

November 11, 2025
2025-27 ESS Negotiations
District Proposal #2

Key:

Additions: blue / bold / italics / underlined

Deletions: blue / strikethrough

Tentative Agreements as of November 11, 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.~~

4a. 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

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 a 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 Proposals and Response to Union Proposal of November 11, 2025

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

3.

Article VII: Seniority Rights (Changing to 15 minutes for reductions and Positions will not be reduced below the positions current benefit level)

The District does not agree.

4a.

Article VIII: Leaves of Absence

Section 1 Sick Leave:

The District does not agree to additional sick leave with ESST and new MN Paid Family Leave program.

4b.

Article VIII: Leaves of Absence (additional Personal Leave)

The District does not agree to additional sick leave with ESST and new MN Paid Family Leave program.

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 90% of summer programming (Credit Recover; 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.

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: Professional Development

OPEN

6a.

Article X: Vacancies (details in postings)

The District is willing to work with the union regarding posting details outside of collective bargaining.

The District does not agree to the internal moves during the year.

7.

Article XI: Group Insurance

Subd. 2a. Health and Hospitalization Contribution: The School Board shall contribute a sum of ~~\$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 Education Support Specialist employed by the School District who qualifies for and is enrolled in the School District group health and hospitalization plan. "Full-time" means at least thirty (30) hours per week. Any additional cost of the premium shall be borne by the employee and paid by payroll deduction.

8.

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

The District does not agree to maintain consistency among the contracts.

10.

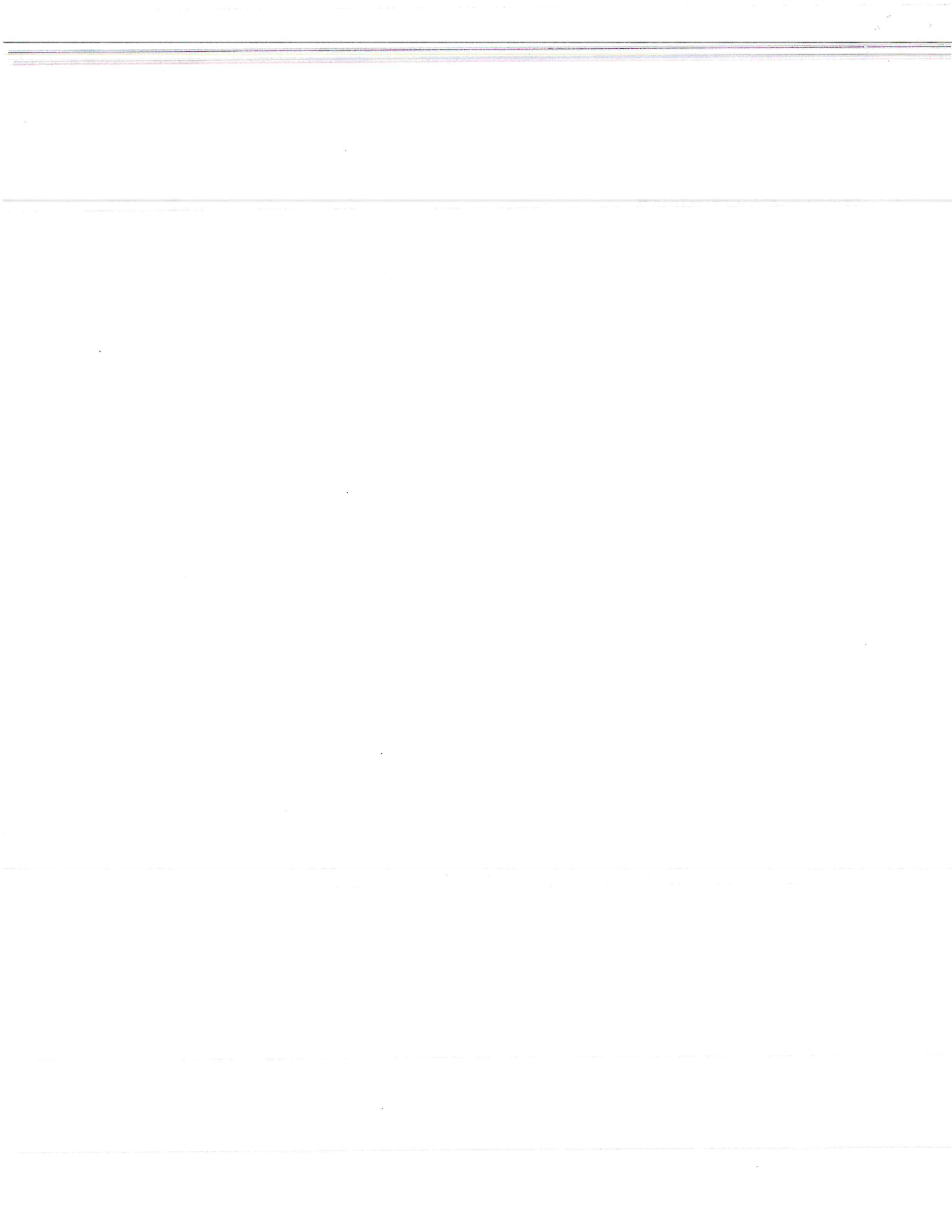
Appendix A/B

(see financial proposal)

4d.

