

BOARD REPORT

TO: Board of Education

FROM: Director of Human Resources Emily Herman

DATE: Monday, October 27, 2025



TOPIC/PURPOSE OF REPORT: 2025-2026 and 2026-2027 Paraprofessionals Contract Agreement

REFERENCE TO POLICY/STRATEGIC PLAN: Minn. Stat. § 122A.40, Subds. 7 and 7a (Employment; Contracts; Termination - Additional Staff Development and Salary)

RECOMMENDED BOARD ACTION: Action Item

DATE FOR BOARD ACTION: Monday, October 27, 2025

REPORT

The District has reached a tentative paraprofessional contract agreement for the 2025-2026 and 2026-2027 contract years on September 10, 2025.

The agreement includes a 2.25% increase to wages and a 8% increase to the \$30 copay and high deductible medical insurance plans in year one and 12% in year two.

Language updates include an increase to the route hour guarantee for Transportation Paraprofessionals from 1½ hours to 1¾ hours per assigned run, and the addition of language stating that any vacation, sick, or personal leave used but unearned at the time of termination will be deducted from the final paycheck.

The total cost of this agreement is 4.2% for contract changes.

RECOMMENDATION

For the Board of Education to approve the collective bargaining agreement between Paraprofessionals of Inver Grove Heights Community Schools, ISD 199, for the contract period of July 1, 2025 to June 30, 2027.