



**Board Meeting Date:** 11/10/2025

**Title:** Proposed 2025-2027 Health Service Associate Collective Bargaining Agreement

**Type:** Action

**Presenter(s):** Sonya Sailer, Executive 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, 2025 through June 30, 2027. 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 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. Increases to the wage schedule for Non-Registered Nurse HSAs by 3% in 2025-2026 and by 2.6% in 2026-2027;
3. Increases to the wage schedule for Registered Nurse HSAs by 2% in 2025-2026 and 2% in 2026-2027;
4. Retroactive application of the proposed wage increases for all hours worked in the HSA bargaining unit as of July 1, 2025; and
5. The addition of five paid holidays for all HSAs beginning in the second year of the agreement.

The two-year total package for this proposed agreement is \$1,203,074, which represents an increase of \$96,181. Using the Minnesota School Board Association's costing formula, the two-year percentage increase is 8.75%. This amount is within the School Board's financial parameters for this collective bargaining agreement and Superintendent Bittman supports the recommendation.

**Recommendation:** Approved the proposed 2025-2027 collective bargaining agreement.

**Attachment(s):**

1. DRAFT underlined/strikethrough version of the proposed 2025-2027 HSA agreement.
2. Final clean copy of the proposed 2025-2027 HSA agreement.