



Other Matters

MEMORANDUM

TO: Mr. Jamie Bente, Superintendent and School Board Members
FROM: Nicole Yochum, Director, Human Resources
DATE: September 28, 2026
SUBJECT: RECOMMENDED TERMS AND CONDITIONS OF PROPOSED AGREEMENT WITH LOCAL #70 NURSES CONTRACT

Please consider our recommendation for approval of the proposed *AGREEMENT BETWEEN ISD #656 AND IUOE LOCAL #70 FOR NURSES*. Members of the bargaining unit have voted on this proposed agreement also for the agreement to be officially ratified. Following is a summary:

1. **Term:** Two (2) years.

Language Items:

- a. Modify Article 18 - Personal Loss Reimbursement: Update title from "Director of Special Education" to "Director of Special Services".

2. **Economic Items:**

- a. Year 1 Total Package Increase of \$21,784
 - i. Increase of 8% actual insurance towards all single plans.
 - ii. Increase of \$600 per year toward family health insurance plans.
 - iii. Increase annual VEBA and/or HSA contribution by \$300.
 - iv. Wage Increase of 3.5%.
- b. Year 2 Total Package Increase of \$16,003
 - i. Increase in premium of 8% calculated towards all single plans.
 - ii. Increase of \$600 per year toward family health insurance plans.
 - iii. Wage Increase of 3.5%.
- c. Total Two Year Package Increase of \$37,787

5. Retroactivity to July 1, 2026 on all economic items.