INDEPENDENT
SCHOOL DISTRICT

834

Terms and Conditions of Employment

2025-2026
2026-2027

Coordinators/Supervisors/Specialists

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ARTICLE I – DEFINITIONS

Section 1 – Definition Of Unit

Subd. 1 – All positions listed in Salary Appendix A shall be considered a part of the Coordinators/Supervisors/Specialists group.

Subd. 2 – Salary Appendices are for reference only and may be updated periodically. This is a meet and confer group, and unless an employment contract exists, employment is at-will.

Section 2 – Working Day

A "working day" is defined as any day the employee is scheduled to work or any holiday the employee is eligible to be paid for.

Section 3 – Full-Time Employee

Employees regularly scheduled to work six or more hours per day shall be considered full-time.

Section 4 – Part-Time Employee

Employees regularly scheduled to work less than six hours per day shall be considered part-time.

ARTICLE II – REIMBURSEMENTS, DUES AND ALLOWANCES

Section 1 – Professional Association Allowance

Subd. 1 – Each employee is permitted an allowance of $200 per year for the payment of professional dues.

Section 2 – Development/Tuition Reimbursement

Upon pre-approval by the appropriate administrator, an employee may be eligible for reimbursement of tuition and materials (including software), up to a maximum of $5,200 per year (prorated for part time employees) for coursework completed at an accredited college that is directly related to an employee's position or may lead to promotional opportunities. To be eligible for reimbursement, the employee must submit receipts for payment as well as grade slips indicating a grade of "C" or higher, or "Pass" if a pass/fail course, within 30 days of the completion of the course. If an employee receives financial support in the form of grants or aid (other than loans requiring repayment) toward their educational expenses, reimbursement will be reduced by such amounts. Employees working less than one year following the reimbursement of tuition will be required to repay a prorated amount of the reimbursement received during their last year of employment.

Section 3 – Mileage Reimbursement

Employees who are required to use their personal cars in the performance of their duties, shall be reimbursed at the rate allowed by the Internal Revenue Service.

ARTICLE III – COMPENSATION

Section 1 – Wages/Compensation

Subd. 1 – The wages/compensation reflected in Appendix A shall be in effect for the period commencing July 1, 2025 and ending June 30, 2027.

Subd. 2 – The wages/compensation provided herein may, at the sole discretion of the District, be increased during the duration of this salary program for purposes of complying with applicable state and federal laws.

Section 2 – Initial Compensation

At the time of hiring, initial placement on the salary schedule shall be determined by mutual agreement between the individual employee and the employer.

Section 3 – Pay

Subd. 1 – Employees shall be paid twice per month. If a pay date falls on a Saturday, Sunday or holiday, employees will be paid on the last working day immediately preceding. Regular paychecks shall be delivered by electronic deposit.

Subd. 2 – For employees covered under Appendix A, payment for wages earned will be paid in equal installments over the number of months actually worked by the employee.

Section 4 – Advancement On The Salary Schedule

Subd. 1 – 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 be advanced 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. Thereafter, employees shall advance on the salary schedule as of July 1 until the top step has been reached.

Subd. 2 – Employees shall be provided step advancement on the salary schedule following Board approval of the updated Terms and Conditions of Employment.

Subd. 3 – The District may, at its discretion, withhold step advancement/pay increase as a result of performance concerns. If it is determined that step advancement will be withheld, the employee shall be notified in writing by no later than May 15.

Subd. 4 – Employees receiving a promotion will be placed on the salary schedule at the District's discretion, considering the employee's experience for the position and years of service to the district.

Section 5 – Position Classification

The district will review position classifications as needed based on business needs or significant changes in job responsibilities. Any resulting adjustments to pay will take effect on July 1 following the completion of the review process, if applicable.

ARTICLE IV – NON-DUTY DAYS AND HOLIDAYS

Section 1 – Non-Duty Days

Subd. 1 – Employees shall be granted unpaid non-duty days. Twenty (20) non-duty days shall be granted to reflect the difference in work schedule between 52 weeks and 48 weeks. Beginning July 1, 2024, employees with ten years of service to the district shall be granted twenty-five (25) non-duty days, for a total of 47 weeks worked.

