



TO: School Board Members

FROM: Tye Michaels, Cabinet of Human Resources

DATE: June 15, 2026

SUBJECT: Approval of 2025-2027 Agreement between School District 197 and Cabinet Employee Group

BACKGROUND

The administration recommends approval of an agreement with the School District 197 Cabinet employee unit, which consists of approximately 10 employees, for the 2025-2027 fiscal years.

This agreement includes an increase in salary for both years of the contract as well as other items outlined below:

- Salary Schedule
 - 1.5% - Year 1
 - 1.75% - Year 2
- Insurance:
 - Effective July 1, 2026, key changes for all covered employees include
 - Copays
 - \$40.00 (office visit)
 - \$100 (emergency room)
 - Single Coverage
 - \$1000 deductible
 - \$2500 maximum out-of-pocket
 - Single +1/Family
 - \$2000 deductible
 - \$7000 maximum out-of-pocket
 - Actuarial value: 82.5%
 - There were also increases in prescription rates
 - District contribution remains at 95% Single and 80% Single-plus-One and Family
- Retention Stipend
 - One day per year of service, capped at 7 days' pay at the daily rate
- Health Savings (HCSP)
 - Increase of \$250

Other minor language changes were made.

RECOMMENDED RESOLUTION

BE IT RESOLVED that the School Board of Independent School District 197 approve the tentative agreement between School District 197 and the School District Cabinet employee group for the 2025-2027 contract years as presented.