

May 12, 2025
2025-27 SpEd Coordinator Negotiations

Key:

Additions: blue / bold / italics / underlined

~~Deletions~~: blue / strikethrough

Tentative Agreements as of May 12 2025

2 & 3.

Art. VII: Extra Compensation

Section 1: Annual Dues: ~~It shall be the policy of Independent School District #882 to~~ ***The School District shall*** contribute the entire amount of a Coordinator's dues to ***the Board of School Administrators (BoSA) and*** a State ~~or~~ ***and*** National organizations. The contributions will be made ~~to one association~~ on an annual basis upon the request of the Coordinator. Such payment in full shall be made directly to the association by the District office, according to the request of each Coordinator.

6.

Art. IX: Group Insurance

Section 13. Effective July 1, 2025, the School District has added five hundred dollars (\$500.00) to the base of Schedule A in lieu of medical, dental, or optometry expenses not covered by insurance.

13.

Years Cleanup

Replace all references to 2022-24 with 2024-26 throughout agreement

14.

Gender Cleanup

Replace all references to gender throughout agreement

15.

Typo Cleanup

Correct typos throughout agreement [i.e., references to 403(6) instead of 403(b) on p. 6]

17.

Art. IX: Group Insurance

Sect 9: Health Reimbursement Account (HRA)

Subd. 2. Years of Service: Any full-time coordinator hired after 2008 who has completed ten (10) years of full-time service with the School District shall be determined to be vested for an HRA. Newly hired Coordinators may be credited with up to 5 (five) years of service for years as a Coordinator to meet the ten year eligibility requirement for the HRA. A full year of service will be credited to the Coordinator if they complete a full school year of 140 days or more in the contract year. The annual contribution shall be into an HRA account, ~~designated by the Monticello Insurance Committee,~~ beginning in a person's sixth (6th) year of employment in the District, and according to the following matrix:

Year	District Contribution
6	\$30,000
7 to 20	\$5,260

This pattern shall continue until a person severs employment from the District.

Contributions into the account shall be made annually on July 15th following the school year and will be prorated on actual service if the service is less than one (1) contract year.

18.

Art. IX: Group Insurance

Sect 9: Health Reimbursement Account (HRA)

~~Subd. 3 Part-time Coordinators: Part-time coordinators working less than .50 FTE for more than ten (10) continuous years shall be eligible to participate in this plan on a prorated basis.~~

23.

Art. XV: Unrequested Leaves of Absence (ULA)

Section 5. Reinstatement

~~Subd. 6. Teachers of Monticello Schools that are promoted to a Coordinator position may retain their teaching rights.~~

24.

Art. XII: Duty Year

Section 1. Duty Year

Subd. 2. The duty year for the Special Education Coordinators shall be 220 days and include 9 10 holidays; Labor Day, Thanksgiving Day, The day after Thanksgiving, Christmas Eve Day, Christmas Day, New Year's Eve Day, New Year's Day, Good Friday, President's Day and Memorial Day. When a holiday falls on a Saturday or Sunday, the preceding Friday or the following Monday will be considered a holiday as established solely by the School District.

District Response to Union Proposal of May 12 2025

The District reserves the right to amend, adjust, or add to these proposals during the process of negotiations.

5.

Art. VIII: Matching Contribution Plan

Sect 2: 403(b) Contributions ("Severance")

The District does not agree.

8.

Art. X: Leaves of Absence

Crisis Leave

The District does not agree.

10.

Art. XI: Vacation

Re Payout for Vacation Days

The District does not agree.

12.

Art.

Sect.: Severance Pay

The District does not agree.

District Package Proposal of May 12 2025

The District reserves the right to amend, adjust, or add to these proposals during the process of negotiations.

7.

Art. X: Leaves of Absence

~~Sect 4 Subd 4: Non-Eligible Days. Personal leave shall not be granted for the day preceding or the day following holidays or vacations and the first and last days of each school year.~~

9.

Art. XI: Vacation

Special Education Coordinators shall be granted ~~ten (10)~~ fifteen (15) vacation days per contract year. Unused vacation must be taken within six (6) months after the end of the contract year in which it was earned. All requests for vacation shall be submitted to the Director of Special Education or the Superintendent of Schools or the designee. The request should be made within a reasonable time prior to the anticipated vacation. Only in extreme emergencies shall two or more Special Education Coordinators from the same unit be on vacation simultaneously.

11.

Art. XII: Duty Year

Subd. 2. The duty year for the Special Education Coordinators shall be ~~220~~ 230 days and include ~~9~~ 11 holidays; Labor Day, Thanksgiving Day, The day after Thanksgiving, Christmas Eve Day, Christmas Day, New Year's Eve Day, New Year's Day, Good Friday, President's Day, ~~and~~ Memorial Day, and Juneteenth. When a holiday falls on a Saturday or Sunday, the preceding Friday or the following Monday will be considered a holiday as established solely by the School District.

20.

