

## RATIFICATION OF THE 2025-2027 SEIU BEHAVIOR INTERVENTION SPECIALIST AGREEMENT

The District has reached a tentative agreement with Service Employees International Union (SEIU) representing the Behavior Intervention Specialist 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 2.75% for year 2. All increases will be effective when the school year assignment begins for that year.

The wage schedule is not inclusive of longevity payments, longevity payments is an additional payment that is made to an employee based on years of service with the District, starting the 25-26 school year longevity will be increased by \$0.25 with the exception of the 3 year longevity level.

The district contribution towards medical insurance had no increase for year 1. The District contribution will increase from \$730.12 to \$803.13 for single and from \$1713.86 to \$1888.25 for family coverage. The year 2 increase will impact only those on the HSA plan

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

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 BIS Agreement be approved.

MOTION:

SECOND: