



Tuesday, August 26, 2024  
Special School Board - 5:30 p.m. at District Office

**A. Call to Order**

1. Approval of Agenda

**B. Consent**

1. Consent

**C. Other Action**

1. Collective Bargaining Agreement with Teachers and Nurses  
*- presented by Joel Milteer, Director of Human Resources, Tiffany Weiler, Coordinator of Human Resources, and Matt Percival, Assistant Principal at Eastview High School*

**D. Adjournment**

1. Motion to adjourn the meeting

# Rosemount • Apple Valley • Eagan Public Schools

*Educating, developing, and inspiring our students for lifelong success.*

Meeting Date: **08/26/2025**

Place on Agenda: **Other Action**

Action Requested: **Approval**

Topic: **Collective Bargaining Agreement with Dakota County United Educators**

Presenter(s): **Tiffany Weiler  
Matt Percival**

Title(s): **Coordinator of Human Resources  
Assistant High School Principal**

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## **Background**

Negotiations toward a new collective bargaining agreement between the school district and Dakota County United Educators (DCUE), representing the district's teachers and nurses, have resulted in a tentative agreement on terms for a two-year agreement to be effective July 1, 2025, through June 30, 2027. Members of the bargaining unit approved the new contract terms on August 25, 2025. If approved by the Board, the terms and language modifications summarized below will be included in the 2025-27 Master Agreement.

### **Compensation**

1. 2.1% increase to teacher and nurse salary schedules each year.
2. 1% increase to longevity in the first year and .75% in the second year.
3. Equalize longevity on the teacher's salary schedule in the second year.

### **Benefit Provisions**

1. Increase the district's contribution to health insurance by an average of 11.8% in the first year and an average of 7% in the second year.
2. Increase the district's contribution to the DCUE dental fund by 4% in the first year and 2% in the second year.

### **Other Language Modifications**

1. Teachers who qualify for a district 403(b) match will have the option to use student loan payments to meet match requirements.

### **Other**

1. Agreed to Letters of Understanding to study modification of other provisions of the Master Agreement for consideration in negotiating the 2025-27 Master Agreement.
2. There were other minor modifications to the language that further clarify and improve administration of the Master Agreement.

## **Alternatives**

Do not approve the collective bargaining agreement.

## **Recommendation**

Approve the collective bargaining agreement with Dakota County United Educators for 2025-27, as presented.