

WEM Custodian's Summary TA

TERM: July 1, 2025, through June 30, 2027, update throughout Contract.

ECONOMICS: a total package financial increase of 3.58% year 1 and 3.42% year 2. Please see the attached document to see what your wage increase will be each year of the agreement. *Because the Step scale is being adjusted to make each Step advancement the same percentage, not everyone will get the same percentage raise.*

RETRO PAY for all employees back to July 1, 2025, as of ratification by the members.

REMOVING language at the bottom of SCHEDULE A (1) “*Steps 1 and 2 deleted 4/22/2010” because it’s irrelevant.

REMOVING “pro-rata” language and it’s references in Article 13 Section 3 Subd. 2 because it’s irrelevant.

ARTICLE 7 SECTION 2 HEALTH AND HOSPITALIZATION INSURANCE: replace current language with:

Group Insurance Health and Hospitalization Insurance Article 7 Section 2: The School District shall contribute a sum from July 1, 2025, to June 30, 2027, of up to \$15,000 annually (with excess contribution beyond the cost of basic single health care plan deposited into a VEBA account owned by employee). The School District shall contribute a sum from July 1, 2025, to June 30, 2027, of at least \$3,000 annually to an employee’s VEBA account. The employee is only eligible for a VEBA account if employee is enrolled in the district health care plan. Any additional cost of the insurance premium shall be borne by the employee and paid by payroll deduction.

NEW: all new employees will start at Step 1 with the exception that the District may place a new hire higher on Step Schedule A (1) based on applicable years of experience, with each Step equaling one (1) year of experience.

NEW: Article 6 Section 2 Step Advancement. Employees hired on or before December 31 shall be paid at their starting Step on the salary schedule. Effective the following July 1 employees shall advance to the next Step. Employees hired after December 31 shall be paid at their starting Step on the salary schedule until July 1 of the following calendar year.