

SEIU Local 284
Monticello Education Support Specialist #882 Employees
Round 3: January 15, 2026

Bargaining Team: Trisha Raiche, Angie Pullen, Kris Brandjord, Robin Robbins, Holly Kunkel

Contract Organizer: Sara Nyhus

The following are the Union's initial proposals to the School District in negotiations for a successor collective bargaining agreement.

In the following proposals, (1) language that is **underlined and bold** is new language that is being proposed to be added to the agreement; (2) language with a ~~strikethrough~~ is current contract language that would be removed from the agreement; and (3) all other languages are current contract language that would continue into the next contract.

The Union reserves the right to add to, subtract from, delete, amend, or otherwise modify its bargaining proposals as the union deems fit and necessary during these negotiations. All financial proposals are retroactive to July 1, 2025.

1. Changed all dates to reflect a new 2-year contract.

District 10/21/2025: TA

2. ARTICLE VI 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, 2023~~5~~, and continuing through June 30, 2025~~7~~.

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.~~

District 10/21/25: TA

3. ARTICLE VII SENORITY RIGHTS

- a. If an employee's position is eliminated or reduced one-half (1/2) hour or more per day, the employee may bump the least senior employee with the closest number of hours, with a maximum increase of no more than one (1) hour per day. Part-time employees may not bump into full-time positions regardless of seniority. **Positions will not be reduced below 6.75 per day.**

District 10/21/25: Does Not Agree.

Union 11/11/25 Counter proposal:

District 11/11/25: Does Not Agree

- a. If an employee's position is eliminated or reduced ~~one-half (1/2) hour~~ **15 minutes** or more per day, the employee may bump the least senior employee with the closest number of hours, with a maximum increase of no more than one (1) hour per day. Part-time employees may not bump into full-time positions regardless of seniority. ~~Positions will not be reduced below 6.75 per day.~~ **Positions will not be reduced below the positions' current benefit level.**
Union 1/15/26: Hold with counter made on 11/11/2025

4. 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~~ **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. Beginning July 1, 2024~~5~~, all Education Support Specialists shall earn sick leave at the rate of ~~ten (10)~~ **fifteen (15)** 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.

District response 10/21/25:

Subd. 1. ~~All Education Support Specialists shall earn sick leave at the rate of nine (9) days~~ **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. 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.

Union counter 11/11/2025: TA strikeout sentence (no longer applies) reduce offer from 15 days to 14 days of sick time.

District's counter 11/11/2025: Does Not Agree

Union Counter 1/15/2026: Reduce number of days to **eleven (11)** days.

Section 2. Personal Leave:

Subd. 1. An employee may be granted two (2) days of leave per year for personal business, at the discretion of the building Principal, providing no other time is available. An additional personal day shall be granted to all employees at the beginning of the school year of their ~~2010th~~ year of service **and at their 20th year of service** to the School District as an Education Support Specialist. **(Example: Employees with 10 years of service would receive 3 personal days and 20 years of service would receive 4 personal days per year.)** ~~(Example: If hired between July 1, 1997 and June 30, 1998, you will be eligible at the start of the 2016-2017 school year.)~~ For those Education Support Specialists with a date in seniority list Column A, Article VII, Section 1 shall apply. The building Principal may exercise discretion to prevent an overburdensome number of Education Support Specialists from being gone at one time.

District 10/21/25: Does not agree.

Union 11/11/2025: Hold with opening offer. Work life balance needs to be a priority when working with students.

Union 1/15/20256: Hold with opening offer.

Subd.2 Education Support Specialists that work ~~twelve (12) or more days~~ in the summer 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.

District Counter 10/21/2025:

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. **Educational 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.**

Union 11/11/2025: Hold with original proposal.

District Counter 11/11/2025: 100% reduced to 90%.

Union 1/16/2026: Change 90% to 50%

Subd.2 Education Support Specialists that work ~~twelve (12) or more days in the summer~~ **completing 10050% 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. **Educational 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.**

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. **Six (6)** ~~Four (4) or five (5)~~ days may be used consecutively.

Union 11/11/2025: Hold with opening offer. Work life balance needs to be a priority when working with students.

District 11/11/2025: Would agree to increase in days that can rollover. District is not interested in additional days being added.

Union 1/15/2026: TA the increase in rollover days.

5. ARTICLE IX HOURS OF SERVICE

Section 6. Holidays:

There shall be ~~eight (8)~~ **nine (9)** paid holidays for all employees covered under this Agreement.

