

October 21, 2025
2025-27 ESS Negotiations
District Proposal #1

Key:

Additions: blue / bold / italics / underlined

~~Deletions~~: blue / strikethrough

Tentative Agreements as of Oct 21 2025

1.

Update all dates as appropriate

2a.

Section 3: Retroactive Pay:

Any changes to rates of pay or benefits shall be retroactive as negotiated in the new agreement for all active employees and employees who retired in good standing who completed work during the contract period. ~~For the 2023-25 master agreement, no retroactive pay will be issued for the dates July 1, 2023 through October 31, 2023.~~

9.

Longevity Schedule

Longevity Pay shall be granted at the beginning of the school year of the 5th, 10th, 15th, or 20th year of service as an Education Support Specialist in the School District; ~~beginning July 1, 2024,~~
~~Longevity Pay shall be granted at the beginning of the school year of the 5th year of service as an Education Support Specialist, as well.~~ Education Support Specialists who qualify will earn the following longevity hourly stipends:

District Response to Union Proposal of Oct 21 2025

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

3.

Article VII: Seniority Rights (minimum of 6.75hrs/day)

The District does not agree.

4a.

Article VIII: Leaves of Absence

Section 1. Sick Leave:

Subd. 1. ~~All Education Support Specialists shall earn sick leave at the rate of nine (9) days annually at the start of each school year, but only a maximum of one hundred and twenty (120) sick leave days will carry over as of June 30th of each year.~~ Beginning July 1, 2024, all Education Support Specialists shall earn sick leave at the rate of ten (10) days annually at the start of each school year, but only a maximum of one hundred and twenty (120) sick leave days will carry over as of June 30th of each year.

4b.

Article VIII: Leaves of Absence (additional Personal Leave)

The District does not agree.

4c.

Article VIII: Leaves of Absence (additional Personal Leave for Summer School)

Subd. 2. Education Support Specialists ~~that work twelve (12) or more days in the summer~~ completing 100% of summer programming (Credit Recovery; ESY; Targeted Services; similar) dates shall will earn additional personal time. Additional personal time will be awarded equal to one day using the average daily hours worked in the summer. Summer personal leave time will carry into the following school year. Education Support Specialists hired to work 100% of summer programming must use appropriate leave balances if absent from duty to remain eligible for an additional Personal Leave day.

4d.

Article VIII: Leaves of Absence (Personal Leave rollover)

The District does not agree.

5a.

Article IX: Hours of Service (additional Holiday)

The District does not agree.

5b.

Article IX: Hours of Service

Section 8. Daily Rate of Pay:

For the purposes of calculating the daily rate of pay, in the 2020-2021 school year and going forward, the District will use the number of student contact days, ~~two (2) staff development days, two (2) additional four-hour Education Support Specialist workshop days~~ up to twenty-four (24) hours of professional development, plus holidays for all Education Support Specialists working the full contract year.

One ~~Education Support Specialist~~ eight (8) hour workshop day shall be prior to the start of the school year ~~and one will be in February of the year, the two additional four-hour Education Support Specialist workshop days will be scheduled as determined by the Superintendent or designee.~~

Education Support Specialists hired after the start of the contract year shall have their rate prorated based on the number of days they work during that contract year.

6a.

Article X: Vacancies (details in postings)

The District does not agree.

7.

Article XI: Group Insurance

Section 1. Hospitalization Insurance & Health Savings:

Subd. 2a. Health and Hospitalization Insurance: The School Board shall contribute a sum of up to ~~\$1,903~~ \$2,138 per month (family coverage) or \$975 per month (single coverage) for the ~~2023-24~~ 2025-26 school year and ~~\$2,138~~ \$2,188 per month (family coverage) or ~~\$975~~ \$1,025 per month (single coverage) for the ~~2024-25~~ 2026-27 school year toward the premium for coverage for each full-time custodian employed by the School District who qualifies for and is enrolled in the School District group health and hospitalization plan. Any additional cost of the premium shall be borne by the employee and paid by payroll deduction. For the purpose of this section, full time shall be defined by at least thirty (30) hours per week.

8.

Article XV: Deferred Matching Contribution (increase from 2% to 3%)

The District does not agree.

10.

Appendix A / B

(see financial proposal)

District Proposals of Oct 21 2025

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

11.

