



TO: School Board Members

FROM: Tye Michaels, Director of Human Resources

DATE: May 18, 2026

SUBJECT: Approval of 2025-2027 Agreement between School District 197 and Non-Affiliated employee group

BACKGROUND

The administration recommends approval of an agreement with the School District 197 Non-Affiliated employee unit, which consists of approximately 45 employees, for the 2025-2027 fiscal years.

This agreement includes an increase in salary for both years of the contract as well as other items outlined below:

- Salary Schedule
 - 2% - Year 1
 - 1% - Year 2
- Insurance:
 - Effective July 1, 2026, key changes for all covered employees include
 - Copays
 - \$40.00 (office visit)
 - \$100 (emergency room)
 - Single Coverage
 - \$1000 deductible
 - \$2500 maximum out-of-pocket
 - Single +1/Family
 - \$2000 deductible
 - \$7000 maximum out-of-pocket
 - Actuarial value: 82.5%
 - There were also increases in prescription rates
 - District contribution remains at 95% Single and 80% Single-plus-One and Family
- TSA
 - Increase of \$200
- Performance Incentive
 - Increase cap from \$1,500 to \$1,750 for employees who are employed for 10 years or more with the district.

Other minor language changes were made.

RECOMMENDED RESOLUTION

BE IT RESOLVED that the School Board of Independent School District 197 approve the tentative agreement between School District 197 and the School District Non-Affiliated employee group for the 2025-2027 contract years as presented.