



DEFINING EXCELLENCE

Board Meeting Date: 6/8/2026

Title: Proposed 2026-2028 Collective Bargaining Agreement Between Independent School District 273 and the Edina Professional Association of Support Staff (EPASS)

Type: Action

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

Description: The School District's EPASS employees have ratified a tentative agreement for a two-year contract effective July 1, 2026 through June 30, 2028. 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. All changes are shaded in yellow. Financial highlights of the proposed agreement include:

1. Step advancement for eligible employees in both years of the agreement;
2. A three (3) percent improvement to the wage schedule in the first year of the agreement and a four (4) percent increase in the second year;
3. A wage schedule modification to reduce the L10 longevity step to L7 and the L20 longevity step to L17 beginning in the first year of the agreement;
4. A \$50.00 per month increase to the school district's contribution towards health insurance beginning on January 1, 2027 with an additional \$75.00 monthly increase on January 1, 2028;
5. A \$15.00 per month increase to the school district's contribution towards dental insurance beginning on January 1, 2027; and
6. A July 1, 2026 sunset date was added to the agreement's severance provision.

The two-year total package for this proposed agreement is \$8,609,208, which represents an increase of \$608,657. Using the Minnesota School Board Association's costing formula, the two-year percentage increase is 7.61%. This amount is within the School Board's financial parameters for this collective bargaining agreement. Dr. Bittman supports the recommendation.

Recommendation: Approve the proposed 2026-2028 collective bargaining agreement.

Attachments:

1. DRAFT underlined/strikethrough version of proposed 2026-2028 EPASS agreement.
2. Final clean copy of the proposed 2026-2028 EPASS agreement.