

ADMINISTRATIVE REPORT

DATE: November 20, 2025

TOPIC: #7.3 – Tentative Agreement with South Washington County Principals Association

PRESENTER: Abby Baker, Executive Director of Human Resources & Operations

REFERENCE TO POLICY/STATUTE: Policy 701, Establishment and Adoption of School District Budget.

A. PURPOSE OF REPORT

Negotiations toward a new collective bargaining agreement between South Washington County Schools and South Washington County Principals Association have resulted in a tentative agreement effective July 1, 2025 – June 30, 2027. Members of the bargaining unit approved the tentative agreement on November 5, 2025. The economic costing of the tentative agreement includes the following:

Wages:

- 2% increase effective July 1, 2025
- 2% increase effective July 1, 2026
- Longevity – \$350 per year after 10 years of service in the bargaining unit (maximum of \$9,800).

Health Insurance

- January 1, 2026: 9% increase of District Contribution on high-deductible plan.
- January 1, 2027: 8% increase of District Contribution on high-deductible plan.

Other Contract Items

- Adjustment of the Activity Director – Sr. High to the Assistant Principal – Sr. High salary band.
- Decrease vacation payout days from maximum of 20 days to maximum of 10 days.

B. RECOMMENDATION

Administration recommends approval of the contract.

C. CONNECTION TO STRATEGIC PRIORITY

Operations, Staffing, and Finance

