

## ADMINISTRATIVE REPORT

**DATE:** December 14, 2023  
**TOPIC:** #7.8 - Tentative Agreement with Principals 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 Principals 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 December 4, 2023. The economic costing of the tentative agreement includes the following:

#### Wages:

- Year 1: 5% increase
- Year 2: 5% increase
- Adjustment from 7 steps to 5 steps

#### 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

- Addition of Juneteenth to Holiday schedule

### B. RECOMMENDATION

- a. Approval

### C. CONNECTION TO STRATEGIC PRIORITY

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

