

# BOARD REPORT

TO: Board of Education  
FROM: Director of Human Resources Emily Herman  
DATE: Monday, June 22, 2026



TOPIC/PURPOSE OF REPORT: District Office Specialists 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, Monday, June 22, 2026

## **REPORT**

For the Board of Education to approve the collective bargaining agreement between District Office Specialists (hereinafter referred to as the Support Staff) of Inver Grove Heights Community Schools, ISD 199, for the contract period of July 1, 2026 to June 30, 2028.

The terms and conditions of the agreement include a 2% increase to the salary schedule in year 1 and a 2.5% increase to the salary schedule in year 2.

There will be no change to medical and dental insurance premium contributions.

Effective January 1, 2027, the District contribution to VEBA HRA will increase to \$100 per month and the HSA contribution will increase to \$125 per month

The bargaining unit has ratified this tentative agreement.

The cost of this agreement is 4.5%.

## **RECOMMENDATION**

For the board of education to approve the District Office Specialists Contract for the period of July 1, 2026 to June 30, 2028.