



**Agenda V.B.5.  
January 8, 2026**

**To:** Board of Education  
Dr. Latanya Daniels superintendent

**From:** Stacey Sovine, executive director of administrative services

**Date:** January 8, 2025

**Re:** Proposed Revisions in the Collective Bargaining Agreement with the Burnsville Association of Educational Assistants

**Recommendation:** That the Board of Education approve the proposed revisions and readopt the unchanged language in the 2025-2027 Collective Bargaining Agreement with the Burnsville Association of Educational Assistants (BAEA).

The District reached a tentative agreement on a new two-year contract with the Education Assistants in July. There are 184 assistants within the unit. During the collective bargaining process, less than 20 language items were on the table for discussion. BAEA ratified the agreement early December.

The major language items agreed upon in the tentative agreement include:

- Deleting dated language
- 1.5 Steps
- Added MOU's for half year step in 2026-2027; MNPL; Labor Relations, and Breaks
- Reworked attendance incentive

Economic terms agreed to include:

- 2% increase year one and 2% increase year two on the salary schedule levels 2 and 3
- Level 1, 3% each year
- Increase family contribution for medical insurance to 80% in 2026
- 2 year increased cost approximately \$1.37 million
- MSBA package 9.89%

**Attachment:** Copy of tentative agreement