

**MINNETONKA SCHOOL BOARD  
STUDY SESSION and SPECIAL MEETING  
District Service Center  
October 22, 2026  
6:00 p.m.**

**AGENDA**

**STUDY SESSION**

- |      |    |                                                                        |
|------|----|------------------------------------------------------------------------|
| 6:00 | 1. | Introduction of Student School Board Representatives                   |
| 6:00 | 2. | Opening of School Report                                               |
| 6:20 | 3. | Enrollment/Open Enrollment Report                                      |
| 6:35 | 4. | Excellence in Student Learning – Update on Academic Progress           |
| 7:05 | 5. | Review of Financial Components of 2027 Legislative Position Statements |

**SPECIAL MEETING**

- |      |      |                                                                                                 |
|------|------|-------------------------------------------------------------------------------------------------|
| 7:20 | I.   | Call to Order and Pledge to the Flag                                                            |
|      | II.  | Adoption of Agenda                                                                              |
| 7:20 | III. | Approval of Collective Bargaining Agreement with Minnetonka Custodial and Maintenance Employees |
| 7:25 | IV.  | Adjournment                                                                                     |

**CITIZEN INPUT**

**6:00 p.m.**                      Citizen Input is an opportunity for the public to address the School Board on any topic in accordance with the guidelines printed below.

| <b>GUIDELINES FOR <i>CITIZEN INPUT</i></b>                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
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| Welcome to the Minnetonka School Board's Study Session! In the interest of open communications, the Minnetonka School District wishes to provide an opportunity for the public to address the School Board. That opportunity is provided at every Study Session during <i>Citizen Input</i> . |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 1.                                                                                                                                                                                                                                                                                            | Anyone indicating a desire to speak to any item about educational services—except for information that personally identifies or violates the privacy rights of an individual—during <i>Citizen Input</i> will be acknowledged by the Board Chair. When called upon to speak, please state your name, connection to the district, and topic. All remarks shall be addressed to the Board as a whole, not to any specific member(s) or to any person who is not a member of the Board. |
| 2.                                                                                                                                                                                                                                                                                            | If there are a number of individuals present to speak on the same topic, please designate a spokesperson who can summarize the issue.                                                                                                                                                                                                                                                                                                                                                |
| 3.                                                                                                                                                                                                                                                                                            | Please limit your comments to three minutes. Longer time may be granted at the discretion of the Board Chair. If you have written comments, the Board would like to have a copy, which will help them better understand, investigate and respond to your concern.                                                                                                                                                                                                                    |
| 4.                                                                                                                                                                                                                                                                                            | During <i>Citizen Input</i> the Board and administration listen to comments. Board members or the Superintendent may ask clarifying questions of you in order to gain a thorough understanding of your concern, suggestion or request. If there is any response or follow-up to your comment or suggestion, you will be contacted via email or phone by a member of the Board or administration in a timely manner.                                                                  |
| 5.                                                                                                                                                                                                                                                                                            | Please be aware that disrespectful comments or comments of a personal nature, directed at an individual either by name or inference, will not be allowed. Personnel concerns should be directed first to a principal or executive director of the department, then to the Executive Director of Human Resources, then to the Superintendent and finally in writing to the Board.                                                                                                     |

**REPORT**

**SCHOOL BOARD  
MINNETONKA I.S.D. 276  
5621 County Road 101  
Minnetonka, MN**

**Study Session Agenda Item #2**

**Title:** Opening of School Report

**Date:** October 22, 2026

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**BACKGROUND**

District administration shares enrollment data at the start of each school year. This data is based on enrollment information as of October 1, 2026.

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**RECOMMENDATION/FUTURE DIRECTION:**

This is an update to the School Board.

**Submitted by:**

  
\_\_\_\_\_  
Anjie Flowers, General Counsel & Exec. Dir. of Human Resources

**Concurrence:**

  
\_\_\_\_\_  
David Law, Superintendent

**School Board  
Minnetonka I.S.D. # 276  
5621 County Road 101  
Minnetonka, Minnesota**

**Study Session Agenda Item #3**

**Title: Enrollment/Open Enrollment Report**

**Date: October 22, 2026**

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**OVERVIEW**

Stable, consistent enrollment is an important indicator of a strong and healthy school district. As a component of the Minnetonka Public Schools' enrollment strategy, to ensure the District can continue to provide the continued excellence in education the community has come to expect, Minnetonka welcomes open-enrolled students to enjoy the benefits of Minnetonka's programs and staff.

The success of open enrollment over the past 19 years in the District has allowed Minnetonka Schools to stabilize enrollment throughout that time at its schools and increase the District's overall revenue. This additional revenue has helped to address the gap that inadequate state funding leaves districts to fill. Additionally, this revenue has been instrumental in sustaining the District's outstanding academic opportunities for students, including its ability to provide signature programs such as Spanish and Mandarin Chinese Language Immersion, Minnetonka Research, VANTAGE Advanced Professional Programs, MOMENTUM Design and Skilled Trades, and much more.

As Executive Director of Communications Dr. JacQueline Getty will report, the District has continued efforts to attract new resident and open-enrolled families to maintain target enrollments at all schools. For many years, the District's efforts largely focused on welcoming Kindergarten families. The focus has expanded for the past few years to include High School families and Tonka Online families. With the Tonka Online full online school option, there is additional capacity for student enrollment across the grades. The more recent addition of the VANTAGE/MOMENTUM Building provides more physical space for high school students, as well, which presents an opportunity to enroll more students in grades 9-12. Therefore, efforts to engage families to help fill these levels and the Tonka Online program through open enrollment have also been a focus the past two years.

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**RECOMMENDATION/FUTURE DIRECTION:**

The information presented will update the School Board on the District's Enrollment/Open Enrollment Efforts.

**Submitted by:**   
JacQueline Getty, Executive Director of Communications

**Concurrence:**   
David Law, Superintendent

**SCHOOL BOARD  
Minnetonka I.S.D. #276  
5621 County Road 101  
Minnetonka, Minnesota**

**Study Session Agenda Item #4**

**Title: Excellence in Student Learning - Academic Progress    Date: October 22, 2026**

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**OVERVIEW**

Each year, the School Board establishes actionable goals for the Administration that align with the vision and direction for the District. This year, as a component of the District Goal: Excellence and Innovation in Student Learning and Support, an action step was developed with the aim to ensure all students receive outstanding instruction. The following is the measurement for progress with this goal.

*The District will present reports to the School Board on the academic progress of students by using available data, disaggregated, as appropriate, that include student performance on standardized assessments, participation in rigorous coursework, and student, staff, and parent survey data.*

This report will provide an annual summary of high-level District assessment results from the 2025-26 school year and how these results are used to support the District at all levels in order to inform continuous improvement.

While this report will provide a broader overview of the data, future reports will provide further analysis of assessment results by student group and level. These reports will include the Comprehensive Achievement and Civic Readiness (CACR) annual report and public meeting along with spring Immersion results and gap data update.

**Assessments and their Purpose**

Each year students complete a slate of assessments that are used for a variety of purposes at the classroom, grade-level or course team, department, school, and District levels. Following is a list of assessments that will be included in the presentation and their purpose related to our English instruction and programs.

| <b>Assessment</b>                                                                                                                                                       | <b>Description</b>                                                                                                                                                                                                                                            | <b>Purpose</b>                                                                                                                                                                                                                                         |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><i>Minnesota Comprehensive Assessments (MCA)</i></p> <p><i>Completed: Spring</i></p> <p><i>Results: End of August (typical) Into Fall (new assessment years)</i></p> | <p>State required assessment.</p> <p>A series of statewide, standards-based tests given to students in reading, math, and science to measure their progress toward Minnesota's academic standards.</p>                                                        | <p>Provides a snapshot of student learning of grade level standards for individuals, schools, and districts to make data-driven decisions about the District's systems and to guide curriculum development.</p>                                        |
| <p>NWEA - MAP (Measures of Academic Progress)</p> <p><i>Completed: Fall, Spring</i></p> <p><i>Results: Following each assessment window; End of school year</i></p>     | <p>District selected assessment.</p> <p>Nationally normed, computer adaptive, assessment measuring academic achievement and growth in reading and math.</p>                                                                                                   | <p>Compares student learning and progress against a grade-level standard and provides individual student growth measures.</p>                                                                                                                          |
| <p>FastBridge Curriculum-Based Measures</p> <p><i>Completed: Fall, Winter, Spring</i></p> <p><i>Results: Following each assessment window</i></p>                       | <p>State required/District selected assessment.</p> <p>A research-based, State approved screening and progress monitoring tool used to assess early reading skills and oral reading fluency in order to identify students not yet reading at grade level.</p> | <p>Used to inform literacy progress against grade level expectations, including students who would benefit from further literacy assessments.</p> <p>Informs literacy instructional needs and supports in monitoring effectiveness of instruction.</p> |
| <p>ACT</p> <p><i>Completed: Spring</i></p> <p><i>Results: Summer</i></p>                                                                                                | <p>Optional assessment, strongly encouraged for all students.</p> <p>Standardized test that measures English, Math, Reading, and Science (now optional) skills.</p>                                                                                           | <p>Assess individual students' college readiness.</p>                                                                                                                                                                                                  |
| <p>AP &amp; IB Exams</p> <p><i>Completed: Spring</i></p>                                                                                                                | <p>Optional assessment, encouraged for all students</p>                                                                                                                                                                                                       | <p>Allow high school students to take college-level courses and earn college</p>                                                                                                                                                                       |

|                            |                                                                                                                                                                                                                                          |                                                                    |
|----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|
| <i>Results:<br/>Summer</i> | <p>who enroll in these classes.</p> <p>Exams that are given as part of challenging, college-level high school programs that offer rigorous coursework - affords students an opportunity to demonstrate learning through assessments.</p> | <p>credit or advanced placement at participating universities.</p> |
|----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|

## How Are We Doing: A System View

This report will provide trend data for Minnetonka results at a system level from the 2025-26 school year.

The review of the Minnesota Comprehensive Assessments (MCAs) results will include Reading, Math, and Science data. Due to the shift to MCA IV in Reading, all results were not available until September 30. The review of MCAs will provide five-year trend data compared to State proficiency rates along with comparisons to neighboring districts. The District's five-year trend data by grade level will also be provided. When a new version of these assessments is introduced, results cannot be compared to previous years.

The Northwest Evaluation Association Measures of Academic Progress (NWEA - MAP) results include Reading and Math data. This review will include a comparison to national mean score results by grade level. Additionally, it will provide Conditional Growth Percentile (CGP) by grade level. This measure shows how a student's academic growth on the MAP assessment compares to other students across the country who started at the same achievement level, are in the same grade, and had the same amount of instructional time. Students growing at the 50th percentile would be growing the average amount for their student group. Note that NWEA updated its norms during the 2025-2026 school year for Minnesota, making it difficult to compare measures year to year.

The American College Testing (ACT) results will include trend data for 2022 through 2026 graduating classes, including subtest and composite scores. Additionally, we will provide information about the number of assessments completed and the participation rate.

Advanced Placement (AP) Exam information and results will include trend data for 2022 through 2026 graduating classes. These will encompass exams completed, participation rate, average score, and passing rate (students receiving a 3 or higher on an exam).

International Baccalaureate (IB) Exam information and results will include trend data for 2022 through 2026 graduating classes. These will encompass exams completed,

participation rate, average score, and passing rate (students receiving a 4 or higher on an exam).

## **Maximizing the Impact of Assessment in Support of Student Learning**

An ongoing effort is to become increasingly mindful and intentional about ensuring that data is consistently operationalized in meaningful ways throughout the District. This includes being clear about the purpose of each assessment and how the respective results interact with each other in informing system improvements separate from the response for each individual student. All these assessments provide valuable information regarding student achievement; however, it is the recognition that each alone is merely a single data point in a student's story that the District wants to honor to best respond to each student's unique needs.

For example, the MCA provides a single proficiency measure against the state standards at the specific grade-level which is beneficial to assessing the system but is not specifically helpful in showing growth or informing individual student instruction. The NWEA is nationally normed and provides measures concerning individual student growth but is not a measure against state standards. Fluency assessments, particularly in our elementary buildings, do not provide the same broad measures of the MCA or NWEA tests, but are most helpful to teachers to identify individual needs and inform instruction.

