



Board Meeting Date: 9/9/2024

Title: Proposed 2024-2026 Collective Bargaining Agreement Between Independent School District 273 and the Minnesota School Employees Association (MSEA) Paraprofessionals

Type: Action

Presenter(s): Sonya Sailer, Director of Human Resources; and Mert Woodard, Director of Finance and Operations

Description: The School District's paraprofessionals have ratified a tentative agreement for a two-year contract effective July 1, 2024 through June 30, 2026. The proposed terms and conditions of employment are reflected in the attached agreement with underlined font used to represent new language and strikethrough font used to show language to be removed from the contract as a part of the tentative agreement. Financial highlights of the proposed agreement include:

1. Step advancement for eligible employees in both years of the agreement and retroactive application to July 1, 2024; and
2. An updated and reconfigured wage schedule to provide competitive wages in both years of the agreement;
3. A \$30.00 per month increase to the school district's contribution towards single health insurance as of January 1, 2025; and
4. The addition of two (2) paid holidays (for a total of five (5) annual paid holidays) beginning in the first year of the agreement.

The two-year total package for this proposed agreement is \$16,491,199, which represents an increase of \$1,633,280. Using the Minnesota School Board Association's costing formula, the two-year percentage increase is 10.99%. This amount is within the School Board's financial parameters for this collective bargaining agreement. Superintendent Stanley supports the recommendation.

Recommendation: Approve the proposed 2024-2026 collective bargaining agreement.

Attachments:

1. DRAFT underlined/strikethrough version of proposed 2024-2026 MSEA agreement.
2. Final clean copy of the proposed 2024-2026 MSEA agreement.