EMM-BI
Proposal
11/9//26

Retro

1. Page 9 - Page 10-keep open
Article VII: Hours of Service

Section 3. ~~Paid Lunch~~ Breaks

Subd. 1. Paid Lunch:
Employees working more than six (6) hours per day will have a half hour paid lunch each day during which time employees are available for emergency needs.

Subd. 2. Rest Break:
~~Each employee will receive a rest break of at least 15 minutes or enough time to utilize the nearest convenient restroom, whichever is longer, within each four consecutive hours of work.~~
Rest breaks will be in accordance with Minn. Stat.177.253.

Article VIII: Leaves of Absence

4. And 5. EMM-BI - Counter-package proposal withdraw 4 and 5 and propose:

Employees completing 90% or more of summer programming ~~(Credit Recovery; ESY; Targeted Services; similar)~~ dates shall earn additional personal time. Additional personal time will be awarded equal to one day using the average daily hours worked in the summer. Summer personal leave time will carry into the following school year.

Section 2. *Personal Leave*:

Subd. 1. Employees will be granted two (2) personal days per year. Employees who work a twelve (12) month calendar will receive one (1) additional personal day per year. Employees who carry over sixty-one (61) days or more of sick leave into the following year, will receive one (1) additional personal day. An additional personal day (1) per year will be granted to all at the beginning of their tenth (10) ~~twentieth (20)~~ year, or more of service to the Monticello School District. Employees hired after the start of the duty year will have personal leave prorated for that school year.

Subd. 2. Employees who are involuntarily transferred shall maintain their seniority, hourly wage (unless the new position is at a higher rate of pay) and hours. Employees will work with their administrator for additional training, if needed.

Involuntary transfers will be communicated before May 1st for the upcoming school year.

Subd. 3. Transfers shall not be used as disciplinary action or as a substitute for progressive discipline.

13. Keep MOU- keep open

Appendix A: Memorandum of Agreement
Personal Property Damage Reimbursement

The School Board of Independent School District No. 882, Monticello, Minnesota ("District"), enters into this Memorandum of Agreement ("MoA") with Education Minnesota - Monticello Behavior Interventionist ("Union").

The District and the Union agree as follows:

1. The School District will reimburse an employee no more than one time annually for the cost of eyeglasses and/or contact lenses (up to a maximum of $500) damaged during the course and scope of their duties.
2. The incident must be reported at the time of the occurrence to the employee's appropriate supervisor, and the employee must complete an incident report documenting that all processes and procedures were followed.
3. The employee must present appropriate receipts for the cost of the replacement eyewear to the Human Resources Department at the time the reimbursement request is made.

If any provision of this MoA is held to be invalid by operation of law, the remainder of the MoA shall not be affected thereby and shall remain in full force and effect.

Nothing in this MoA shall be deemed to establish a precedent or practice or to alter any established precedent or practice arising out of or relating to the CBA between the District and the Union. No party may submit this MoA in any proceeding as evidence of a precedent or practice.

This MoA constitutes the entire agreement between the parties. Neither party has relied on any statements or promises that are not set forth in this

document. The MoA controls to the extent that it conflicts with the CBA. No changes in this MoA are valid unless they are in writing and signed by all parties.

This Agreement exists separately and will not be considered part of the collective bargaining agreement ("CBA"). This Agreement will remain in effect through the ratification of the 2028-2030 Master Agreement ~~June 30, 2026.~~

14. Demand to Bargain Documents-
    a. Driving History
    b. Arrest and/or Criminal Charges

Arrest of and/or Criminal Charges Filed Against an Employee

For reference, included is a copy of the current Arrest of and/or Criminal Charges Filed Against an Employee policy as it appears in the 26-27 handbook. The Union's request is in place of the current language, adopt into the handbook the MSBA Model Policy on Criminal or Civil Action Against School District, School Board Member, Employee, or Student. Included is a copy of the model policy adopted by the neighboring Becker Public Schools. Unlike the current language, the model policy does not affect employees' terms and conditions of employment. Therefore, if the School District were to adopt the model MSBA policy or some form thereof in place of its current language, no bargaining would be required.

Any person in a position of authority has a duty to inquire about an injury if they: witness an injury; suspect an injury; or hear about an injury.