Subd. 1. The following days will be observed as holidays: Thanksgiving Day, Day after Thanksgiving, **Christmas Eve**, Christmas Day, New Year's Day, Presidents' Day, Good Friday, Memorial Day, and Labor Day.

District 10/21/25: Does Not Agree.

Union 11/11/2025: Hold with opening proposal.

District 11/11/2025: Does Not Agree.

Union 1/15/2026: Hold with opening proposal.

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, plus holidays for all Education Support Specialists working the full contract year.

One Education Support Specialist 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 **during the school year** 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.

District 10/21/25 Counter:

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~~ **during the school year** as determined by the Superintendent or designee.

Union Counter 11/11/2025:

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, plus holidays for all Education Support Specialists working the full contract year.

One Education Support Specialist workshop day shall be prior to the start of the school year **during welcome back week** and one will be in February of the ~~during the school~~ year, the two additional four-hour Education Support Specialist workshop days will be scheduled **during the school year** 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.

District 11/11/2025: Open

Union 1/15/2026: Holding with counter on 11/11/2025.

6. ARTICLE X VACANCIES

Section 1. Job Posting:

New positions or vacancies will be posted in each building for a period of five (5) working days on the district's webpage and delivered to all District employees via email. **The internal posting shall include location (which school) and type of classroom setting.** During the

summer months, employees shall have seven (7) working days from the date of the posting, excluding weekends and holidays, to submit their application for a position. If a position held by an employee changes by one-half (½) hour or more, or goes from part-time to full-time, the position will be posted. **No full-time position will be reduced below 6.75 hours.**

Section 2. Internal positions: staff will not be restricted in amount of moves they make during the school year.

District 10/21/25: Does not agree.

Union Counter: 11/11/2025:

New positions or vacancies will be posted in each building for a period of five (5) working days on the district's webpage and delivered to all District employees via email. **The internal posting shall include location (which school) and type of classroom setting.** During the summer months, employees shall have seven (7) working days from the date of the posting, excluding weekends and holidays, to submit their application for a position. If a position held by an employee changes by one-half (½) hour or more, or goes from part-time to full-time, the position will be posted. **No full-time position will be reduced below 6.75 hours-current benefit level.**

Section 2. Internal positions: staff will not be restricted in amount of moves they make during the school year.

District 11/11/2025: Willing to work with Union outside of negotiations on posting language. District does not agree with internal moves more than once a year.

Union 1/15/2026: Hold with proposal from 11/11/2025..

7. ARTICLE XI GROUP INSURANCE * Same as certified staff contract*
8. ARTICLE XV DEFERRED MATCHING CONTRIBUTION PLAN

Section 2. Education Support Specialist Match:

The School District will make the foregoing matching contribution to only those Education Support Specialists choosing to participate in an approved Education Support Specialist's match account offered by the School District. The School District's matching contribution will be dollar-for-dollar as required under Minn. Stat. Section 356.24, up to **23%** of gross salary. Education Support Specialists may contribute any dollar amount up to or in excess of the maximum yearly School District match, but the annual limit on the amount individual Education Support Specialists may contribute to the employee's match account shall be governed by the applicable sections of the Internal Revenue Code and the regulations promulgated thereunder. If a Education Support Specialist chooses not to match the School District annual contribution, the unmatched portion is forfeited for that year. If the employee

contributes less than the maximum yearly allowed contribution, The School District portion will be equally reduced. The reduced amount is forfeited for that year.

District 10/21/25: Does not Agree.

Union 11/11/25: Hold

District 11/11/2025: Does Not Agree **Union 1/15/2026: Drop**

District Counter 10/21/2025: Year 1: 0.50% Year 2: 0.55%

Union Counter 11/11/2025: Year 1 and 2: 5% each

District 11/11/2025: Remained same as opening offer.

Union 1/15/2026: Holds with 5% each year.

**APPENDIX A
SALARY SCHEDULE**

	2023-24	2024-25
Step One	\$16.37	\$17.68
Step Two	\$20.04	\$20.84
Step Three	\$25.38	\$26.40

**APPENDIX A 5% each year
SALARY SCHEDULE**

	2025-26	2026-27
Step One	\$18.56	\$19.49
Step Two	\$21.88	\$22.97
Step Three	\$27.72	\$29.11

Longevity Pay shall be granted at the beginning of the school year of the **5th, 10th, 15th, or 20th, and 25th** 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:

<u>2024-25-2025-2027</u>	
At 5 years of employment:	\$0.45 0.50 per hour
At 10 years of employment:	\$0.55 0.60 per hour
At 15 years of employment:	\$0.65 0.70 per hour

At 20 years of employment	\$0.75 0.80 per hour
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At 25 years of employment \$0.90 per hour

District 11/11/2025: Agree with the strike out language and adding 5th and 25th year amounts. Does not agree with additional money on longevity.

