

January 15, 2026
2025-27 ESS Negotiations
District Proposal #3

Key:

Additions: blue / bold / italics / underlined

~~Deletions~~: blue / strikethrough

Tentative Agreements as of Jan 15 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, a~~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.

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.

9.

Longevity Schedule

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

District Response to Union Proposal of Jan 15 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 (additional Sick Leave)

The District does not agree.

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 90% 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.

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. For the 2026-27 school year, no more than eight (8) hours of professional development shall be scheduled prior to the first student day.

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)

Since our Nov 11 2025 negotiations session, the District has made modifications to the unit's job postings that takes into account unit concerns, Special Education department concerns, and commonality with our Coop partner districts.

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

The District shared information with the Union that the District would prefer not to include a financial package with this proposal.

District Proposals of Jan 15 2025

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

13.

Pay Differential

Fully certified American Sign Language Interpreters and certified health assistants shall receive an additional 10% added to their hourly base rate of pay when employed ~~as an interpreter~~ in their designated position. ~~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.~~ Interveners who have completed district-provided training shall receive an additional 3% added to their hourly base rate of pay when employed in their designated position.

14a.

Article II: Recognition of Exclusive Representative

Section 2. Sole Bargaining Representative:

Recognizing that the Union is required by the provisions of the State of Minnesota Labor Relations Act to be the sole bargaining representative of all employees within the coverage of this Agreement, without regard to membership in the Union, the School Board hereby agrees that it will not recognize or negotiate with any other person, association, group, committee or entity other than the Union with respect to such matters and will deal solely through the agency of and with the Union.

~~With the authorization of the employee, each employee shall have the right to request and be allowed dues check off for the Union. The employee request shall be in the form of a written authorization, online sign-up or audio-recorded phone authorization submitted to the Union. The Union shall provide the District with the appropriate form of authorization (examples of appropriate form are: paper, electronic file, audio file) for dues/premier member dues deduction.~~

~~The School District agrees to honor and implement all the terms of dues checkoff authorizations submitted by the Union and agreed to by the employee. The School District shall adhere to the specific provisions in each dues check-off authorization regarding the duration, renewal, procedure for revocation, amount of dues deducted (including premier member) and all other provisions agreed to by the employee as stated in the authorization, irrespective of the employee's membership in the Union. Such dues shall be remitted to the Union monthly.~~

14b.

Article V: Employee Rights

Section 3. ~~Request for Dues Check-Off:~~

~~Employees shall have the right to request and be allowed dues check off for the employees organization of their selection, provided that dues check off and the proceeds thereof shall not be~~

~~allowed any employee organization that has lost its right to dues check off pursuant to the P.E.L.R.A. of 1971. Upon receipt of a properly executed authorization card of employees involved, the School District will deduct from the employee's paycheck the dues that the employee has agreed to pay to the employee organization during the period provided in said authorization.~~

Request for Payroll Deduction, Authorization and Remittance:

Employees have the right to request and be allowed payroll deduction for the Union and for the Union's political action committee. The District will commence deductions within thirty days of receiving notice from the Union of the authorized deduction(s). The District will remit deductions to the Union within thirty days of the deduction.

The notice will include certification from the Union that the Union has and will maintain a signed authorization from the employee for whom deductions will be made. A valid signed authorization includes, but is not limited to, an electronically signed authorization. The District may require a copy of the signed authorization form only if a dispute arises about the existence or terms of the authorization. The dues deduction authorization remains in effect until the District receives notice from the Union that an employee has changed or canceled their authorization in writing in accordance with the terms of the original authorizing document.

The Union will indemnify the District for any successful claims made by an employee for unauthorized deductions made in reliance upon certification or information received from the Union.