The District is in year two of having teachers and interventionists set up progress monitoring in FastBridge and interventions in eduCLIMBER for all students, grades K-12, not yet reading at grade level. It is also year two of the CAPTI ReadBasix, the State required diagnostic assessment for students in grades 4-12. During year one of the CAPTI assessment, the District began establishing follow up steps to ensure the intervention aligned with the specific student need. These conversations have helped to refine District intervention efforts, particularly at the secondary level.

### *High School Exams - Analyzing the Data Further*

At the high school level, students have ACT, AP, and IB results that provide information regarding college readiness and advanced-level programming, respectively. As part of our efforts to dig deeper into all District data, teachers were asked to reflect these last two on the relationship between their course grades and exam scores, focusing specifically on discrepancies between lower course grades and strong exam scores and vice versa. The District continues to evaluate assessment summary data in new ways, and building leaders are increasingly asking questions and seeking opportunities to more deeply leverage the data as a building, department, professional learning team, or for individual teachers. This also includes leveraging our platforms, such as FastBridge and eduCLIMBER, to ensure that staff throughout the district can be responsive to positively impact student learning in a timely manner.

These efforts include elementary staff setting up progress monitoring that highlights both student rate of improvement and their overall performance relative to grade level. By utilizing two different graphical representations of the data, based on either improvement or grade-level benchmarks, staff are able to more clearly review student growth and the achievement gap. This information allows teachers to determine the effectiveness of the

instructional response and identify any necessary modifications. Further, each graphical representation can support the review of the instructional plan with staff and families.

The math and reading intervention teams at all levels are utilizing this assessment data to ensure that they are serving the appropriate students at the requisite intensity in support of the goal of all students closing their gap to meet grade level expectations.

All levels are also working to better connect the impact of non-academic factors, such as attendance or social and emotional needs, with assessment data and student progress. This ensures that the design and configuration of supports are not based on standardized assessment results alone. The goal is for staff to collaborate to meet student needs across areas, while also partnering consistently with families to address factors such as attendance in order to mitigate their impact on student outcomes.

### **District Plan Moving Forward**

The goal moving forward is to continue to increase responsiveness to student learning by focusing both on data trends as well as the full data story of each student. Doing so will continue to provide staff the opportunity to develop more targeted, proactive, and responsive instructional strategies while also providing a deeper evaluation of District curriculum and programming.

The Teaching and Learning team will continue to utilize feedback from building leaders, teachers, and support staff to ensure all assessments provide useful information including student achievement, responsive instructional plans, and system improvement efforts.

Processes for responding to student data from the District and building level through data-response meetings with elementary staff and building leadership teams continue to be a focus. This focus centers on connecting these comprehensive data reviews to action items in the classroom. This will be an ongoing focus for our building leadership teams, ensuring that these data-centered reflections evolve into discussion at the PLC level and consistent action in and across classrooms. Aside from turning student assessment data into more focused instructional responses, this process will also create a cycle of PLC discussions that focus on the most effective ways to respond to student benchmark assessment results.

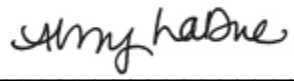
An additional goal within this plan is for staff to fully operationalize the eduCLIMBER platform to support these discussions more regularly and organically. This could include reviewing progress monitoring data, looking at student data profiles across academic and social and emotional measures, or reviewing universal access accommodations that are or have been utilized in effectively supporting a student's success.

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**RECOMMENDATION/FUTURE DIRECTION:**

The purpose of this report is to provide an update on District academic progress using multiple assessment measures across levels.

**Submitted by:**   
Matt Breen, Director of Research, Analysis, and Systemic Improvement

**Submitted by:**   
Amy LaDue, Associate Superintendent

**Concurrence:**   
David Law, Superintendent

**SCHOOL BOARD  
Minnetonka I.S.D. 276  
5621 County Road 101  
Minnetonka, Minnesota**

**Study Session Agenda Item #5**

**Title: Review of 2027 Legislative Position Statements**

**October 22, 2026**

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**EXECUTIVE SUMMARY:**

Each year during the fall the Finance Advisory Committee works with District administrative staff and the citizens lobbying group Community Action for Student Education (CASE) to develop a platform of position statements for use in communicating District priorities to legislators during the subsequent legislative session.

The attached draft financial planks of the 2027 Legislative Platform document articulate key areas in which Minnetonka ISD 276 requires support from the Legislature in order for the District to continue to deliver high performing citizens into society in future years.

The 2027 draft financial planks of the 2027 Legislative Platform document focus on the need for the Legislature to provide sufficient funding for key funding formulas that are the backbone of programmatic stability for Minnetonka ISD 276, and to rescind Special Education reductions voted in by the 2026 Legislature for the FY28-FY29 biennium, and to permanently fund what is now the unfunded mandate of 10-Month Employee Unemployment insurance. The latter two items amount to a de facto budget reduction in resources available for regular instruction.

The District has been working since 2017 before the 2018 Legislative Session to attempt to convince our Legislators of the need for their support of the Local Optional Revenue initiative and the restoration of targeted Operating Referendum cap reduction in order for the District to maintain all of its programs to 2030 and beyond. To date the District has been unsuccessful in that endeavor.

Not funding these platform planks for will push the District to an inflection point in that if we are not successful at the Legislature in getting these initiatives funded, the limited funding increases available annually from the State of Minnesota will result in significant deficits in FY28 and after, which will be detrimental to being able to maintain all current programming offerings to 2030 and beyond.

Success in the 2027 Legislature in getting these initiatives enacted into law is vitally and critically important to maintaining the programs the District is operating in FY27 into FY28 and beyond.

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**ATTACHMENTS:**

Draft 2027 Financial Planks of the 2027 Legislative Platform document

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**RECOMMENDATION/FUTURE DIRECTION:**

The draft 2027 Financial Planks of the 2027 Legislative Platform are presented for the School Board's review and consideration.

**Submitted by:**   
Paul Bourgeois, Executive Director of Finance & Operations

**Concurrence:**   
David Law, Superintendent

**DRAFT      MINNETONKA INDEPENDENT SCHOOL DISTRICT 276      DRAFT**  
**2027 LEGISLATIVE PLATFORM FINANCIAL PLANKS**

The following revenue items are crucial for not only Minnetonka ISD 276, but would also benefit all school districts in Minnesota, to enable them to meet the needs of all students.

**Restore Purchasing Power Lost to Inflation for Local Optional Revenue to Give School Boards Added Local Control and Offset the effects of Multi-Decade Basic Formula Funding Shortfalls – \$264 Per Adjusted Pupil Unit**

- Local Optional Revenue is a critical component of school district funding across the state.
- Tier 1 Local Optional Revenue of \$424 per pupil is frozen at the initial amount since the revenue was first available to school districts in July 2014, **losing \$172 or 41% of its purchasing power** through August 2026
- Tier 2 Local Optional Revenue of \$300 per pupil was shifted over from Operating Referendum Revenue in 2019, and that tier has been frozen at the initial amount **losing \$92 or 31% of its purchasing power** through August 2026
- Restoring the lost purchasing power of \$264 per pupil by increasing Local Optional Revenue to \$988 per pupil would generate \$3,373,000 in additional revenue for Minnetonka ISD 276 for FY29 and thereafter
- This would benefit 100% of Minnesota school districts

**Remove the \$250 Million Special Education Reduction For The FY28-FY29 Biennium**

- The 2026 Legislature adopted a \$250 million budget reduction in state-wide Special Education Funding for the FY28-FY29 Biennium
- The proportional share for Minnetonka ISD 276 is an estimated \$3,250,000 for the biennium, or \$1,625,000 annually
- The Special Education service needs do not go away
- The reduction in Special Education funding would mean those Special Education services would have to be paid for out of Basic Formula Revenue
- This is a de facto a de facto reduction to Regular Instruction funding, raiding any Basic Formula increase
- This would benefit 100% of Minnesota school districts

**Fund 10-Month Employee Unemployment Insurance Mandated by The 2023 Legislature**

- The 2023 Legislature mandated unemployment insurance for 10-month school district employee
- The costs were temporarily funded for summers 2024, 2025 and 2026 costs but none thereafter
- If the costs remain unfunded, Minnetonka ISD 276 will have to take funds used for instruction to fund annual costs of approximately \$786,000, which is a de facto reduction to Regular Instruction funding
- This would benefit 100% of Minnesota School Districts

**Restore Operating Referendum Cap Stripped Specifically From Minnetonka in FY2019 - \$300 Per Adjusted Pupil Unit**

- In 2019, the Minnesota Legislature established \$300 per pupil in second tier Local Optional Revenue.
- For approximately 99.5% of State school districts, this \$300 was new revenue per pupil
- For Minnetonka ISD 276 and a select few others, \$300 was not added to the new Second Tier Local Option Revenue
- This meant Minnetonka ISD 276 got nothing – a \$0 revenue increase – while 99.5% of school districts received a \$300 annual infusion of new revenue
- Voters of the District approved this revenue – reinstatement of this revenue would provide Minnetonka ISD 276 the ability to levy for an additional approximately \$3,833,000 annually

**APPROVAL**

**SCHOOL BOARD  
MINNETONKA I.S.D. # 276  
5621 County Road 101  
Minnetonka, Minnesota**

**Board Agenda Item III.**

**Title: Approval of Agreement with  
Custodial and Maintenance Employees**

**Date: October 22, 2026**

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**CONTEXT/BACKGROUND:**

District representatives and the Custodial and Maintenance representatives met and negotiated on the terms and conditions of employment for the 2026-2028 collective bargaining agreement. The union voted and approved the terms and conditions of the new agreement on October 13, 2026.

The financial settlement includes annual step movement, and average wage increases of 13.72% in year one and 3.21% in year two along with increases to insurance. The settlement reflects a necessary market adjustment.

We would like to acknowledge the work of both teams. The SEIU members included Jim Gosewisch, Jacqueline Hill, Scott Hill, William Keenan, Derek Radde, and Shelly Johnson, Local #284 Representative. The District team members included Anjie Flowers, Amy Hillstrom (administrative support), Robyn Klinker, Ash Muni, and Jeremy Peacock.

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**RECOMMENDATION:**

The School Board approved the Agreement between the Custodial and Maintenance employees (SEIU) and the Minnetonka Public Schools for July 1, 2026, through June 30, 2028.

**Submitted by:**



Anjie Flowers, General Counsel & Executive Director of Human Resources

**Concurrence:**



David Law, Superintendent

**TENTATIVE AGREEMENT**  
**SCHOOL SERVICE EMPLOYEES LOCAL #284**  
**CUSTODIAL & MAINTENANCE SEIU AFL-CIO**  
**& MINNETONKA PUBLIC SCHOOLS #276**  
**July 1, 2026 to June 30, 2028**

| ARTICLE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | RESULT                                                     |
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| ARTICLE I – PURPOSE OF AGREEMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                            |
| ARTICLE II – RECOGNITION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                            |
| <p>ARTICLE III – GENERAL PROVISIONS</p> <p><u>Section 1. Duration, Termination, and Contrary Provisions</u><br/> <u>Subd. 1. Duration:</u> This Agreement is for the period from 12:01 a.m., July 1, <del>2024</del><u>2026</u>, through 12:00 a.m., June 30, <del>2026</del><u>2028</u>. There shall be no step or longevity advancement by any employee covered by this agreement pursuant to Article VIII after June 30, <del>2026</del><u>2028</u>, until a successor Collective Bargaining Agreement has been negotiated and ratified by both parties.</p> <p><u>Subd. 2. Termination:</u> If a new agreement cannot be reached prior to 12:01 a.m., June 30, <del>2026</del><u>2028</u>, this entire agreement shall remain in full force and effect.</p>                                                                                                                                                                                                                                                      | <p>Section 1, Subd 1 &amp; 2<br/> TA Reached 8/10/2026</p> |
| <p>ARTICLE IV – DEFINITIONS</p> <p><u>Section 3. Supervisor</u><br/> Supervisor, as used in this contract, shall include the Coordinator of <del>Utilities</del>, Grounds, Health &amp; Safety, Coordinator of Facilities Services, and MHS Campus Facilities Manager.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <p>Section 3<br/> TA Reached 8/10/2026</p>                 |
| <p>ARTICLE V – CLASSIFICATION OF EMPLOYEES</p> <p><u>Section 1. Classification of Employees and General Duties</u><br/> <u>Subd. 1. Class I – Custodians:</u> A Class I employee shall be responsible for general operational, maintenance and custodial duties which may include, but are not limited to, replacing light bulbs, changing steam trap wafers, climbing, cleaning univents, crawling in tunnels for various reasons, assisting in the repair of school furniture and equipment, daily cleaning of various assigned areas, and such other duties as may be assigned.</p> <p>An employee in Class I must obtain and keep current a special boiler's license to be placed on <del>or above Step 2 of</del> the Class I <u>Licensed</u> wage schedule. A lapsed license must be renewed within 30 days, or the employee will be placed on <del>Step 1</del><u>the Class I Unlicensed wage schedule</u> until the license is reinstated at which time pay will revert to the employee's previous wage.</p> | <p>Section 1, Subd 1<br/> TA Reached 9/15/2026</p>         |

