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## MEMORANDUM

TO: School District 197 School Board Members

FROM: Tye Michaels, Director of Human Resources

DATE: July 16, 2024

SUBJECT: Non-Affiliated Unit 2023-2025 Handbook Settlement

### **BACKGROUND**

The administration recommends that an agreement with the School District 197 Non-Affiliated Unit, which consists of approximately 100 employees, be approved for the 2023-2025 fiscal years.

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

- Salary Schedule
  - 3% - Year 1
  - 3% - Year 2
- Holiday:
  - The Juneteenth Holiday was added for employees working 260 days
- HSA:
  - \$600 for each employee working 260 days (an increase of \$100)
  - \$400 for each employee working less than 260 days (increase of \$100)
- Life Insurance:
  - \$75,000 for each employee (increase of \$25,000)
- TSA
  - \$2,100 (increase of \$100)
- Insurance:
  - Medical:
    - All covered employees move to Open Access premium with 95% contribution to single and 80% contribution to two-party and family coverage effective 2024-25
- One Time Payment
  - 1,000 payment prorated to FTE for Active employees as of June 30, 2024

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 between School District 197 and the School District Non-Affiliated Unit for the 2023-2025 contract years.