Subd. 2 – Up to ten non-duty days accrued during a fiscal year may be carried over into the next fiscal year.

Subd. 3 – Employees shall be eligible to receive payment for up to ten unused non-duty days upon separation of employment from the District.

Section 2 – Holidays

Employees working 52 weeks shall be entitled to eleven (11) district established paid holidays each year. Employees working less than a full year shall be eligible for paid holidays on a prorated basis, based on the number of weeks worked per year.

ARTICLE V – SUPPLEMENTAL BENEFIT PROGRAMS

Section 1 – Eligibility for Benefits

Subd. 1 – Full-time employees working 172 days or more per year shall be eligible to receive all health and welfare benefits as provided in this Article. Part-time employees are not eligible for health and welfare benefits.

Subd. 2 – Each employee may only be covered under one policy under each of the District's insurance plans, i.e., health and dental. Employees eligible for coverage but covered as a spouse under a Stillwater School District employee's plan shall be eligible for a VEBA contribution as defined in this Article, until such time as they retire.

Section 2 – Health and Hospitalization Insurance

Subd. 1 – The School District shall provide a monthly contribution toward the premium for single or family insurance coverage for full-time employees, as defined in Article I, Section 3, who qualify for and are enrolled in the district's group health and hospitalization plans. Beginning in fiscal year 2025-2026, for the annual insurance

renewal, the District will pay up to the first 6.5% of future increases, the employees will pay up to the next 6.5% of any increase and any increase over 13% will be shared equally between the district and employees.

For full-time employees enrolled in the high deductible/HRA/VEBA insurance plan, the amount provided by the district shall be as follows, however, the amount shall not exceed the actual cost of insurance premium:

July 1, 2025 through June 30, 2026:
Single coverage: Up to $918.72 per month
Family coverage: Up to $2,122.68 per month

July 1, 2026 through June 30, 2027:
Single coverage: Up to $918.72 per month
Family coverage: Up to $2,122.68 per month

For full-time employees participating in the high deductible/HRA/VEBA insurance plan, the monthly District contribution to a VEBA shall be as follows:

July 1, 2025 through June 30, 2027

Family Coverage: Up to $292.00 per month
Single Coverage: Up to $167.00 per month

For full-time employees provided a VEBA contribution due to coverage under another Stillwater School District employee's insurance policy, the monthly district contribution to a VEBA shall be as follows:

Effective July 1, 2025: $189.58 per month

Subd. 2 – The cost of any premium that exceeds the district's monthly contribution shall be paid by the employee through payroll deduction.

Subd. 3 – The health and hospitalization insurance program will be coordinated with Medicare in accordance with Minnesota Statutes.

Section 3 – Dental Insurance

The district shall provide a monthly contribution toward the premium for dental coverage, including dependent coverage, for full-time employees who qualify for and are enrolled in the District's dental insurance plan. The amount provided shall be as follows; however, this amount shall not exceed the actual cost of the insurance premium:

July 1, 2025 through June 30, 2026: Up to $103.27 per month
July 1, 2026 through June 30, 2027: Up to $103.27 per month

Section 4 – Survivors Benefits

If an employee who is enrolled in the district's group health and hospitalization and/or dental plan, dies while actively employed by District 834, the District shall continue to pay premiums for all eligible surviving dependents, in the same manner as was provided prior to the death of the employee. The district will continue to provide such paid benefits for a period of up to one calendar year from the date of the employee's death. If a survivor obtains employment with an employer other than the school district, and such survivor is covered by a group medical hospital insurance plan or HMO or dental plan, such coverage shall be considered primary.

Section 5 – Life Insurance

Subd. 1 – The school district shall contribute the full premium necessary to purchase group term life insurance equal to two times the employee's annual salary, calculated to the nearest $1,000. The policy shall contain a provision for double indemnity in case of accidental death, benefits in case of dismemberment. Effective 7/1/2025, the LTD waiver of premium for life insurance is discontinued.

Subd. 2 – Employees will have the option of paying the applicable taxes on the imputed income for group term life insurance in excess of $50,000, consistent with the provisions of Subd. 1 of this Section, or elect to reduce such coverage to $50,000.

