



**Agenda V.B.4.
January 8, 2026**

To: Board of Education
Dr. Latanya Daniels superintendent

From: Stacey Sovine, executive director of administrative services

Date: January 8, 2025

Re: Proposed Revisions in the 2025-2027 Collective Bargaining Agreement with the Burnsville Education Association

Recommendation: That the Board of Education approve the proposed revisions and readopt the unchanged language in the 2025-2027 Collective Bargaining Agreement with the Burnsville Education Association (BEA) and Independent School District 191.

Negotiators for the Burnsville Education Association led by Chief Negotiator, Jody Plucinak met with representatives from the Board to negotiate a two-year agreement. The parties began negotiating on July 9, 2025 and reached a tentative agreement on November 20, 2025. The two teams met for negotiations for thirteen meetings and one mediation session. BEA members voted on December 16-17, 2025.

Highlights of the language items changed include:

1. Added language to clarify credits allowable for lane changes;
2. Removed dated language;
3. Addressed MN Paid Family Leave;
4. Aligned earned sick and safe time and bereavement language;
5. Addressed school closures due to weather;
6. Updated Memorandum of Understandings;
7. Removed athletics from BEA contract in year two;
8. Manually adjusted entry step cell to \$50,050 year two;
9. Updated dates throughout contract;
10. Projected 2-year cost of the package to the district will be \$8.44 million dollars reflecting an MSBA 7.39% increase. This amount includes schedule improvement, career steps, educational training lane changes, and insurance premium increases.
11. The average salary and benefit increase per employee is approximately \$6,164 per year.

Attachments:

Summary of Language Changes for Tentative Agreement