Three-year (2025-28) agreement

12. PACKAGE PROPOSAL (6b + 12)

6b.

Article X: Vacancies

Section 2. Internal Positions:

~~An employee may not apply for a posted internal position within the Education Support Specialist bargaining unit within one (1) school year of starting a new position within the Education Support Specialist bargaining unit. (i.e., Education Support Specialist X starts a new position on October 1st and may not apply for another posted internal position until the end of the school year). A second move would be allowed when a newly created job is posted within the unit. Limitations on movement will not apply to individuals who were forced to move into a position due to the bumping process, if they are forced to move for health reasons, or if they will benefit from an increase in hours.~~

12.

Article VI: Rates of Pay

Section 1. Rates of Pay:

Subd. 1. The wages ~~and salaries~~ reflected in Appendix A, attached hereto, shall be a part of the Agreement for the period commencing July 1, 2021 and continuing through June 30, 2023.

Subd. 2. The School Board reserves the right to withhold a ~~salary~~ wage increase in individual cases when it can be shown that a demonstrable deficiency in the performance of an individual employee necessitates such action.

Subd. 3. Salary Wage increases shall be effective on July 1st of each contract year. Those employed prior to January 15th will qualify for a full second step. Those employed January 15th or later will qualify for a pro-rated raise.

Subd. 4. Employees shall ~~have the option of having~~ be paid for hours worked based on hours recorded during each of their annual salary paid over nineteen (19) or twenty-four (24) pay periods.

ISD 882 MONTICELLO
ESS's
RATES

Proposal District#1
Date 10/21/2025

MSBA
5.84%

WAGES 2024-25

ESS	Hr Rate
1	\$17.68
Prorate	\$19.25
2	\$20.84
3	\$26.40

ChildCare	Hr Rate
MA-1	\$15.59
MA-2	\$16.70
MA-3	\$17.81
MA-4	\$18.92
MA-5	\$19.77
MA-6	\$20.59

Longevity Pay	
At 5 yrs	\$0.45
At 10 yrs	\$0.55
At 15 yrs	\$0.65
At 20 yrs	\$0.75
None	\$0.00

WAGES 2025-26

ESS	Hr Rate	\$ Change	% Change
1	\$17.77	\$0.09	0.50%
Prorate	\$19.35	\$0.10	0.50%
2	\$20.94	\$0.10	0.50%
3	\$26.53	\$0.13	0.50%

ChildCare	Hr Rate	\$ Change	% Change
MA-1	\$15.67	\$0.08	0.50%
MA-2	\$16.78	\$0.08	0.50%
MA-3	\$17.90	\$0.09	0.50%
MA-4	\$19.01	\$0.09	0.50%
MA-5	\$19.87	\$0.10	0.50%
MA-6	\$20.69	\$0.10	0.50%

Longevity Pay	\$ Change	% Change
At 5 yrs	\$0.45	0.00%
At 10 yrs	\$0.55	0.00%
At 15 yrs	\$0.65	0.00%
At 20 yrs	\$0.75	0.00%
None	\$0.00	

WAGES 2026-27

ESS	Hr Rate	\$ Change	% Change
1	\$17.87	\$0.10	0.55%
Prorate	\$19.46	\$0.11	0.55%
2	\$21.06	\$0.12	0.55%
3	\$26.68	\$0.15	0.55%

ChildCare	Hr Rate	\$ Change	% Change
MA-1	\$15.76	\$0.09	0.55%
MA-2	\$16.87	\$0.09	0.55%
MA-3	\$18.00	\$0.10	0.55%
MA-4	\$19.11	\$0.10	0.55%
MA-5	\$19.98	\$0.11	0.55%
MA-6	\$20.80	\$0.11	0.55%

Longevity Pay	\$ Change	% Change
At 5 yrs	\$0.45	0.00%
At 10 yrs	\$0.55	0.00%
At 15 yrs	\$0.65	0.00%
At 20 yrs	\$0.75	0.00%
None	\$0.00	

WAGES 2027-28

ESS	Hr Rate	\$ Change	% Change
1	\$18.05	\$0.18	1.00%
Prorate	\$19.65	\$0.19	1.00%
2	\$21.27	\$0.21	1.00%
3	\$26.95	\$0.27	1.00%

