



Prepared for: North Bend School Board
Prepared by: Tim Crider, Assistant Superintendent
Meeting Date: May 1, 2025

**North Bend Education Association
Agreement 2025 - 2027**

ACTION REQUIRED

SUMMARY

The North Bend Education Association (NBEA) Certified Teachers' Union and North Bend School District began negotiations for a successor Agreement on March 12, 2025. Following several meetings, a tentative agreement was reached. NBEA voted to ratify the contract with 98.4% in agreement. Bargaining teams included the following members:

For NBEA:

Eva Varga
Zach Martin
Jennifer Hampel
Nico Friedman/Jeana Dixon

For the District:

Tim Crider
Vince Swagerty
Michelle Cook
LaRae Sullivan

Summary of major changes:

5% COLA 2025-26, no insurance increase

4% COLA 2026-27, insurance increase of \$50 (\$1,712 total contribution)

Specialist Stipends if fully licensed:

- School Psychologist, \$15,000
- Special Education Teacher, \$5,000
- School Nurse, \$3,000
- School Counselor, \$3,000

Pathway for CTE teachers to advance on pay columns

Some additional coaching stipends added (emerging sports, OBOB, Knowledge Bowl)

ACTION REQUESTED:

Recommended Board approval of the Agreement between the North Bend School District #13 and the North Bend Education Association for the term of July 1, 2025 through June 30, 2027

MOTION REQUESTED:

"I move to approve the Agreement between the North Bend School District # 13 and the North Bend Education Association for the term of July 1, 2025 through June 30, 2027."