Subd. 3 – So long as permitted by the school district's group insurance carrier, employees may purchase additional life insurance coverage on their own lives or on the lives of their spouse and/or children. The cost of the premium for this optional life insurance shall be borne by the employee and paid by payroll deduction.

Section 6 – Short Term Disability Income Protection - Effective 1/1/2026 and with the implementation of Minnesota PFML, this provision will end.

Subd. 1 – Full-time employees become eligible for coverage upon completion of one full day of employment. To be eligible for short term disability, an employee must be actively at work, which is defined as being present and employed for at least six hours per day, working at least 30 hours per week, in a regular capacity.

Subd. 2 – Short term disability shall be available, upon receipt of medical certification, when sick leave benefits have been exhausted, but not before the tenth day of a disability. Short term disability income protection shall cease when the combination of sick leave and short-term disability total 120 days.

Subd. 3 – Employees on pre-approved unpaid leaves of absence are ineligible to participate in this benefit during the period of such leave. Eligibility for short term leave shall resume on the anticipated return to work date.

Subd. 4 – The school district shall provide eligible employees with short-term disability income protection equal to 70% of the employee's base daily rate of pay for each working day of disability.

Section 7 – Long Term Disability Insurance

Subd. 1 – Full-time employees become eligible for coverage upon completion of one full day of employment. To be eligible for long term disability, an employee must be actively at work, which is defined as being present and employed for at least six hours per day, working at least 30 hours per week, in a regular capacity.

Subd. 2 – The school district shall provide eligible employees with long term disability insurance equal to 70% of one-twelfth (1/12) of the employee's basic annual earnings in effect prior to the date of the disability, after fulfilling the plan waiting period.

Subd. 3 – Employees will have the option of paying the entire premium for LTD coverage on a payroll deduction basis.

Section 8 – Insurance Review Committee

The District will establish an Insurance Review Committee that will be advisory to the board. The committee will be composed of three representatives designated by the district, three representatives selected from the teacher's association, and one representative selected by each of the remaining employee groups in the district. The committee shall review the operation of current insurance programs including benefit and claim payments, study and recommend changes in coverage, and review specifications prior to bidding. The District shall prepare documentation summarizing insurance benefits. The documentation shall be provided in writing to insurance committee members and newly hired employees and shall be posted on the District website.

ARTICLE VI – LEAVES

Section 1 – Sick Leave

Subd. 1 – Employees will be credited with an annual accrual of 12 days per year. Employees working less than the full year will be credited with sick leave on a pro-rated basis. During the initial year of employment only, the total sick leave allowable will be available to the employee after working a minimum of one day.

Subd. 2 – Unused sick leave days may accumulate without limit except that not more than 120 days may be utilized for any single disability. Additional days may be used on a prorated basis to supplement long term disability coverage.

Subd. 3 – The District may require an employee to furnish a medical certificate from a qualified physician as evidence of illness in order to qualify for sick leave pay.

Subd. 4 – An employee who is unable to work because of personal illness or disability and who has exhausted all accumulated paid sick leave available may be granted a medical leave of absence for the duration of the contract year during such illness or disability. Upon Board approval, this leave may be extended a maximum of one additional year upon written request by the employee, on the basis of medical certification.

Subd. 5 – Sick leave is to be utilized for all absences resulting from an employee's physical and mental illnesses, therapy, examinations, and consultations, or that of a minor child. Sick leave may be utilized for absences due to illness or injury of the employee's spouse, adult child, sibling, parent, grandparent, or stepparent, up to 160 hours per 12-month period, beginning July 1 of each year, pursuant to M.S. 181.9413.

Subd. 6 – Up to ten days of sick leave may be utilized for adoption of a child or for paternal leave upon the birth of a newborn child.

Subd. 7 – An employee who is injured on the job shall receive such compensation as prescribed by the Worker's Compensation Law of Minnesota. Such compensation shall be supplemented with an amount sufficient to maintain his/her regular salary for a period not to exceed the employee's sick leave reserve.