**TENTATIVE AGREEMENT**  
**SCHOOL SERVICE EMPLOYEES LOCAL #284**  
**CUSTODIAL & MAINTENANCE SEIU AFL-CIO**  
**& MINNETONKA PUBLIC SCHOOLS #276**  
**July 1, 2026 to June 30, 2028**

| ARTICLE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | RESULT                                                                                                                                                |
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| <p>Subd. 2. Night Lead: <del>The Night Lead shall be required to obtain and keep current a special boiler license within 30 days of accepting the position. In addition to the Class I Custodian job responsibilities, Night Leads are responsible for communicating with the head custodian, carrying the building cell phone, locking the building at night, and checking the heating, cooling, ventilation, and life safety systems of the facility during the evening shift and reporting any issues/concerns to the head custodian.</del></p> <p><u>The Night Lead requires a special boiler license. Employees who do not have a special boiler license at the time of hire must sign up within 30 days to take the special engineer boiler test. Night Leads who do not obtain the special boiler license within 6 months will be removed from the position.</u></p> <p>Subd. 3. Class II - <del>District Service Center Custodian, Developmental Trainee (training program for head custodians) and the base schedule for all other positions:</del></p> <p><del>Developmental Trainee and District Service Center Custodian shall be required to obtain a second (2nd) class boiler operator's license as soon as permitted by the Minnesota Department of Labor and Industry.</del></p> <p><u>The Developmental Trainee Program is designed to provide training to qualified custodians who are aspiring to be Head Custodians. Upon assignment to a building while engaged in the Developmental Trainee Program, the Developmental Trainee will be paid the Head Custodian rate of pay and must complete the training as specified.</u></p> <p><u>Developmental Trainees must possess their special boilers license and shall be required to obtain a Certified Pool Operator's license and a second (2nd) class boiler operator's license as soon as permitted by the Minnesota Department of Labor and Industry. If the required licensure requirements are not met, then the Developmental Trainee will return to the position previously held. The Developmental Trainee program will be up to eighteen (18) months long.</u></p> <p>Subd. 4. Specialists: Specialists include skill areas such as carpenters, painters, plumbers, electricians, HVAC, maintenance or other comparable technical areas. An employee must be assigned to a specialist position to be eligible for the specialists pay factors.</p> | <p>Section 1, Subd 2<br/>TA Reached 8/10/2026</p> <p>Section 1, Subd 3<br/>TA Reached 8/10/2026</p> <p>Section 1, Subd 4<br/>TA Reached 8/10/2026</p> |

**TENTATIVE AGREEMENT**  
**SCHOOL SERVICE EMPLOYEES LOCAL #284**  
**CUSTODIAL & MAINTENANCE SEIU AFL-CIO**  
**& MINNETONKA PUBLIC SCHOOLS #276**  
**July 1, 2026 to June 30, 2028**

| ARTICLE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | RESULT                                                                                              |
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| <ul style="list-style-type: none"> <li>• <u>Maintenance Specialist I and HVAC Specialist I must obtain a 2nd Class C Boiler's License as soon as permitted by the Minnesota Department of Labor and Industry.</u></li> <li>• Maintenance Specialists I, <u>and</u> II, <u>and</u> HVAC Specialist II must obtain a 1st Class C Boiler's License as soon as permitted by the Minnesota Department of Labor and Industry.</li> <li>• HVAC Specialist I and II also must obtain a Certified Pool Operator's License.</li> <li>• <del>HVAC Specialist II must obtain a 1<sup>st</sup> Class C Boiler's License as soon as permitted by the Minnesota Department of Labor and Industry.</del></li> <li>• Grounds Specialists I and II must obtain a Pesticide License.</li> </ul> <p>Subd. 5. <u>Painter Foreman, HVAC Foreman, Carpenter Foreman, Grounds Foreman:</u> These employees shall have work direction responsibilities in addition to performing general operational and maintenance. <del>Specialist</del> Foremen shall have responsibilities for coordination of maintenance activities of district facilities that pertain to their trade specialty. Work direction includes assignment of work and input on evaluation of work. HVAC Foreman shall possess a Chief "C" State of Minnesota Boilers license and a Certified Pool Operator's License. Employees within this classification shall be expected to be highly skilled within their trade in addition to having exhibited leadership skills required of the position. Grounds Foreman must obtain a Pesticide License.</p> <p>Subd. 6. <u>Head Custodians:</u></p> <ul style="list-style-type: none"> <li>a. <del>Developmental Trainee Advancement: Upon assignment to _____ a _____ building while engaged in the Developmental Trainee Program, the Developmental Trainee will be paid Head Custodian rate of pay and must complete the training as specified. Trainees must possess their special boilers license. If the specifications below are not met in the timeline below then the Developmental Trainee will return to the position currently held. The developmental trainee program will be eighteen (18) months long.</del></li> <li>i. <del>Obtain second class boilers license as soon as permitted by the Minnesota Department of Labor and Industry and must obtain a Certified Pool Operators License.</del></li> </ul> | <p>Section 1, Subd 5<br/>TA Reached 8/10/2026</p> <p>Section 1, Subd 6<br/>TA Reached 8/10/2026</p> |

**TENTATIVE AGREEMENT**  
**SCHOOL SERVICE EMPLOYEES LOCAL #284**  
**CUSTODIAL & MAINTENANCE SEIU AFL-CIO**  
**& MINNETONKA PUBLIC SCHOOLS #276**  
**July 1, 2026 to June 30, 2028**

| ARTICLE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | RESULT                                                                                            |
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| <p><del>ii.—Obtain first class boiler license as soon as permitted by the Minnesota Department of Labor and Industry.</del></p> <p><del>b.a.</del> Elementary School Head Custodian: An elementary head custodian shall be responsible for the maintenance and operational phases of a building, including work direction of alternate shift custodians. Work direction includes assignment of work and input on evaluation of work. In addition to performing operation and maintenance duties, head custodians of this class are expected to be skilled in the operation of heating, ventilating, and temperature control systems. An elementary head custodian shall have a first (1st) class boiler operator's license.</p> <p><del>e.b.</del> Middle School Head Custodians: The middle school head custodian shall be responsible for the maintenance and operational phases of a building, including work direction of building custodial staff. Work direction includes assignment of work and input on evaluation of work. In addition to performing operation and maintenance duties, head custodians of this class are expected to be skilled in the operation of heating, ventilating, and temperature control systems. Middle School Head Custodians must possess a First Class “C” Minnesota State Boiler License and Certified Pool Operators License.</p> <p><u>Section 2. Movement to a New Classification or Position</u><br/> <u>Subd. 1.</u> If there is a position opening in the District, the Employer will post the position on the District website for a minimum of 7 calendar days. In addition, the Employer will send the posting link to the Buildings and Grounds email group <del>and ask the Head Custodians to post the notice in the vicinity of each time clock to afford each employee the opportunity to apply.</del> Seniority will prevail for all Class I positions, and such positions will be filled by assigning the senior non-probationary employee applying and is considered competent.</p> <p><u>Subd. 8.</u> Employees promoted to a Class <del>H-1.5</del> or higher as provided in Subdivision (1) above shall serve a probationary period of six months of continuous service in the newly assigned position. The Employer may return the employee during the <del>six-month</del> probationary period without recourse to the grievance procedure. Likewise, the promoted employee may rescind the promotion during the <del>probationary period</del> <u>first 60 calendar days in the position.</u> The</p> | <p>Section 2, Subd 1<br/>TA Reached 8/10/26</p> <p>Section 2, Subd 8<br/>TA Reached 9/15/2026</p> |

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**July 1, 2026 to June 30, 2028**

