

ADMINISTRATIVE REPORT

DATE: June 25, 2026
TOPIC: #7.9 – Tentative Agreement with Maintenance
PRESENTER: Abby Baker, Executive Director of Human Resources and Operations
REFERENCE TO POLICY/STATUTE: Policy 701

A. PURPOSE OF REPORT

Negotiations toward a new collective bargaining agreement between South Washington County Schools and the Minnesota Teamsters Public and Law Enforcement Employee's Union Local 320 have resulted in a tentative agreement effective July 1, 2026 – June 30, 2028. Members of the bargaining unit approved the tentative agreement on May 30, 2026. The economic costing of the tentative agreement includes the following:

Wages:

- \$1.00 per hour increase to all labor grades, effective July 1, 2026
- \$0.75 per hour increase to all labor grades, effective July 1, 2027
- Longevity increases to \$0.07 per year effective July 1, 2026
- Longevity increases to \$0.10 per year effective July 1, 2027

Health Insurance

- January 1, 2027: \$200 increase of the monthly district contribution for high-deductible medical plans.
- January 1, 2028: 10% increase of district contribution for high-deductible medical plans.

Other Contract Items

- Increase safety shoe reimbursement to \$200 per year
- Increase TSA Match to \$3,000 per year

B. RECOMMENDATION

Administration recommends approval of the contract.

C. CONNECTION TO STRATEGIC PRIORITY

Operations, Staffing, and Finance

