

September 22, 2026

2026-28 Behavior Interventionist Negotiations

District Proposal #1

Key:

Additions: blue / bold / italics / underlined

~~Deletions~~: blue / strikethrough

Tentative Agreements as of September 22, 2026

2.

Art. VII, Sec 4 ("Holiday")

There shall be ~~eight (8)~~ nine (9) paid holidays for all employees covered under this Agreement: Labor Day; Thanksgiving Day; Day after Thanksgiving; Christmas Eve Day; Christmas Day; New Year's Day; Presidents' Day; Good Friday; and Memorial Day. Employees that work year-round will receive Juneteenth as a Holiday.

District Response to Union Proposals of September 22, 2026

1.

Art. VII, Sec 3 ("Paid Lunch"):

The District prefers to follow the applicable Minn. Stat. 177.253 ("Mandatory Work Breaks").

3.

Art. VIII, Sec 1 ("Sick Leave"):

The District is consistent across all school-year employee contracts in providing ten (10) sick days annually.

4.

Art. VIII, Sec 2, Subd 1 ("Personal Leave"):

The District is consistent across all school-year employee contracts in providing an additional Personal Day beginning of the twentieth (20th) year of employment.

5.

Art. VIII, Sec 2, Subd 3 ("Personal Leave"):

The District prefers to maintain the current language in this subdivision.

6.

Art. VIII, Sec 5 ("FMLA"):

The District has been consistent across all units in implementing FMLA standards as defined by federal guidelines.

7.

Art. X, Sec 1 ("Retiree Benefit"):

The District is consistent across all school-year employee contracts in providing \$2,500 to HRA accounts for those employees in years eleven (11) through twenty (20).

8.

Art. XI, Sec 2, Subd 2 ("Long-Term Disability Insurance"):

The waiting period for benefits is subject to the plan agreement and the District recognizes that the length of the waiting period is not unilaterally in our control. Therefore, the District does not believe that it would be prudent to alter this language.

9.

Art. XI, Sec 3, Subd 2 ("Dental Insurance"):

The District is consistent across all school-year employee contracts in providing \$90/mo towards the premium.

10.

Art. XII, Sec 1 ("Eligibility"):

The District is open to modifying the minimum years of service required for the 403b match. However, an increase in this area would be cost against the total package. To that extent, the District has put available dollars on the salary matrix in this proposal.

11.

Schedule A / B

See District financial proposal (separate document).

12.

Sick Leave Bank

The District is not interested in adding a Sick Leave Bank at this time and believes that the recent additions of ESST and MPL by the State of Minnesota adequately address employee leave options.

District Proposals of September 22, 2026

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

13.

MoA re Personal Property Damage Reimbursement

The current MoA has expired. In addition, the spirit of this MoA is addressed by Minn. Stat. 176.135 ("Treatment; Appliances; Supplies"). Please see shared communication from the MN Dept of Labor and Industry.

Phone and email scam alert. | Safeguarding tax dollars is our priority. Report suspicious activity.

WORK COMP: MEDICAL BENEFITS -- ALL

Benefits

The Minnesota workers' compensation statutes entitle an injured employee to reasonable and necessary medical treatment or supplies to cure or relieve the effects of the work injury. The employer is required to furnish medical treatment as described by [Minnesota Statutes 176.135, subd. 1](#), including psychological, chiropractic, podiatric, surgical and hospital treatment.

In cases of permanent total disability, payment for the reasonable value of nursing services by a member of the employee's family is allowed under [Minnesota Statutes 176.135](#).

The employer is also responsible for the repair or replacement of artificial members, glasses, dentures or artificial teeth, hearing aids, canes, crutches or wheelchairs damaged by reason of an injury that is compensable.

All reasonable expenses incurred by or on behalf of an employee in providing treatment must be paid. This includes travel costs, copying charges, costs of medical reports and, in some cases, attorney fees that are directly related to the treatment that is requested by the employee.

An employer may require treatment and supplies, in whole or part, be provided by a certified managed care plan. Exceptions and certified managed care plans are discussed in more detail later in this section.

More information about medical benefits

[Second surgical opinions, non-emergency](#)

Certified managed care plans

Medical fee schedule

Treatment parameters

- Model patient/provider contract for long-term treatment with opioid medication (May 1, 2016)
- PTSD treatment rule checklist

Payment of medical expenses

Statutes and rules

New medical records billing language in Minnesota
Statutes 176.135, subdivision 7

Minnesota Statutes that govern medical benefits:

- Minnesota Statutes 176.135 Treatment; Appliance; Supplies;
- Minnesota Statutes 176.1351 Managed Care; and
- Minnesota Statutes 176.136 Medical Fee Review.

Minnesota Rules Part 5221 covers:

- fees for medical services;
- health care provider reporting and assistance with return-to-work planning;
- change of doctor rules; and
- treatment parameters.