Union 1/15/2026: Add \$0.05 to each level for the 25-27 contract.

PAY DIFFERENTIAL

Fully certified American Sign Language Interpreters shall receive an additional 10% added to their hourly base rate of pay when employed as an interpreter. Beginning in the 2020-2021 school year, certified health assistants shall receive an additional 10% added to their hourly base rate of pay when employed as a health office assistant.

Position of Intervener will receive an additional 10% added to hourly base rate of Step 3 when employed as an intervener.

CONTINUING EDUCATION STIPEND

A. College Credits - ~~Starting in the 2022-2023 school year,~~ The District will pay a stipend of \$500.00 for completion of a three-credit course each year the Education Support Specialist chooses to participate in continuing education. This is a voluntary professional development option for all Education Support Specialists. Courses of less than three semester credits would earn a reduced stipend as follows: two semester credit courses will be eligible for a \$300.00 stipend, a one semester credit course will be eligible for a \$150.00 stipend. Stipends for all other classes would be prorated based on \$500 for three semester credits. Any course offered through a university or technical school that is relevant to an Education Support Specialist position would qualify. Credits must be pre-approved by the Human Resource department and decisions are not grievable. Stipends will be paid upon a transcript of course completion with a letter grade of C or higher.

National Certification – ~~Starting in the 2022-2023 school year,~~ The District will pay a stipend of \$500 per year to Education Support Specialists that earn and/or maintain a national certification in American Sign Language (ASL). Education Support Specialists must submit proof of certification annually to the Human Resource department by November 1 of the year. Stipends will be paid in one lump sum on the February 15 payroll.

Classes required to stay trained and updated for the position of intervener will be eligible for the \$500.00 stipend.

APPENDIX B

Childcare Education Support Specialist Pay Scale

	2023-24	2024-25
Step 1	\$15.28	\$15.59
Step 2	\$16.37	\$16.70
Step 3	\$17.46	\$17.81
Step 4	\$18.55	\$18.92
Step 5	\$19.38	\$19.77
Step 6	\$20.19	\$20.59

5% each year

	2025-26	2026-27
Step 1	<u>\$16.37</u>	<u>\$17.19</u>
Step 2	<u>\$17.54</u>	<u>\$18.42</u>
Step 3	<u>\$18.70</u>	<u>\$19.64</u>
Step 4	<u>\$19.87</u>	<u>\$20.86</u>
Step 5	<u>\$20.76</u>	<u>\$21.80</u>
Step 6	<u>\$21.62</u>	<u>\$22.70</u>

District Proposals 10/21/2025

1. Three-year proposal agreement.

Union 11/11/2025: Does Not Agree.

2. District proposes to remove ARTICLE X: VACANCIES Section 2. Internal Positions if ARTICLE VI Rates of Pay Section 1. Rates of pay: removes the word salary/salaries from the section and employees agree with wages paid per hour as they are worked.

Union 11/11/2025: Does Not Agree.

The Union reserves the right to add to, subtract from, delete, amend, or otherwise modify its bargaining proposals as the union deems fit and necessary during these negotiations. All financial proposals are retroactive to July 1, 2025.

ISD 882 MONTICELLO

ESS's

RATES

MSBA

12.28%

Proposal	Union#3
Date	1/15/2026

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
At 25 yrs	\$0.75
None	\$0.00

WAGES 2025-26

ESS	Hr Rate	\$ Change	% Change
1	\$18.56	\$0.88	5.00%
Prorate	\$20.21	\$0.96	5.00%
2	\$21.88	\$1.04	5.00%
3	\$27.72	\$1.32	5.00%

ChildCare	Hr Rate	\$ Change	% Change
MA-1	\$16.37	\$0.78	5.00%
MA-2	\$17.54	\$0.84	5.00%
MA-3	\$18.70	\$0.89	5.00%
MA-4	\$19.87	\$0.95	5.00%
MA-5	\$20.76	\$0.99	5.00%
MA-6	\$21.62	\$1.03	5.00%

