



TO: School Board Members

FROM: Tye Michaels, Director of Human Resources

DATE: January 12, 2026

SUBJECT: 2025-2027 Principals' Contract Settlement

BACKGROUND

The administration recommends approval of a tentative agreement with the School District 197 Principals' Unit, which consists of approximately 13 employees, for the 2025-2027 contract years. The union has ratified this tentative agreement. This agreement includes an increase in salary for both years of the contract according to the increase in steps as outlined below:

- Salary Schedule
 - Year 1: 1.5 %
 - Year 2: 1.75%
- Longevity
 - Increase of \$750.00 per year
- Health Care Savings Plan
 - Increase of \$250.00
- 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

Other minor language changes were made.

RECOMMENDED RESOLUTION

BE IT RESOLVED that the School Board of Independent School District 197 approve the presented tentative agreement with the School District Principals' Unit for the 2025-2027 contract years.