



TO: School Board Members

FROM: Tye Michaels, Director of Human Resources

DATE: June 15, 2026

SUBJECT: Approval of 2025-2027 Mechanics Contract Tentative Agreement

BACKGROUND

The administration recommends approval of a tentative agreement with the School District 197 and the IAM Union District 77, AFL-CIO, Mechanics, which consists of approximately 3 employees, for the 2025-2027 contract years. The union has ratified this tentative agreement.

This agreement includes an increase in salary for both years of the contract as well as other items outlined below

- Salary Schedule
 - 2% - Year 1
 - 1.75% - Year 2
- Insurance:
 - Effective July 1, 2026, key changes for all covered employees include
 - Copays
 - \$40.00 (office visit)
 - \$100 (emergency room)
 - Single Coverage
 - \$1000 deductible
 - \$2500 maximum out-of-pocket
 - Single +1/Family
 - \$2000 deductible
 - \$7000 maximum out-of-pocket
 - Actuarial value: 82.5%
 - There were also increases in prescription rates
 - District contribution remains at 95% Single and 80% Single-plus-One and Family

Other minor language changes were made.

RECOMMENDED RESOLUTION

BE IT RESOLVED that the School Board of Independent School District 197 approve the presented tentative agreement between School District 197 and the IAM Union District 77, AFL-CIO, Mechanics for the 2025-2027 contract years.