

BOARD REPORT

TO: Board of Education
FROM: Director of Human Resources Emily Herman
DATE: Monday, January 26, 2026



TOPIC/PURPOSE OF REPORT: 2025-2026 & 2026-2027 Bus Driver 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, January 26, 2026

REPORT

The District has reached a tentative bus driver contract agreement for the contract period of July 1, 2025 to June 30, 2027.

The terms and conditions of the agreement include steps and lanes, a 2.75% salary increase in year one and a 3% salary increase in year two.

In addition to the salary changes, language was added to cash out of up to four unused personal leave days along with other language clean-up items.

The total cost to the district for this ratified agreement is 4.2%.

RECOMMENDATION

For the Board of Education to approve the terms and conditions between Bus Drivers of Inver Grove Heights Community Schools, ISD 199, for the contract period of July 1, 2025 to June 30, 2027.