Employee Injury Reporting Procedures

Student and Non-Employee Incident Report Form

Accommodations

The Americans with Disabilities Act (ADA) and the Americans with Disabilities Act Amendments Act (ADAAA) are federal laws that prohibit employers with 15 or more employees from discriminating against applicants and individuals with disabilities and that, when needed, provide reasonable accommodations to applicants and employees who are qualified for a job, with or without reasonable accommodations, so that they may perform the essential job duties of the position.

It is the policy of ISD 882 / ISD 6090 to comply with all federal and state laws concerning the employment of persons with disabilities and to act in accordance with regulations and guidance issued by the Equal Employment Opportunity Commission (EEOC). It is District policy not to discriminate against qualified individuals with disabilities in regard to application procedures, hiring, advancement, discharge, compensation, training or other terms, conditions, and privileges of employment.

The District will reasonably accommodate qualified individuals with a disability so that they can perform the essential functions of a job unless doing so causes a direct threat to these individuals or others in the workplace and the threat cannot be eliminated by reasonable accommodation and/or if the accommodation creates an undue hardship to the District.

All requests for workplace accommodations must be directed to the Director of Human Resources. No accommodations will be granted without first participating in the interactive process regarding any medical notes.

[redacted]

Employees who have been arrested by any law enforcement entity (local; state; federal; international) must report the arrest to both the appropriate administrator and the Director of Human Resources immediately; "immediately" in this context means no later than the following business day from the date and time of the event.

Employees who have been charged with a criminal offense by any legal entity (local; state; federal; international) must report such charges to both the appropriate administrator and the Director of Human Resources immediately; "immediately" in this context means no later than the following business day from the date and time of the event.

Failure to notify the District of an arrest and/or criminal charges as outlined above may result in employee discipline up to and including immediate termination.

At Will Employment

If you are an At Will employee, your employment with ISD 882 / ISD 6090 is voluntary and subject to termination by you or the District at will, with or without cause, and with or without notice, at any time. Nothing in these policies shall be interpreted to be in conflict with or to eliminate or modify in any way the employment-at-will status of District employees. Employment-at-will may not be modified by any officer or employee and shall not be modified in any publication or document.

The personnel policies contained in this handbook are not intended to be a contract of employment or a legal document.

Background and Reference Checks

Employment is contingent upon an acceptable criminal history background check. To ensure a safe and productive work environment, pre-employment background checks are required for all applicants who accept an offer of employment. Background checks may include verification of any information on the applicant's resume or application form. The cost of the background check is borne by the employee.

All background checks are conducted in conformity with the Federal Fair Credit Reporting Act, the Americans with Disabilities Act, and state and federal privacy and anti discrimination laws. Reports are kept confidential and are only viewed by individuals involved in the hiring process on a need-to-know basis.

If information obtained in a background check would lead ISD 882 / ISD 6090 to deny employment, a copy of the report will be provided to the applicant upon request, and the applicant will have the opportunity to dispute the report's accuracy.

Additional checks such as a driving record or credit report may be made on applicants for particular job categories if appropriate and job related. The District also reserves the right to conduct a background check for current employees to determine eligibility for promotion or reassignment in the same manner as described above.

Breaks / Breakroom

Employee break / meal periods are important to productivity and employee health. Employees shall receive break / meal time in accordance with State statute and/or the employee's master agreement. Whether the meal period is included in the total hours of work per day is based on each employee group's master agreement. Non-Exempt (hourly) employees are to be completely relieved of all job duties while on breaks and meal periods.

Adopted: June 4, 2012

Revised: April 4, 2022

Reviewed: February, 2026

211 CRIMINAL OR CIVIL ACTION AGAINST SCHOOL DISTRICT, SCHOOL BOARD MEMBER, EMPLOYEE, OR STUDENT

I. PURPOSE

The purpose of this policy is to provide guidance about the school district's position, rights, and responsibilities when a civil or criminal action is pending against the school district, or a school board member, school district employee, or student.

II. GENERAL STATEMENT OF POLICY

A. The school district recognizes that, when civil or criminal actions are pending against a school board member, school district employee, or student, the school district may be requested or required to take action.

