

## ADMINISTRATIVE REPORT

**DATE:** June 20, 2024  
**TOPIC:** #7.6 - Tentative Agreement with Maintenance/Custodians, Teamsters Local 320  
**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 Maintenance/Custodian Union have resulted in a tentative agreement to be effective July 1, 2024 – June 30, 2026. Members of the Association approved the tentative agreement on June 14, 2024. The economic costing of the tentative agreement includes the following:

#### Wages:

- Year 1: 5% increase
- Year 2: 5% increase

#### Health Insurance

- January 1, 2025: 10% increase of District Contribution to the High Deductible Plans.
- January 1, 2026: 8% increase of District Contribution to the High Deductible Plans.

#### Other Contract Items

- Dental Insurance Increase from \$35.75 to \$42.96 Single; \$38.50 to \$75 Family.
- Part-time and Seasonal employees increase from \$17.13 to \$20 per hour.
- Addition of Juneteenth to the Holiday Schedule.
- Addition of Martin Luther King Jr. Day to Holiday Pay Schedule for those working the Saturday and/or Sunday before.

### B. RECOMMENDATION

- a. Approval

### C. CONNECTION TO STRATEGIC PRIORITY

- a. Operations, Staffing, and Finance