Section 2 – Sick Leave Bank

Subd. 1 – Employees may participate in the District Sick Leave Bank, under the terms provided to other employee groups, to the extent that the Sick Leave Bank continues to be offered by the District.

Section 3 – Discretionary Leave

Subd. 1 – An employee may be granted up to two (2) days of discretionary leave per year. Discretionary leave may be used for any absence reason and must be entered into the system a minimum of 24 hours in advance. Discretionary leave may not be used during the first ten or last ten student days of the school year. Unused days will be converted to sick leave at the end of the year.

Section 4 – Bereavement Leave

Up to five days per occurrence of paid leave shall be granted for death in the immediate family. For purposes of this Section, immediate family is defined as spouse, children, stepchildren, parents, spouse's parents, stepparents, brothers, sisters, brothers-in-law, sisters-in-law, aunts, uncles, grandparents, and grandchildren. In extenuating circumstances, an employee can request approval from Human Resources for use of this benefit for an individual who is not listed above but who stands in the same relationship with the employee.

Section 5 – Parental Leave

Subd. 1 – A parental leave without pay may be granted by the school district subject to the provisions of this Section. Parental leave may be requested because of the need to prepare and provide parental care for a child or children of the employee for an extended period of time.

Subd. 2 – An employee shall request parental leave in writing at least three calendar months in advance of the intended leave.

Subd. 3 – The school district may adjust the proposed beginning or ending date of parental leave so that the dates are coincident with some natural break in the school year.

Subd. 4 – Parental leave may be extended up to one full year following the school year in which the leave was granted.

Subd. 5 – An employee returning from parental leave shall be re-employed in a position equivalent to the position held prior to taking the leave.

Subd. 6 – Whenever parental leave extends to the end of a school year; the employee must notify the Human Resources Department in writing by March 1 of intent to return or not return to the district the following year.

Subd. 7 – An employee who is pregnant may elect to utilize a disability leave followed by a parental leave. When disability leave is utilized, the employee shall continue working until a doctor certifies that she can no longer fulfill the requirements of the position. During the period of disability only, the employee is eligible to receive sick leave and disability leave benefits. The employee is required to return to work as soon as she is physically able unless an unpaid parental leave is granted.

Subd. 8 – If the reason for parental leave is occasioned by pregnancy and the disability period is interrupted, the employee may return to work prior to the ending date of the leave only if she is physically able and a suitable opening is available.

Subd. 9 – Periods of time when an employee is on parental leave may not be used to satisfy probationary time requirements, when applicable.

Section 6 – Military Leave

Conditions for military leave shall comply with all applicable laws.

Section 7 – Short Term Leave

Short term leave without pay may be granted according to the following provisions:

Subd. 1 – An employee desiring a short-term leave without pay shall present a written request to his/her supervisor at least 15 days prior to the beginning date of the leave.

Subd. 2 – During the first two years of employment, the Human Resources Supervisor, after consulting with the immediate supervisor, may grant up to five days of leave per year.

Subd. 3 – Starting the third year of employment, the Human Resources Supervisor, after consulting with the immediate supervisor, may approve up to ten days of leave during any two-year rolling period of time. The two-year period will be determined by looking back two years from the date of the request.

Subd. 4 – No short-term leave without pay will be granted if an employee has applicable paid leave available.

Section 8 – Special Leave

Subd. 1 – Employees in the Coordinators/Supervisors/Specialists group are eligible to apply for a one-year leave of absence without pay after two full years in the district.

Subd. 2 – Sick leave will be frozen during the leave.

Subd. 3 – An employee whose leave extends to the end of a school year shall notify the Human Resources Department in writing by March 1 of intent to return or not return to the district for the following school year.

Subd. 4 – An employee returning from leave will be reassigned to the same or an equivalent position, if available.

Section 9 – Jury Duty

Subd. 1 – An employee who is called to jury duty shall notify the Human Resources office immediately upon receipt of the notice so that arrangements to excuse an employee to serve may be made if necessary.

Subd. 2 – An employee who is absent because of jury service will receive their regular salary from the district during the period of service, provided the employee submits pay received for the jury service, less any reimbursement for mileage or parking, in accordance with state laws.