B. In responding to such requests and/or requirements, the school district will take such measures as are appropriate to its primary mission of providing for the education of students in an environment that is safe for staff and students and is conducive to learning.

C. The school district acknowledges its statutory obligations with respect to providing assistance to school board members and teachers who are sued in connection with performance of school district duties. Collective bargaining agreements and school district policies may also apply.

III. CIVIL ACTIONS

A. Pursuant to Minnesota Statutes section 466.07, subdivision 1, the school district shall defend and indemnify any school board member or school district employee for damages in school-related litigation, including punitive damages, claimed or levied against the school board member or employee, provided that the school board member or employee was acting in the performance of the duties of the position and was not guilty of malfeasance, willful neglect of duty, or bad faith.

B. Pursuant to Minnesota Statutes Section 123B.25(b), with respect to teachers employed by the school district, upon written request of the teacher involved, the school district must provide legal counsel for any school teacher against whom a claim is made or action is brought for recovery of damages in any tort action involving physical injury to any person or property or for wrongful death arising

out of or in connection with the employment of the teacher with the school district. The school district will choose legal counsel after consultation with the teacher.

C. Data Practices

Educational data and personnel data maintained by the school district may be sought as evidence in a civil proceeding. The school district will release the data only pursuant to the Minnesota Government Data Practices Act, Minnesota Statutes chapter 13 and to the Family Educational Rights and Privacy Act, 20 United States Code § section 1232g, and related regulations. When an employee is subpoenaed and is expected to testify regarding educational data or personnel data, the employee will inform the building administrator or designated supervisor, who shall immediately inform the superintendent or designee. No school board member or employee may release data without consultation in advance with the school district official designated as the responsible authority for the collection, use, and dissemination of data.

D. Service of Subpoenas

School district officers and employees will normally not be involved in providing service of process for third parties in the school setting.

E. Leave to Testify

Leave for employees appearing in court, either when sued or under subpoena to testify, will be considered in accordance with school district personnel policies and applicable collective bargaining agreements.

IV. CRIMINAL CHARGES OR CONDUCT

A. Employees

1. The school district expects that its employees serve as positive role models for students. As role models for students, employees have a duty to conduct themselves in an exemplary manner.

2. If the school district receives information relating to activities of a criminal nature by an employee, the school district will investigate and take appropriate disciplinary action, which may include discharge, subject to school district policies, statutes, and provisions of applicable collective bargaining agreements.

3. Pursuant to Minnesota Statutes section 123B.02, Subdivision 20, if reimbursement for a criminal defense is requested by a school district employee, the school board may, after consulting with its legal counsel, reimburse the employee for any costs and reasonable attorney fees

incurred by the employee to defend criminal charges brought against the employee arising out of the performance of duties for the school district. The decision whether to reimburse shall be made in the school board's discretion. A school board member who is a witness or an alleged victim in the case may not vote on the reimbursement. If a quorum of the school board is disqualified from voting on the reimbursement, the reimbursement must be approved by a judge of the district court.

B. Students

The school district has an interest in maintaining a safe and healthful environment and in preventing disruption of the educational process. To promote that interest, the school district will take appropriate action regarding students convicted of crimes that relate to the school environment.

C. Criminal Investigations

1. The policy of the school district is to cooperate with law enforcement officials. The school district will make all efforts, however, to encourage law enforcement officials to question students and employees outside of school hours and off school premises unless extenuating circumstances exist, the matter being investigated is school-related, or as otherwise provided by law.

2. If questioning at school is unavoidable, the school district will attempt to maintain confidentiality to avoid embarrassment to students and employees and to avoid disruption of the educational program. The school district will attempt to notify parents of a student under age 18 that police will be questioning their child. Normally, the superintendent, principal, or other appropriate school official will be present during the interview, except as otherwise required by law (Minnesota Statutes section 260E.22), or as otherwise determined in consultation with the parent or guardian.

D. Data Practices

The school district will release to juvenile justice and law enforcement authorities educational and personnel data only in accordance with Minnesota Statutes chapter 13 (Minnesota Government Data Practices Act) and 20 United States Code section. 1232g (FERPA).

