

ADMINISTRATIVE REPORT

DATE: December 15, 2022
TOPIC: #8.3 - Tentative Agreement with Paraprofessionals
PRESENTER: Abby Baker, Director of Human Resources
REFERENCE TO POLICY/STATUTE: Policy 701, Establishment and Adoption of School District Budget

PURPOSE OF REPORT

Negotiations toward a new collective bargaining agreement between South Washington County Schools and the Paraprofessionals have resulted in a tentative agreement to be effective July 1, 2022 – June 30, 2024. Members of the bargaining unit approved the tentative agreement on November 28, 2022. Other economic costing of the tentative agreement includes the following:

Wages Increase:

January 1, 2023	\$3.00
July 1, 2023	\$0.75
January 1, 2024	\$0.75

Health Insurance – District Contributions

Health Insurance monthly premium contributions provided by District 833							
Contributions are effective January 1 - December 31 of identified years below							
Coverage Options	Single Coverage			Coverage Options	Family Coverage		
	2022	2023	2024		2022	2023	2024
\$25 Co-Pay	\$150.00	\$150.00	\$150.00	\$25 Co-Pay	\$250.00	\$250.00	\$250.00
\$15 Co-Pay	\$150.00	\$150.00	\$150.00	\$15 Co-Pay	\$250.00	\$250.00	\$250.00
High Deductible	\$551.44	\$650.00	\$709.12	High Deductible	\$551.44	\$899.44	\$1147.44

Other Contract Items

- Addition of one paid holiday – Christmas Day.
- MOA One-time retention incentive payment of \$800

RECOMMENDATION – Administration recommends approval of the Agreement.

