

Union Updates

— NEGOTIATIONS UPDATE —



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Wednesday, September 16, 2026

BOARD ACTION MEETING

**Service Employees International Union
SEIU, Local 1**

Tentative Agreement



- Current Agreement expired August 30, 2026
- Tentative Agreement (TA) reached with the District on September 2, 2026
- Ratified by SEIU, Local 1 on September 12, 2026
- Final approval needed from School Board

- **Food Services**
(Café Leads, Cooks, Culinary Aides)
Impacts 68 employees

- **Building Services**
(Custodians Maintenance, Grounds)
Impacts 69 employees

Tentative Agreement
3-Year Successor Agreement
July 1, 2026 – June 30, 2029

Key Agreement Highlights

- **Updated Contract Language:** Removed outdated third-party (ABM) language that remained from the transition of the employee group back to district self-operation.
- **Additional Paid Holidays:** All bargaining unit employees will receive **Good Friday** and the **Friday before Labor Day** as holidays. Historically, Building Services employees worked these days.
- **Temporary Schedule Adjustments:** Added language addressing temporary schedule adjustments during **school breaks and non-student days**, formalizing existing district protocols.
- **Hours & Overtime:** Clarified contract language regarding **hours of work and overtime**.
- **Uniforms:** Added uniform language for **Building Services employees**.
- **Wage Scale:** Provides for **increases to the wage scale**.

Budget Impact

Total Additional Cost to the District



- **2026-2027:** Total additional cost to the District = \$ 275,406.32
- **2027-2028:** Additional \$ 67,307.68 to accommodate step increases on the wage scale
- **2028-2029:** Additional \$ 67,102.80 to accommodate step increases on the wage scale
- Percentage increase on the wage scale is 6.80 %

Summary & Next Steps

- SEIU, Local 1: Ratified by union September 12, 2026. Board approval required for final approval of the 3- year successor agreement

