

District Office Summary 24 - 26

- 1) Update dates throughout agreement
- 2) Increase wages as indicated

| 2024 - 2025 | | |
|-----------------------------|---------------------|-----------------------|
| Position | Current Rate | New Rate (+5%) |
| District/Payroll Assistant | \$22.37 | \$23.49 |
| Superintendent's Secretary | \$26.40 | \$27.72 |
| Payroll/Benefits Supervisor | \$24.90 | \$26.15 |

| 2025 - 2026 | |
|-----------------------------|-----------------------|
| Position | New Rate (+5%) |
| District/Payroll Assistant | \$24.67 |
| Superintendent's Secretary | \$29.11 |
| Payroll/Benefits Supervisor | \$27.46 |

- 3) Paid holidays, add Juneteenth
- 4) Dental insurance contribution increase as indicated below

2024-25 \$450.00
2025-26 \$450.00

5) Annuity Match

Increase annuity contribution as outlined below:

| Years of Service | Employer Max (23-24) | New Employer Max |
|------------------|----------------------|------------------|
| 1-5 | \$800 | \$900 |
| 6/10 | \$1,100 | \$1,200 |
| 11/15 | \$1,400 | \$1,500 |
| 16/20 | \$1,700 | \$1,800 |
| 21+ | \$2,000 | \$2,100 |

6) Other paid district

Remove strikethrough language and add highlighted language

Subd. 2. Cell Phone – Superintendent Secretary ~~and Payroll/Benefits Supervisor~~ will be paid ~~\$400~~ **\$150** (one-time payment) for the year, for use of a personal cell phone for work.

7) Add following language:

Weather related School Delays, Early Releases or other delay/release emergency: Employees shall receive no loss in pay for school delays, early releases. In the event of a delayed start due to weather or other emergencies, employees will be required to be on site or work from home unless agreed upon prior by the Superintendent. If there is an early dismissal due to weather or other emergency, employees will be released from work without loss of pay, when the Superintendent determines.

8) Graduated vacation benefit for new hires to district office positions. Current employees retain their vacation benefit

1 - 3 years = 10 days
4 - 10 years = 15 days
11 - 19 years = 20 days
20+ years = 25 days