SEE VOCATIONAL REHABILITATION BENEFITS ►

SEE WAGE-LOSS BENEFITS ►

Matrix Summary						
	Base Year	Year 1	Year 1 - % Change from Base	Year 2	Year 2 - % Change from Year 1	Year 1 & Year 2 \$ Total
Salary	868,491.06	900,750.61	3.71%	929,254.61	3.16%	1,830,005.22
Health Ins	415,428.00	422,628.00	1.73%	422,628.00	0.00%	845,256.00
Dental Ins	15,024.00	15,024.00	0.00%	15,024.00	0.00%	30,048.00
HRA	17,500.00	17,500.00	0.00%	25,000.00	42.86%	42,500.00
Life Ins	1,035.00	1,035.00	0.00%	1,035.00	0.00%	2,070.00
LTD	3,220.00	3,220.00	0.00%	3,220.00	0.00%	6,440.00
403b Match	10,231.08	11,289.34	10.34%	12,368.77	9.56%	23,658.11
Worker's Compensation	3,300.27	3,422.85	3.71%	3,531.17	3.16%	6,954.02
Paid Family Leave	1,910.68	1,981.65	3.71%	2,044.36	3.16%	4,026.01
PERA	65,136.83	67,556.30	3.71%	69,694.10	3.16%	137,250.39
FICA	66,439.57	68,907.42	3.71%	71,087.98	3.16%	139,995.40
Total Benefits	599,225.42	612,564.56	2.23%	625,633.37	2.13%	1,238,197.93
Total Salary & Benefit	1,467,716.48	1,513,315.17	3.11%	1,554,887.98	2.75%	3,068,203.15
Fund 01	467,778.96	479,465.39	11,686.43	492,928.62	13,463.23	25,149.66
Fund 04	90,227.78	92,066.83	1,839.04	94,200.35	2,133.53	3,972.57
Fund 12	909,709.74	941,782.95	32,073.21	967,759.00	25,976.05	58,049.26
	1,467,716.48	1,513,315.17	45,598.69	1,554,887.98	41,572.80	

ISD 882 Monticello
BI's
Rates

Proposal# District1
9/22/2006

WAGES - 2025-26		
BI	Hourly	
Step 1	\$27.64	
Step 2	\$28.47	
Step 3	\$29.30	
Step 4	\$29.85	
Longevity	Hourly	
At 5-9 yrs	\$0.45	
At 10-14 yrs	\$0.55	
At 15-19 yrs	\$0.65	
At 20-24 yrs	\$0.75	
At 25 yrs+	\$0.75	
None	\$0.00	
Differential	Hourly	
Level IV	\$0.50	
	\$0.00	
	\$0.00	
None	\$0.00	

WAGES - 2026-27		
BI	Hourly	
Step 1	\$28.19	2.00%
Step 2	\$29.04	2.00%
Step 3	\$29.89	2.00%
Step 4	\$30.45	2.00%
Longevity	Annual	
At 5-9 yrs	\$0.45	
At 10-14 yrs	\$0.55	
At 15-19 yrs	\$0.65	
At 20-24 yrs	\$0.75	
At 25 yrs+	\$0.75	
None	\$0.00	
Differential	Hourly	
Level IV	\$0.50	
	\$0.00	
	\$0.00	
None	\$0.00	0.0%

WAGES - 2027-28		
BI	Hourly	
Step 1	\$28.90	2.50%
Step 2	\$29.77	2.50%
Step 3	\$30.63	2.50%
Step 4	\$31.21	2.50%
Longevity	Annual	
At 5-9 yrs	\$0.45	
At 10-14 yrs	\$0.55	
At 15-19 yrs	\$0.65	
At 20-24 yrs	\$0.75	
At 25 yrs+	\$0.75	
None	\$0.00	
Differential	Hourly	
Level IV	\$0.50	
	\$0.00	
	\$0.00	
None	\$0.00	0.0%

ISD 882 Monticello
BI's

Proposal# District1
9/22/2006

BENEFITS - 2025-26				BENEFITS - 2026-27				BENEFITS - 2027-28					
Health Ins - per yr				Health Ins - per yr				Health Ins - per yr					
Indv	\$11,700.00	Indv	\$12,060.00	\$ Change	\$360.00	% Change	3.08%	Indv	\$12,060.00	\$ Change	\$0.00	% Change	0.00%
Dep	\$25,656.00	Dep	\$26,016.00		\$360.00		1.40%	Dep	\$26,016.00		\$0.00		0.00%
None	\$0.00	None	\$0.00		\$0.00			None	\$0.00		\$0.00		0.00%
Indv Cost	\$10,059.72	Indv Cost	\$11,027.47		109.36%			Indv Cost	\$12,681.58		95.10%		15%
Dep Cost	\$25,616.40	Dep Cost	\$28,080.70		92.65%			Dep Cost	\$32,292.80		80.56%		15%
Dental Ins - per yr				Dental Ins - per yr				Dental Ins - per yr					
Indv	\$528.00	Indv	\$528.00	\$ Change	\$0.00	% Change	0.00%	Indv	\$528.00	\$ Change	\$0.00	% Change	0.00%
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		\$0.00			None	\$0.00				
Indv Cost	\$564.00	Indv Cost	\$564.00	% Inc	0.00%	% Cover	93.62%	Indv Cost	\$580.92	% Inc	3.00%	% Cover	90.89%
Dep Cost	\$1,428.00	Dep Cost	\$1,428.00		0.00%		75.63%	Dep Cost	\$1,470.84		3.00%		73.43%
Life - per yr \$50,000				Life - per yr \$50,000				Life - per yr \$50,000					
30 hrs	\$45.00	30 hrs	\$45.00		\$0.00		0.00%	30 hrs	\$45.00		\$0.00		0.00%
None	\$0.00	None	\$0.00		\$0.00			None	\$0.00				
LTD - per yr				LTD - per yr				LTD - per yr					
30 hrs	\$140.00	30 hrs	\$140.00		\$0.00		0.00%	30 hrs	\$140.00		\$0.00		0.00%
None	\$0.00	None	\$0.00		\$0.00			None	\$0.00				
PERA	7.50%	PERA	7.50%					PERA	7.50%				
PFML	0.44%	PFML	0.44%					PFML	0.44%				