



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

Term: Two (2) years, July 1, 2026, through June 30, 2028

Employees Covered: 6 Employees - 5.8 FTE

Employee Meeting and Review: June 1st from 3pm to 4pm

Economic Proposals:

Wages:

Year 1: 07/01/2026:

- Remove steps 1-4, Step 5 becomes new step 1.
- 2% ATB increase on steps 5-11
- Change Career Increment to Retention Stipend and Increase the amounts- see below.

Year 2: 07/01/2027:

- 2% ATB increase on steps 1-7

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. Article 6: The Work Year
 - a. Add new language regarding No Call/No Show.
 - b. School closing language
2. Article 7: The Work Day
 - a. Add rest, meal break language.
 - b. Add no stacking break language.
3. Article 11: Group Insurance
 - a. Added language to reflect FTE. Eligibility
 - b. Added language regarding VEBA deposit to read deposits made September 1 and no later than September 15.
4. Article 12: Leaves of Absence
 - a. Update to Sick and Safe Leave language
 - b. Paid Family Medical Leave (PFML). New MN Paid Family Leave language added.
5. Article 18: Corrective Action
 - a. Section 18.3 Opportunity to Meet - not in practice; removed
 - b. Section 18.4 Renamed to Suspension Notice and removed repetitive language
6. Article 20: Miscellaneous
 - a. Section 20.1 Mileage Reimbursement - Moved to Article 9: Extra Compensation and Assignment
7. Article 9: Extra Compensation
 - a. In year 1, remove the career increment from the salary schedule and create a retention stipend. *Effective July 1, 2026:* An employee will qualify for a retention stipend above the salary schedule matrix rate after completing the designated number of full years of experience credits, as of July 1 of any year. The retention stipend is non-cumulative and will be divided among each check. The amounts below will be prorated for assignments of less than 12 months and 1.0 FTE.
 - After completing 15 years of credited service with the District - \$ 3,300
 - After completing 20 years of credited service with the District - \$ 4,300
 - After completing 25 years of credited service with the District - \$ 5,300



Salary Schedules:

Effective July 1, 2026

Old Step	New Step	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Range 7
5	1	\$22.15	\$23.21	\$24.25	\$25.31	\$26.06	\$29.91	\$31.91
6	2	\$22.79	\$23.87	\$24.96	\$26.05	\$26.88	\$30.79	\$32.91
7	3	\$23.44	\$24.54	\$25.66	\$26.79	\$27.69	\$31.68	\$33.92
8	4	\$24.08	\$25.23	\$26.37	\$27.52	\$28.51	\$32.57	\$34.92
9	5	\$24.72	\$25.91	\$27.07	\$28.25	\$29.33	\$33.45	\$35.92
10	6	\$25.38	\$26.59	\$27.78	\$28.99	\$30.15	\$34.25	\$36.72
11	7	\$26.28	\$27.53	\$28.77	\$30.03	\$31.28	\$35.05	\$37.52

Effective July 1, 2027

Step	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Range 7
1	\$22.60	\$23.67	\$24.73	\$25.81	\$26.58	\$30.50	\$32.54
2	\$23.24	\$24.35	\$25.46	\$26.57	\$27.41	\$31.41	\$33.56
3	\$23.91	\$25.03	\$26.18	\$27.32	\$28.25	\$32.31	\$34.59
4	\$24.56	\$25.74	\$26.89	\$28.07	\$29.08	\$33.22	\$35.62
5	\$25.22	\$26.43	\$27.61	\$28.82	\$29.91	\$34.11	\$36.64
6	\$25.89	\$27.12	\$28.34	\$29.57	\$30.75	\$34.94	\$37.45
7	\$26.80	\$28.08	\$29.35	\$30.63	\$31.91	\$35.75	\$38.27