

ADMINISTRATIVE REPORT

DATE: June 20, 2024
TOPIC: #7.7 - Tentative Agreement with Paraprofessionals, 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 Paraprofessional group have resulted in a tentative agreement to be effective July 1, 2024 – June 30, 2026. Members of the Association approved the tentative agreement June 14, 2024. The economic costing of the tentative agreement includes the following:

Wages:

- An aggregate 8.81% increase over two years with change in class and steps.
- Longevity Pay was incorporated in the new salary grid to adjust to these changes.

Health Insurance

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

Other Contract Items

- TSA District Contribution Match increase of \$500.
- Addition of Dental Insurance Coverage to the District Contributions.
- New Years Day added to the Holidays Schedule.
- Juneteenth added to the Holidays Schedule for paraprofessionals who are actively working the day before and the day after.

B. RECOMMENDATION

- a. Approval

C. CONNECTION TO STRATEGIC PRIORITY

- a. Operations, Staffing, and Finance

