



TO: School District 197 School Board Members

FROM: Tye Michaels, Director of Human Resources

DATE: October 6, 2025

SUBJECT: West St. Paul Federation of Teachers. Local 1148 2025-2027 Contract Settlement

BACKGROUND

The administration recommends approval of a tentative agreement with the West St. Paul Federation of Teachers, Local 1148, which includes approximately 450 employees, for the 2025-2027 contract years. The union has ratified this tentative agreement.

- Salary Schedule
 - Schedule A (K-12 and ECFE Licensed Staff)
 - Year 1: 1.25% increase per cell
 - Year 2: \$1250 increase per cell
 - Schedule B (Pre-K Licensed Staff)
 - Year 1: 1.25% increase per cell
 - Year 2: \$1250 increase per cell
 - Added 2 steps
- Longevity
 - Beginning year 2 of the contract:
 - Years 16-19 of Licensed ISD 197 Service: \$1500
 - Years 20-24 of Licensed ISD 197 Service: \$2000
 - Years 25+ of Licensed ISD 197 Service: \$2500
- Insurance:
 - Effective July 1, 2026, key changes for all covered employees include
 - Copays
 - \$40.00 (office visit)
 - \$100 (emergency room)
 - Single Coverage
 - \$1000 deductible
 - \$2500 maximum out-of-pocket
 - Single +1/Family
 - \$2000 deductible
 - \$7000 maximum out-of-pocket
 - Actuarial value: 82.5%
 - There were also increases in prescription rates
 - District contribution remains at 95% Single and 80% Single plus one and Family
- 403B
 - Increase by \$200

Other minor language changes were made.

RECOMMENDED RESOLUTION:

BE IT RESOLVED by the School Board of Independent School District 197 to approve the presented tentative agreement with the West St. Paul Federation of Teachers, Local 1148 for the 2025-2027 contract years.