Bargaining Minutes_SEIU

September 2, 2026

Present: Michael Vigue, Dena Collins, Dave Richmond, Carly Spicer, Allison Hearn, Brian Wilson, Ryan Riley, Richard MacDonald, Mary Guy, John DiGreggorio, Tia Blunt

SEIU opened the meeting by presenting two non-wage proposals.

The first proposal involved Article 22, Section 3, with the union reintroducing language related to Section 9. SEIU is seeking a classification bidding process for Student Transport Drivers by compound location.

The second proposal involved bereavement leave. SEIU proposed contract language providing eligible employees with up to two days of bereavement leave.

SEIU also provided a verbal counterproposal on wages. The union proposed a 3.25% across-the-board increase, including movement on the salary schedule. SEIU stated that its proposal is approximately $700,000 above the district's current offer. The union expressed concerns about rising healthcare costs and other increasing expenses impacting employees. SEIU noted that the average employee in the bargaining unit earns approximately $16 per hour. The union also shared concerns regarding discussions at the state level about property taxes and the potential impact on future funding.

Caucus: 3:15 p.m.

Returned from Caucus: 4:09 p.m.

Following caucus, the district presented counterproposals on the issues raised by the union.

Regarding the Student Transport Driver bidding proposal, the district stated that it is not prepared to sign a Memorandum of Understanding (MOU) related to the vans at this time, as the program remains fluid and subject to change.

The district advised that if the union agrees to the salary proposal, the district will agree to the bereavement leave proposal. The District presented bereavement leave language that would require employees to request and utilize bereavement leave within 10 calendar days of the death of an eligible family member.

The District also provided a wage counterproposal of a 2.5% increase to the salary schedule. The District explained that this proposal would result in an average increase of approximately $870 per employee, with the referendum increase providing an additional $568. The total average annual increase for an SEIU employee would be approximately $1,438. The District stated that this proposal represents the maximum amount available for compensation increases.

SEIU acknowledged the District's concerns regarding salary compression and indicated agreement with utilizing a percentage increase along with salary schedule movement.

Caucus: 4:20 p.m.

Returned from Caucus: 4:30 p.m.

Following caucus, SEIU expressed appreciation for the District's fiscal considerations and indicated that it views the proposal as a total compensation package. The union had additional questions regarding the bereavement leave language and requested that the proposed 10-day period be measured in working days rather than calendar days.

Next Meeting

September 9, 2026, at 4:00 p.m.