



Board Meeting Date: 2/3/2025

Title: Proposed 2024-2026 Collective Bargaining Agreement Between Independent School District 273 and the Service Employees International Union, Local 284, Representing Buildings, Grounds, and Maintenance Employees

Type: Action

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

Description: The School District's buildings, grounds, and maintenance employees have ratified a tentative agreement for a two-year contract effective July 1, 2024, through June 30, 2026. 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 to be removed from the contract as a part of the tentative agreement. Financial highlights of the proposed agreement include:

1. Step advancement for eligible employees in both years of the agreement and retroactive application to July 1, 2024;
2. A 7% wage increase in the first year of the agreement and a 2.8% increase in the second year;
3. As of January 1, 2025, a \$73.57 per month increase to the school district's contribution towards single health insurance, a \$24.60 per month increase towards a single plus one plan, and a \$25.43 per month increase to a family plan;
4. A \$17.00 per month increase to the monthly differential for employees who hold first class boiler licenses and a \$27.00 per month increase for the holders of a chief boiler license; and
5. A change to the years of service requirement for earning vacation, enabling employees to access more leave earlier in their careers with the school district.

The two-year total package for this proposed agreement is \$9,431,256, which represents an increase of \$698,145. Using the Minnesota School Board Association's costing formula, the two-year percentage increase is 7.99%. This amount is within the School Board's financial parameters for this collective bargaining agreement. Superintendent Stanley supports the recommendation.

Recommendation: Approve the proposed 2024-2026 collective bargaining agreement.

Attachments:

1. DRAFT underlined/strikethrough version of proposed 2024-2026 collective bargaining agreement.
2. Final clean copy of the proposed 2024-2026 collective bargaining agreement.

