



Board Meeting Date: 11/4/2024

Title: Proposed 2024-2026 Collective Bargaining Agreement Between Independent School District 273 and the Edina Administrative Council (EAC)

Type: Action

Presenter(s): Sonya Sailer, Executive Director of Human Resources; Mert Woodard, Director of Finance and Operations

Description: The School District's principals and assistant principals have ratified a tentative agreement for a two-year contract effective July 1, 2024, through June 30, 2026. The proposed terms and conditions of employment are reflected in the attached agreement with underlined 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. Financial highlights of the proposed agreement include:

1. Step advancement for eligible principals and assistant principals in both years of the agreement and retroactive application to July 1, 2024;
2. A market adjustment in the first year of the agreement to provide principals and assistant principals with comparable salaries to our district's comparison school districts and a two (2) percent increase in the second year;
3. In exchange for the market adjustment, an elimination of the early retirement payments provision for all principals and assistant principals who had not already qualified for the benefit as of June 30, 2024;
4. An increase of \$62.42 per month to the school district's contribution towards single health insurance effective January 1, 2025; and
5. Removal of the \$4,250 cap on the 3% employer match towards the district's 403(b) plan.

The two-year total package for this proposed agreement is \$7,294,945, which represents an increase of \$822,774. Using the Minnesota School Board Association's costing formula, the two-year percentage increase is 12.71%. This amount does not reflect future savings the school district will recognize due to the change in the early retirement payments provision. This amount is within the School Board's financial parameters for this collective bargaining agreement. Superintendent Stanley supports the recommendation.

Recommendation: Approve the proposed 2024-2026 collective bargaining agreement.

Attachments:

1. DRAFT underlined/strikethrough version of proposed 2024-2026 EAC agreement.
2. Final clean copy of the proposed 2024-2026 EAC agreement.