Section 10 – School Conference Leave

In accordance with Minnesota Statute 181.9412, the employer will grant an employee leave up to a total of 16 hours during any school year to attend conferences or classroom activities related to the employee's child, providing such activities cannot be scheduled during non-working hours. School conference and classroom activities will apply only to students in grades kindergarten through 12. Such leave is unpaid unless the employee has Emergency Leave, or other applicable paid leave, available to them.

Section 11 – Minnesota Paid Family Leave

Effective 1/1/2026 and if the MN Paid Family Leave Act is implemented, employees are entitled to paid leave under Minnesota statute. The District will begin deducting the employee's portion of the premiums from wages in January 2026 and submitting the wage deductions to the State of Minnesota. The Minnesota Department of Labor has not yet informed the District as to the amount of premiums, but the default employee portion is 50% of the premium cost. Employees will have the option to supplement paid leave benefits with their accrued sick leave or discretionary time, but in any case, the total amount of paid benefits under this section and the supplemental benefits paid must not exceed the employee's usual wages. Parental leave as listed in Section 5 above, FMLA leave and Minnesota Paid Family Leave shall all run concurrently.

ARTICLE VII – EMPLOYMENT PRACTICES

Section 1 – Emergency School Closings

If school is canceled for students by the Superintendent, or designee, because of weather conditions, employees may choose to report to work, or work remotely, with supervisor approval.

Section 2 – Work Stoppage

In the event of a strike or work stoppage by other employees, it is mutually agreed that employees covered by this agreement shall be on duty and carry out policy, rules and assignments as may be directed by the employer. The employer reserves the right to make whatever directives deemed appropriate for the operation or protection of district programs and facilities.

Section 3 – In-Service

The school district will pay the cost for job related workshops with prior approval of the appropriate district administrator.

ARTICLE VIII – RETIREMENT PAY

Section 1 – Retirement Eligibility

An employee may elect retirement from District 834 effective at the conclusion of the school year during which they reach the age of TRA/PERA eligibility or any of the succeeding school years, or to meet opportunities, or at such other times as may be approved by the School District.

Section 2 – Retirement Pay

The District shall provide retirement pay to employees hired prior to July 1, 1994, who retire from District 834 in accordance with the following provisions. Employees hired on or after July 1, 1994, shall be eligible for matching deferred compensation benefits only, as provided in Article IX.

Subd. 1 – Regular employees who have completed at least ten consecutive years of permanent/active employment in District 834 and are age 55 or older, shall receive as retirement pay, an amount equal to 100% of the employee's unused sick leave multiplied by the employee’s daily rate, not to exceed a maximum of 100 days’ pay.

Subd. 2 – The number of days paid shall not exceed the employee's sick leave reserve at the time of retirement, except that in no case will the employee's retirement pay be equal to less than 50 days of pay.

Subd. 3 – Retirement pay shall not be provided to any employee discharged for cause.

Subd. 4 – Fringe benefits will be provided to retirees in accordance with Article X, Retirement Insurance.

Subd. 5 – Under the terms of this agreement, the district will make payment to the designated 401(a), 403(b), 457, or Healthcare Savings Account, as provided in the Special Pay Deferral Plan and the Healthcare Savings Plan, and in accordance with state and federal laws.

Subd. 6 – The District will contribute an amount equal to the value of 100% of the employee's retirement pay entitlement directly into the retiree's special pay deferral account.

ARTICLE IX – MATCHING DEFERRED COMPENSATION PLAN

Section 1 – Eligibility

Full-time employees shall be entitled to a matching school district contribution of up to 3.5% of their current annual salary, not to exceed $3,000 per year, to a tax deferred account subject to Minnesota Statutes.

Subd. 1 – The district contribution will begin when the employee establishes participation in an eligible investment program as defined by statute. The district match cannot be accumulated on a retroactive basis if an employee elects to begin participation after the first year of eligibility.

Subd. 2 – Changes to or initial entry into the plan shall occur on the first pay day following the date information is received by the Human Resources Department.

Subd. 3 – Employees eligible for retirement pay, who elect to participate in the tax deferred matching plan, may do so, with the amount of matching Board contribution being deducted from their final retirement pay amount.

