



Board Meeting Date: 10/12/2026

Title: Proposed 2026-2028 Collective Bargaining Agreement Between Independent School District 273 and the Service Employees International Union, Local 284, Buildings, Grounds, and Maintenance Employees

Type: Action

Presenter(s): Sonya Sailer, Executive Director of Human Resources; Mert Woodard, Executive Director of Finance and Operations

Description: The School District's buildings, grounds, and maintenance employees have ratified a tentative agreement for a two-year contract effective July 1, 2026 through June 30, 2028. The proposed terms and conditions of employment are reflected in the attached agreement with underlined font used to represent new language and strikethrough font used to show language to be removed from the contract as a part of the tentative agreement. All changes are shaded in yellow. Financial highlights of the proposed agreement include:

1. Step advancement for eligible employees in both years of the agreement;
2. A three and one-quarter (3.25) percent improvement to steps 1-5 of all wage schedules in the first year of the agreement and a three and one-half (3.5) percent increase in the second year of the agreement;
3. A four and one-quarter (4.25) percent improvement to longevity steps L6, L11, L16, L21 and L30 of all wage schedules in the first year of the agreement and a four and one-half (4.5) percent increase in the second year of the agreement;
4. A \$50.00 per month increase to the district's contribution towards health insurance beginning on January 1, 2027, with an additional \$75.00 monthly increase on January 1, 2028;
5. A \$7.00 per month increase to the Special Boiler license differential with a \$12.00 per month increase to the Second-Class license differential; and
6. A one-time payment of up to \$150.00 to offset the examination and study guide costs of obtaining a Special Boiler license upon successful completion of the examination.

The two-year total package for this proposed agreement is \$9,956,884, which represents an increase of \$601,340. Using the Minnesota School Board Association's costing formula, the two-year percentage increase is 6.43%. This amount is within the School Board's financial parameters for this collective bargaining agreement. Dr. Bittman supports the recommendation.

Recommendation: Approve the proposed 2026-2028 collective bargaining agreement.

Attachments:

1. DRAFT underlined/strikethrough version of proposed 2026-2028 collective bargaining agreement.
2. Final clean copy of the proposed 2026-2028 collective bargaining agreement.