

TO: School Board Members

FROM: Tye Michaels, Director of Human Resources

DATE: December 8, 2025

SUBJECT: Teamsters Local 320 Administrative Assistants 2025-2027 Contract Settlement

BACKGROUND

The administration recommends approval of a tentative agreement with the Teamsters Local 320 Administrative Assistants, which includes approximately 60 employees, for the 2025-2027 contract years. The union has ratified this tentative agreement.

- Salary
 - July 1, 2025: 1.25%
 - July 1, 2026: 1.75%
- Longevity
 - Addition of \$.70 for 5 continuous years of service
 - Effective July 1, 2025
- Insurance:
 - Effective July 1, 2026, key changes for all covered employees include
 - Copays
 - \$40 (office visit)
 - \$100 (emergency room)
 - Single Coverage
 - \$1,000 deductible
 - \$2,500 maximum out-of-pocket
 - Single +1/Family
 - \$2,000 deductible
 - \$7,000 maximum out-of-pocket
 - Actuarial value: 82.5%
 - There were also increases in prescription rates
 - District contribution remains at 95% for Single coverage, and 80% for Single+1 and Family coverage.

Other minor language changes were made.

RESOLUTION

BE IT RESOLVED by the School Board of Independent School District 197 to approve the presented tentative agreement with the Teamsters Local 320, Administrative Assistants, for the 2025-2027 contract years.