

September 30, 2026
2026-28 Technology Support Negotiations
District Proposal #1

Key:

Additions: blue / bold / italics / underlined

~~Deletions~~: blue / strikethrough

Tentative Agreements as of September 30, 2026

1.

Update all dates as appropriate.

2.

ARTICLE V: EMPLOYEE RIGHTS

Section 3. ~~Dues Check Off~~: ***Request for Payroll Deduction, Authorization and Remittance:***

~~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 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.~~

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.

4.

ARTICLE VII: GROUP INSURANCE

Maintain same as certified teacher contract language.

7.

Update all references to supervisors within the agreement to "Superintendent or designee"

8.

ARTICLE V: EMPLOYEE RIGHTS

Section 4. Union Access to Information

It is in the interest of the employer and the Union that all newly hired employees are informed of their rights, obligations and benefits of their employment with the District. Accordingly, the District shall inform the Union representative and steward(s) of all new hires ~~within ten (10) working days of hire~~ in accordance with MN statute.

District Response to Union Proposals of September 30, 2026

3.

ARTICLE VI: RATES OF PAY

See separate financial proposal.

6.

ARTICLE IX: HOURS OF SERVICE

Section 4. Vacation *and Non-Duty Days*:

Subd. 1. Vacation will be front-loaded on the year, and awarded on July 1 as follows:

1. Vacation pay will be prorated for newly hired employees, based on hire date.
2. Technology employees who are in years one (1) through six (6) years will receive two (2) weeks of vacation.
3. In years seven (7) through twelve (12) of consecutive employment, the technology employee shall be granted three (3) weeks of vacation.
4. In years thirteen (13) and beyond, the technology employee shall be granted four (4) weeks of vacation.

Subd. 2. Application for vacation is to be done in a reasonable time. Vacations of one (1) or two (2) days will be scheduled with a minimum of three (3) day notice. Vacations of three (3) days and longer require a minimum of two (2) weeks notice prior to the desired vacation, submitted to the Director of Technology for approval. The Director of Technology reserves the right to deny a vacation request.

Subd. 3. No vacation will be taken three (3) weeks prior to the start of the school year and two (2) weeks following the close of the school year.

Subd. 4. Accrued vacation days must be taken within six (6) months after the year it was earned.

Subd. 5. All earned vacation days not taken will be paid out upon retirement or resignation. Vacation leave will be prorated for retirement or resignation mid-year and any vacation leave taken beyond the prorated amount of leave will be deducted from the employee's final paycheck. With proper notice of resignation or retirement, vacation leave, earned but not taken will be paid out upon separation.

Subd. 6. Non-Duty Days

1. Employees serving in a full-time (1.0FTE) capacity shall be provided four (4) non-duty days annually to be used the first four (4) non-Holiday business days in July.

District Proposals of September 30, 2026

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

(none)

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	508,990.35	525,328.50	3.21%	538,391.46	2.49%	1,063,719.96
Health Ins	123,768.00	125,208.00	1.16%	125,208.00	0.00%	250,416.00
Dental Ins	5,352.00	5,352.00	0.00%	5,352.00	0.00%	10,704.00
HRA	2,500.00	2,500.00	0.00%	5,000.00	100.00%	7,500.00
Life Ins	315.00	360.00	14.29%	360.00	0.00%	720.00
LTD	980.00	1,120.00	14.29%	1,120.00	0.00%	2,240.00
403b Match	5,844.86	7,913.22	35.39%	9,439.91	19.29%	17,353.12
Worker's Compensation	1,934.16	1,996.25	3.21%	2,045.89	2.49%	4,042.14
PFML	1,119.78	2,311.45	106.42%	2,368.92	2.49%	4,680.37
PERA	38,174.28	39,399.64	3.21%	40,379.36	2.49%	79,779.00
FICA	38,937.76	40,187.63	3.21%	41,186.95	2.49%	81,374.58
Total Benefits	218,925.84	226,348.18	3.39%	232,461.02	2.70%	458,809.20
Total Salary & Benefit	727,916.19	751,676.68	3.26%	770,852.48	2.55%	1,522,529.16
		23,760.49		19,175.80		42,936.29
		-		-		\$43,495.00
						\$558.71

