



Monticello Public Schools

Independent School District No. 882

Superintendent Eric Olson

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Notice of Termination of Past Practice

To: 2025-27 EMM Negotiations Committee
From: Rob Danneker, Director of Human Resources
Date: September 29, 2025

Placement on Salary Schedule (Art. VI, Section 3, Subd. 3a.):

To the extent the Union may contend there is a past practice regarding employee placement on the salary schedule, the District hereby notifies the Union that effective upon ratification of the 2025-27 contract, the District is terminating any alleged practice in which employees earn credit for lane change via completion of any course that is “primarily involve television or video viewing, correspondence work or independent/self-study” in accordance with Art. VI, Section 3, Subd. 3a of the master agreement. Exceptions to this section may be made at the discretion of the Superintendent, Assistant Superintendent, Director of Human Resources, or designee in accordance with the master agreement.

Relevant Master Agreement Language:

Article VI, Section 3

Subd. 3(a). Application: Credits to apply to lanes beyond a particular lane must be earned subsequent to the earning of the degree, and must be taken at, or given by, (including online courses), an accredited college or university. No credits will be approved that primarily involve television or video viewing, correspondence work or independent/self-study, unless an exception is granted at the discretion of the Superintendent, Assistant Superintendent, Director of Human Resources or designee.

Relevant Definitions (Webster’s):

Primarily: “For the most part; Chiefly”