



Board Meeting Date: 1/24/2023

Title: Proposed 2022-2024 Collective Bargaining Agreement Between Independent School District 273 and the Edina Professional Association of Support Staff (EPASS)

Type: Action

Presenter(s): Sonya Sailer, Director of Human Resources; Mert Woodard, Director of Business Services

Description: The School District's EPASS employees have ratified a tentative agreement for a two-year contract effective July 1, 2022 through June 30, 2024. The proposed terms and conditions of employment are reflected in the attached agreement with bold 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. Highlights of the proposed agreement include:

1. Step advancement for eligible employees beginning on January 1, 2023 in the first year of the agreement and as of July 1, 2024 in the second year of the agreement.
2. A joint market adjustment and wage scale increase for all positions in the first year of the agreement and a one and one-half (1.5) percent improvement to the wage scale for all positions in the second year of the agreement.
3. A \$500 lump sum payment for all eligible EPASS employees, prorated for employees who were hired after July 1, 2022.
4. One (1) additional paid holiday for 12-month employees beginning in the first year of the agreement to recognize Juneteenth.
5. No changes to the School District's monthly contribution towards health insurance.

The two-year total package for this proposed agreement is \$6,790,898, which represents an increase of \$284,802. Using the Minnesota School Board Association's costing formula, the two-year percentage increase is 7.42%. This amount is within the School Board's financial parameters for this collective bargaining agreement. Superintendent Stanley supports the recommendation.

Recommendation: Approved the proposed 2022-24 collective bargaining agreement

Desired Outcomes from the Board: Approval of the proposed 2022-24 collective bargaining agreement

Attachments:

1. DRAFT bold/strikethrough version of proposed 2022-24 contract with changes highlighted in yellow
2. Final clean copy of the proposed 2022-24 contract