Bargaining Minutes_SEIU

August 25, 2026

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

Mr. Vigue welcomed the bargaining team back to the meeting.

The District presented proposed updates to Article 22. The first update included cleanup language related to field trips and the removal of the word "shuttles" from the article. The second proposal addressed employee pay during emergency closures. The District explained concerns related to FEMA reimbursement requirements and the need to clearly define compensation for services performed during emergency events. The proposed language is intended to clarify employee compensation and align the agreement language with FEMA reimbursement guidelines.

The District also presented a salary proposal, including a proposed salary schedule. The proposal includes a 2.0% increase to the base hourly rate. Employees would receive the increase through movement to the next letter step on the salary schedule. The starting hourly rate for new hires would remain unchanged, meaning newly hired employees would not receive the same adjustment as current employees.

In addition, the referendum supplement would increase by $568 annually, bringing the total referendum supplement to $3,478. The combined average annual increase for SEIU members would be approximately $1,264.

Caucus: 4:17 p.m.
Returned from Caucus: 4:40 p.m.

Following caucus, the union indicated agreement with the two contract language proposals presented by the District. The union expressed appreciation for the District's wage proposal and its commitment to continuing discussions regarding healthcare costs. However, the union was not prepared to sign the wage proposal at this time.

The union advised that it could not agree to the wage proposal as presented and requested an additional bargaining session. The parties agreed to meet again on **September 2, 2026, at 3:00 p.m.**

The District reminded the union that Food and Nutrition employees had already received a salary adjustment earlier in the year.

Potential ratification dates were briefly discussed and will be reviewed further should the parties reach a tentative agreement (TA).

Meeting adjourned: 4:50 p.m.