Art. X: Leaves of Absence

Section 6. General Leave of Absence:

Subd. 3. Notification: A coordinator on such leave shall notify the Human Resource department, in writing, ~~no later than April 1st~~ prior to February 1 of the final leave year of the coordinator's intention to return at the conclusion of the leave or to request an extension of the leave. The granting of an extension shall be at the sole discretion of the School Board. ~~The School Board may also, at its sole discretion, waive the April 1st notice date if the School Board determines special circumstances are involved.~~ A coordinator who fails to notify the Human Resource department as required may be subject to discipline.

16.

Art. IX: Group Insurance

Section 3. Health and Hospitalization Insurance:

Subd. 1. The School District shall ~~pay the full premium~~ contribute a sum of \$2,530 per month (family coverage) or \$1,015 per month (single coverage) for the 2025-26 school year and \$2,606 per month (family coverage) or \$1,045 per month (single coverage) for the 2026-27 school year toward the premium for coverage for each full-time Special Education Coordinator employed by the School District, and ~~his/her~~ their dependents who qualify for and are enrolled in the School District group health and hospitalization plan.

19.

Art. IX: Group Insurance

Section 12. Dental Insurance

Subd. 2. Dental Insurance Contribution: The School District shall ~~pay the full premium~~ contribute a sum of up to one hundred twenty-two dollars (\$122.00) per month for the 2025-26 school year and one hundred twenty-six dollars (126.00) per month for the 2026-27 school year toward the premium for dental coverage for a full-time Coordinator employed by the District and ~~his/her~~ their dependents who qualify for and are enrolled in the School District group dental plan. District contributions for part time coordinators working 0.50 FTE or more will be prorated based on FTE assignment.

22.

Art. XIII: Grievance Procedure

Section 8. Arbitration Procedures

Subd. 6. Expenses: Each party shall bear its own expenses in connection with arbitration including expenses relating to the party's representatives, witnesses, and any other expenses that the party incurs in connection with presenting its case in arbitration. A transcript or recording shall be made of the hearing at the request of either party. The parties shall share equally the fees and expenses of the arbitrator, the cost of the transcript or recording if requested by either or both parties and any other expenses that the parties mutually agree are necessary for the conduct of the arbitration. ~~However, the party ordering a copy of such transcript shall pay for such copy.~~

(a) Exceptions:

(i) The party ordering a copy of the arbitration transcript shall pay for such copy.

(ii) Should either party unilaterally withdraw from the arbitration process after an arbitration date has been scheduled with an arbitrator, the withdrawing party shall be responsible for all fees and expenses of the arbitrator in their entirety.

Proposal Summary: District Proposal #3 - May 12, 2025.

Matrix Summary						
	Base Year	Year 1	Year 1 - % Change from Base	Year 2	Year 2 - % Change from Year 1	Year 1 & Year 2 \$ Total
Salary	794,283.00	833,500.00	4.94%	855,000.00	2.58%	1,688,500.00
Health Ins	205,299.30	209,377.29	1.99%	217,308.00	3.79%	426,685.29
Dental Ins	10,220.00	10,220.00	0.00%	10,584.00	3.56%	20,804.00
Life Ins	623.00	623.00	0.00%	623.00	0.00%	1,246.00
LTD	1,350.28	1,416.95	4.94%	1,453.50	2.58%	2,870.45
403b Match	17,500.00	17,500.00	0.00%	17,500.00	0.00%	35,000.00
Worker's Compensation	2,305.01	3,083.95	33.79%	3,420.00	10.90%	6,503.95
Phone Stipends	5,400.00	6,300.00	16.67%	6,300.00	0.00%	12,600.00
BOSA	-	700.00	#DIV/0!	700.00	0.00%	1,400.00
CEC	-	1,505.00	#DIV/0!	1,505.00	0.00%	3,010.00
Paid Family Leave	-	3,667.40	#DIV/0!	7,524.00	105.16%	11,191.40
HRA	10,520.00	10,520.00	0.00%	70,520.00	570.34%	81,040.00
TRA	69,499.76	81,266.25	16.93%	83,362.50	2.58%	164,628.75
FICA	60,762.65	63,762.75	4.94%	65,407.50	2.58%	129,170.25
Total Benefits	383,480.00	409,942.59	6.90%	486,207.50	18.60%	896,150.09
One time Benefit Incentive - \$2,500 ea		17,500.00	#DIV/0!		-100.00%	17,500.00
Add'l items			#DIV/0!		#DIV/0!	-
Add'l items						
Total Salary & Benefit	1,177,763.00	1,260,942.59	7.06%	1,341,207.50	6.37%	2,602,150.09
						180,944.50

	MSBA	Step	24-25	25-26		26-27
Year 1 & Year 2	2,602,150.09	1	102,979.00	103,479.00	1	110,500.00
Double Base Yr	2,355,526.00	2	109,283.00	109,783.00	2	113,500.00
Difference	246,624.09	3	111,469.00	111,969.00	3	116,500.00
Double Base Yr	2,355,526.00	4		116,500.00	4	119,500.00
MSBA Percentage	10.47%					