November 9, 2026
2026-28 Behavior Interventionist Negotiations
District Proposal #3

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

Tentative Agreements as of November 9, 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 November 9, 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.

10. Art. XII, Sec 1 ("Eligibility"):
Section 1. Eligibility:
The Union informed the District on 11/09/2026 that the Union is prioritizing salary schedule increases to improvements in deferred compensation

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

1) The District is rejecting the Union's proposal and sees no reason to modify the current language regarding this issue;
2) The Union will receive the same response if they continue to make proposals on this topic in negotiations;
3) The District is expecting the Union to either:
    a) Inform the District of the Union representative who will be handling the arbitration so that the District and Union can strike arbitrators, or
    b) Withdraw the grievance in writing.

15.
Demand to Bargain Documents

Re: Arrest/criminal charges

The District will not bargain over its inherent managerial rights. The Union's proposal requires the District to negotiate over its inherent managerial rights with respect to the direction of personnel. The Union's proposal infringes on the District's inherent managerial right because it requires the District to bargain over the establishment of a directive that employees report situations in which they are arrested or charged with a crime. Here, the Union is not proposing anything other than rescission of the directive. To the extent the Union is concerned about potential disciplinary action, the CBA already

has negotiated language outlining standards for discipline and the District asserts the existing discipline language is sufficient to protect employees from unwarranted disciplinary action.

Re: Driving, Motor Vehicle Records, and Prohibition
The District will not bargain over its inherent managerial rights, including its right to establish standards for the selection and direction of personnel. Here, the Union is not seeking to change the current Driving, Motor Vehicle Records, and Prohibition language. Since the Union is not proposing any changes and the District asserts the handbook language is within its inherent managerial rights, the District is rejecting the CBA language proposed by the Union. Moreover, the Union's proposed language overstates what Minnesota law requires for bargaining. The District is not required to negotiate policy language that affects terms and conditions of employment if the establishment of the policy is not distinct and separable from its implementation. Finally, the Union's proposed contract language is not necessary for the Union to assert its rights under PELRA in the event it believes a future handbook change is subject to bargaining.

16. *****The Union proposed dropping proposals 4 & 5 above in favor of the following*****
Art. VIII, Sec. 2, Subd. 2 (current Subd. 2-3 would be renumbered)
Behavior Interventionists 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.

ISD 882 MONTICELLO
BI's
2026-2028

District3
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	900,750.61	3.71%	929,254.61	3.16%	1,830,005.22
Health Ins	415,428.00	422,628.00	1.73%	422,628.00	0.00%	845,256.00
Dental Ins	15,024.00	15,024.00	0.00%	15,024.00	0.00%	30,048.00
HRA	17,500.00	17,500.00	0.00%	25,000.00	42.86%	42,500.00
Life Ins	1,035.00	1,035.00	0.00%	1,035.00	0.00%	2,070.00
LTD	3,220.00	3,220.00	0.00%	3,220.00	0.00%	6,440.00
403b Match	10,231.08	11,289.34	10.34%	12,368.77	9.56%	23,658.11
Worker's Compensation	3,300.27	3,422.85	3.71%	3,531.17	3.16%	6,954.02
Paid Family Leave	1,910.68	1,981.65	3.71%	2,044.36	3.16%	4,026.01
PERA	65,136.83	67,556.30	3.71%	69,694.10	3.16%	137,250.39
FICA	66,439.57	68,907.42	3.71%	71,087.98	3.16%	139,995.40
Total Benefits	599,225.42	612,564.56	2.23%	625,633.37	2.13%	1,238,197.93
		-		-		-
						-
						-
Total Salary & Benefit	1,467,716.48	1,513,315.17	3.11%	1,554,887.98	2.75%	3,068,203.15
Fund 01	467,778.96	479,465.39	11,686.43	492,928.62	13,463.23	25,149.66
Fund 04	90,227.78	92,066.83	1,839.04	94,200.35	2,133.53	3,972.57
Fund 12	909,709.74	941,782.95	32,073.21	967,759.00	25,976.05	58,049.26
	1,467,716.48	1,513,315.17	45,598.69	1,554,887.98	41,572.80	

ISD 882 Monticello
BI's
Rates

Proposal#	District3
	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		$28.19	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		$28.90	2.50%
Step 2	3.00%	$29.77	2.50%
Step 3	2.92%	$30.63	2.50%
Step 4	1.88%	$31.21	2.50%
Longevity		**Annual**	
At 5-9 yrs		$0.45	
At 10-14 yrs		$0.55	
At 15-19 yrs		$0.65	
At 20-24 yrs		$0.75	
At 25 yrs+		$0.75	
None		$0.00	
Differential		**Hourly**	
Level IV		$0.50	
		$0.00	
		$0.00	
None		$0.00	0.0%

ISD 882 Monticello
BI's

Proposal#	District3
	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		$ Change	% Change	
Health Ins - per yr				
Indv	$12,060.00	$360.00	3.08%	
Dep	$26,016.00	$360.00	1.40%	
None	$0.00		$2,168/m	Far
			$1,005/m	Single
Indv Cost	$11,027.47	109.36%		
Dep Cost	$28,080.70	92.65%		
Dental Ins - per yr		$ Change	% Change	
Indv	$528.00	$0.00	0.00%	
Dep	$1,080.00	$0.00	0.00%	
None	$0.00			
		% Inc	% Cover	
Indv Cost	$564.00	0.00%	93.62%	
Dep Cost	$1,428.00	0.00%	75.63%	
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		$ Change	% Change	
Health Ins - per yr				
Indv	$12,060.00	$0.00	0.00%	
Dep	$26,016.00	$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	80.56%	15%	
Dental Ins - per yr		$ Change	% Change	
Indv	$528.00	$0.00	0.00%	
Dep	$1,080.00	$0.00	0.00%	
None	$0.00			
		% Inc	% Cover	
Indv Cost	$580.92	3.00%	90.89%	
Dep Cost	$1,470.84	3.00%	73.43%	
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%			