| ARTICLE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | RESULT               |                               |                               |                                |                                |                          |              |   |  |  |   |  |                              |  |   |  |   |  |                           |  |   |  |  |  |                    |  |   |  |   |  |                                  |  |   |  |  |  |                          |  |  |   |  |  |                   |  |  |   |   |  |                                    |  |  |  |  |   |                       |  |  |   |   |  |                          |  |  |              |  |  |                                                                                                                                                                                |
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| <p>reassignment or request to rescind would be to the position said employee held immediately prior to the promotion. All subsequent postings directly related to probationary position would likewise bump back to the position held immediately prior to the promotion.</p> <p><u>Section 3. Licensure Requirements</u></p> <p><u>Subd. 1.</u> The following chart lists the minimum licensure requirements for each position.</p> <table><tr><th><u>Job Title</u></th><th><u>Chief Class C</u></th><th><u>1<sup>st</sup> Class C</u></th><th><u>2<sup>nd</sup> Class C</u></th><th><u>Certified Pool Operator</u></th><th><u>Pesticide License</u></th></tr><tr><td>HVAC Foreman</td><td>X</td><td></td><td></td><td>X</td><td></td></tr><tr><td>Middle School Head Custodian</td><td></td><td>X</td><td></td><td>X</td><td></td></tr><tr><td>Maintenance Specialist II</td><td></td><td>X</td><td></td><td></td><td></td></tr><tr><td>HVAC Specialist II</td><td></td><td>X</td><td></td><td>X</td><td></td></tr><tr><td>Elementary School Head Custodian</td><td></td><td>X</td><td></td><td></td><td></td></tr><tr><td>Maintenance Specialist I</td><td></td><td></td><td>X</td><td></td><td></td></tr><tr><td>HVAC Specialist I</td><td></td><td></td><td>X</td><td>X</td><td></td></tr><tr><td>Grounds Foreman, Specialist I &amp; II</td><td></td><td></td><td></td><td></td><td>X</td></tr><tr><td>Developmental Trainee</td><td></td><td></td><td>X</td><td>X</td><td></td></tr><tr><td><del>DSC Custodian</del></td><td></td><td></td><td><del>X</del></td><td></td><td></td></tr></table> <p><u>Subd. 3.</u> For employees who hold one of the licenses listed below that is not required for the position they are currently in, an additional compensation per hour as indicated, will be given for their highest license.</p> <ul style="list-style-type: none"><li>• Chief Class C                    <del>\$0.50</del><u>1.00</u></li><li>• 1<sup>st</sup> Class C                    <del>\$0.40</del><u>75</u></li><li>• 2nd Class C                    <del>\$0.30</del><u>65</u></li><li>• Certified Pool Operator    \$0.25</li></ul> <p>Licensure pay adjustments will result in the adjustment as of the date the license is received by the District. The only exception will be if the employee was demoted from a higher position and the previous position required the license.</p> <p><u>Subd. 4.</u> Up to <del>three (3)</del><u>four (4)</u> maintenance employees and head custodians holding a District authorized Maintenance Electrician</p> | <u>Job Title</u>     | <u>Chief Class C</u>          | <u>1<sup>st</sup> Class C</u> | <u>2<sup>nd</sup> Class C</u>  | <u>Certified Pool Operator</u> | <u>Pesticide License</u> | HVAC Foreman | X |  |  | X |  | Middle School Head Custodian |  | X |  | X |  | Maintenance Specialist II |  | X |  |  |  | HVAC Specialist II |  | X |  | X |  | Elementary School Head Custodian |  | X |  |  |  | Maintenance Specialist I |  |  | X |  |  | HVAC Specialist I |  |  | X | X |  | Grounds Foreman, Specialist I & II |  |  |  |  | X | Developmental Trainee |  |  | X | X |  | <del>DSC Custodian</del> |  |  | <del>X</del> |  |  | <p>Section 3, Subd 1<br/>TA Reached 8/10/2026</p> <p>Section 3, Subd 3<br/>TA Reached 9/15/2026</p> <p>Section 3, Subd 4<br/>TA Reached 8/10/2026</p> <p>Section 3, Subd 5</p> |
| <u>Job Title</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <u>Chief Class C</u> | <u>1<sup>st</sup> Class C</u> | <u>2<sup>nd</sup> Class C</u> | <u>Certified Pool Operator</u> | <u>Pesticide License</u>       |                          |              |   |  |  |   |  |                              |  |   |  |   |  |                           |  |   |  |  |  |                    |  |   |  |   |  |                                  |  |   |  |  |  |                          |  |  |   |  |  |                   |  |  |   |   |  |                                    |  |  |  |  |   |                       |  |  |   |   |  |                          |  |  |              |  |  |                                                                                                                                                                                |
| HVAC Foreman                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | X                    |                               |                               | X                              |                                |                          |              |   |  |  |   |  |                              |  |   |  |   |  |                           |  |   |  |  |  |                    |  |   |  |   |  |                                  |  |   |  |  |  |                          |  |  |   |  |  |                   |  |  |   |   |  |                                    |  |  |  |  |   |                       |  |  |   |   |  |                          |  |  |              |  |  |                                                                                                                                                                                |
| Middle School Head Custodian                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                      | X                             |                               | X                              |                                |                          |              |   |  |  |   |  |                              |  |   |  |   |  |                           |  |   |  |  |  |                    |  |   |  |   |  |                                  |  |   |  |  |  |                          |  |  |   |  |  |                   |  |  |   |   |  |                                    |  |  |  |  |   |                       |  |  |   |   |  |                          |  |  |              |  |  |                                                                                                                                                                                |
| Maintenance Specialist II                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                      | X                             |                               |                                |                                |                          |              |   |  |  |   |  |                              |  |   |  |   |  |                           |  |   |  |  |  |                    |  |   |  |   |  |                                  |  |   |  |  |  |                          |  |  |   |  |  |                   |  |  |   |   |  |                                    |  |  |  |  |   |                       |  |  |   |   |  |                          |  |  |              |  |  |                                                                                                                                                                                |
| HVAC Specialist II                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                      | X                             |                               | X                              |                                |                          |              |   |  |  |   |  |                              |  |   |  |   |  |                           |  |   |  |  |  |                    |  |   |  |   |  |                                  |  |   |  |  |  |                          |  |  |   |  |  |                   |  |  |   |   |  |                                    |  |  |  |  |   |                       |  |  |   |   |  |                          |  |  |              |  |  |                                                                                                                                                                                |
| Elementary School Head Custodian                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                      | X                             |                               |                                |                                |                          |              |   |  |  |   |  |                              |  |   |  |   |  |                           |  |   |  |  |  |                    |  |   |  |   |  |                                  |  |   |  |  |  |                          |  |  |   |  |  |                   |  |  |   |   |  |                                    |  |  |  |  |   |                       |  |  |   |   |  |                          |  |  |              |  |  |                                                                                                                                                                                |
| Maintenance Specialist I                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                      |                               | X                             |                                |                                |                          |              |   |  |  |   |  |                              |  |   |  |   |  |                           |  |   |  |  |  |                    |  |   |  |   |  |                                  |  |   |  |  |  |                          |  |  |   |  |  |                   |  |  |   |   |  |                                    |  |  |  |  |   |                       |  |  |   |   |  |                          |  |  |              |  |  |                                                                                                                                                                                |
| HVAC Specialist I                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                      |                               | X                             | X                              |                                |                          |              |   |  |  |   |  |                              |  |   |  |   |  |                           |  |   |  |  |  |                    |  |   |  |   |  |                                  |  |   |  |  |  |                          |  |  |   |  |  |                   |  |  |   |   |  |                                    |  |  |  |  |   |                       |  |  |   |   |  |                          |  |  |              |  |  |                                                                                                                                                                                |
| Grounds Foreman, Specialist I & II                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                      |                               |                               |                                | X                              |                          |              |   |  |  |   |  |                              |  |   |  |   |  |                           |  |   |  |  |  |                    |  |   |  |   |  |                                  |  |   |  |  |  |                          |  |  |   |  |  |                   |  |  |   |   |  |                                    |  |  |  |  |   |                       |  |  |   |   |  |                          |  |  |              |  |  |                                                                                                                                                                                |
| Developmental Trainee                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                      |                               | X                             | X                              |                                |                          |              |   |  |  |   |  |                              |  |   |  |   |  |                           |  |   |  |  |  |                    |  |   |  |   |  |                                  |  |   |  |  |  |                          |  |  |   |  |  |                   |  |  |   |   |  |                                    |  |  |  |  |   |                       |  |  |   |   |  |                          |  |  |              |  |  |                                                                                                                                                                                |
| <del>DSC Custodian</del>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                      |                               | <del>X</del>                  |                                |                                |                          |              |   |  |  |   |  |                              |  |   |  |   |  |                           |  |   |  |  |  |                    |  |   |  |   |  |                                  |  |   |  |  |  |                          |  |  |   |  |  |                   |  |  |   |   |  |                                    |  |  |  |  |   |                       |  |  |   |   |  |                          |  |  |              |  |  |                                                                                                                                                                                |

**TENTATIVE AGREEMENT**  
**SCHOOL SERVICE EMPLOYEES LOCAL #284**  
**CUSTODIAL & MAINTENANCE SEIU AFL-CIO**  
**& MINNETONKA PUBLIC SCHOOLS #276**  
**July 1, 2026 to June 30, 2028**

| ARTICLE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | RESULT                                             |
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| <p>License working under an applicable contractor, will receive an additional \$0. 40/hour.</p> <p><del>Subd. 5. Employees assigned to HVAC Specialist II or HVAC Foreman who hold all current licensure listed for the position in the chart in Article V, Section 3, Subd 1 will receive an additional \$1.00 per hour.</del></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <p>TA Reached 9/15/2026</p>                        |
| <p>ARTICLE VI – CONDITION OF EMPLOYMENT</p> <p><u>Section 3. Demotion</u><br/> <u>Subd. 3.</u> An employee may elect to be demoted to a lower position. The provisions of Article XV<del>I</del>, Seniority, shall prevail in voluntary demotions.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <p>Section 3, Subd 3<br/> TA Reached 8/10/2026</p> |
| <p>ARTICLE VII – LENGTH OF WORK WEEK</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                    |
| <p>ARTICLE VIII – WAGES OF EMPLOYEES</p> <p><u>Section 1. Salaries</u><br/> <u>Subd.3.</u> Initial <u>Step</u> Placement and Advancement of Employees: All Employees shall generally start at step one (1) of the employee's assigned wage class. Employees advanced to a higher class shall be generally placed on step one (1) of that class. However, the Executive Director of Finance and Operations may authorize placement up to and including Step <del>3-4</del> if previous training and/or experience or market conditions justify a higher rate of pay. <u>Any employee placed on a higher step must be able to meet the qualifications of the job within six months of starting the position or as allowed by state licensure requirements.</u></p> <p>Eligible employees will receive step increases on July 1 of each year provided they have been continuously employed in the bargaining unit for the preceding six (6) months. All other step advancements shall occur at one (1) year intervals on July 1.</p> <p><del>An employee in Class I must have a special boiler's license to be placed on or above step two (2) of the Class I wage schedule. Employees must be on step one (1) for a minimum of one year. On or after one year on step one (1), upon the District's receipt of a boilers license, employees will move to step two (2) of the wage schedule.</del></p> | <p>Section 1, Subd 3<br/> TA Reached 9/15/2026</p> |

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**July 1, 2026 to June 30, 2028**

| ARTICLE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | RESULT                                            |                                         |                                         |        |          |          |             |          |          |        |            |            |                                           |
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| <p><u>Subd. 4.</u> A shift differential will be paid to qualified employees as outlined below. Employees who qualify for these shift differentials will be paid at the established hourly rate for the entire normal work period, including holidays and vacations. When the option is available for an employee to temporarily work a different shift other than the employee’s normal, differential-carrying shift, the employee may choose to: a) continue to work the employee’s normally assigned shift, thereby continuing to receive the shift differential; or b) Work the different shift, thereby receiving either a lesser shift differential, or no shift differential, as appropriate to the shift the employee will work. If the District requires an employee to change from a differential-carrying shift to a shift with no or a lower differential, the employee will continue to receive his/her normal differential for the original shift.</p> <p>a. Second Shift. If the employee starts work after 3:00 p.m., or finishes the shift after 8:00 p.m.</p> <p>b. Third Shift. If the employee finishes the shift after 12:00 p.m., or starts work prior to 4:30 a.m.</p> <p>c. Saturday, Sunday or holiday differential is applicable to any employee who is assigned to work on a Saturday, Sunday or holiday, regardless of the employee’s regular work assignment. <del>The only exception to the provision in this subpart is when an employee voluntarily works on a Saturday, Sunday or holiday, to compensate for another day the same week when the employee was schedule to work but did not work at the employee’s own request.</del> Holidays are as specified in Article X, Section 1.</p> | <p>Section 1, Subd 4<br/>TA Reached 8/10/2026</p> |                                         |                                         |        |          |          |             |          |          |        |            |            |                                           |
| <p>ARTICLE IX – GROUP INSURANCE BENEFITS</p> <p><u>Section 2: Insurance Benefit Allocation</u></p> <table><tr><td>Type of Health Coverage</td><td>Monthly District Contribution 2024-2025</td><td>Monthly District Contribution 2025-2026</td></tr><tr><td>Single</td><td>\$770.00</td><td>\$790.00</td></tr><tr><td>Employee +1</td><td>\$815.00</td><td>\$835.00</td></tr><tr><td>Family</td><td>\$1,051.00</td><td>\$1,076.00</td></tr></table>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Type of Health Coverage                           | Monthly District Contribution 2024-2025 | Monthly District Contribution 2025-2026 | Single | \$770.00 | \$790.00 | Employee +1 | \$815.00 | \$835.00 | Family | \$1,051.00 | \$1,076.00 | <p>Section 2<br/>TA Reached 9/15/2026</p> |
| Type of Health Coverage                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Monthly District Contribution 2024-2025           | Monthly District Contribution 2025-2026 |                                         |        |          |          |             |          |          |        |            |            |                                           |
| Single                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | \$770.00                                          | \$790.00                                |                                         |        |          |          |             |          |          |        |            |            |                                           |
| Employee +1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | \$815.00                                          | \$835.00                                |                                         |        |          |          |             |          |          |        |            |            |                                           |
| Family                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | \$1,051.00                                        | \$1,076.00                              |                                         |        |          |          |             |          |          |        |            |            |                                           |

**TENTATIVE AGREEMENT**  
**SCHOOL SERVICE EMPLOYEES LOCAL #284**  
**CUSTODIAL & MAINTENANCE SEIU AFL-CIO**  
**& MINNETONKA PUBLIC SCHOOLS #276**  
**July 1, 2026 to June 30, 2028**

