

ADMINISTRATIVE REPORT

DATE: November 16, 2023
TOPIC: #7.4 - Tentative Agreement with Bus Drivers & Bus Assistants Association
PRESENTER: Abby Baker, Director of Human Resources
REFERENCE TO POLICY/STATUTE: Policy 701, Establishment and Adoption of School District Budget.

A. PURPOSE OF REPORT

- a. Negotiations toward a new collective bargaining agreement between South Washington County Schools, and the Bus Drivers & Bus Assistants Association have resulted in a tentative agreement to be effective July 1, 2023 – June 30, 2025. Members of the bargaining unit approved the tentative agreement on November 14, 2023. The economic costing of the tentative agreement includes the following:

Wages:

July 1, 2023	Bus Drivers	\$25.00
July 1, 2024	Bus Drivers	\$27.00
July 1, 2023	Bus Assistants	\$18.73
July 1, 2024	Bus Assistants	\$20.23

Health Insurance

- January 1, 2024: 10% increase of District Contribution on high deductible plan.
- January 1, 2025: 10% increase of District Contribution on high deductible plan.

Other Contract Items

- VEBA Increase effective for both year 1 & 2
 - From \$100 to \$125/month for single coverage.
 - From \$200 to \$250/month for family coverage.
- Longevity Steps: \$0.10/per hour for every year completed.
 - Longevity Steps will cap at \$2.00 per hour and does not apply to substitutes.



B. RECOMMENDATION

- a. Approval

C. CONNECTION TO STRATEGIC PRIORITY

- a. Student Experience
- d. Operations, Staffing, and Finance
- e. Engagement and Partnerships

