



**TO:** School Board Members

**FROM:** Tye Michaels, Director of Human Resources

**DATE:** June 15, 2026

**SUBJECT:** Approval of 2025-2027 Paraprofessional Contract Tentative Agreement

### **BACKGROUND**

The administration recommends approval of a tentative agreement with the School District 197 Service Employees International Union, Local No. 284, Paraprofessional, representing approximately 150 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
  - 1.75% - Year 1
  - 1.25% - 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
- Holiday
  - New Year's Day
- Longevity
  - Increase of \$.40 per tier

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 School District 197 Service Employees International Union, Local No. 284, Paraprofessional, for the 2025-2027 contract years.