



RATIFICATION OF THE 2025-2027 NORTH ST. PAUL-MAPLEWOOD-OAKDALE EDUCATION ASSOCIATION MASTER AGREEMENT.

The District has reached a tentative agreement with North St. Paul-Maplewood-Oakdale Education Association (NSPMOEA) representing teachers of the district for the contract period of July 1, 2025 to June 30, 2027. The membership of NSPMOEA voted and ratified the agreement.

Key terms and conditions of the agreement includes:

Wages:

- Year 1:
 - 3% increase for Step 13 on the Teacher salary schedule, and Step 10 of the ABE and ECFE Teacher salary schedule.
- Year 2:
 - 2.75% increase for Step 13 on the Teacher salary schedule, and Step 10 of the ABE and ECFE Teacher salary schedule.

Health Insurance:

- Year 2: The district contribution towards the District sponsored VEBA health insurance plan was changed from \$730.12 to \$846.00, this change is effective July 1, 2025

Contract language was also negotiated to include provisions for Paid Time Off, refine lane change process, discontinue select past practices related to assignment and reassignment in staffing, and ensure continued medical insurance coverage.

Therefore, the Director of Human Resources recommends the following resolution:

BE IT RESOLVED by the School Board of Independent School District No.622 that the 2025-2027 North St. Paul-Maplewood-Oakdale Education Association Master Agreement be approved

Motion:

Second: