



**Agenda IV.B.8.  
June 12, 2025**

**To:** Board of Education  
Dr. Theresa Battle, superintendent

**From:** Ariel Olson, human resources coordinator

**Date:** June 12, 2025

**Re:** Proposed 2024-2025 Collective Bargaining Agreement with 191  
Liaison Association and Independent School District 191

**Recommendation:** That the Board of Education approve the proposed language in the 2024-2025 Collective Bargaining Agreement with the 191 Liaison Association and Independent School District 191.

***Information:***

Negotiators for the 191 Liaison Association met with representatives from the district to negotiate a one-year agreement. The parties began negotiating October, 2024 and reached a tentative agreement on June 2, 2025. The two teams met for negotiations for seven meetings. This is the initial contract with the new union established in the spring of 2024. Future contracts will be two-year contracts on the same cycle as the other 11 groups within the district.

Highlights include:

1. Medical Insurance is a flat rate and not a percentage.
2. Projected 1-year cost of the package to the district will be \$138,000 reflecting an MSBA 7.32% increase. This amount includes schedule improvement, career steps, educational training lane changes, and insurance premium increases.
3. The average salary and benefit increase over the 2022-2023 year per fte is approximately \$8,108.

***Attachments:***

Proposed Master Agreement