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

ADMINISTRATIVE REPORT

DATE:	December 11, 2025
TOPIC:	#8.3 - Tentative Agreement with United Teachers of South Washington County
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 United Teachers of South Washington County 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:

- Increase of 2.25% effective July 1, 2025
- Increase to 2.5% effective July 1, 2026

Health Insurance

- January 1, 2026: 13% increase of District Contribution.
- January 1, 2027: 5% increase of District Contribution.

Hourly Voucher Rate

- $37.00 per hour

Schedule C

- $147.00 per base point

Adult Basic Education/Credit Recovery/Homebound Teachers

- $37.00 per hour for Adult Basic Education, Credit Recovery Teacher, and Homebound Teachers.

B. RECOMMENDATION

Administration recommends approval of the contract.

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C. CONNECTION TO STRATEGIC PRIORITY

Operations, Staffing, and Finance