

## **Educational Support Professionals Tentative Agreement Summary**

We are pleased to recommend the following tentative agreement and collective bargaining agreement changes for the 2026-27 school year (one-year contract). Below is a detailed summary of information related to pay rate increases and insurance benefits. The proposed settlement is within the financial parameters established by the board.

Language Clean-Up for 2026-2027:

- Multiple language clean up and clarification items

Contract Changes for 2026-2027:

- Hourly Pay Rate Increase: 4.75%
- Employee Step Advancement
- Medical Insurance Benefit District Contribution Increase: 10%
- Longevity Schedule Change and Pay Increase:

| 2025-26 (From)          |                            | 2026-27 (To)            |                            |
|-------------------------|----------------------------|-------------------------|----------------------------|
| <b>Years of Service</b> | <b>Hourly Pay Increase</b> | <b>Years of Service</b> | <b>Hourly Pay Increase</b> |
| 15                      | \$0.15                     | <b>10</b>               | <b>\$0.25</b>              |
| 20                      | \$0.30                     | 15                      | <b>\$0.40</b>              |
| 25                      | \$0.40                     | 20                      | <b>\$0.55</b>              |
|                         |                            | 25                      | <b>\$0.65</b>              |

- Mentor Program Stipend Increase:

| 2025-26 (From)                 |                       | 2026-27 (To)                   |                       |
|--------------------------------|-----------------------|--------------------------------|-----------------------|
| <b>Mentor Program Position</b> | <b>Annual Stipend</b> | <b>Mentor Program Position</b> | <b>Annual Stipend</b> |
| Mentor Coordinator             | \$300.00              | Mentor Coordinator             | <b>\$330.00</b>       |
| Building Mentor                | \$200.00              | Building Mentor                | <b>\$225.00</b>       |

We value the dedication and contributions of our Educational Support Professionals to Waconia Public School District and hope these updates reflect our commitment to them.