

## ADMINISTRATIVE REPORT

**DATE:** January 18, 2024  
**TOPIC:** #7.4 - Tentative Agreement with United Teachers of South Washington County Schools  
**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 United Teachers of South Washington County Schools 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 January 17, 2024. The economic costing of the tentative agreement includes the following:

#### Wages:

- Year 1: 5% increase to wage schedule
- Year 2: 6% increase to wage schedule
- Adjustment from 18 steps to 15 steps (eliminate first three steps)
- Longevity pay of \$200/year capped at \$7000 at Step R (final step)

#### Health Insurance

- January 1, 2024: Full Single coverage on high deductible plan.  
10% increase of District Contribution on Family co-pay plans.
- January 1, 2025: 10% increase of District Contribution on single high deductible plan.  
5% increase of District Contribution on Family co-pay plans.

#### Other Contract Items

- Schedule C base point increase to \$142
- 5-step salary schedule for ABE teachers
- Increase sub pay during preparation period to \$50
- Allow for alignment within a school in the transfer article



**B. RECOMMENDATION**

- a. Approval

**C. CONNECTION TO STRATEGIC PRIORITY**

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

