October 22, 2026
2026-28 Behavior Interventionist Negotiations
District Proposal #2

Key:
Additions: blue / bold / italics / underlined
~~Deletions:~~ blue / strikethrough

Tentative Agreements as of October 22, 2026

2.
Art. VII, Sec 4 ("Holiday")
There shall be ~~eight (8)~~ ***nine (9)*** paid holidays for all employees covered under this Agreement: Labor Day; Thanksgiving Day; Day after Thanksgiving; ***Christmas Eve Day;*** Christmas Day; New Year's Day; Presidents' Day; Good Friday; and Memorial Day. Employees that work year-round will receive Juneteenth as a Holiday.

District Response to Union Proposals of October 22, 2026

1.
Art. VII, Sec 3 ("Paid Lunch"):
The District prefers to follow the applicable Minn. Stat. 177.253 ("Mandatory Work Breaks").

4.
Art. VIII, Sec 2, Subd 1 ("Personal Leave"):
The District is consistent across all school-year employee contracts in providing an additional Personal Day beginning of the twentieth (20th) year of employment.

5.
Art. VIII, Sec 2, Subd 3 ("Personal Leave"):
The District prefers to maintain the current language in this subdivision.

6.
Art. VIII, Sec 5 ("FMLA"):
The District has been consistent across all units in implementing FMLA standards as defined by federal guidelines.

10. *****District offer on Item 10 is contingent upon the union's agreement on Item 11*****
Art. XII, Sec 1 ("Eligibility"):
Section 1. Eligibility:
Any employee who has completed ~~five (5)~~ ***three (3)*** years of service with the School District shall be eligible for a matching deferred compensation plan in accordance with Minn. Stat. 356.24 and the terms set out below. The School District shall contribute annually an amount equal to the amount contributed by the employee subject to the limits listed below.

11.
Schedule A / B
See District financial proposal (separate document).

13.
MoA re Personal Property Damage Reimbursement
The current MoA has expired. In addition, the spirit of this MoA is addressed by Minn. Stat. 176.135 ("Treatment; Appliances; Supplies"). Please see shared communication from the MN Dept of Labor and Industry.

14.
Transfer Language
The District does not have a response at this time.

15.
Demand to Bargain Documents
To the extent the union is demanding to bargain over any issues related to handbook language or employer policy as referenced in two emails presented at the 09/22/2026 bargaining session, the District does not agree it has an obligation to bargain on those topics and notes that both the union's first and second proposals did not identify any union proposals on those topics. If the union disagrees, it is responsible for presenting specific proposals on these topics given that the parties are currently bargaining. The District will respond as appropriate, but it will not bargain over any matters related to its inherent managerial rights.

ISD 882 MONTICELLO
BI's
2026-2028

District2
Proposal#

10/22/2006

Matrix Summary

	Base Year	Year 1	Year 1 - % Change from Base	Year 2	Year 2 - % Change from Year 1	Year 1 & Year 2 $ Total
Salary	868,491.06	900,750.61	3.71%	927,040.81	2.92%	1,827,791.42
Health Ins	415,428.00	422,628.00	1.73%	422,628.00	0.00%	845,256.00
Dental Ins	15,024.00	15,024.00	0.00%	15,024.00	0.00%	30,048.00
HRA	17,500.00	17,500.00	0.00%	25,000.00	42.86%	42,500.00
Life Ins	1,035.00	1,035.00	0.00%	1,035.00	0.00%	2,070.00
LTD	3,220.00	3,220.00	0.00%	3,220.00	0.00%	6,440.00
403b Match	10,231.08	11,289.34	10.34%	15,478.60	37.11%	26,767.94
Worker's Compensation	3,300.27	3,422.85	3.71%	3,522.76	2.92%	6,945.61
Paid Family Leave	1,910.68	1,981.65	3.71%	2,039.49	2.92%	4,021.14
PERA	65,136.83	67,556.30	3.71%	69,528.06	2.92%	137,084.36
FICA	66,439.57	68,907.42	3.71%	70,918.62	2.92%	139,826.04
Total Benefits	599,225.42	612,564.56	2.23%	628,394.53	2.58%	1,240,959.09
		-		-		-
Total Salary & Benefit	1,467,716.48	1,513,315.17	3.11%	1,555,435.34	2.78%	3,068,750.51
Fund 01	467,778.96	479,465.39	11,686.43	492,939.33	13,473.94	25,160.37
Fund 04	90,227.78	92,066.83	1,839.04	94,011.78	1,944.95	3,783.99
Fund 12	909,709.74	941,782.95	32,073.21	968,484.23	26,701.28	58,774.49
	1,467,716.48	1,513,315.17	45,598.69	1,555,435.34	42,120.17	

