



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 OPERATING ENGINEERS CONTRACT

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

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

2. **Article 14 - Rates of Pay, Section 1, Subd. 2:** ~~A salary increase is not automatic and is effective only upon affirmative action of the school district. The school district reserves the right to withhold a salary increase in individual cases for cause as the school district shall determine. Salaries will be considered for step adjustment on the annual anniversary date of employment only.~~ Persons who have terminated their services, prior to the date that this contract was ratified by the Bargaining unit, are not eligible for a retroactive wage adjustment.

3. **Article 14 - Rates of Pay, Section 2, Subd. 2; Increase Shift Differential:** District will change shift differentials from ~~\$0.25~~ to \$0.50 per hour, between 3:00 pm and 11:00 pm, and from ~~\$0.33~~ to \$0.58 per hour, between 11:15 pm and 5:30 am.

4. **Economic Items:**

- a. Year 1 Total Package Increase of \$85,868
 - i. Increase of 8% actual insurance towards all single plans.
 - ii. Increase longevity amounts as follows:

After 5 years of service	\$0.50 \$1.00 per hour
After 10 years of service	\$0.75 \$1.25 per hour
After 15 years of service	\$1.00 \$1.50 per hour
After 20 years of service	\$1.25 \$2.00 per hour
After 25 years of service	\$1.50 \$2.50 per hour
After 30 years of service	\$1.75 \$3.00 per hour

- iii. Wage Increase of 3.25%

- b. Year 2 Total Package Increase of \$69,400
 - i. Increase in premium of 8% calculated towards all single plans.
 - ii. Wage Increase of 3.2%
- c. Total Two Year Package Increase of \$155,268

5. **Retroactivity on all economic items.**