

SPECIAL MEETING BOARD REPORT

TO: Board of Education
FROM: Director of Human Resources Emily Herman
DATE: Monday, April 13, 2026



TOPIC/PURPOSE OF REPORT: 2025-2026 & 2026-2027 Contract Agreement with EdMN IGH Local 1718

REFERENCE TO POLICY/STRATEGIC PLAN: Minn. Stat. § 122A.40, Subds. 7 and 7a (Employment; Contracts; Termination - Additional Staff Development and Salary)

RECOMMENDED BOARD ACTION: Action Item

DATE FOR BOARD ACTION: Monday, April 13, 2026

REPORT

The District has reached a tentative agreement with Education Minnesota Inver Grove Heights, Local 1718 representing teachers of the district for the contract period July 1, 2025 to June 30, 2027.

The agreement covers a two-year term, providing stability for the district and its teaching staff. Cost of living adjustments for the 2025-2026 (2.1%) and 2026-2027 (2.3%) school years have been established plus step movement to ensure competitive compensation. Preschool teachers will see an expansion of their salary steps, with placement ranging up to Step 6 in 2025-2026 and up to Step 7 in 2026-2027. ECA cost of living adjustments for the 2025-2026 (2%) and 2026-2027 (2%) have been included as well.

Several enhancements were made to the insurance and retirement packages:

- Increased Premium Contributions: Increased district contributions to the VEBA and HSA health insurance plans by 6% each year.
- HSA Option: The district has added a Health Savings Account (HSA) option alongside the existing VEBA plan.
- Increased VEBA and HSA Contributions: starting January 1, 2027, the District's monthly contribution will increase to \$100 for VEBA account monthly and \$125 for HSA account monthly.
- 403(b) Student Loan Match: Effective July 1, 2026, teachers can apply the district's 403(b) matching contribution (up to \$2,000) toward qualifying student loan payments.

Several language enhancements were made:

- Multiple areas of language clear up and clarity to existing language.
- Previously MOUs moved into contract:
 - Teachers assigned five or more preparations will not be assigned an advisory period or duty.

- Teachers traveling between buildings are now guaranteed a minimum of 20 minutes of travel time, which must be separate from their 75-minute preparation time.
- Hiring and Vacancies: All bargaining unit vacancies must now be posted online for at least 10 calendar days before being filled unless mutual agreement to shorten posting timeline, ensuring a fair and transparent hiring process.
- Liaison Committees: Building-level Liaison Committees will now meet monthly and defined purpose to discuss professional concerns and develop practical solutions.

Multiple Memorandums of Understanding were created or expanded:

- Safe Learning Environments: A shared commitment to maintaining safe, engaging classrooms through annual reviews and engagement process for the Student Rights and Responsibilities Handbook with students, staff, and families. Outlined steps for "Level Four" behavioral incidents around restorative practices and notify them of the student's return date.
- Hard-to-Fill Positions: Maintain MOU to recruit and retain talent in high-need areas, the district will offer an immediate lane change to current teachers who enroll in programs to obtain licensure for "hard-to-fill" positions.
- Middle School Lunchroom Supervision: Middle school teachers may now voluntarily agree to provide lunchroom supervision in lieu of an advisory assignment or their duty-free lunch, with the latter being compensated at the missed lunch rate.

The total MSBA cost to the district for this tentative agreement is 5.69% for the contract period of July 1, 2025 to June 30, 2027.

The bargaining unit has ratified this tentative agreement.

RECOMMENDATION

The recommendation is for the Board of Education to approve the collective bargaining agreement between Education Minnesota Inver Grove Heights, Local 1718, representing teachers of Inver Grove Heights Community Schools, ISD 199, for the contract period of July 1, 2025 to June 30, 2027.