ISD 882 Monticello
BI's
Rates

Proposal#	District2
	10/22/2006

WAGES - 2025-26

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

WAGES - 2026-27

BI		Hourly	
Step 1		$28.19	2.00%
Step 2	3.00%	$29.04	2.00%
Step 3	2.92%	$29.89	2.00%
Step 4	1.88%	$30.45	2.00%
Longevity		**Annual**	
At 5-9 yrs		$0.45	
At 10-14 yrs		$0.55	
At 15-19 yrs		$0.65	
At 20-24 yrs		$0.75	
At 25 yrs+		$0.75	
None		$0.00	
Differential		**Hourly**	
Level IV		$0.50	
		$0.00	
		$0.00	
None		$0.00	0.0%

WAGES - 2027-28

BI		Hourly	
Step 1		$28.83	2.25%
Step 2	3.00%	$29.69	2.25%
Step 3	2.92%	$30.56	2.25%
Step 4	1.88%	$31.13	2.25%
Longevity		**Annual**	
At 5-9 yrs		$0.45	
At 10-14 yrs		$0.55	
At 15-19 yrs		$0.65	
At 20-24 yrs		$0.75	
At 25 yrs+		$0.75	
None		$0.00	
Differential		**Hourly**	
Level IV		$0.50	
		$0.00	
		$0.00	
None		$0.00	0.0%

ISD 882 Monticello
BI's

Proposal#	District2
	10/22/2006

BENEFITS - 2025-26		BENEFITS - 2026-27				BENEFITS - 2027-28			
Health Ins - per yr		**Health Ins - per yr**		$ Change	% Change	**Health Ins - per yr**		$ Change	% Change
Indv	$11,700.00	Indv	$12,060.00	$360.00	3.08%	Indv	$12,060.00	$0.00	0.00%
Dep	$25,656.00	Dep	$26,016.00	$360.00	1.40%	Dep	$26,016.00	$0.00	0.00%
None	$0.00	None	$0.00		$2,168/m Fa	None	$0.00		$2,168/mo Family
					$1,005/m Single				$1,005/mo Single
Indv Cost	$10,059.72	Indv Cost	$11,027.47	109.36%		Indv Cost	$12,681.58	95.10%	15%
Dep Cost	$25,616.40	Dep Cost	$28,080.70	92.65%		Dep Cost	$32,292.80	80.56%	15%
Dental Ins - per yr		**Dental Ins - per yr**		$ Change	% Change	**Dental Ins - per yr**		$ Change	% Change
Indv	$528.00	Indv	$528.00	$0.00	0.00%	Indv	$528.00	$0.00	0.00%
Dep	$1,080.00	Dep	$1,080.00	$0.00	0.00%	Dep	$1,080.00	$0.00	0.00%
None	$0.00	None	$0.00			None	$0.00		
				% Inc	% Cover			% Inc	% Cover
Indv Cost	$564.00	Indv Cost	$564.00	0.00%	93.62%	Indv Cost	$580.92	3.00%	90.89%
Dep Cost	$1,428.00	Dep Cost	$1,428.00	0.00%	75.63%	Dep Cost	$1,470.84	3.00%	73.43%
Life - per yr $50,000		**Life - per yr $50,000**				**Life - per yr $50,000**			
30 hrs	$45.00	30 hrs	$45.00	$0.00	0.00%	30 hrs	$45.00	$0.00	0.00%
None	$0.00	None	$0.00			None	$0.00		
LTD - per yr		**LTD - per yr**				**LTD - per yr**			
30 hrs	$140.00	30 hrs	$140.00	$0.00	0.00%	30 hrs	$140.00	$0.00	0.00%
None	$0.00	None	$0.00			None	$0.00		
PERA	7.50%	**PERA**	7.50%			**PERA**	7.50%		
PFML	0.44%	**PFML**	0.44%			**PFML**	0.44%		