V. STATEMENTS WHEN LITIGATION IS PENDING

The school district recognizes that when a civil or criminal action is commenced or pending, parties to the lawsuit have particular duties in reference to persons involved or named in the lawsuit, as well as insurance carrier(s). Therefore, school board members or school district employees shall make or release statements in that situation only in consultation with legal counsel.

Legal References: Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act)
Minn. Stat. §§ 121A.40-121A.56 (Pupil Fair Dismissal Act)
Minn. Stat. § 123B.02, Subd. 20 (Legal Counsel; Reimbursement)
Minn. Stat. § 123B.25(b) (Legal Actions Against Districts and Teachers)
Minn. Stat. § 260E.22 (Interviews)
Minn. Stat. § 466.07, Subd. 1 (Indemnification)
20 U.S.C. § 1232g (Family Educational Rights and Privacy Act)
42 U.S.C. § 1983 (Civil Action for Deprivation of Rights)
Minn. Op. Atty. Gen. 169 (Mar. 7, 1963)
Minn. Op. Atty. Gen. 169 (Nov. 3, 1943)
Dypress v. School Committee of Boston, 446 N.E.2d 1099 (Mass. App. Ct. 1983)
Wood v. Strickland, 420 U.S. 308(1975)

Cross References: Policy 403 (Discipline, Suspension, and Dismissal of School District Employees)
Policy 406 (Public and Private Personnel Data)
Policy 408 (Subpoena of a School District Employee)
Policy 414 (Mandated Reporting of Child Neglect or Physical or Sexual Abuse)
Policy 506 (Student Discipline)
Policy 515 (Protection and Privacy of Pupil Records)
Policy 519 (Interviews of Students by Outside Agencies)

Driving, Motor Vehicle Records, and Prohibition

For reference, included is a copy of the current Driving, Motor Vehicle Records, and Prohibition provision as it appears in the 26-27 employee handbook. The Union approves of the policy as written. The Union does not seek to change the language of the policy. The following is then a language proposal for purposes of inclusion in a relevant place in the Master Agreement regarding any effects of changes sought to the policy in the future.

"*The School District shall apply the Driving, Motor Vehicle Records, and Prohibition employee handbook policy to employees who drive a vehicle in the course and scope of their employment with the School District. Any proposed additions or revisions to this policy that affect employees' terms and conditions of employment shall be negotiated with the exclusive representative pursuant to PELRA.*"

outside activity including obligations that may compete or be in real or perceived conflict with the best interests of the school district.

Conflict of interest for employees is defined in Policy 721 ("Uniform Grant Guidance Policy Regarding Federal Sources"; Section III, Page 3). Employees must report a conflict of interest to the Superintendent. Employees are subject to disciplinary action if a conflict of interest occurs as defined in Policy 403 ("Discipline, Suspension & Dismissal of School District Employees"; Section IV, Page 3).

Dress Code (Policy 504)

It is the District's expectation that staff will provide a professional image to students, parents, and the community. It is important that students, parents, and the community have confidence in the staff and that staff members have pride in themselves and our School District while providing educational services. To help present this image and foster confidence in the District, staff members are expected to dress in a manner which is appropriate for the position they hold in the District. Clean, neat, professional dress is expected.

Some employee groups have work uniforms as established within their unit's master agreement or by supervisor direction. For all other employees, suggested dress includes: dress pants / professional jeans, skirts/dresses, blouses, sweaters, polo style shirts, dress shirts and ties, and dress shoes.

Inappropriate clothing includes, but is not limited to clothing that is tight, revealing, short, torn, tattered, dirty, or with visual, written, or implied messages that are likely to disrupt the school environment.

Each school may choose to have school spirit days for special events; in these situations, school spirit-wear and professional jeans are appropriate.

For non-student days, more casual dress is permitted (must still be neat, clean, and appropriate for position/duties).

Footwear is expected to be professional and appropriate for your position and duties.

The District prohibits: wearing clothing, buttons, or accessories that support or oppose a specific political party or personality; are controversial, divisive, or contentious in nature; distract from educational mission; and/or openly favor / support one group of students over others. Personal religious symbols will continue to be allowed.