WAGES - 2025-26			WAGES - 2026-27			WAGES - 2027-28		
Level 1 Desktop 1	Hourly		Level 1 Desktop 1	Hourly		Level 1 Desktop 1	Hourly	
Step 1	\$26.69		Step 1	\$27.49	3.00%	Step 1	\$28.59	4.00%
Step 2	\$27.28		Step 2	\$28.10	3.00%	Step 2	\$29.22	4.00%
Step 3	\$27.87		Step 3	\$28.71	3.00%	Step 3	\$29.86	4.00%
Level 2 Desktop 2	Hourly		Level 2 Desktop 2	Hourly		Level 2 Desktop 2	Hourly	
Step 1	\$29.09		Step 1	\$29.96	3.00%	Step 1	\$31.16	4.00%
Step 2	\$29.67		Step 2	\$30.56	3.00%	Step 2	\$31.78	4.00%
Step 3	\$30.26		Step 3	\$31.17	3.00%	Step 3	\$32.42	4.00%
AV Tech	Hourly		AV Tech	Hourly		AV Tech	Hourly	
Step 1	\$26.69		Step 1	\$27.49	3.00%	Step 1	\$28.59	4.00%
Step 2	\$27.28		Step 2	\$28.10	3.01%	Step 2	\$29.22	4.00%
Step 3	\$27.87		Step 3	\$28.71	3.01%	Step 3	\$29.86	4.00%
Info System Supp	Hourly		Info System Supp	Hourly		Info System Supp	Hourly	
Step 1	\$31.70		Step 1	\$32.65	3.00%	Step 1	\$33.96	4.00%
Step 2	\$32.28		Step 2	\$33.25	3.00%	Step 2	\$34.58	4.00%
Step 3	\$32.87		Step 3	\$33.86	3.00%	Step 3	\$35.21	4.00%
Tech Coord	Annual		Tech Coord	Daily		Tech Coord	Daily	
Step 1	\$93,549.00		Step 1	\$370.60	Annual-260	Step 1	\$385.42	Annual-256
Step 2	\$94,770.00		Step 2	\$375.43	\$96,355.00	Step 2	\$390.45	\$98,667.52
Step 3	\$95,990.00		Step 3	\$380.27	\$97,613.00	Step 3	\$395.48	\$99,955.71
Longevity	Annual		Longevity	Hourly		Longevity	Hourly	
5-9 years	\$0.45		5-9 years	\$0.45	0.00%	5-9 years	\$0.45	0.00%
10-14 years	\$0.55		10-14 years	\$0.55	0.00%	10-14 years	\$0.55	0.00%
15-19 years	\$0.65		15-19 years	\$0.65	0.00%	15-19 years	\$0.65	0.00%
20-24 years	\$0.75		20-24 years	\$0.75	0.00%	20-24 years	\$0.75	0.00%
25+++	\$0.85		25+++	\$0.85	0.00%	25+++	\$0.85	0.00%
None	\$0.00		None	None		None	None	
Certificates	Hourly		Certificates	Hourly		Certificates	Hourly	
A+	\$0.50		A+	\$0.50	0.0%	A+	\$0.50	0.0%
Google Educator	\$0.25		Google Educator	\$0.25	0.0%	Google Educator	\$0.25	0.0%
Google Admin	\$0.50		Google Admin	\$0.50	0.0%	Google Admin	\$0.50	0.0%
None	\$0.00		None	\$0.00	0.0%	None	\$0.00	0.0%

3.00%

4.00%

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	\$12,060.00	\$360.00	3.08%	Indv	\$12,060.00	\$360.00	3.08%	Indv	\$12,060.00	\$0.00	0.00%
Dep	\$25,656.00	\$25,656.00	\$360.00	0.00%	Dep	\$25,656.00	\$360.00	0.00%	Dep	\$25,656.00	\$0.00	0.00%
None	\$0.00	\$0.00	\$0.00		None	\$0.00	\$0.00		None	\$0.00	\$2,168/m	Family
											\$1,005/m	Single
Indv Cost	\$10,059.72	\$10,562.71	114.18%		Indv Cost	\$10,562.71	114.18%		Indv Cost	\$11,407.72	105.72%	8%
Dep Cost	\$25,616.40	\$26,897.22	95.39%		Dep Cost	\$26,897.22	95.39%		Dep Cost	\$29,049.00	88.32%	8%
Dental Ins - per yr				Dental Ins - per yr				Dental Ins - per yr				
Indv	\$528.00	\$528.00	\$0.00	0.00%	Indv	\$528.00	\$0.00	0.00%	Indv	\$528.00	\$0.00	0.00%
Dep	\$1,080.00	\$1,080.00	\$0.00	0.00%	Dep	\$1,080.00	\$0.00	0.00%	Dep	\$1,080.00	\$0.00	0.00%
None	\$0.00	\$0.00	\$0.00		None	\$0.00	\$0.00		None	\$0.00	\$0.00	
				% Inc				% Inc				% Cover
Indv Cost	\$564.00	\$564.00	0.00%	93.62%	Indv Cost	\$564.00	0.00%	93.62%	Indv Cost	\$564.00	0.00%	93.62%
Dep Cost	\$1,428.00	\$1,428.00	0.00%	75.63%	Dep Cost	\$1,428.00	0.00%	75.63%	Dep Cost	\$1,428.00	0.00%	75.63%
Life - per yr \$50,000				Life - per yr \$50,000				Life - per yr \$50,000				
30 hrs	\$45.00	\$45.00	\$0.00	0.00%	30 hrs	\$45.00	\$0.00	0.00%	30 hrs	\$45.00	\$0.00	0.00%
None	\$0.00	\$0.00	\$0.00		None	\$0.00	\$0.00		None	\$0.00	\$0.00	
LTD - per yr				LTD - per yr				LTD - per yr				
30 hrs	\$140.00	\$140.00	\$0.00	0.00%	30 hrs	\$140.00	\$0.00	0.00%	30 hrs	\$140.00	\$0.00	0.00%
None	\$0.00	\$0.00	\$0.00		None	\$0.00	\$0.00		None	\$0.00	\$0.00	
PERA	7.50%	7.50%			PERA	7.50%			PERA	7.50%		
PFML	0.44%	0.44%			PFML	0.44%			PFML	0.44%		