



**Agenda IV.B.4
April 9, 2026**

To: Board of Education
Dr. Latanya Daniels, superintendent

From: Stacey Sovine, executive director of administrative services

Date: April 9, 2026

Re: Proposed 2025-2027 Collective Bargaining Agreement with the 191 Liaison Association and Independent School District 191

Recommendation: That the Board of Education approve the proposed revisions and re-adopt the unchanged language in the 2025-2027 Collective Bargaining Agreement with the 191 Liaison Association and Independent School District 191.

Notes:

Negotiators for the 191 Liaison Association met with representatives from the district to negotiate a two-year agreement. The parties began negotiating February 26, 2026 and reached a tentative agreement on March 26, 2026. The two teams met for negotiations for two meetings.

Highlights include:

1. Updated and removed dated MOU's
2. Updated language on employee rights, union deductions, breaks, and payroll selection
3. Projected 2-year cost of the package to the district will be \$150,000 reflecting an MSBA 9.59% increase. This amount includes schedule improvement, career steps, and insurance premium increases.
4. The average salary and benefit increase each year per fte is approximately \$4,400.

Attachments:

Proposed Master Agreement