



**Board Meeting Date:** 12/8/2025

**Title:** Proposed 2025-2027 Education Minnesota/Edina 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 teachers 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 teachers in both years of the agreement;
2. Consolidation of the first two steps of the salary schedule to strengthen the School District's starting salary and improve recruitment of new teachers;
3. A 3% increase to the salary schedule in both years of the agreement;
4. Retroactive application of the proposed salary schedule to the beginning of the contract term;
5. Increase the School District's health insurance contribution by 10% on January 1, 2026, with an additional 6.3% increase on January 1, 2027; and
6. A 2% increase to the School District's contribution towards dental insurance as of January 1, 2027.

The two-year total package for this proposed agreement is \$172,082,905, which represents an increase of \$14,007,916. Using the Minnesota School Board Association's costing formula, the two-year percentage increase is 8.86%. This amount is within the School Board's financial parameters for this collective bargaining agreement and Superintendent Bittman supports the recommendation.

**Recommendation:** Approve the proposed 2025-2027 EM/E collective bargaining agreement.

**Attachment(s):**

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