

Agenda Topic: 2026-2028 Conditions of Employment – Paraprofessional and Media Technology Group (AFSCME)
Meeting Date: August 18, 2026
Contact Person: Kenyatta McCarty and Shari Thompson

Background:

Contract negotiations with AFSCME Council 5, representing Roseville Area Schools Paraprofessional and Media Technology Group, began April 28 and concluded June 12, 2026. Shari Thompson, Cory Hannigan and Kenyatta McCarty represented the district during negotiations.

In brief, here is a summary of the improvements:

1. Adjustments to the salary schedules:
 - a. 2026-27: 2.5% overall increase on the matrix
 - b. 2027-28: 2.5% overall increase on the matrix
2. Adjustment to insurance:
 - a. 2026-27: 13% increase on district contributions for single and family
 - b. 2027-28: 0% increase on district contributions for single and family
3. Workplace environment language and other language items to provide clarity.

The tentative agreement falls within the budget parameters included in the adopted budget. This settlement addresses the following goal areas of our strategic plan: goal area 3 (We are a culturally responsive, inclusive and anti-racist district) and goal area 5 (We are financially secure).

AFSCME ratified the contract on July 16, 2026. The district wishes to express its thanks to the AFSCME paraprofessional/office support negotiations team represented by Mary Timmerman-Parker, Corinne Walker, Jill Keenan, Thaddeus Swiggum, and AFSCME field reps Matthew Schirber and Dane Ryan. We'd like to thank the team for their work to reach a fair settlement.

Recommendation:

It is recommended that the board approve the contract for 2026-2028 negotiated and ratified by our Paraprofessional and Media Technology Group, who are represented by AFSCME Council 5.