| ARTICLE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                    |                                                | RESULT                         |                                                |                                                |                    |                     |                                                 |                                   |                 |                |               |                |                                                                                                                                                                                                                                    |              |  |                                                      |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|--------------------------------|------------------------------------------------|------------------------------------------------|--------------------|---------------------|-------------------------------------------------|-----------------------------------|-----------------|----------------|---------------|----------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--|------------------------------------------------------|
| <table><tr><td><u>Type of Health Coverage</u></td><td><u>Monthly District Contribution 2026-2027</u></td><td><u>Monthly District Contribution 2027-2028</u></td></tr><tr><td>Single</td><td>\$899</td><td>\$899</td></tr><tr><td>Employee +1</td><td>\$945</td><td>\$945</td></tr><tr><td>Family</td><td>\$1,375</td><td>\$1,375</td></tr></table>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                    |                                                | <u>Type of Health Coverage</u> | <u>Monthly District Contribution 2026-2027</u> | <u>Monthly District Contribution 2027-2028</u> | Single             | \$899               | \$899                                           | Employee +1                       | \$945           | \$945          | Family        | \$1,375        | \$1,375                                                                                                                                                                                                                            |              |  |                                                      |
| <u>Type of Health Coverage</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <u>Monthly District Contribution 2026-2027</u>                                                                                                                                                                                     | <u>Monthly District Contribution 2027-2028</u> |                                |                                                |                                                |                    |                     |                                                 |                                   |                 |                |               |                |                                                                                                                                                                                                                                    |              |  |                                                      |
| Single                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | \$899                                                                                                                                                                                                                              | \$899                                          |                                |                                                |                                                |                    |                     |                                                 |                                   |                 |                |               |                |                                                                                                                                                                                                                                    |              |  |                                                      |
| Employee +1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | \$945                                                                                                                                                                                                                              | \$945                                          |                                |                                                |                                                |                    |                     |                                                 |                                   |                 |                |               |                |                                                                                                                                                                                                                                    |              |  |                                                      |
| Family                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | \$1,375                                                                                                                                                                                                                            | \$1,375                                        |                                |                                                |                                                |                    |                     |                                                 |                                   |                 |                |               |                |                                                                                                                                                                                                                                    |              |  |                                                      |
| ARTICLE X – MISC. BENEFITS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                    |                                                |                                |                                                |                                                |                    |                     |                                                 |                                   |                 |                |               |                |                                                                                                                                                                                                                                    |              |  |                                                      |
| <p>Section 1. Paid Holidays</p> <p><u>Subd. 2. <del>To receive compensation for a listed holiday, an employee must: a) work the last regular work day before and the next regular work day after the holiday; b) be on authorized paid leave the work days before and after the holiday; c) be on authorized unpaid leave which would have qualified for paid leave if the employee had a sufficient amount of accumulated paid leave; or d) work another day, as mutually agreed between the employee and supervisor, in lieu of the work day before or after the holiday. An employee must be at work the workday before and the workday after to receive compensation for holidays as listed below. Exceptions to this provision may be made by the Coordinator of Grounds Health and Safety, the Coordinator of Facilities Services, or the MHS Campus Facilities Manager for pre-approved authorized paid leave or unforeseen exceptional circumstances.</del></u></p> <p><u>Subd. 3. Holidays:</u></p> <table><tr><td>a. July 4</td><td>h. Martin Luther King Day</td></tr><tr><td>b. Labor Day</td><td>i. President's Day</td></tr><tr><td>c. Thanksgiving Day</td><td>j. Friday immediately before the Easter holiday</td></tr><tr><td>d. Day following Thanksgiving Day</td><td>k. Memorial Day</td></tr><tr><td>e. December 24</td><td>l. Juneteenth</td></tr><tr><td>f. December 25</td><td>m. Two floating holidays to be used on a non-school day. <u>Floating holidays must be used by June 30 of each year. Unused floating holidays are forfeited at the end of the fiscal year and are not eligible for cash payout.</u></td></tr><tr><td>g. January 1</td><td></td></tr></table> |                                                                                                                                                                                                                                    |                                                | a. July 4                      | h. Martin Luther King Day                      | b. Labor Day                                   | i. President's Day | c. Thanksgiving Day | j. Friday immediately before the Easter holiday | d. Day following Thanksgiving Day | k. Memorial Day | e. December 24 | l. Juneteenth | f. December 25 | m. Two floating holidays to be used on a non-school day. <u>Floating holidays must be used by June 30 of each year. Unused floating holidays are forfeited at the end of the fiscal year and are not eligible for cash payout.</u> | g. January 1 |  | <p>Section 1, Subd 2</p> <p>TA Reached 9/15/2026</p> |
| a. July 4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | h. Martin Luther King Day                                                                                                                                                                                                          |                                                |                                |                                                |                                                |                    |                     |                                                 |                                   |                 |                |               |                |                                                                                                                                                                                                                                    |              |  |                                                      |
| b. Labor Day                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | i. President's Day                                                                                                                                                                                                                 |                                                |                                |                                                |                                                |                    |                     |                                                 |                                   |                 |                |               |                |                                                                                                                                                                                                                                    |              |  |                                                      |
| c. Thanksgiving Day                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | j. Friday immediately before the Easter holiday                                                                                                                                                                                    |                                                |                                |                                                |                                                |                    |                     |                                                 |                                   |                 |                |               |                |                                                                                                                                                                                                                                    |              |  |                                                      |
| d. Day following Thanksgiving Day                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | k. Memorial Day                                                                                                                                                                                                                    |                                                |                                |                                                |                                                |                    |                     |                                                 |                                   |                 |                |               |                |                                                                                                                                                                                                                                    |              |  |                                                      |
| e. December 24                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | l. Juneteenth                                                                                                                                                                                                                      |                                                |                                |                                                |                                                |                    |                     |                                                 |                                   |                 |                |               |                |                                                                                                                                                                                                                                    |              |  |                                                      |
| f. December 25                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | m. Two floating holidays to be used on a non-school day. <u>Floating holidays must be used by June 30 of each year. Unused floating holidays are forfeited at the end of the fiscal year and are not eligible for cash payout.</u> |                                                |                                |                                                |                                                |                    |                     |                                                 |                                   |                 |                |               |                |                                                                                                                                                                                                                                    |              |  |                                                      |
| g. January 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                    |                                                |                                |                                                |                                                |                    |                     |                                                 |                                   |                 |                |               |                |                                                                                                                                                                                                                                    |              |  |                                                      |

**TENTATIVE AGREEMENT**  
**SCHOOL SERVICE EMPLOYEES LOCAL #284**  
**CUSTODIAL & MAINTENANCE SEIU AFL-CIO**  
**& MINNETONKA PUBLIC SCHOOLS #276**  
**July 1, 2026 to June 30, 2028**

| ARTICLE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | RESULT                                                                                                   |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|
| <p>If a paid holiday falls on a non-working day, the District will declare that the working day immediately preceding the holiday or the working day immediately following the holiday shall be observed <del>in lieu of as an alternative</del> said holiday. <u>In the event there is a school closure on the alternative holiday and the employee is not required to report to work, the employee will have the option to observe the holiday on the working day immediately following the closure day or accrue a floating holiday that must be used on a non-school day prior to June 30.</u></p> <p><u>Section 2. Vacations</u><br/> <u>Subd. 1.</u> All full-time employees shall be granted a paid vacation which shall accrue to the employee from July 1 to June 30. An employee's vacation time shall accrue only during the time the employee is both employed by the District and receiving pay directly from the District. Employees are eligible to use vacation, subject to the approval of the Supervisor. <del>The maximum vacation days carried forward from year to year as of June 30 cannot exceed 1.5 times the annual accrual.</del> <u>Employees may accrue vacation up to a maximum of 40 days.</u></p> <p><u>Section 5. Education</u><br/> Employees are encouraged to take advantage of educational opportunities, which pertain directly to the employee's position. To be eligible for reimbursement, the employee must request pre-approval of the course work by the <del>Buildings and Grounds Supervisor</del> <u>Coordinator of Facilities Services</u> prior to enrollment. Upon successful completion of the class, the employee may submit evidence of successful completion along with a request for reimbursement for tuition and books.</p> | <p>Section 2, Subd 1<br/> TA Reached 9/15/2026</p> <p>Section 5. Education<br/> TA Reached 9/15/2026</p> |
| <p><b>ARTICLE XI – BASIC LEAVE</b></p> <p><u>Subd. 1.</u> Employees who are regularly scheduled to work at least fourteen (14) hours per week shall be entitled to accrue basic leave as follows: Employees regularly scheduled to work forty (40) hours per week shall accrue 8 hours of basic leave per month of active employment. Employees who are regularly scheduled to work at least fourteen (14) hours per week but less than forty (40) hours per week shall accrue basic leave equal to the average number of hours worked per day for each month of active employment <u>or the</u></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <p>Section 1<br/> TA Reached 9/15/2026</p>                                                               |

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**July 1, 2026 to June 30, 2028**

| ARTICLE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | RESULT                                            |
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| <p><u>minimum hours required pursuant to the Minnesota Earned Sick and Safe Time Act.</u></p> <p>As a supplement to the monthly allocation, employees regularly scheduled to work forty (40) hours per week shall accrue eight (8) additional hours of basic leave per year. Employees who are regularly scheduled to work at least fourteen (14) hours per week but less than forty (40) per week shall accrue an annual supplemental basic leave equal to the average number of hours worked per day during the year <u>or the minimum hours required pursuant to the Minnesota Earned Sick and Safe Time Act.</u></p> <p>Basic leave shall not accrue during unpaid approved leaves unless specifically so provided by the Employer in writing. Basic leave shall accrue monthly as it is earned and shall be termed accrued basic leave. However, the supplement to the monthly allocation shall be awarded at the end of each work year on June 30.</p> <p><u>Subd. 2.</u> Basic leave may <u>also</u> be used as <del>sick leave</del>, personal leave, and death and serious illness leave, <del>described in Sections 2, 3 and 4 of this Article.</del></p> <p><u>a. Please see addendum for eligibility and use pursuant to Minn. Stat. 181.9445 – 181.9448. The addendum is a reference resource and is not a part of the Collective Bargaining Agreement.</u></p> <p><u>b. If there are any amendments/revisions to Minn. Stat. 181.9445 – 181.9448 that reduce benefits (eligibility and usage) for employees, employees will be entitled to the benefits provided by the amended law or the terms in Article XI: Basic Leave, section 1 and section 2 of the 2024- 2026 Collective Bargaining Agreement, whichever provides greater benefit. The parties agree that disability under the previous language is not limited to physical disabilities.</u></p> | <p>Section 1, Subd 2<br/>TA Reached 9/15/2026</p> |
| <p><u>Section 2. Sick Leave</u></p> <p><u>Subd. 1. Sick leave with pay shall be allowed by the Employer whenever an employee's absence is due to an illness or physical disability of the employee which prevented employee's attendance at</u></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <p>Section 2<br/>TA Reached 9/15/2026</p>         |

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**CUSTODIAL & MAINTENANCE SEIU AFL-CIO**  
**& MINNETONKA PUBLIC SCHOOLS #276**  
**July 1, 2026 to June 30, 2028**

| ARTICLE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | RESULT |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|
| <p><del>the employee's place of work and the performance of duties on that day or days.</del></p> <p><u>a. Please see addendum for eligibility and use pursuant to Minn. Stat. 181.9445 – 181.9448. The addendum is a reference resource and is not a part of the Collective Bargaining Agreement.</u></p> <p><u>b. If there are any amendments/revisions to Minn. Stat. 181.9445 – 181.9448 that reduce benefits (eligibility and usage) for employees, employees will be entitled to the benefits provided by the amended law or the terms in Article XI: Basic Leave, section 1 and section 2 of the 2024- 2026 Collective Bargaining Agreement, whichever provides greater benefit. The parties agree that disability under the previous language is not limited to physical disabilities.</u></p> <p><del>Subd. 2. In the event that illness or physical disability is one that can be predicted before its commencement, such as by way of example, but not limitation, elective surgery or pregnancy, the employee shall inform the Employer in writing no later than three (3) months prior to the contemplated start date of the illness or physical disability, or as soon as the contemplated illness or disability is known, whichever occurs first.</del></p> <p><del>Subd. 3. In the event an employee fails to adhere to the requirements of Section 2, Subd. 2 above, the District may at its option deny the use of sick leave to such employee during any absence for which the District did not receive proper notice from the employee.</del></p> <p><u>Subd. 42. Any full-time employee who has accrued less than sixty-five (65) days of basic leave shall be granted sufficient sick leave days in case of a long-term illness to provide a maximum of sixty-five (65) consecutive days of sick leave. "Long term" shall be defined as any illness extending for more than fifteen (15) consecutive working days. "Long term" sick leave shall not be available to part time employees. Once an employee has accrued sixty-five (65) days of basic leave, the District shall not be required to grant sick leave beyond that which the employee had accrued even if sick leave utilization by the employee subsequently reduces the employee's accrual below sixty five (65) days.</u></p> |        |

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**July 1, 2026 to June 30, 2028**

| ARTICLE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | RESULT                                            |
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| <p><u>Subd. 5</u></p> <p><del>a. The Employer may require an employee to furnish a medical certificate from the School Health Officer or from a qualified physician as evidence of illness during an extended absence or as the result of an unusual or abnormal pattern of absences in order to qualify for sick leave pay. In the event a medical certificate is required, the employee will be so advised.</del></p> <p><del>b. In individual cases, the Employer shall have the right to require that the employee be examined by a physician of the Employer's choice at the Employer's expense. In such cases, the medical conclusion of this doctor as to the beginning and ending of actual illness or physical disability shall be binding on the parties and conclusive as to the commencement and return dates of the employee and the employee's entitlement to sick pay under this Section, unless the employee shall inform the Employer that the physician's statement is unacceptable within three (3) days of receipt of the physician's statement.</del></p> <p><del>c. In the event the employee has submitted to such an examination, and the employee has properly informed the Employer that the physician's statement is unacceptable to the employee, the employee shall select a physician competent in the field related to the employee's illness or physical disability from a list of three provided by the Employer. The examination shall be at a time and place designated by the Employer. The employee shall be responsible for the physician's expense unless the physician's medical conclusions are essentially different from those of the Employer's physician, in which case the examination shall be at the expense of the Employer. Upon request, a copy of the report of the physician shall be furnished the employee and the medical conclusions of this physician as to the beginning and ending of actual illness or physical disability shall be binding upon the parties and conclusive as to the commencement and return dates and any entitlement to sick pay under this Section.</del></p> <p><u>Subd. 63.</u> Sick leave pay shall be approved only upon submission of a signed request upon the authorized sick leave pay request form</p> | <p>Section 2, Subd 6<br/>TA Reached 8/10/2026</p> |

