



**Professional 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: 34 Employees- 33.0 FTE

Employee Meeting & Review: May 20th from 2 to 3pm

Economic Proposals:

Wages:

Year 1: 07/01/2026:

- 2% ATB increase on steps 1-11
- Increase deferred compensation from 3.00% to 3.25%

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. Professional Development: New allowance language for usage of PD funds.
2. Travel Allowance: Increase from \$1,800 to \$2,000 and Remove language for mileage in the metro only.
3. Leaves of Absence: New MN Paid Family Leave language added.
4. VEBA Deposit: No later than September 15.
5. Update Job Titles and Position Ranges

Salary Schedules:

Effective July 1, 2026

Step	Range 10	Range 11	Range 12	Range 13	Range 14	Range 15	Range 16
1	\$49,022	\$52,751	\$56,479	\$61,679	\$66,805	\$72,396	\$78,453
2	\$51,866	\$55,817	\$59,770	\$65,249	\$70,683	\$76,611	\$83,032
3	\$54,711	\$58,886	\$63,062	\$68,820	\$74,561	\$80,825	\$87,610
4	\$57,555	\$61,954	\$66,352	\$72,391	\$78,439	\$85,038	\$92,187
5	\$59,829	\$64,408	\$68,986	\$75,248	\$81,542	\$88,410	\$95,848
6	\$62,105	\$66,862	\$71,619	\$78,105	\$84,645	\$91,780	\$99,510
7	\$64,001	\$68,907	\$73,813	\$80,486	\$87,230	\$94,590	\$102,562
8	\$65,518	\$70,543	\$75,569	\$82,391	\$89,299	\$96,837	\$105,003
9	\$66,655	\$71,770	\$76,885	\$83,819	\$90,850	\$98,523	\$106,834
10	\$67,414	\$72,588	\$77,763	\$84,771	\$91,885	\$99,647	\$108,055
11	\$67,982	\$73,202	\$78,421	\$85,485	\$92,660	\$100,488	\$108,971
12	\$67,982	\$73,202	\$78,421	\$85,485	\$92,660	\$100,488	\$108,971
13	\$67,982	\$73,202	\$78,421	\$85,485	\$92,660	\$100,488	\$108,971
14	\$67,982	\$73,202	\$78,421	\$85,485	\$92,660	\$100,488	\$108,971
15	\$70,982	\$76,202	\$81,421	\$88,485	\$95,660	\$103,488	\$111,971
16	\$70,982	\$76,202	\$81,421	\$88,485	\$95,660	\$103,488	\$111,971
17	\$70,982	\$76,202	\$81,421	\$88,485	\$95,660	\$103,488	\$111,971
18	\$70,982	\$76,202	\$81,421	\$88,485	\$95,660	\$103,488	\$111,971
19	\$70,982	\$76,202	\$81,421	\$88,485	\$95,660	\$103,488	\$111,971
20	\$71,982	\$77,202	\$82,421	\$89,485	\$96,660	\$104,488	\$112,971
21	\$71,982	\$77,202	\$82,421	\$89,485	\$96,660	\$104,488	\$112,971
22	\$71,982	\$77,202	\$82,421	\$89,485	\$96,660	\$104,488	\$112,971
23	\$71,982	\$77,202	\$82,421	\$89,485	\$96,660	\$104,488	\$112,971
24	\$71,982	\$77,202	\$82,421	\$89,485	\$96,660	\$104,488	\$112,971
25	\$72,982	\$78,202	\$83,421	\$90,485	\$97,660	\$105,488	\$113,971



Effective July 1, 2027

Step	Range 10	Range 11	Range 12	Range 13	Range 14	Range 15	Range 16
1	\$50,003	\$53,806	\$57,609	\$62,913	\$68,141	\$73,843	\$80,022
2	\$52,903	\$56,934	\$60,965	\$66,554	\$72,097	\$78,143	\$84,693
3	\$55,805	\$60,063	\$64,323	\$70,197	\$76,052	\$82,441	\$89,362
4	\$58,706	\$63,193	\$67,679	\$73,839	\$80,008	\$86,739	\$94,030
5	\$61,026	\$65,696	\$70,365	\$76,753	\$83,173	\$90,178	\$97,765
6	\$63,347	\$68,199	\$73,052	\$79,668	\$86,338	\$93,615	\$101,500
7	\$65,281	\$70,285	\$75,290	\$82,096	\$88,975	\$96,481	\$104,613
8	\$66,828	\$71,954	\$77,080	\$84,038	\$91,085	\$98,773	\$107,103
9	\$67,988	\$73,206	\$78,422	\$85,495	\$92,667	\$100,493	\$108,970
10	\$68,762	\$74,040	\$79,318	\$86,467	\$93,722	\$101,640	\$110,216
11	\$69,342	\$74,666	\$79,989	\$87,195	\$94,513	\$102,498	\$111,150
12	\$69,342	\$74,666	\$79,989	\$87,195	\$94,513	\$102,498	\$111,150
13	\$69,342	\$74,666	\$79,989	\$87,195	\$94,513	\$102,498	\$111,150
14	\$69,342	\$74,666	\$79,989	\$87,195	\$94,513	\$102,498	\$111,150
15	\$72,342	\$77,666	\$82,989	\$90,195	\$97,513	\$105,498	\$114,150
16	\$72,342	\$77,666	\$82,989	\$90,195	\$97,513	\$105,498	\$114,150
17	\$72,342	\$77,666	\$82,989	\$90,195	\$97,513	\$105,498	\$114,150
18	\$72,342	\$77,666	\$82,989	\$90,195	\$97,513	\$105,498	\$114,150
19	\$72,342	\$77,666	\$82,989	\$90,195	\$97,513	\$105,498	\$114,150
20	\$73,342	\$78,666	\$83,989	\$91,195	\$98,513	\$106,498	\$115,150
21	\$73,342	\$78,666	\$83,989	\$91,195	\$98,513	\$106,498	\$115,150
22	\$73,342	\$78,666	\$83,989	\$91,195	\$98,513	\$106,498	\$115,150
23	\$73,342	\$78,666	\$83,989	\$91,195	\$98,513	\$106,498	\$115,150
24	\$73,342	\$78,666	\$83,989	\$91,195	\$98,513	\$106,498	\$115,150
25	\$74,342	\$79,666	\$84,989	\$92,195	\$99,513	\$107,498	\$116,150