



Monticello Public Schools

Independent School District No. 882

Superintendent Eric Olson

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Summary of Collective Bargaining Agreement Education Minnesota - Monticello (2025-27)

Presented by Rob Danneker, Director of Human Resources

For Board Action

Background Information

A tentative agreement was reached regarding the 2025-27 Master Agreement with Education Minnesota - Monticello on Tuesday, June 2, 2026.

This agreement was ratified by EMM on June 10, 2026. District administration recommends that the Board of Education approve the agreement.

The settlement exceeded the District's budgeted parameters for settlement by \$135,000.

The District's negotiations team for this settlement included: Tina Burkholder (Director of Business Services), Rob Danneker (Director of Human Resources), Jeff Hegle (Board member), Eric Olson (Superintendent), Casey Root (Board member), and Jamie Sieben (Board Chair).

The essential elements of this initial agreement include the following:

Base Salary and Benefit Summary

Year 1: July 1, 2025 – June 30, 2026

- 1) Schedule A, C, and D: Salary Schedule, Extra-Curricular Schedule, and Part-Time Hourly Rate
 - a) Increase on all cells of 1.9% in Year 1 retroactive to July 1, 2025
 - b) Step movement is frozen for Year 1 (July 1, 2025 - June 30, 2026)
- 2) Schedule C: Extracurricular Activities
 - a) Adds Adaptive Head Coach, Adaptive Assistant Coach, and FFA Advisor to Schedule C
 - b) Deletes "Assistance with Spanish Communication" stipend
- 3) Article XIII: Longevity Scale
 - a) No increase in Year 1
- 4) Article VIII: Group Insurance
 - a) No increase in Year 1
 - b) Remove limitation on District contributions to HSA plans vis-a-vis policy cost
 - c) Amends HRA contribution amounts at each of four (4) thresholds based on existing contract language

Base Salary and Benefit Summary

Year 2: July 1, 2026 – June 30, 2027

- 1) Schedule B, C, and D: Salary Schedule, Extra-Curricular Schedule, and Part-Time Hourly Rate
 - a) Increase on all cells of 2.0% in Year 2
- 2) Article XIII: Longevity Scale (Art. XIII)
 - a) Increase of \$20 on each of four steps in Year 2
- 3) Article VII: Group Insurance
 - a) Increase of \$30/month on both family and single contributions

Language Items:

- 1) Credits for Lane Change (Art. VI, Sec. 3a)
 - a) Amends language and adopts the MSBA model language regarding “Application and Prior Approval” processes for Credit for Lane Change requests.
- 2) Retroactive Pay (Art. VI, Sec. 7)
 - a) Clarifies that retroactive pay following settlement of master agreement is dispersed only to current employees, those who retired in good standing prior to a successor agreement being ratified, and those completing a full school year under an unsettled contract but released in good standing from employment prior to contract settlement.
- 3) Extra Compensation (Art. VII, Sec. 2)
 - a) Amends language for clarity by establishing three (3) categories of extra compensation: 1) flat-rate assignments via application; 2) flat-rate assignments; and 3) pro-rata assignments. Pro-rata assignments had been established via a Memorandum of Agreement in 2024.
- 4) Compensation for Teaching College Level Courses (Art. VII, Sec. 4)
 - a) Clarifies that teachers are limited to earning this stipend only twice (2x) per school year.
- 5) Long-Term Leave of Absence (Art. IX, Sec. 10)
 - a) Corrects an item agreed upon by both parties during 2023-25 bargaining but not included in the final master agreement to amend the deadline to prior to February 1 annually for employees requesting a long-term leave of absence.
- 6) Unrequested Leave of Absence (Art. XI, Sec. 3)
 - a) Corrects an item agreed upon by both parties during 2023-25 bargaining but not included in the final master agreement to amend the deadline to prior to February 1 annually for employees to notify the District of an intent to return from unrequested leave of absence status.
 - b) Amends the deadline for the District to notify employees to May 22 annually.
- 7) Approved Mileage (Art. XII, Secs. 2-3)
 - a) Clarifies how approved mileage is calculated for reimbursement for travel within the District and travel between Coop districts.
- 8) Publication of Contract (Art. XIV)
 - a) Removes the entirety of Article XIV; currently, the District publishes the EMM master agreement on the District’s website.
- 9) Deferred Matching Contribution (Art. XVI)
 - a) Amends lifetime caps on deferred matching contribution to reflect increases on Schedules A and B based on existing contract language.
 - b) Amends the deadline to enroll annually in deferred matching contribution plans to align with the annual group insurance open enrollment deadline.
- 10) Teacher Prep Time (Art. XVII, Sec. 4)
 - a) Amends prep time language to allow for modification from one uninterrupted block of time daily with prior consent from employee and Union
- 11) Teacher Prep Time (Art. XVII, Sec. 5)
 - a) Adds the “flex time” concept for teacher prep time previously identified as Appendix II into the body of the master agreement.

- 12) Teacher Work Year (Art. XVIII, Sec. 2)
 - a) Amends language to reflect current practices.
- 13) Grievance Procedure (Art. XIX)
 - a) Clarifies that either party unilaterally withdrawing from the arbitration process after an arbitration date has been scheduled with an arbitrator shall be responsible for all fees and expenses of the arbitrator in their entirety.
- 14) Teacher Sick Leave Bank (Appendix I)
 - a) Clarifies procedures for sick leave bank open enrollment and re-enrollment
 - b) Clarifies procedures for potential dismissal of sick leave bank applications
- 15) Concerning Use of Time on Workshop and Professional Development Days for Certified Staff (Appendix II)
 - a) Adds teacher ability for remote work during teacher-directed time during workshop dates scheduled October 1 and after annually
- 16) Concerning the Accounting of Hours of Service on Annual Open House Dates (Appendix III)
 - a) Memorializes existing past practice wherein teachers are compensated for attendance at Open House events via reduced hours of service on the final teacher duty day annually

Other Considerations:

- 1) The District and the Union agreed to establish working groups ahead of 2027-29 master agreement negotiations regarding the following topics:
 - a) **ECFE & Preschool:** The District agrees with the Union to establish a non-binding working group to discuss potential modifications to the ECFE & Preschool Teacher provisions of the master agreement ahead of and in preparation for the mandatory licensure date of July 1, 2028.
 - b) **Salary Matrix:** The District agrees with the Union to establish a non-binding working group, with equal representation by both parties, to discuss potential modifications to the salary schedule in order to address the growing disparity between a) the top left corner and the bottom right corner, and b) the top left corner and the top left corner in touch districts.

Total Package Value over Two Years: 6.51% MSBA