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**July 1, 2026 to June 30, 2028**

| ARTICLE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | RESULT                                                                                               |
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| <p><del>available from the employee's supervisor of an online request available through a program accessed via the District website.</del></p> <p><u>Subd. 74.</u> During any one period of absence, employees shall be permitted to use their total accrued sick leave for the long-term disability (LTD) elimination period of 90 calendar days or up to 65 days of the employee's total accrued sick leave, whichever comes first.</p> <p><u>Subd. 85.</u> Sick leave pay may be allowed beyond an employee's accrual at the sole discretion of the School Board. In the event that the School Board should allow sick leave pay beyond the employee's accrual, any days allowed in excess shall be deducted from the employee's future accrual of sick leave.</p> <p><u>Subd. 96.</u> An employee who returns to the District from an absence due to illness or physical disability for which the employee did not receive pay directly from the District shall retain all previous experience credit and any unused leave time accumulated under the provisions of this Agreement at the beginning of the period of disability. The employee shall not accrue additional experience credit or leave time during the period of absence due to illness or physical disability for which the employee did not receive pay directly from the District.</p> <p><u>Subd. 107.</u> Accrued sick leave for each employee shall be computed by the Employer and such information shall be <del>provided by the Employer to each employee annually</del> <u>available electronically to each employee via the online payroll system.</u></p> <p><u>Subd. 118.</u> Accrued sick leave can be used by an employee to compensate for the difference between Workers' Compensation payments to an employee who has received a work-related injury.</p> <p><u>Section 4. Death or Serious Illness Leave</u><br/> <u>Subd. 1.</u> Leaves of absence without salary deduction will be granted to employees <del>who have completed their probationary period and are</del> regularly scheduled to work at least fourteen (14) hours per week for deaths, funerals, life-threatening surgery or serious illness where life is in peril in the employee's family pursuant to the rules of this Article. Requests must be made to the employee's supervisor in writing for leave under this provision. Said written request must set forth the basis for the requested leave.</p> | <p>Section 2, Subd 10<br/>TA Reached 8/10/2026</p> <p>Section 4, Subd 1<br/>TA Reached 8/10/2026</p> |
| ARTICLE XII – OTHER LEAVES                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                      |

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**SCHOOL SERVICE EMPLOYEES LOCAL #284**  
**CUSTODIAL & MAINTENANCE SEIU AFL-CIO**  
**& MINNETONKA PUBLIC SCHOOLS #276**  
**July 1, 2026 to June 30, 2028**

| ARTICLE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | RESULT                                                          |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|
| <p><u>Section 5. Medical Leaves</u><br/> If an employee requests and is granted a medical leave of absence, the employee will have the right to return to the former position for up to two years from the date the medical absence was initiated. A disabled employee shall continue to be eligible for hospitalization/medical, and major medical insurance benefits in accordance with Article IX, Section 1, <del>Subd. 1</del> and Section 2, <del>Subd. 1</del> during the duration of the approved medical leave of absence. The employee shall retain an accrued seniority right during a medical leave of absence.</p>           | <p>Section 5<br/> TA Reached 8/10/2026</p>                      |
| ARTICLE XIII – WEATHER RELATED EMERGENCY SCHOOL CLOSINGS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                 |
| ARTICLE XIV – NON-WEATHER RELATED CLOSINGS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                 |
| ARTICLE XV – MILEAGE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                 |
| <p>ARTICLE XVI – SENIORITY<br/> <u>Section 2. Layoff</u><br/> <p style="text-align: center;"><u>Layoff Chart</u></p> <p>HVAC Foreman, Grounds Foreman, Carpenter Foreman</p> <p>Middle School Head Custodian, Painter Foreman <u>and</u><br/> <u>Clear Springs Campus Head Custodian</u></p> <p>Grounds Specialist II, HVAC Specialist II, Maintenance Specialist II</p> <p>Elementary School Head Custodian and MCEC Head Custodian</p> <p>Grounds Specialist I, HVAC Special I, Maintenance Specialist I</p> <p>Completion of Developmental Trainee Program</p> <p>Class II <del>DSC-Custodian and</del> Developmental Trainee</p> </p> | <p>Section 2 Layoff, Layoff Chart<br/> TA Reached 8/10/2026</p> |

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**July 1, 2026 to June 30, 2028**

| ARTICLE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | RESULT                                               |           |           |        |         |         |        |         |         |        |         |         |        |         |         |          |           |           |        |         |         |        |         |         |        |         |         |        |         |         |                    |           |           |        |         |         |                  |           |           |                             |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|-----------|-----------|--------|---------|---------|--------|---------|---------|--------|---------|---------|--------|---------|---------|----------|-----------|-----------|--------|---------|---------|--------|---------|---------|--------|---------|---------|--------|---------|---------|--------------------|-----------|-----------|--------|---------|---------|------------------|-----------|-----------|-----------------------------|
| Class I Custodian                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                      |           |           |        |         |         |        |         |         |        |         |         |        |         |         |          |           |           |        |         |         |        |         |         |        |         |         |        |         |         |                    |           |           |        |         |         |                  |           |           |                             |
| ARTICLE XVII – PLAN, RETIREMENT PAYMENT, RETIREMENT INSURANCE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                      |           |           |        |         |         |        |         |         |        |         |         |        |         |         |          |           |           |        |         |         |        |         |         |        |         |         |        |         |         |                    |           |           |        |         |         |                  |           |           |                             |
| ARTICLE XVIII – GRIEVANCE PROCEDURES                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                      |           |           |        |         |         |        |         |         |        |         |         |        |         |         |          |           |           |        |         |         |        |         |         |        |         |         |        |         |         |                    |           |           |        |         |         |                  |           |           |                             |
| <p>Section 5. Adjustment of Grievance</p> <p>Subd. 2. Level II: In the event the grievance is not resolved in Level I the decision rendered may be appealed to the Superintendent of Schools or <u>Executive</u> Director of <u>Business Services</u><u>Finance and Operations</u>, provided such appeal is made in writing within five (5) days after receipt of the decision in Level I. If a grievance is properly appealed to the Superintendent, the Superintendent or his designee shall set a time to meet regarding the grievance within five (5) days after receipt of the appeal. Within five (5) days after the meeting, the Superintendent or his designee shall issue a decision in writing to the parties involved.</p>                                                                                                                                     | <p>Section 5, Subd 2</p> <p>TA Reached 8/10/2026</p> |           |           |        |         |         |        |         |         |        |         |         |        |         |         |          |           |           |        |         |         |        |         |         |        |         |         |        |         |         |                    |           |           |        |         |         |                  |           |           |                             |
| SCHEDULE A: SALARIES                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                      |           |           |        |         |         |        |         |         |        |         |         |        |         |         |          |           |           |        |         |         |        |         |         |        |         |         |        |         |         |                    |           |           |        |         |         |                  |           |           |                             |
| <table><tr><td>Class I</td><td>2024-2025</td><td>2025-2026</td></tr><tr><td>Step 1</td><td>\$20.77</td><td>\$21.34</td></tr><tr><td>Step 2</td><td>\$21.40</td><td>\$21.99</td></tr><tr><td>Step 3</td><td>\$22.26</td><td>\$22.87</td></tr><tr><td>Step 4</td><td>\$24.06</td><td>\$24.72</td></tr></table><br><table><tr><td>Class II</td><td>2024-2025</td><td>2025-2026</td></tr><tr><td>Step 1</td><td>\$24.44</td><td>\$25.11</td></tr><tr><td>Step 2</td><td>\$24.77</td><td>\$25.45</td></tr><tr><td>Step 3</td><td>\$25.66</td><td>\$26.36</td></tr><tr><td>Step 4</td><td>\$27.28</td><td>\$28.03</td></tr></table><br><table><tr><td>Class I Unlicensed</td><td>2026-2027</td><td>2027-2028</td></tr><tr><td>Step 1</td><td>\$22.75</td><td>\$23.43</td></tr></table><br><table><tr><td>Class I Licensed</td><td>2026-2027</td><td>2027-2028</td></tr></table> | Class I                                              | 2024-2025 | 2025-2026 | Step 1 | \$20.77 | \$21.34 | Step 2 | \$21.40 | \$21.99 | Step 3 | \$22.26 | \$22.87 | Step 4 | \$24.06 | \$24.72 | Class II | 2024-2025 | 2025-2026 | Step 1 | \$24.44 | \$25.11 | Step 2 | \$24.77 | \$25.45 | Step 3 | \$25.66 | \$26.36 | Step 4 | \$27.28 | \$28.03 | Class I Unlicensed | 2026-2027 | 2027-2028 | Step 1 | \$22.75 | \$23.43 | Class I Licensed | 2026-2027 | 2027-2028 | <p>TA Reached 9/15/2026</p> |
| Class I                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 2024-2025                                            | 2025-2026 |           |        |         |         |        |         |         |        |         |         |        |         |         |          |           |           |        |         |         |        |         |         |        |         |         |        |         |         |                    |           |           |        |         |         |                  |           |           |                             |
| Step 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | \$20.77                                              | \$21.34   |           |        |         |         |        |         |         |        |         |         |        |         |         |          |           |           |        |         |         |        |         |         |        |         |         |        |         |         |                    |           |           |        |         |         |                  |           |           |                             |
| Step 2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | \$21.40                                              | \$21.99   |           |        |         |         |        |         |         |        |         |         |        |         |         |          |           |           |        |         |         |        |         |         |        |         |         |        |         |         |                    |           |           |        |         |         |                  |           |           |                             |
| Step 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | \$22.26                                              | \$22.87   |           |        |         |         |        |         |         |        |         |         |        |         |         |          |           |           |        |         |         |        |         |         |        |         |         |        |         |         |                    |           |           |        |         |         |                  |           |           |                             |
| Step 4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | \$24.06                                              | \$24.72   |           |        |         |         |        |         |         |        |         |         |        |         |         |          |           |           |        |         |         |        |         |         |        |         |         |        |         |         |                    |           |           |        |         |         |                  |           |           |                             |
| Class II                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 2024-2025                                            | 2025-2026 |           |        |         |         |        |         |         |        |         |         |        |         |         |          |           |           |        |         |         |        |         |         |        |         |         |        |         |         |                    |           |           |        |         |         |                  |           |           |                             |
| Step 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | \$24.44                                              | \$25.11   |           |        |         |         |        |         |         |        |         |         |        |         |         |          |           |           |        |         |         |        |         |         |        |         |         |        |         |         |                    |           |           |        |         |         |                  |           |           |                             |
| Step 2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | \$24.77                                              | \$25.45   |           |        |         |         |        |         |         |        |         |         |        |         |         |          |           |           |        |         |         |        |         |         |        |         |         |        |         |         |                    |           |           |        |         |         |                  |           |           |                             |
| Step 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | \$25.66                                              | \$26.36   |           |        |         |         |        |         |         |        |         |         |        |         |         |          |           |           |        |         |         |        |         |         |        |         |         |        |         |         |                    |           |           |        |         |         |                  |           |           |                             |
| Step 4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | \$27.28                                              | \$28.03   |           |        |         |         |        |         |         |        |         |         |        |         |         |          |           |           |        |         |         |        |         |         |        |         |         |        |         |         |                    |           |           |        |         |         |                  |           |           |                             |
| Class I Unlicensed                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 2026-2027                                            | 2027-2028 |           |        |         |         |        |         |         |        |         |         |        |         |         |          |           |           |        |         |         |        |         |         |        |         |         |        |         |         |                    |           |           |        |         |         |                  |           |           |                             |
| Step 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | \$22.75                                              | \$23.43   |           |        |         |         |        |         |         |        |         |         |        |         |         |          |           |           |        |         |         |        |         |         |        |         |         |        |         |         |                    |           |           |        |         |         |                  |           |           |                             |
| Class I Licensed                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 2026-2027                                            | 2027-2028 |           |        |         |         |        |         |         |        |         |         |        |         |         |          |           |           |        |         |         |        |         |         |        |         |         |        |         |         |                    |           |           |        |         |         |                  |           |           |                             |

