



Board Meeting Date: 2/20/2024

Title: Proposed 2023-2025 Health Service Associate Collective Bargaining Agreement

Type: Action

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

Background: The School District's Health Service Associates (HSAs) have ratified a tentative agreement for a two-year contract effective July 1, 2023 through June 30, 2025. The proposed terms and conditions of employment are reflected in the attached agreement with underlined bold font used to represent new language and strikethrough font used to show language that will be removed from the contract as a part of the tentative agreement. Changes are shaded in yellow. Financial highlights of the proposed agreement include:

1. Step advancement for eligible HSAs in both years of the agreement;
2. An updated wage schedule to provide competitive wages in the first year of the agreement and a two and one-quarter (2.25) percent improvement to the schedule in the second year of the agreement;
3. Retroactive application of the proposed wage increases for all hours worked in the HSA bargaining unit as of July 1, 2023;
4. The longevity differential was removed from the contract and four (4) longevity steps were added to the wage schedule to better recognize the district's most senior HSAs; and
5. An eight (8) percent increase to the district's contribution towards health insurance as of January 1, 2025.

The two-year total package for this proposed agreement is \$1,318,816, which represents an increase of \$62,968. Using the Minnesota School Board Association's costing formula, the two-year percentage increase is 5.00%. This amount is within the School Board's financial parameters for this collective bargaining agreement. Superintendent Stanley supports the recommendation.

Recommendation: Approved the proposed 2023-2025 collective bargaining agreement.

Attachment(s):

1. DRAFT underlined/strikethrough version of proposed 2023-2025 HSA agreement.
2. Final clean copy of proposed 2023-2025 HSA agreement.