Longevity Pay	\$ Change	% Change
At 5 yrs	\$0.50	11.11%
At 10 yrs	\$0.60	9.09%
At 15 yrs	\$0.70	7.69%
At 20 yrs	\$0.80	6.67%
At 25 yrs	\$0.90	20.00%
None	\$0.00	

WAGES 2026-27

ESS	Hr Rate	\$ Change	% Change
1	\$19.49	\$0.93	5.00%
Prorate	\$21.22	\$1.01	5.00%
2	\$22.97	\$1.09	5.00%
3	\$29.11	\$1.39	5.00%

ChildCare	Hr Rate	\$ Change	% Change
MA-1	\$17.19	\$0.82	5.00%
MA-2	\$18.42	\$0.88	5.00%
MA-3	\$19.64	\$0.94	5.00%
MA-4	\$20.86	\$0.99	5.00%
MA-5	\$21.80	\$1.04	5.00%
MA-6	\$22.70	\$1.08	5.00%

Longevity Pay	\$ Change	% Change
At 5 yrs	\$0.50	0.00%
At 10 yrs	\$0.60	0.00%
At 15 yrs	\$0.70	0.00%
At 20 yrs	\$0.80	0.00%
At 25 yrs	\$0.90	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)	

BENEFITS 2025-26

Health Ins - per yr	
Indv	\$11,700.00
Dep	\$25,656.00
None	\$0.00
H.S.A Indv Cost \$11,074.72	
H.S.A Dep Cost	\$27,616.43
Dep Costs (2Emp)	\$0.00

BENEFITS 2026-27

Health Ins - per yr	
Indv	\$12,300.00
Dep	\$25,896.00
None	\$0.00
Indv Cost \$11,879.50	
Dep Cost	\$29,665.71
Dep Costs (2Emp)	\$0.00

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

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

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

Indv Cost	\$546.00
Dep Cost	\$1,470.00

Indv Cost	\$562.38
Dep Cost	\$1,514.10

Indv Cost	\$579.25
Dep Cost	\$1,559.52

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

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

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

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

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

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

PERA	7.50%
PFML	0.00%

PERA	7.50%
PFML	0.22%

PERA	7.50%
PFML	0.44%

ISD 882 MONTICELLO
ESS
2025-27

Proposal:	Union#3	(District estimate)
Date/Time:	1/15/2026	Doesn't include additional intervener position

Proposal Summary:

Matrix Summary

	Base Year	Year 1	Year 1 - % Change from Base	Year 2	Year 2 - % Change from Year 1
Salary	3,591,134.34	3,959,994.16	10.27%	4,283,181.31	8.16%
Health Ins	1,258,404.00	1,258,404.00	0.00%	1,286,364.00	2.22%
Dental Ins	56,862.00	57,304.26	0.78%	57,759.79	0.79%
HRA	30,000.00	35,000.00	16.67%	35,000.00	0.00%
Life Ins	4,428.00	4,428.00	0.00%	4,428.00	0.00%
LTD	11,480.00	11,480.00	0.00%	11,480.00	0.00%
403b Match	39,454.03	42,702.18	8.23%	51,492.03	20.58%
Worker's Compensation	11,778.92	15,047.98	27.75%	16,276.09	8.16%
Paid Family Medical Leave	-	8,711.99	#DIV/0!	18,846.00	116.32%
PERA	269,335.08	296,999.56	10.27%	321,238.60	8.16%
FICA	274,721.78	302,939.55	10.27%	327,663.37	8.16%
Total Benefits	1,956,463.80	2,033,017.52	3.91%	2,130,547.87	4.80%
Additional Item: 1 sick days, sub \$16		12,776.78	#DIV/0!	12,776.78	0.00%
Additional Item: 1 personal day, sub \$16		12,776.78	#DIV/0!	12,776.78	0.00%
Additional Item			#DIV/0!		#DIV/0!
Total Salary & Benefit	5,547,598.13	6,018,565.24	8.49%	6,439,282.75	6.99%
Fund 01	3,194,174.51	3,442,207.65	248,033.14	3,701,031.26	258,823.61
Fund 04	882,192.52	969,122.96	86,930.44	1,055,989.74	86,866.78
Fund 12	1,471,231.11	1,581,681.07	110,449.96	1,656,708.18	75,027.11
	5,547,598.13	5,993,011.68		6,413,729.18	

506,856.75

	MSBA
Year 1 & Year 2	12,457,847.99
Double Base Yr	11,095,196.27
Difference	1,362,651.72
Double Base Yr	11,095,196.27
MSBA Percentage	12.28%