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| ARTICLE | RESULT |
|---------|--------|
|---------|--------|

|                                                                     |                |                |
|---------------------------------------------------------------------|----------------|----------------|
| <i>Must have and maintain at minimum a special boiler's license</i> |                |                |
| <u>Step 1</u>                                                       | <u>\$28.35</u> | <u>\$29.20</u> |
| <u>Step 2</u>                                                       | <u>\$28.65</u> | <u>\$29.51</u> |
| <u>Step 3</u>                                                       | <u>\$28.95</u> | <u>\$29.82</u> |
| <u>Step 4</u>                                                       | <u>\$29.25</u> | <u>\$30.13</u> |

|                 |                  |                  |
|-----------------|------------------|------------------|
| <u>Class II</u> | <u>2026-2027</u> | <u>2027-2028</u> |
| <u>Step 1</u>   | <u>\$30.25</u>   | <u>\$31.16</u>   |
| <u>Step 2</u>   | <u>\$30.55</u>   | <u>\$31.47</u>   |
| <u>Step 3</u>   | <u>\$30.85</u>   | <u>\$31.78</u>   |
| <u>Step 4</u>   | <u>\$31.15</u>   | <u>\$32.08</u>   |

**Head Custodian and Specialist Rates of Pay**

Hourly rate will be based upon appropriate Class II step multiplied by the factor as indicated below.

| <b>2024-2025</b>                                                                                                                                                                                                                                                |                 |              |          |          |          |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|--------------|----------|----------|----------|
| <b>Position</b>                                                                                                                                                                                                                                                 | <b>% Factor</b> | <b>STEPS</b> |          |          |          |
|                                                                                                                                                                                                                                                                 |                 | <b>1</b>     | <b>2</b> | <b>3</b> | <b>4</b> |
| <b>Developmental Trainee Program Completion</b><br>* The employee must apply and compete for job postings for which the Developmental Trainee program is designed. If the employee does not apply the employee will no longer receive the additional 2% factor. | <b>2.0%</b>     | \$24.93      | \$25.27  | \$26.17  | \$27.83  |
| <b>Grounds Specialist I<br/>HVAC Specialist I<br/>Maintenance Specialist I</b>                                                                                                                                                                                  | <b>8.5%</b>     | \$26.52      | \$26.88  | \$27.84  | \$29.60  |
| <b>Elementary School Head Custodian</b>                                                                                                                                                                                                                         | <b>9.7%</b>     | \$26.84      | \$27.17  | \$28.15  | \$29.93  |
| <b>Grounds Specialist II<br/>HVAC Specialist II<br/>Maintenance Specialist II</b><br>** It is expected that employees in the Specialist II category shall have the experience in the skill area they represent to execute their skill without supervision.      | <b>10.5%</b>    | \$27.04      | \$27.37  | \$28.35  | \$30.14  |
| <b>Middle School Head Custodian<br/>Painter Foreman</b>                                                                                                                                                                                                         | <b>12.5%</b>    | \$27.50      | \$27.87  | \$28.87  | \$30.69  |

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| ARTICLE                                                                                                                                                                                                                                                         |          |         |         |         |         | RESULT |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|---------|---------|---------|---------|--------|
| HVAC Foreman<br>Grounds Foreman<br>Carpenter Foreman                                                                                                                                                                                                            | 15.0%    | \$28.11 | \$28.49 | \$29.51 | \$31.37 |        |
| <b>2025-2026</b>                                                                                                                                                                                                                                                |          |         |         |         |         |        |
| Position                                                                                                                                                                                                                                                        | % Factor | STEPS   |         |         |         |        |
|                                                                                                                                                                                                                                                                 |          | 1       | 2       | 3       | 4       |        |
| <b>Developmental Trainee Program Completion</b><br>* The employee must apply and compete for job postings for which the Developmental Trainee program is designed. If the employee does not apply the employee will no longer receive the additional 2% factor. | 2.0%     | \$25.61 | \$25.96 | \$26.89 | \$28.59 |        |
| <b>Grounds Specialist I<br/>HVAC Specialist I<br/>Maintenance Specialist I</b>                                                                                                                                                                                  | 8.5%     | \$27.24 | \$27.61 | \$28.60 | \$30.41 |        |
| <b>Elementary School Head Custodian</b>                                                                                                                                                                                                                         | 9.7%     | \$27.55 | \$27.92 | \$28.92 | \$30.75 |        |
| <b>Grounds Specialist II<br/>HVAC Specialist II<br/>Maintenance Specialist II</b><br>** It is expected that employees in the Specialist II category shall have the experience in the skill area they represent to execute their skill without supervision.      | 10.5%    | \$27.75 | \$28.12 | \$29.13 | \$30.97 |        |
| <b>Middle School Head Custodian<br/>Painter Foreman</b>                                                                                                                                                                                                         | 12.5%    | \$28.25 | \$28.63 | \$29.66 | \$31.53 |        |
| <b>HVAC Foreman<br/>Grounds Foreman<br/>Carpenter Foreman</b>                                                                                                                                                                                                   | 15.0%    | \$28.88 | \$29.27 | \$30.31 | \$32.23 |        |
| <b>2026-2027</b>                                                                                                                                                                                                                                                |          |         |         |         |         |        |
| Position                                                                                                                                                                                                                                                        | % Factor | Step 1  | Step 2  | Step 3  | Step 4  |        |
| <b>Developmental Trainee Program Completion</b><br>* The employee must apply and compete for job postings for which the Developmental Trainee program is designed. If the employee does not apply the employee will no longer receive the additional 2% factor. | 2.0%     | \$30.86 | \$31.16 | \$31.46 | \$31.77 |        |
| <b>Grounds Specialist I<br/>HVAC Specialist I<br/>Maintenance Specialist I</b>                                                                                                                                                                                  | 8.5%     | \$32.82 | \$33.15 | \$33.47 | \$33.80 |        |
| <b>Elementary School Head Custodian</b>                                                                                                                                                                                                                         | 9.7%     | \$33.18 | \$33.51 | \$33.84 | \$34.17 |        |

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| ARTICLE                                                                                                                                                                                                                                                                       |                       |                |                |                |                | RESULT |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|----------------|----------------|----------------|----------------|--------|
| <b>Grounds Specialist II</b><br><b>HVAC Specialist II</b><br><b>Maintenance Specialist II</b><br><u>** It is expected that employees in the Specialist II category shall have the experience in the skill area they represent to execute their skill without supervision.</u> | <u>10.5%</u>          | <u>\$33.43</u> | <u>\$33.76</u> | <u>\$34.09</u> | <u>\$34.42</u> |        |
| <b>Clear Springs Campus Head Custodian</b><br><b>Middle School Head Custodian</b><br><b>Painter Foreman</b>                                                                                                                                                                   | <u>12.5%</u>          | <u>\$34.03</u> | <u>\$34.37</u> | <u>\$34.71</u> | <u>\$35.04</u> |        |
| <b>Grounds Foreman</b><br><b>Carpenter Foreman</b>                                                                                                                                                                                                                            | <u>15.0%</u>          | <u>\$34.79</u> | <u>\$35.13</u> | <u>\$35.48</u> | <u>\$35.82</u> |        |
| <b>HVAC Specialist III</b>                                                                                                                                                                                                                                                    | <u>10.5% + \$5.00</u> | <u>\$38.43</u> | <u>\$38.76</u> | <u>\$39.09</u> | <u>\$39.42</u> |        |
| <b>HVAC Foreman</b>                                                                                                                                                                                                                                                           | <u>15% + \$5.00</u>   | <u>\$39.79</u> | <u>\$40.13</u> | <u>\$40.48</u> | <u>\$40.82</u> |        |
|                                                                                                                                                                                                                                                                               |                       |                |                |                |                |        |
| <b>2027-2028</b>                                                                                                                                                                                                                                                              |                       |                |                |                |                |        |
| <b>Position</b>                                                                                                                                                                                                                                                               | <b>% Factor</b>       | <b>Step 1</b>  | <b>Step 2</b>  | <b>Step 3</b>  | <b>Step 4</b>  |        |
| <b>Developmental Trainee Program Completion</b><br><u>* The employee must apply and compete for job postings for which the Developmental Trainee program is designed. If the employee does not apply the employee will no longer receive the additional 2% factor.</u>        | <u>2.0%</u>           | <u>\$31.78</u> | <u>\$32.10</u> | <u>\$32.41</u> | <u>\$32.73</u> |        |
| <b>Grounds Specialist I</b><br><b>HVAC Specialist I</b><br><b>Maintenance Specialist I</b>                                                                                                                                                                                    | <u>8.5%</u>           | <u>\$33.81</u> | <u>\$34.14</u> | <u>\$34.48</u> | <u>\$34.81</u> |        |
| <b>Elementary School Head Custodian</b>                                                                                                                                                                                                                                       | <u>9.7%</u>           | <u>\$34.18</u> | <u>\$34.52</u> | <u>\$34.86</u> | <u>\$35.20</u> |        |
| <b>Grounds Specialist II</b><br><b>HVAC Specialist II</b><br><b>Maintenance Specialist II</b><br><u>** It is expected that employees in the Specialist II category shall have the experience in the skill area they represent to execute their skill without supervision.</u> | <u>10.5%</u>          | <u>\$34.43</u> | <u>\$34.77</u> | <u>\$35.11</u> | <u>\$35.45</u> |        |
| <b>Clear Springs Campus Head Custodian</b><br><b>Middle School Head Custodian</b><br><b>Painter Foreman</b>                                                                                                                                                                   | <u>12.5%</u>          | <u>\$35.05</u> | <u>\$35.40</u> | <u>\$35.75</u> | <u>\$36.10</u> |        |
| <b>Grounds Foreman</b><br><b>Carpenter Foreman</b>                                                                                                                                                                                                                            | <u>15.0%</u>          | <u>\$35.83</u> | <u>\$36.19</u> | <u>\$36.54</u> | <u>\$36.90</u> |        |
| <b>HVAC Specialist III</b>                                                                                                                                                                                                                                                    | <u>10.5% + \$5.00</u> | <u>\$39.43</u> | <u>\$39.77</u> | <u>\$40.11</u> | <u>\$40.45</u> |        |
| <b>HVAC Foreman</b>                                                                                                                                                                                                                                                           | <u>15% + \$5.00</u>   | <u>\$40.83</u> | <u>\$41.19</u> | <u>\$41.54</u> | <u>\$41.90</u> |        |
|                                                                                                                                                                                                                                                                               |                       |                |                |                |                |        |
| <b>LONGEVITY PAY</b>                                                                                                                                                                                                                                                          |                       |                |                |                |                |        |