ARTICLE X – RETIREMENT INSURANCE

Section 1 – Employees Hired Prior To July 1, 2000

Subd. 1 – Employees hired prior to July 1, 2000 and who have ten consecutive years of employment in the school district, immediately preceding their retirement, may continue as a member of the insurance group until eligible for Medicare, provided they are between the ages of eligibility for TRA/PERA (based on the 1997 definitions of eligibility) and Medicare. Employees shall be eligible to continue single or dependent coverage, provided they maintained such coverage prior to retirement and elect such coverage. Employees electing dependent coverage shall make a monthly contribution equal to the amount they paid at the time of their retirement.

Subd. 2 – For employees electing to participate in the high deductible/HRA/VEBA option upon retirement, the District shall contribute to an HRA/VEBA account for the employee an amount equal to the amount they were eligible for at the time of their retirement, based on the level of coverage elected, i.e., single, or dependent.

Subd. 3 – Such benefits shall cease when the retiree becomes eligible for Medicare, however, in no event shall such coverage extend beyond 15 consecutive years.

Subd. 4 – When a retiree reaches Medicare eligibility, the District shall provide a Medicare supplement as a conversion plan to the retiree at the retiree's expense.

Subd. 5 – In circumstances where an employee is ineligible to continue insurance coverage due to their eligibility for Medicare, the retiree's spouse under the age of Medicare eligibility may purchase single coverage at the group rate for up to five years (inclusive of COBRA requirements) or until such time as they reach Medicare eligibility, whichever occurs first, provided such spouse had been covered under the plan prior to such date.

Subd. 6 – At the time of retirement, an employee may continue life insurance coverage at his/her expense under the group plan to the extent such employee has maintained coverage prior to retirement.

Section 2 – Employees Hired On Or After July 1, 2000, and Prior To July 1, 2006

Subd. 1 – For employees hired on or after July 1, 2000, and prior to July 1, 2006, who have worked in District 834 for at least ten consecutive years immediately preceding such retirement and are between the ages of eligibility for TRA/PERA (based on the 1997 definitions of eligibility) and Medicare, the district's post-retirement insurance contribution shall be equal to the single health insurance premium. An employee may elect to continue dependent coverage (within the existing eligibility requirements of this Section) by paying the difference between the amount provided by the district and the full premium amount, provided they maintained such coverage prior to retirement.

Subd. 2 – For employees electing to participate in the high deductible/HRA/VEBA option upon retirement, the District shall contribute to an HRA/VEBA account for the employee an amount equal to the amount they were eligible for under single coverage at the time of their retirement, provided they were enrolled in the district's insurance plan prior to retirement and elect such coverage.

Subd. 3 – Such benefits shall cease when the retiree becomes eligible for Medicare, however, in no event shall such coverage extend beyond 15 consecutive years.

Section 3 – Employees Hired On or After July 1, 2006

Subd. 1 – Employees hired on or after July 1, 2006, and those employees who made an irrevocable election to participate in the Health Care Savings Plan by April 15, 2006, will be ineligible for district paid retiree insurance. In 2023-2024, employees eligible for district paid insurance, will receive a district contribution of $1000. Effective July 1, 2024, $1343 will be deposited into the district designated Health Care Savings Plan (HCSP). These contributions will be deposited at the conclusion of each school year, and no later than June 30. Effective July 1, 2011, an employee receiving District paid retirement health insurance benefits shall not be eligible for HCSP benefits in this subdivision.

