Public Employees Retirement Association ("PERA"); or

21.2.3 at least twenty-nine (29) years and a day of service in the Minneapolis Employee Retirement Fund ("MERF"); or

21.2.4 after twenty (20) years of service with the District and age ~~60~~ 55.

District Match: Increase match to \$2,000

14.9.5 Match Requirements:

- A. **Match Amount:** The District will pay an annual match payment of up to ~~\$650.00~~ \$2000 for employees participating in the Municipal Employee Retirement Fund (MERF) and up to ~~\$425~~ \$2000 for employees participating in the Public Employees Retirement Association (PERA).
- B. **Payments:** The District will match any amount of employee contributions up to the match as noted in 14.10.2a above. Beginning January 1, 2006, tax- deferred savings plan participants will be matched on a per pay period basis while they are deferring into the plan(s) until they reach their annual match for the calendar year.
- C. **Deferred Amounts:** Only deductions that employees defer during the match period shall be matched by the District.
- D. **Employee Requirements:** The employee must have enrolled, elected to defer, and in fact deferred a qualifying amount during the calendar year, to qualify for the match.

Critical Illness and Death in the Family: Increase benefit to 5 days

9.3.2 Critical Illness or Death in the Family:

a. Death in the Family:

1) ~~Immediate Family:~~ Employees may be granted a leave of absence for up to five (5) days in the event of the death of the employee's mother, father, sister, brother, spouse, significant other, or child. aunt, uncle, cousin, niece, nephew, grandparents, grandchildren, mother/father-in-law, son/daughter-in-law, sister/brother-in-law, parents of significant other, spouse's immediate family, anyone who has the position of parent or child, or any person who has been a member of the employee's household immediately prior to the critical illness or death of the individual.

2) ~~Extended Family:~~ Employees may be granted a leave of absence for up to four (4) days in the event of the death of the employee's aunt, uncle, cousin, niece, nephew, grandparents, grandchildren, mother/father-in-law, son/daughter-in-law, sister/brother-in-law, parents of significant other, spouse's immediate family, anyone who has the position of parent or child, or any person who has been a member of the employee's household immediately prior to the critical illness or death of the individual.

3) **Extended Travel:** Any Educational Support Professional who travels more than 2,000 miles one way for the purpose of a Death in the Family leave will be granted up to two additional paid days of leave per occurrence.

b. **Critical Illness:** Critical illness is defined as an illness that is life threatening, but recovery is possible. Employees may be granted a leave of absence for up to ~~four (4)~~ five (5) days in the event of the critical illness of the employee's mother, father, sister, brother, children, grandchildren, son/daughter-in-law, spouse, significant other, parents of spouse, or parents of significant other and anyone who has the position of parent or child, or any person who has been a member of the employee's household immediately prior to the critical illness. Effective July 1, 2012, such leaves shall not exceed ~~fifteen (15)~~ twenty (20) days in a single contract period.

Religious Observance: Increase benefit to 4 days

9.3.6 **Religious Observances:** Up to ~~two (2)~~ four (4) days per calendar year, charged to accrued vacation, sick leave, or compensatory time, may be used for religious observances when school is in session. The employee must notify the employer at least ten calendar days in advance of the religious holiday of their intent to observe such holiday. The employer may waive this ten calendar day requirement if the employer determines that absence of such employee will not substantially interfere with the employer's function.

Life Insurance: Increase basic life benefit (taxable after \$50,000. K-12 has \$100,000), Accidental Death and Dismemberment to \$50,000, and optional life insurance to the policy limits.

14.6 Life Insurance

14.6.1 **Basic Life Insurance:** Insurance eligible Educational Support Professionals are automatically enrolled for ~~\$35,000~~ \$50,000 (plus Accidental Death and Dismemberment ~~\$20,000~~ \$50,000) of District paid basic life insurance coverage. To have a named beneficiary, an enrollment beneficiary designation card must be on file with the District.

14.6.2 **Optional Life Insurance:** Insurance eligible employees may purchase additional life insurance in \$10,000 increments up to ~~\$100,000 in coverage~~ the policy limits. The amount of coverage existing employees may purchase with evidence of good health will be determined by the insurance carrier. Evidence of good health for new employees is not required for supplemental life if applied for during the first thirty (30) days of employment.