

**ADMINISTRATIVE REPORT**

**DATE:** December 15, 2022  
**TOPIC:** #8.6 - Tentative Agreement with Maintenance/Custodians  
**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 Maintenance/Custodians labor union group 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 December 10, 2022. The economic costing of the tentative agreement includes the following:

Wages

- An increase of 2.75% effective January 1, 2023 and 2% increase effective July 1, 2023.

Health Insurance

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	\$300.00	\$300.00	\$300.00	\$25 Co-Pay	\$800.00	\$800.00	\$800.00
\$15 Co-Pay	\$300.00	\$300.00	\$300.00	\$15 Co-Pay	\$800.00	\$800.00	\$800.00
High Deductible	\$562.80	\$630.00	\$650.00	High Deductible	\$1,441.60	\$1,460.00	\$1,480.00

Other

- Shift premiums increase of \$0.10.
- Increase for safety shoes from \$150 to \$175 per school year for one pair.
- On-call increase from \$300 to \$325 effective July 1, 2023.
- MOA one-time retention incentive payment of \$800.

**RECOMMENDATION -** Administration recommends approval of the Agreement.

