

School Board Meeting Agenda Item

Topic: Approval of the July 1, 2023 through June 30, 2025 Red Wing Education Support Personnel Association Collective Bargaining Agreement

Contact(s):

Presenter(s): Lisa Rider, Director, Finance & Operations

Nature of Action Requested by Board

Board action ☒

Board information or scheduled report ☐

Background Information

Negotiations with Red Wing Education Support Personnel Association have completed. The Ed Support group has ratified the agreement. The recommendation is for the school board to approve the Agreement between Independent School District #256 and the Red Wing Education Personnel Association for the period of July 1, 2023 through June 30, 2025.

Highlights of the contract changes are as follows:

- Update of necessary dates
- Addition of Juneteenth as a paid holiday for 11 and 12 month employees
- Addition of revised language affirming 11 and 12 month employees are eligible for vacation at the start of employment
- Retroactive pay will be paid to all members except those terminated for cause and staff that resigned while on probation. Any members who are on layoff or who have retired will receive retroactive pay
- Increase to hourly wage schedule for 2023-2024 of 3.25%
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- Beginning, 2024-2025 longevity increased additional \$0.15 fifteen cents for years 7-10 ; additional \$0.20 twenty cents for years 11-15; and additional \$0.25 twenty-five cents for 16 years or more
- Beginning 2024-2025, increase in Maximum School District Monthly contribution up to \$615 for single and up to \$1,225 for family insurance