

MEMORANDUM

TO: Members of the School Board and Superintendent Holmberg
FROM: Dan Melde
DATE: October 20, 2025
RE: Centennial Confidential Unit Contract Settlement

The Centennial Confidential Unit and the Centennial ISD 12 Negotiations Team have reached an agreement on the contract for the 2025-2027 contract years for Confidential Unit employees in the district. The agreement has been approved by the members of the unit. The Negotiations Committee recommends approval of this agreement. Highlights of the agreement are as follows:

- Steps both years
- Health Insurance Rates: 4% increase each year.
- Increase Dental Insurance contribution to \$40 effective January 1, 2026.
- 403B- Increase match by \$500 effective July 1, 2026.
- Increase longevity schedule to the following.

<u>2025-2026:</u>	<u>2026-2027:</u>
After 5 years completed yrs= \$.75	After 5 years completed yrs= \$1.00
After 10-14 completed yrs = \$1.00	After 10-14 completed yrs = \$1.25
After 15-19 completed yrs= \$1.25	After 15-19 completed yrs= \$1.50
After 20 completed yrs= \$1.50	After 20 completed yrs= \$1.75
- Salary:
 - Year 1= \$.75 to each position and step.
 - Year 2= \$.75 to each position and step.
- HRA: Agree to the following language:

Confidential Unit Employees hired after July 1, 2020, who have completed 5 years of full-time service in the Centennial School District are eligible for a school district contribution into a Health Reimbursement Account (HRA) in the amount of \$1,000 annually with a lifetime maximum of \$15,000. The employee will need to be employed on June 1 of each year to be eligible for this benefit and be on payroll a minimum of 225 days. The contribution shall be sent to the employee's HRA account on or before June 30th each year.
- Vacations: Agree to the following language:

Full-time employees are eligible for a school district vacation buyback of a maximum of 40 (forty) hours per year for unused vacation hours. During the 2025-2026 school year, employees can sell back a maximum of up to 80 hours. The value for each day shall be as per the Confidential Unit salary schedule and shall be deposited into the employee's 403b account. The employee must submit a request by December 31 each year.
- Language changes.