

ADMINISTRATIVE REPORT

DATE: December 14, 2023
TOPIC: #7.9 - Tentative Agreement with Office Professionals
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 Office and Professional Employees International Union Local 12 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 7, 2023. The economic costing of the tentative agreement includes the following:

Wages:

- Restructure of salaries and career increments (longevity) combining them into a single salary schedule. The combination of current salaries, current longevity pay, and market adjustment resulted in aggregate pay increase of about 7.5% in year 1 and 6% in year 2. Longevity pay is no longer in the contract.

Health Insurance

- January 1, 2024: 11% increase of District Contribution on high deductible plan.
- January 1, 2025: 8% increase of District Contribution on high deductible plan.

Health Insurance monthly premium contributions provided by the District							
<i>Coverages are on a calendar year basis - January 1 to December 31</i>							
HealthPartners Open Access							
Coverage Options	Single Coverage			Coverage Options	Family Coverage		
Open Access	2023	2024	2025	Open Access	2023	2024	2025
High Deductible *	\$642.66	\$714.81	\$790.24	High Deductible *	\$1,722.83	\$1,916.21	\$2,118.38
\$25 Co-pay	\$0.00	\$0.00	\$0.00	\$25 Co-pay	\$0.00	\$0.00	\$0.00
\$15 Co-Pay	\$0.00	\$0.00	\$0.00	\$15 Co-Pay	\$0.00	\$0.00	\$0.00

** High Deductible plan in both options will receive \$200.00 a month toward a VEBA Contribution paid in accordance to the benefit schedule*



Other Contract Items

- Addition of Juneteenth to Holiday schedule
- CEU Reimbursement for Health Care Specialists
- Increase the annual 403(b) matching district contribution \$200 in year 1 & in year 2.
- Increase in VEBA contributions for High Deductible Plan from \$166 per month to \$200 per month
- Dental insurance increased contribution per month

Plan Year	2023	2024	2025
Single	\$40.00	\$42.96	\$44.10
Family	\$60.00	\$63.00	\$66.15

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B. RECOMMENDATION

- a. Approval

C. CONNECTION TO STRATEGIC PRIORITY

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