APPENDIX A – SALARY

Coordinators / Supervisors / Specialists

Level XIV (D63)
Supervisor – Activities
Supervisor – Health Services
Supervisor – Student Support Services (license required)
Supervisor - Teaching and Learning Programs

	2025-2026	2026-2027
	Level XIV (D63)	Level XIV (D63)
Step 1	$110,361	$112,569
Step 2	$112,593	$114,845
Step 3	$114,825	$117,122
Step 4	$117,058	$119,399
Step 5	$119,290	$121,675

Level XIII (D62)
Supervisor – Finance
Supervisor – Youth Programs
Supervisor -- Human Resources
Supervisor – Technical Support Services
Supervisor – Nutrition Services
Supervisor - Education Data Analyst & Assessment
Supervisor - Transportation
Supervisor - Integration

	2025-2026	2026-2027
	Level XIII (D62)	Level XIII (D62)
Step 1	$98,766	$100,741
Step 2	$101,340	$103,366
Step 3	$103,916	$105,995
Step 4	$106,490	$108,620
Step 5	$109,066	$111,248

Level XII (C52 / C45)
Coordinator – AVID
Coordinator – Learning Technology Support
Network Administrator
Technology Systems Engineer
Technology Integration Specialist
Executive Assistant to the School Board and Superintendent
IT Project Management Specialist
Coordinator Special Education

	2025-2026	2026-2027
	Level XII (C52/C45)	Level XII (C52/C45)
Step 1	$91,208	$93,032
Step 2	$92,975	$94,834
Step 3	$94,740	$96,635
Step 4	$96,505	$98,435
Step 5	$98,270	$100,236

Curriculum Instruction Specialist
Coordinator – Learning and Innovation/Assessment
Coordinator – Online Learning (license required)

	2025-2026	2026-2027
	Licensed C52/C45	Licensed C52/C45
Step 1	$91,208	$93,032
Step 2	$92,975	$94,834
Step 3	$94,740	$96,635
Step 4	$96,505	$98,435
Step 5	$98,270	$100,236
Step 6	$100,994	$103,014
Step 7	$103,716	$105,791
Step 8	$106,440	$108,569

Level XI (C51 / C44)
Payroll Lead
MARSS Lead

	2025-2026	2026-2027
	Level XI (C51/C44)	Level XI (C51/C44)
Step 1	$84,000	$85,680
Step 2	$86,755	$88,490
Step 3	$89,512	$91,302
Step 4	$92,268	$94,113
Step 5	$95,023	$96,923

Level X (C43)
Senior Human Resources Generalist
Coordinator II - Nutrition Services
Coordinator II - Transportation

	2025-2026	2026-2027
	Level X (C43)	Level X (C43)
Step 1	$76,791	$78,327
Step 2	$80,538	$82,149
Step 3	$84,284	$85,970
Step 4	$88,108	$89,870
Step 5	$91,775	$93,611

Level IX (C42)
Coordinator – Theater
Coordinator – Facility & Site Operations
Coordinator – CED - School Age Care Coordinator
Coordinator – CED - Facility Use & Adult Athletics
Coordinator – CED - Enrichment
Coordinator - CED - Pony Activity Center
Coordinator – Early Childhood Coordinator
Coordinator – Student Information Systems
Server Administrator & Technology Support Specialist
Coordinator – Transportation
District Chef
Coordinator - Nutrition Services

	2025-2026	2026-2027
	Level IX (C42)	Level IX (C42)
Step 1	$69,582	$70,974
Step 2	$73,605	$75,077
Step 3	$79,057	$80,638
Step 4	$83,794	$85,470
Step 5	$88,528	$90,298

Level VIII (C41)
Coordinator – Middle School & Community Education Youth Athletics
Coordinator – Marketing
District Accountant
Human Resource Generalist
Student Support Services Accountant
Coordinator - Integration
Coordinator - Communications & Public Relations
Coordinator - Technology Projects

	2025-2026	2026-2027
	Level VIII (C41)	Level VIII (C41)
Step 1	$68,232	$69,596
Step 2	$72,837	$74,294
Step 3	$77,443	$78,991
Step 4	$82,044	$83,685
Step 5	$86,648	$88,381

Longevity

Employees who have completed ten years of service in the TS and/or CSS group as of July 1 shall be eligible for Longevity 1 based on their hire date into a position in either the TS or CSS.

Employees who have completed 15 years of service in the TS and/or CSS group as of July 1 shall be eligible for Longevity 2 based on their hire date into a position in either TS or CSS.

(Note: Longevity 2 is inclusive of Longevity 1, not in addition.)

Longevity 1 Annual Rate: $600
Longevity 2 Annual Rate: $1,100

Note: Above schedules are based on a 48-week work year.