



Board Meeting Date: December 22, 2023

TITLE: Proposed 2023-2025 Collective Bargaining Agreement Between Independent School District 273 and Education Minnesota/Edina

TYPE: Action

PRESENTER(S): Sonya Sailer, 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, 2023 through June 30, 2025. 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. Highlights of the proposed agreement include:

1. Step advancement for eligible teachers in both years of the agreement.
2. An updated salary schedule to provide more competitive salaries in comparison to similarly situated districts in the first year of the agreement and a two (2) percent improvement to the schedule in the second year of the agreement.
3. Two additional steps added to the salary schedule to recognize the District's most senior teachers: Steps 25 and 30.
4. A two and one-half (2.5) percent increase to the District's contribution towards health and dental insurance as of January 1, 2024 and a four and one-half (4.5) percent increase as of January 1, 2025.
5. An October 1, 2023 sunset date was added to the severance provision.

The two-year total package for this proposed agreement is \$152,461,451, which represents an increase of \$9,486,135. Using the Minnesota School Board Association's costing formula, the two-year percentage increase is 11.27%. 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.

ATTACHMENTS:

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