ChildCare	Hr Rate	\$ Change	% Change
MA-1	\$15.92	\$0.16	1.00%
MA-2	\$17.04	\$0.17	1.00%
MA-3	\$18.18	\$0.18	1.00%
MA-4	\$19.30	\$0.19	1.00%
MA-5	\$20.18	\$0.20	1.00%
MA-6	\$21.01	\$0.21	1.00%

Longevity Pay	\$ Change	% Change
At 5 yrs	\$0.45	0.00%
At 10 yrs	\$0.55	0.00%
At 15 yrs	\$0.65	0.00%
At 20 yrs	\$0.75	0.00%
None	\$0.00	

BENEFITS 2024-25

Health Ins - per yr			
Indv	\$11,700.00		
Dep	\$25,656.00		
None	\$0.00		

H.S.A Indv Cost \$10,201.96
H.S.A Dep Cost \$25,394.00
Dep Costs (2Emp)

Dental Ins - per yr			
Indv	\$546.00		
Dep	\$1,080.00		
None	\$0.00		

Indv Cost	\$546.00	100.00%	
Dep Cost	\$1,470.00	73.47%	

Life - per yr \$50,000			
30 hrs	\$54.00		
None	\$0.00		

LTD - per yr			
30 hrs	\$140.00		
None	\$0.00		

PERA	7.50%		
PFML	0.00%		

BENEFITS 2025-26

Health Ins - per yr			
Indv	\$11,700.00	\$ Change	% Change
Dep	\$25,656.00	\$0.00	0.00%
None	\$0.00	\$0.00	0.00%

Indv Cost	\$11,074.72	% Inc	% Cover
Dep Cost	\$27,616.43	9.50%	105.65%
Dep Costs (2Emp)	\$0.00	9.50%	92.90%

Dental Ins - per yr			
Indv	\$562.38	\$ Change	% Change
Dep	\$1,080.00	\$0.00	0.00%
None	\$0.00		

Indv Cost	\$562.38	% Inc	% Cover
Dep Cost	\$1,514.10	3.00%	100.00%

Life - per yr \$50,000			
30 hrs	\$54.00	\$0.00	0.00%
None	\$0.00		

LTD - per yr			
30 hrs	\$140.00	\$0.00	0.00%
None	\$0.00		

PERA	7.50%		
PFML	0.22%		

BENEFITS 2026-27

Health Ins - per yr			
Indv	\$12,300.00	\$ Change	% Change
Dep	\$25,896.00	\$240.00	5.13%
None	\$0.00	\$0.00	0.94%

Indv Cost	\$11,879.50	% Inc	% Cover
Dep Cost	\$29,665.71	8.00%	103.54%
Dep Costs (2Emp)	\$0.00	8.00%	87.29%

Dental Ins - per yr			
Indv	\$579.25	\$ Change	% Change
Dep	\$1,080.00	\$0.00	3.00%
None	\$0.00		0.00%

Indv Cost	\$579.25	% Inc	% Cover
Dep Cost	\$1,559.52	3.00%	100.00%

Life - per yr \$50,000			
30 hrs	\$54.00	\$0.00	0.00%
None	\$0.00		

LTD - per yr			
30 hrs	\$140.00	\$0.00	0.00%
None	\$0.00		

PERA	7.50%		
PFML	0.44%		

BENEFITS - 2027-28

Health Ins - per yr			
Indv	\$12,300.00	\$ Change	% Change
Dep	\$25,896.00	\$0.00	0.00%
None	\$0.00	\$0.00	0.00%

Indv Cost	\$12,748.60	% Inc	% Cover
Dep Cost	\$31,878.89	8.00%	96.48%
Dep Costs (2Emp)	\$0.00	8.00%	81.23%

Dental Ins - per yr			
Indv	\$596.63	\$ Change	% Change
Dep	\$1,080.00	\$0.00	3.00%
None	\$0.00		0.00%

Indv Cost	\$596.63	% Inc	% Cover
Dep Cost	\$1,606.31	3.00%	100.00%

Life - per yr \$50,000			
30 hrs	\$54.00	\$0.00	0.00%
None	\$0.00		

LTD - per yr			
30 hrs	\$140.00	\$0.00	0.00%
None	\$0.00		

PERA	7.50%		
PFML	0.44%		

ISD 882 MONTICELLO
ESS
2025-27

Proposal:	District#1
Date/Time:	10/21/2025

Proposal Summary:

Matrix Summary								
	Base Year	Year 1	Year 1 - % Change from Base	Year 2	Year 2 - % Change from Year 1	Year 3	Year 3 - % Change from Year 2	Year 1 - Year 3 \$ Total
Salary	3,591,134.34	3,769,437.47	4.97%	3,906,503.97	3.64%	3,960,963.14	1.39%	11,636,904.58
Health Ins	1,258,404.00	1,258,404.00	0.00%	1,286,364.00	2.22%	1,286,364.00	0.00%	3,831,132.00
Dental Ins	56,862.00	57,304.26	0.78%	57,759.79	0.79%	58,228.98	0.81%	173,293.03
HRA	30,000.00	35,000.00	16.67%	35,000.00	0.00%	37,500.00	7.14%	107,500.00
Life Ins	4,428.00	4,428.00	0.00%	4,428.00	0.00%	4,428.00	0.00%	13,284.00
LTD	11,480.00	11,480.00	0.00%	11,480.00	0.00%	11,480.00	0.00%	34,440.00
403b Match	39,454.03	40,614.59	2.94%	46,952.87	15.61%	47,440.34	1.04%	135,007.80
Worker's Compensation	11,778.92	14,323.86	21.61%	14,844.72	3.64%	15,051.66	1.39%	44,220.24
Paid Family Medical Leave	-	8,292.76	#DIV/0!	17,188.62	107.27%	17,428.24	1.39%	42,909.62
PERA	269,335.08	282,707.81	4.97%	292,987.80	3.64%	297,072.24	1.39%	872,767.84
FICA	274,721.78	288,361.97	4.97%	298,847.55	3.64%	303,013.68	1.39%	890,223.20
Total Benefits	1,956,463.80	2,000,917.25	2.27%	2,065,853.34	3.25%	2,078,007.14	0.59%	6,144,777.72
Additional Item			#DIV/0!		#DIV/0!		#DIV/0!	-
Additional Item			#DIV/0!		#DIV/0!		#DIV/0!	-
Additional Item			#DIV/0!		#DIV/0!		#DIV/0!	-
Total Salary & Benefit	5,547,598.13	5,770,354.71	4.02%	5,972,357.30	3.50%	6,038,970.28	1.12%	
Fund 01	3,194,174.51	3,314,354.48	120,179.97	3,447,390.42	133,035.94	3,479,636.79		253,215.91
Fund 04	882,192.52	926,407.73	44,215.21	968,628.59	42,220.87	989,076.32		86,436.07
Fund 12	1,471,231.11	1,529,592.51	58,361.40	1,556,338.29	26,745.78	1,570,257.17		85,107.18
	5,547,598.13	5,770,354.71		5,972,357.30		6,038,970.28		

MSBA	
Year 1 & Year 2	11,742,712.02
Double Base Yr	11,095,196.27
Difference	647,515.75
Double Base Yr	11,095,196.27
MSBA Percentage	5.84%

FY26/27 House Bill: Statutory Inflation (part of base), Increases in Basic Supplemental Revenue (nee LOR) and Read Act Money
Library Aid Repealed, Student Support Personnel Aid Reduced, Special Ed Pupil Transpo 95% (excludes HHM)

new
money

ISD 882 Monticello
Allocation of New State Funds

From State Webpage

Employee Group	Base Year 2024-25	Percent of Total	1,222,083		1,450,319	New \$
			2025-26 Allocation of New State Funds	Actual Settlements	2026-27 Allocation of New State Funds	
Teachers	31,644,500	71.72%	876,454		1,040,140	1,916,594
ESS	3,255,903	7.38%	90,178		107,020	197,198
BI	417,126	0.95%	11,553		13,711	25,264
Custodians	2,562,610	5.81%	70,976		84,232	155,208
Technology	718,139	1.63%	19,890		23,605	43,495
Clerical	1,109,495	2.51%	30,730		36,469	67,198
Individuals	1,194,858	2.71%	33,094		39,274	72,368
Principals	1,699,960	3.85%	47,084		55,877	102,960
Directors	1,246,479	2.82%	34,524		40,971	75,495
Superintendent	274,429	0.62%	7,601		9,020	16,621
	44,123,497	100.00%	1,222,083	0	1,450,319	0