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**July 1, 2026 to June 30, 2028**

| ARTICLE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                 | RESULT                                                                             |        |                                                                           |        |                                                                                |        |                                             |                                 |                                         |                                 |                                                                                                |  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|------------------------------------------------------------------------------------|--------|---------------------------------------------------------------------------|--------|--------------------------------------------------------------------------------|--------|---------------------------------------------|---------------------------------|-----------------------------------------|---------------------------------|------------------------------------------------------------------------------------------------|--|
| <table><tr><td>Beginning 5<sup>th</sup> consecutive year</td><td>\$0.75</td></tr><tr><td>Beginning 8<sup>th</sup> consecutive year</td><td>\$0.95</td></tr><tr><td>Beginning 12<sup>th</sup> consecutive year</td><td>\$1.15</td></tr><tr><td>Beginning 15<sup>th</sup> consecutive year</td><td><del>\$1.35</del><u>\$1.50</u></td></tr></table>                                                                                                                                                                                                                                                                                                            |                                 | Beginning 5 <sup>th</sup> consecutive year                                         | \$0.75 | Beginning 8 <sup>th</sup> consecutive year                                | \$0.95 | Beginning 12 <sup>th</sup> consecutive year                                    | \$1.15 | Beginning 15 <sup>th</sup> consecutive year | <del>\$1.35</del> <u>\$1.50</u> |                                         |                                 |                                                                                                |  |
| Beginning 5 <sup>th</sup> consecutive year                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | \$0.75                          |                                                                                    |        |                                                                           |        |                                                                                |        |                                             |                                 |                                         |                                 |                                                                                                |  |
| Beginning 8 <sup>th</sup> consecutive year                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | \$0.95                          |                                                                                    |        |                                                                           |        |                                                                                |        |                                             |                                 |                                         |                                 |                                                                                                |  |
| Beginning 12 <sup>th</sup> consecutive year                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | \$1.15                          |                                                                                    |        |                                                                           |        |                                                                                |        |                                             |                                 |                                         |                                 |                                                                                                |  |
| Beginning 15 <sup>th</sup> consecutive year                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <del>\$1.35</del> <u>\$1.50</u> |                                                                                    |        |                                                                           |        |                                                                                |        |                                             |                                 |                                         |                                 |                                                                                                |  |
| <table><tr><td colspan="2"><b>SHIFT DIFFERENTIAL</b><br/>Add the following amounts to the regular rate of pay:</td></tr><tr><td>Second Shift: (Starts work after 3:00 p.m. or ends shift after 8:00 p.m.)</td><td>\$0.45</td></tr><tr><td>Third Shift: (Ends shift after 12:00 midnight or begins work before 4:30 a.m.)</td><td>\$0.65</td></tr><tr><td>Saturday/Sunday Day Shift:</td><td>\$0.52</td></tr><tr><td>Saturday/Sunday Second and Third Shift:</td><td><del>\$1.00</del><u>\$1.25</u></td></tr><tr><td colspan="2">A maximum of one of the above differentials whichever is the highest will be paid for a shift.</td></tr></table>             |                                 | <b>SHIFT DIFFERENTIAL</b><br>Add the following amounts to the regular rate of pay: |        | Second Shift: (Starts work after 3:00 p.m. or ends shift after 8:00 p.m.) | \$0.45 | Third Shift: (Ends shift after 12:00 midnight or begins work before 4:30 a.m.) | \$0.65 | Saturday/Sunday Day Shift:                  | \$0.52                          | Saturday/Sunday Second and Third Shift: | <del>\$1.00</del> <u>\$1.25</u> | A maximum of one of the above differentials whichever is the highest will be paid for a shift. |  |
| <b>SHIFT DIFFERENTIAL</b><br>Add the following amounts to the regular rate of pay:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                 |                                                                                    |        |                                                                           |        |                                                                                |        |                                             |                                 |                                         |                                 |                                                                                                |  |
| Second Shift: (Starts work after 3:00 p.m. or ends shift after 8:00 p.m.)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | \$0.45                          |                                                                                    |        |                                                                           |        |                                                                                |        |                                             |                                 |                                         |                                 |                                                                                                |  |
| Third Shift: (Ends shift after 12:00 midnight or begins work before 4:30 a.m.)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | \$0.65                          |                                                                                    |        |                                                                           |        |                                                                                |        |                                             |                                 |                                         |                                 |                                                                                                |  |
| Saturday/Sunday Day Shift:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | \$0.52                          |                                                                                    |        |                                                                           |        |                                                                                |        |                                             |                                 |                                         |                                 |                                                                                                |  |
| Saturday/Sunday Second and Third Shift:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <del>\$1.00</del> <u>\$1.25</u> |                                                                                    |        |                                                                           |        |                                                                                |        |                                             |                                 |                                         |                                 |                                                                                                |  |
| A maximum of one of the above differentials whichever is the highest will be paid for a shift.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                 |                                                                                    |        |                                                                           |        |                                                                                |        |                                             |                                 |                                         |                                 |                                                                                                |  |
| <p>MOU – FRINGE BENEFIT CONTRIBUTION</p> <p><b>JULY 1, <del>2024-2026</del> – JUNE 30, <del>2026</del><u>2028</u></b></p> <p>Effective January 1, <del>2025</del><u>2027</u>, in the event that the portion of the insurance allocation set out in Article XI, Section 2 which is used to pay for health insurance, exceeds by more than 5% the sum of the monthly premium above what is already going to be applied, the District will pay such increase not to exceed \$50 per month for single coverage, \$75 per month for Employee + one coverage, and \$100 for family coverage. This language will sunset on June 30, <del>2026</del><u>2028</u>.</p> |                                 | TA Reached 9/15/2026                                                               |        |                                                                           |        |                                                                                |        |                                             |                                 |                                         |                                 |                                                                                                |  |
| <p>MOU – NIGHT CUSTODIAL SHIFT LEADER</p> <p><b>JULY 1, <del>2025-2026</del> – JUNE 30, <del>2026</del><u>2028</u></b></p> <p>The parties agree to <u>continue to</u> pilot a Night Custodial Shift Leader position for the <del>2025-2026 school-year</del> <u>2026-2028 contract</u>.</p> <p>The Night Custodial Shift Leader will be assigned to the following job responsibilities in addition to regular custodian job duties:</p> <p>1. Provide supervision over the custodial staff on the second shift, including inspecting work areas, training new staff.</p>                                                                                     |                                 |                                                                                    |        |                                                                           |        |                                                                                |        |                                             |                                 |                                         |                                 |                                                                                                |  |

**TENTATIVE AGREEMENT**  
**SCHOOL SERVICE EMPLOYEES LOCAL #284**  
**CUSTODIAL & MAINTENANCE SEIU AFL-CIO**  
**& MINNETONKA PUBLIC SCHOOLS #276**  
**July 1, 2026 to June 30, 2028**

| ARTICLE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | RESULT       |              |                                                                                                                                                                                                                                                              |        |                                        |        |  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|----------------------------------------|--------|--|
| <p>giving work direction, and providing input on performance reviews.</p> <ol style="list-style-type: none"> <li>2. Attend leadership training provided by the district.</li> <li>3. Communicate with the head custodian.</li> <li>4. Carry the building cell phone.</li> <li>5. Lock the building at night.</li> <li>6. Be responsible for checking heating, cooling, ventilation, and life safety systems of the facility during the evening shift and reporting any issues/concerns to the head custodian.</li> </ol> <p>The Night Custodial Shift Leader will require a special boiler license. Employees who do not have a special boiler license at the time of hire must sign up within 30 days to take the special engineer test. Night Custodial Shift Leaders who do not obtain the special boiler license within 6 months will be removed from the position.</p> <p><b>Differentials for Night Custodial Shift Leader</b></p> <table border="1" data-bbox="112 982 971 1461"> <thead> <tr> <th>Buildings</th><th>Differential</th></tr> </thead> <tbody> <tr> <td>Clear Spring Elementary<br/>Excelsior Elementary<br/>Groveland Elementary<br/>Minnewashta Elementary<br/>Scenic Heights Elementary<br/>Minnetonka Community Education Center (MCEC)<br/>Minnetonka Middle School West (MMW)<br/>Minnetonka Middle School East (MME)</td><td>\$2.00</td></tr> <tr> <td>Minnetonka High School (Monday-Friday)</td><td>\$3.00</td></tr> </tbody> </table> <p>The position will be designated as Class I.5 and the following contract language will be applied:</p> <p><b>ARTICLE V: CLASSIFICATION OF EMPLOYEES</b><br/> <u>Section 2. Movement to a New Classification or Position</u><br/> <u>Subd. 3.</u> Seniority, competency and other factors deemed by the Employer to be requirements for the position will be considered in the selection of employees to positions above Class I.</p> <p><u>Subd. 8.</u> Employees promoted to a Class # <u>I.5</u> or higher as provided in Subdivision (1) above shall serve a probationary period of six months of continuous service in the newly</p> | Buildings    | Differential | Clear Spring Elementary<br>Excelsior Elementary<br>Groveland Elementary<br>Minnewashta Elementary<br>Scenic Heights Elementary<br>Minnetonka Community Education Center (MCEC)<br>Minnetonka Middle School West (MMW)<br>Minnetonka Middle School East (MME) | \$2.00 | Minnetonka High School (Monday-Friday) | \$3.00 |  |
| Buildings                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Differential |              |                                                                                                                                                                                                                                                              |        |                                        |        |  |
| Clear Spring Elementary<br>Excelsior Elementary<br>Groveland Elementary<br>Minnewashta Elementary<br>Scenic Heights Elementary<br>Minnetonka Community Education Center (MCEC)<br>Minnetonka Middle School West (MMW)<br>Minnetonka Middle School East (MME)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | \$2.00       |              |                                                                                                                                                                                                                                                              |        |                                        |        |  |
| Minnetonka High School (Monday-Friday)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | \$3.00       |              |                                                                                                                                                                                                                                                              |        |                                        |        |  |

**TENTATIVE AGREEMENT**  
**SCHOOL SERVICE EMPLOYEES LOCAL #284**  
**CUSTODIAL & MAINTENANCE SEIU AFL-CIO**  
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**July 1, 2026 to June 30, 2028**

| ARTICLE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | RESULT                      |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|
| <p>assigned position. The Employer may return the employee during the probationary period without recourse to the grievance procedure. Likewise, the promoted employee may rescind the promotion during the <u>probationary period first 60 calendar days in the position</u>. The reassignment or request to rescind would be to the position said employee held immediately prior to the promotion. All subsequent postings directly related to probationary position would likewise bump back to the position held immediately prior to the promotion.</p> <p>The following buildings will continue to have Night Leads with a 75 cents/hour differential:</p> <ol style="list-style-type: none"> <li>1. Deephaven Elementary</li> <li>2. VANTAGE/MOMENTUM</li> <li>3. High School (Saturday and Sunday)</li> </ol> <p>The parties agree to review this MOU during the negotiations for the <u>2026-2028 2028-2030</u> contract.</p>                                                                                                                                                                                                                                                        |                             |
| <p>MOU - <u>HVAC</u></p> <p><u>Between Minnetonka Public Schools, Independent School District No. 276 ("District") and Service Employees International Union Local No. 284 ("Association").</u></p> <p><u>The District and the Association agree as follows:</u></p> <ol style="list-style-type: none"> <li><u>1. The District will research and determine the licensure requirements applicable to the HVAC Specialist III and HVAC Foreman classifications.</u></li> <li><u>2. Upon determination of the licensure requirements applicable to the HVAC Specialist III and HVAC Foreman classifications, the Parties agree to execute a Memorandum of Understanding reflecting the licensure requirements as identified by the District for the HVAC Specialist III and HVAC Foreman classifications.</u></li> <li><u>3. The Parties acknowledge that the licensure requirements and resulting updates to the HVAC Specialist III and HVAC Foreman classifications, as identified by the District, will be set forth in a subsequent Memorandum of Understanding and that the 2028-2030 Collective Bargaining Agreement will be updated to reflect those changes in Article V.</u></li> </ol> | <p>TA Reached 9/15/2026</p> |

**TENTATIVE AGREEMENT**  
**SCHOOL SERVICE EMPLOYEES LOCAL #284**  
**CUSTODIAL & MAINTENANCE SEIU AFL-CIO**  
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**July 1, 2026 to June 30, 2028**

| ARTICLE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | RESULT                      |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|
| <p><u>4. Except as expressly modified by this Memorandum of Understanding, all terms and conditions of the 2026-2028 Collective Bargaining Agreement shall remain in full force and effect.</u></p> <p><u>5. Non-Precedent</u></p> <p><u>This Memorandum of Understanding is a non-precedent-setting agreement entered into solely to address the matters described herein. This Memorandum of Understanding shall not establish a past practice, precedent, or interpretation with respect to any other position, classification, circumstance, or provision of the Collective Bargaining Agreement.</u></p> <p><u>SIGNATURES FOR MEMORANDUM OF UNDERSTANDING:</u></p><br><div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>_____<br/> Shelly Johnson<br/> SEIU Local #284</p> </div> <div style="width: 45%;"> <p>_____<br/> Date</p> </div> </div> <div style="display: flex; justify-content: space-between; margin-top: 10px;"> <div style="width: 45%;"> <p>_____<br/> Anjie Flowers<br/> General Counsel &amp; Exec Dir of<br/> HR- ISD 276</p> </div> <div style="width: 45%;"> <p>_____<br/> Date</p> </div> </div> |                             |
| <p><u>ADD Addendum in back of CBA (all language in full statute will be posted at end of contract)</u></p> <p><u><a href="https://www.revisor.mn.gov/statutes/cite/181.9445">https://www.revisor.mn.gov/statutes/cite/181.9445</a></u></p> <p><u><a href="https://www.revisor.mn.gov/statutes/cite/181.9446">https://www.revisor.mn.gov/statutes/cite/181.9446</a></u></p> <p><u><a href="https://www.revisor.mn.gov/statutes/cite/181.9447">https://www.revisor.mn.gov/statutes/cite/181.9447</a></u></p> <p><u><a href="https://www.revisor.mn.gov/statutes/cite/181.9448">https://www.revisor.mn.gov/statutes/cite/181.9448</a></u></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <p>TA Reached 9/15/2026</p> |

