



**Agenda IV.B.2.
September 25, 2025**

To: Board of Education
Dr. Latanya, superintendent

From: Stacey Sovine, executive director of administrative services

Date: September 25, 2025

Re: Collective Bargaining Agreement with Service Employees International Union
Local #284 Custodial Employees

RECOMMENDATION: that the Board of Education approve proposed revisions and re-adopt the unchanged language in the 2025-2027 Master agreement with Service Employees International Union Local #284 Custodial Employees.

Notes:

District and Union Negotiators reached a tentative agreement on August 14th, 2025. The union ratified the agreement last week. The union of 71 employees was represented by SEIU Organizer, Shelly Johnson. The district was represented by Ariel Olson, Tyler Dehne and Stacey Sovine.

The major language items agreed upon in the tentative agreement include:

- Modified language around reporting absences, overtime and uniform reimbursement

Economic terms agreed to include:

Total

- 2 year increased cost \$621,937.17
- MSBA 2 year package increase is 9.12%
- Settlement within Board parameters