



**Board Meeting Date:** 8/5/2024

**Title:** Proposed 2024-2026 Collective Bargaining Agreement Between Independent School District 273 and the Edina Professional Association of Support Staff (EPASS)

**Type:** Action

**Presenter(s):** Sonya Sailer, Director of Human Resources; Mert Woodard, Director of Business Services

**Description:** The School District's EPASS employees 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. A four (4) percent improvement to the wage schedule in both years of the agreement; and
3. An increase to the school district's contribution towards single health insurance to better align EPASS to other similar employee groups as of January 1, 2025; and
4. A \$25.00 per month district contribution towards dental insurance as of January 1, 2025.

The two-year total package for this proposed agreement is \$7,604,697, which represents an increase of \$557,836. Using the Minnesota School Board Association's costing formula, the two-year percentage increase is 7.92%. 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 EPASS agreement.
2. Final clean copy of the proposed 2024-2026 EPASS agreement.