

**ESTACADA SCHOOL DISTRICT
BOARD AGENDA SUPPORTING DOCUMENT**

Regular Meeting of August 13, 2025

ITEM: Approval of 2025 - 2029 Collective Bargaining Agreement between the Estacada School District and the Estacada Education Association.

PREPARED BY: Kelly Hayes, Hannah Mays and Scott Pillar

TYPE OF ITEM: Action Item

BACKGROUND INFORMATION:

The District and the Estacada Education Association have reached a tentative agreement on a new 4 year contract. The tentative agreement comes after several weeks of negotiations between the parties, which included School Board representation. Members voted and have ratified the tentative agreement as of June 2025. Changes to the proposed collective bargaining agreement include:

- Longevity Stipend for employees with at least 10 years teaching experience
- An increase of \$500 per year in the student services caseload stipend
- The removal of a guided plan for contract teachers in regards to the evaluation process
- An additional article regarding classroom behavior and safety
- 5% COLA increase in each of the next four years; 2025/2026, 2026/2027, 2027/2028, and 2028/2029
- 4% increase in health insurance benefits in the same years

FINANCIAL INFORMATION:

The estimated increase from 2024-2025 to 2025-2026 is \$2,379,000 and reflects a percentage growth of 13%.

	Totals Summary				
	24-25	25-26	26-27	27-28	28-29
Salaries	10,529,279.00	11,359,224.45	12,202,239.58	13,086,779.30	14,003,997.01
Stipends	1,164,387.00	1,455,483.75	1,772,779.21	2,118,165.50	2,493,658.48
Health Contributions	2,607,084.00	2,711,367.36	2,819,822.05	2,932,614.94	3,049,919.53
PERS	1,630,946.72	2,564,877.68	2,797,115.09	3,286,749.00	3,566,185.43
Other Costs	2,291,958.54	2,511,682.81	2,739,103.68	1,383,649.98	1,501,286.65
Total Costs	18,223,655.26	20,602,636.04	22,331,059.61	22,807,958.71	24,615,047.11

<p>RECOMMENDATION: To approve the new collective bargaining agreement between ESD108 and EEA as presented.</p>