Article VIII: Leaves of Absence (Personal Leave rollover)

Subd. 5. Any employee with unused personal leave days at the end of the school year, will have those days, up to a maximum of ~~three (3)~~ two (2), carried over and added on to the following year. A maximum of ~~five (5)~~ four (4) days may be stored for those Education Support Specialists not having reached their 20th year of service, and a maximum of ~~six (6)~~ five (5) days for those Education Support Specialists having reached their 20th year of service. Five (5) or six (6) ~~Four (4) or five (5)~~ days may be used consecutively.



ISD 882 MONTICELLO

ESS's

RATES

Proposal District#2 MSBA
Date 11/11/2025

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

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

At 25yrs 85¢

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

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

At 25yrs \$0.85

BENEFITS 2024-25				BENEFITS 2025-26				BENEFITS 2026-27			
Health Ins - per yr				Health Ins - per yr				Health Ins - per yr			
Indv	\$11,700.00			Indv	\$11,700.00			Indv	\$12,300.00	\$600.00	5.13%
Dep	\$25,656.00			Dep	\$25,656.00			Dep	\$25,896.00	\$240.00	0.94%
None	\$0.00			None	\$0.00			None	\$0.00	\$1,025/mo	
										\$2,188/mo	
										% Inc	% Cover
										8.00%	103.54%
H.S.A Indv Cost	\$10,201.96			Indv Cost	\$11,074.72	9.50%		Indv Cost	\$11,879.50	8.00%	
H.S.A Dep Cost	\$25,394.00			Dep Cost	\$27,616.43	9.50%		Dep Cost	\$29,665.71	8.00%	
Dep Costs (2Emp)				Dep Costs (2Emp)	\$0.00			Dep Costs (2Emp)	\$0.00		87.29%
											Def
Dental Ins - per yr				Dental Ins - per yr				Dental Ins - per yr			
Indv	\$546.00			Indv	\$562.38	\$16.38	3.00%	Indv	\$579.25	\$16.87	3.00%
Dep	\$1,080.00			Dep	\$1,080.00	\$0.00	0.00%	Dep	\$1,080.00	\$0.00	0.00%
None	\$0.00			None	\$0.00			None	\$0.00		
										% Inc	% Cover
										3.00%	100.00%
Indv Cost	\$546.00	100.00%		Indv Cost	\$562.38	3.00%		Indv Cost	\$579.25	3.00%	
Dep Cost	\$1,470.00	73.47%		Dep Cost	\$1,514.10	3.00%		Dep Cost	\$1,559.52	3.00%	
Life - per yr \$50,000				Life - per yr \$50,000				Life - per yr \$50,000			
30 hrs	\$54.00			30 hrs	\$54.00			30 hrs	\$54.00		0.00%
None	\$0.00			None	\$0.00			None	\$0.00		
LTD - per yr				LTD - per yr				LTD - per yr			
30 hrs	\$140.00			30 hrs	\$140.00			30 hrs	\$140.00		0.00%
None	\$0.00			None	\$0.00			None	\$0.00		
PERA	7.50%			PERA	7.50%			PERA	7.50%		
PFML	0.00%			PFML	0.22%			PFML	0.44%		

ISD 882 MONTICELLO
ESS
2025-27

Proposal:	District#2
Date/Time:	11/11/2025

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	3,769,802.42	4.98%	3,906,868.92	3.64%	3,960,963.14	1.38%	11,637,634.48
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	40,621.89	2.96%	46,960.17	15.60%	47,440.34	1.02%	135,022.39
Worker's Compensation	11,778.92	14,325.25	21.62%	14,846.10	3.64%	15,051.66	1.38%	44,223.01
Paid Family Medical Leave	-	8,293.57	#DIV/0!	17,190.22	107.27%	17,428.24	1.38%	42,912.03
PERA	269,335.08	282,735.18	4.98%	293,015.17	3.64%	297,072.24	1.38%	872,822.59
FICA	274,721.78	288,389.88	4.98%	298,875.47	3.64%	303,013.68	1.38%	890,279.04
Total Benefits	1,956,463.80	2,000,982.03	2.28%	2,065,918.92	3.25%	2,078,007.14	0.59%	6,144,908.08
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	5,770,784.44	4.02%	5,972,787.83	3.50%	6,038,970.28	1.11%	
Fund 01	3,194,174.51	3,314,643.52	120,469.02	3,447,680.01	133,036.48	3,479,636.79		253,505.50
Fund 04	882,192.52	926,548.41	44,355.89	968,769.54	42,221.13	989,076.32		86,577.02
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	5,770,784.44		5,972,787.83		6,038,970.28		

MSBA	
Year 1 & Year 2	11,743,572.28
Double Base Yr	11,095,196.27
Difference	648,376.01
Double Base Yr	11,095,196.27
MSBA Percentage	5.84%

