

BOARD REPORT

TO: Board of Education

FROM: Director of Human Resources Emily Herman

DATE: Monday, August 17, 2026



TOPIC/PURPOSE OF REPORT: Contract Memorandum of Understanding for Spartan Kids Care Leads

REFERENCE TO POLICY/STRATEGIC PLAN: Minn. Stat. § 122A.40, Subds. 7 and 7a (Employment; Contracts; Termination - Additional Staff Development and Salary)

RECOMMENDED BOARD ACTION: Consent Action Item

DATE FOR BOARD ACTION: Monday, August 17, 2026

REPORT

For the Board of Education to approve the collective bargaining agreement between Spartan Kids' Care Leads and 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 2.75% increase to the salary schedule in year 1 and a 2.75% increase to the salary schedule in year 2.

There will be no change to medical insurance premium contributions in year 1 and a 20% increase to medical insurance premium contributions in year 2. There is an increase in dental insurance premium contributions in year 1.

Additional language items were negotiated. The bargaining unit has ratified this tentative agreement.

The cost of this agreement is 4.2%.

RECOMMENDATION

The recommendation is for the board of education to approve a contract Memorandum of Understanding for Spartan Kids Care Leads.