



Board Meeting Date: 7/13/2026

Title: Proposed 2026-2028 Collective Bargaining Agreement Between Independent School District 273 and the Service Employees International Union, Local 284, Transportation Employees

Type: Action

Presenter(s): Sonya Sailer, Executive Director of Human Resources; Mert Woodard, Director of Finance and Operations

Description: The School District's transportation employees have ratified a tentative agreement for a two-year contract effective July 1, 2026 through June 30, 2028. The proposed terms and conditions of employment are reflected in the attached agreement with underlined font used to represent new language and strikethrough font used to show language to be removed from the contract as a part of the tentative agreement. All changes are shaded in yellow. Financial highlights of the proposed agreement include:

1. Step advancement for eligible employees in both years of the agreement;
2. A three (3) percent improvement to step 1 of the bus driver wage schedule in both years of the agreement;
3. A four (4) percent improvement to longevity steps L6, L11, L16, and L21 of the bus driver wage schedule in the first year of the agreement, and a four and one-half (4.5) percent improvement in the second year;
4. A five (5) percent improvement to the lead mechanic, mechanic, route programmer, and interschool mail driver wage schedules in both years of the agreement;
5. A \$50.00 per month increase to the district's contribution towards health insurance beginning on January 1, 202, with an additional \$75.00 monthly increase on January 1, 2028; and
6. An adjustment to the vacation schedule for 12-month transportation employees consistent with similarly situated employee groups.

The two-year total package for this proposed agreement is \$7,393,314, which represents an increase of \$466,408. Using the Minnesota School Board Association's costing formula, the two-year percentage increase is 6.73%. This amount is within the School Board's financial parameters for this collective bargaining agreement. Dr. Bittman supports the recommendation.

Recommendation: Approve the proposed 2026-2028 collective bargaining agreement.

Attachments:

1. DRAFT underlined/strikethrough version of proposed 2026-2028 transportation agreement.
2. Final clean copy of the proposed 2026-2028 transportation agreement.