Driving, Motor Vehicle Records, and Prohibitions While Driving

Employees serving in driving positions, or in positions that require employees to operate District-owned, District-leased, and/or personal vehicles for District use, must submit a copy of their driving record at least every three (3) years. The District will gain employee consent prior to collecting such driving records at District expense via third party vendor.

Employees driving personal cars for District business must meet the following requirements:

- Have minimum liability limits recommended by the State of MN
- Provide Certificates of Insurance to the Human Resources Department on an annual basis.

The following are safe driving rules to be followed. Do not take chances. To arrive safely is more important than to arrive on time. Drivers should be mentally and physically rested and alert prior to each trip.

A. BASIC SAFETY RULES:

1. Drinking of alcoholic beverages while driving, or driving while under the influence of alcohol or restricted drugs, is prohibited.
2. Drivers must have a valid driver's license for the type of vehicle to be operated, and keep the license(s) with them at all times while driving.
3. Traffic laws must be obeyed.
4. Do not provide rides to hitchhikers or strangers.
5. Seat belts and/or safety restraint systems must be worn by drivers and passengers as designed by vehicle manufactures..
6. Drivers must immediately report all accidents while driving for District business to the Human Resources Department.
7. Drivers must immediately report all traffic citations while driving for District business to the Human Resources Department.
8. Follow other applicable safe driving rules prescribed by state or local laws.

Employees driving in service of the District (see above) are prohibited from using wireless communication devices (WCD) while vehicles are in operation on active roadways. WCD are consistently shown to be a major cause of distracted driving and resultant vehicle incidents. Notwithstanding emergency use and situations, WCD prohibitions during driving include: talking (even with hands-free devices); dialing or receiving calls; sending or receiving text messages; use of the internet; use of social networks; and use of other WCD-based applications. Such prohibitions apply to all District employees. Violation of these expectations may result in disciplinary action.

All drivers and passengers in District vehicles, or personal vehicles used to conduct District business, must use safety belts.

Criteria for assessing eligibility to drive in service of the District shall be as identified below. Please note this list is not all inclusive, but a general guideline of the types of violations that fall into "Major Violations" and "Unacceptable". The actual wording of a violation varies by state.

CLEAN:

- No violations listed on the motor vehicle record (MVR)

ACCEPTABLE:

- The driver has violations but does not meet the MAJOR or UNACCEPTABLE criteria

MAJOR VIOLATIONS (one violation makes driver unacceptable):

- Negligent homicide within last 5 years
- Criminal-type conviction within last 5 years
- Hit-and-run within last 5 years
- Manslaughter within last 5 years
- Suspended or revoked license—currently suspended or revoked
- Drag racing within last 5 years
- Driving Under Influence/Impaired within last 5 years
- Reckless driving within last 5 years
- Careless driving within last 3 years
- Assault involving a motor vehicle within last 5 years
- Passing a stopped school bus within last 3 years

UNACCEPTABLE:

- 3 or more moving violations within the last 3 years
- 2 or more at-fault accidents within the last 3 years
- Violations and accidents combined: More than 1 at-fault accident and 1 moving violation within the last 3 years when not the same incident
    - Moving Violations
        - Speeding violations
        - Improper or excessive lane changes
        - Following the vehicle ahead too closely
        - Running a red light or stop sign
        - Failure to yield
    - At-fault accidents (any accident where the driver is cited with a violation, or negligently contributes to the incident OR; any single-vehicle accident that is not caused by actual equipment failure)

Employees who are aware or should be aware that they have accrued negative incidents on their MVR within the past three (3) that, based on the criteria listed above, make the employee ineligible to drive in service of the District must inform the Human Resources Department immediately. Failure to do so may result in revocation of driving privileges and/or disciplinary action.

