



**Administrators Group
Terms and Conditions of Employment
Update/Summary of Changes
2026 – 2028**

Term: Two (2) years, July 1, 2026, through June 30, 2028
Employees Covered: 8 Employees- 8.0 FTE
Employee Meeting & Review: May 26th from 10:00 to 10:30 am

Economic Proposals:

Wages:

Year 1: 07/01/2026:

- 2% ATB increase on steps 1-11
- Increase tax sheltered annuity at 3 years completed from \$3,000 to \$5,000

Year 2: 07/01/2027:

- 2% ATB increase on steps 1-11

Benefits:

The District contributions for the 2026-2027 and 2027-2028 are listed below:

District Health Insurance Program Non-Deductible/Standard Co-pay:

District Contributions Standard-Plan A per month	July 1, 2026	July 1, 2027	July 1, 2028*
Employee	\$680	\$680	\$680
Employee + 1	\$1,425	\$1,425	\$1,425
Family	\$1,845	\$1,845	\$1,845

District Health Insurance Program Deductible/VEBA:

District Contributions VEBA-Plan B per month	July 1, 2026	July 1, 2027	July 1, 2028*
Employee	\$800	\$880	\$925
Employee + 1	\$1,600	\$1,775	\$1,840
Family	\$2,100	\$2,350	\$2,450

Dental Insurance:

District Dental Contributions per month	July 1, 2026	July 1, 2027	July 1, 2028
Employee	\$57	\$57	\$57
Family	\$110	\$110	\$110



Non-Economic Proposals:

1. Leaves of Absence: New MN Paid Family Leave language added.
2. VEBA Deposit: No later than September 15.
3. Added Language for Outside activities and/or employment
4. Update Job Titles and Position Ranges

Salary Schedules:

Effective July 1, 2026

Step	Range 22	Range 23	Range 24	Range 25	Range 26	Range 27
1	\$121,861	\$127,454	\$133,235	\$139,414	\$145,149	\$151,767
2	\$129,012	\$134,938	\$141,067	\$147,616	\$153,696	\$160,711
3	\$136,161	\$142,423	\$148,900	\$155,818	\$162,242	\$169,655
4	\$143,310	\$149,908	\$156,731	\$164,021	\$170,789	\$178,599
5	\$149,030	\$155,897	\$162,996	\$170,583	\$177,625	\$185,754
6	\$154,749	\$161,884	\$169,262	\$177,144	\$184,463	\$192,910
7	\$159,516	\$166,873	\$174,483	\$182,613	\$190,161	\$198,871
8	\$163,329	\$170,865	\$178,660	\$186,987	\$194,718	\$203,642
9	\$166,189	\$173,860	\$181,793	\$190,269	\$198,137	\$207,219
10	\$168,095	\$175,856	\$183,882	\$192,456	\$200,416	\$209,604
11	\$169,525	\$177,353	\$185,448	\$194,096	\$202,125	\$211,393

Effective July 1, 2027

Step	Range 22	Range 23	Range 24	Range 25	Range 26	Range 27
1	\$124,299	\$130,003	\$135,900	\$142,202	\$148,052	\$154,802
2	\$131,592	\$137,637	\$143,888	\$150,569	\$156,770	\$163,925
3	\$138,884	\$145,271	\$151,878	\$158,935	\$165,487	\$173,048
4	\$146,176	\$152,907	\$159,866	\$167,302	\$174,205	\$182,171
5	\$152,011	\$159,015	\$166,256	\$173,994	\$181,177	\$189,469
6	\$157,844	\$165,122	\$172,647	\$180,687	\$188,152	\$196,768
7	\$162,706	\$170,210	\$177,973	\$186,265	\$193,964	\$202,849
8	\$166,595	\$174,283	\$182,233	\$190,727	\$198,612	\$207,715
9	\$169,512	\$177,337	\$185,428	\$194,074	\$202,100	\$211,364
10	\$171,457	\$179,373	\$187,559	\$196,305	\$204,424	\$213,796
11	\$172,916	\$180,900	\$189,157	\$197,978	\$206,168	\$215,621