SOUTH WASHINGTON COUNTY SCHOOLS
SCHOOL BOARD
7362 East Point Douglas Rd S.
Cottage Grove, MN 55016

ADMINISTRATIVE REPORT

DATE:	December 11, 2025
TOPIC:	#8.4 - Tentative Agreement with South Washington County Schools Bus Drivers and Bus Assistants 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 Bus Drivers and Bus Assistants Association have resulted in a tentative agreement effective July 1, 2025 – June 30, 2027. Members of the bargaining unit approved the tentative agreement on December 10, 2025. The economic costing of the tentative agreement includes the following:

Wages Bus Drivers:

- Increase to $28.00 effective July 1, 2025
- Increase to $29.00 effective July 1, 2026

Wages Bus Assistants:

- Increase to $21.00 effective July 1, 2025
- Increase to $22.00 effective July 1, 2026

Health Insurance

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

Holidays

- Added Christmas Day and New Years Day as paid holidays.

B. RECOMMENDATION

Administration recommends approval of the contract.

C. CONNECTION TO STRATEGIC PRIORITY

Operations, Staffing, and Finance