ISD 882 MONTICELLO
BI's
2026-2028

Union3
Proposal#

11/9/2026

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	907,231.46	4.46%	940,388.69	3.65%	1,847,620.15
Health Ins	415,428.00	417,948.00	0.61%	417,948.00	0.00%	835,896.00
Dental Ins	15,024.00	18,792.00	25.08%	18,792.00	0.00%	37,584.00
HRA	17,500.00	24,500.00	40.00%	35,000.00	42.86%	59,500.00
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	11,370.31	11.13%	12,516.65	10.08%	23,886.96
Worker's Compensation	3,300.27	3,447.48	4.46%	3,573.48	3.65%	7,020.96
Paid Family Leave	1,910.68	1,995.91	4.46%	2,068.86	3.65%	4,064.76
PERA	65,136.83	68,042.36	4.46%	70,529.15	3.65%	138,571.51
FICA	66,439.57	69,403.21	4.46%	71,939.74	3.65%	141,342.94
Total Benefits	599,225.42	619,754.26	3.43%	636,622.87	2.72%	1,256,377.14
		-		-		-
Total Salary & Benefit	1,467,716.48	1,526,985.72	4.04%	1,577,011.57	3.28%	3,103,997.29
Fund 01	467,778.96	483,303.12	15,524.16	500,369.34	17,066.22	32,590.38
Fund 04	90,227.78	93,657.47	3,429.68	96,184.79	2,527.32	5,957.01
Fund 12	909,709.74	950,025.13	40,315.39	980,457.44	30,432.31	70,747.69
	1,467,716.48	1,526,985.72	59,269.24	1,577,011.57	50,025.85	

ISD 882 Monticello
BI's
Rates

Proposal#	Union3
	11/9/2026

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	$28.40	2.75%
Step 2	$29.25	2.75%
Step 3	$30.11	2.75%
Step 4	$30.67	2.75%
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	$29.25	3.00%
Step 2	$30.13	3.00%
Step 3	$31.01	3.00%
Step 4	$31.59	3.00%
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%

ISD 882 Monticello
BI's

Proposal#	Union3
	11/9/2026

BENEFITS - 2025-26	
Health Ins - per yr	
Indv	$11,700.00
Dep	$25,656.00
None	$0.00
Indv Cost	$10,059.72
Dep Cost	$25,616.40
Dental Ins - per yr	
Indv	$528.00
Dep	$1,080.00
None	$0.00
Indv Cost	$564.00
Dep Cost	$1,428.00
Life - per yr $50,000	
30 hrs	$45.00
None	$0.00
LTD - per yr	
30 hrs	$140.00
None	$0.00
PERA	7.50%
PFML	0.44%

BENEFITS - 2026-27				
Health Ins - per yr		$ Change	% Change	
Indv	**$12,060.00**	$360.00	**3.08%**	
Dep	**$25,656.00**	$360.00	**0.00%**	
None	$0.00		$2,168/m	Far
			$1,005/m	Single
Indv Cost	$11,027.47	109.36%		
Dep Cost	$28,080.70	91.37%		
Dental Ins - per yr		$ Change	% Change	
Indv	**$564.00**	$36.00	**6.82%**	
Dep	**$1,428.00**	$348.00	**32.22%**	
None	$0.00			
		% Inc	% Cover	
Indv Cost	**$564.00**	0.00%	**100.00%**	
Dep Cost	**$1,428.00**	0.00%	**100.00%**	
Life - per yr $50,000				
30 hrs	**$45.00**	$0.00	**0.00%**	
None	$0.00			
LTD - per yr				
30 hrs	**$140.00**	$0.00	**0.00%**	
None	$0.00			
PERA	7.50%			
PFML	0.44%			

BENEFITS - 2027-28				
Health Ins - per yr		$ Change	% Change	
Indv	**$12,060.00**	$0.00	**0.00%**	
Dep	**$25,656.00**	$0.00	**0.00%**	
None	$0.00		$2,168/mo	Family
			$1,005/mo	Single
Indv Cost	$12,681.58	95.10%	15%	
Dep Cost	$32,292.80	79.45%	15%	
Dental Ins - per yr		$ Change	% Change	
Indv	**$564.00**	$0.00	**0.00%**	
Dep	**$1,428.00**	$0.00	**0.00%**	
None	$0.00			
		% Inc	% Cover	
Indv Cost	**$564.00**	0.00%	**100.00%**	
Dep Cost	**$1,428.00**	0.00%	**100.00%**	
Life - per yr $50,000				
30 hrs	**$45.00**	$0.00	**0.00%**	
None	$0.00			
LTD - per yr				
30 hrs	**$140.00**	$0.00	**0.00%**	
None	$0.00			
PERA	7.50%			
PFML	0.44%			