

RATIFICATION OF THE 2025-2027 SEIU PARAEDUCATORS AGREEMENT

The District has reached a tentative agreement with Service Employees International Union (SEIU) representing the Paraeducators group of the district for the contract period July 1, 2025 to June 30, 2027. The membership of SEIU voted and ratified the agreement.

The proposed settlement is a two-year agreement covering the years 2025-26 and 2026-27. The terms and conditions of the agreement include a 3% increase to the salary schedule in the first year of the contract and a 3% increase to the second year.

For Year 1, there is no change to the District's health insurance contribution.

Beginning in Year 2, the District contribution for employees enrolled in the HSA plan will be increased to match the pre-1998 contribution level, resulting in a uniform District contribution for all employees in the Paraprofessional group. The District contribution will be \$803 for single coverage and \$1,885 for family coverage. This change applies only to employees enrolled in the HSA plan.

Additional contract language was added and updated to reflect current and best practices with our Paraeducators.

Therefore, the Director of Human Resources recommends the following resolution:

BE IT RESOLVED by the School Board of Independent School District No. 622 that the 2025-2027 Paraeducators Agreement be approved.

MOTION:

SECOND: