



**Supervisor/Manager 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: 22 Employees- 22.0 FTE

Employee Meeting & Review: May 27th from 3 to 3:45pm

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	\$875	\$900
Employee + 1	\$1,575	\$1,700	\$1,750
Family	\$2,080	\$2,200	\$2,250

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 mileage from \$1,800 to \$2,400 and remove 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 13	Range 14	Range 15	Range 16	Range 17	Range 18	Range 19	Range 20
1	\$61,680	\$66,805	\$72,396	\$78,454	\$86,647	\$94,452	\$102,217	\$108,816
2	\$65,250	\$70,683	\$76,611	\$83,032	\$91,717	\$99,989	\$108,219	\$115,182
3	\$68,821	\$74,561	\$80,824	\$87,609	\$96,786	\$105,526	\$114,223	\$121,549
4	\$72,392	\$78,439	\$85,038	\$92,187	\$101,854	\$111,063	\$120,225	\$127,915
5	\$75,248	\$81,542	\$88,409	\$95,849	\$105,910	\$115,493	\$125,028	\$133,009
6	\$78,105	\$84,644	\$91,780	\$99,510	\$109,965	\$119,922	\$129,830	\$138,102
7	\$80,486	\$87,231	\$94,590	\$102,562	\$113,344	\$123,615	\$133,833	\$142,346
8	\$82,390	\$89,299	\$96,837	\$105,003	\$116,048	\$126,568	\$137,035	\$145,742
9	\$83,819	\$90,850	\$98,523	\$106,834	\$118,075	\$128,782	\$139,436	\$148,288
10	\$84,771	\$91,885	\$99,647	\$108,055	\$119,427	\$130,259	\$141,037	\$149,986
11	\$85,485	\$92,660	\$100,489	\$108,970	\$120,441	\$131,366	\$142,237	\$151,260
12	\$85,485	\$92,660	\$100,489	\$108,970	\$120,441	\$131,366	\$142,237	\$151,260
13	\$85,485	\$92,660	\$100,489	\$108,970	\$120,441	\$131,366	\$142,237	\$151,260
14	\$85,485	\$92,660	\$100,489	\$108,970	\$120,441	\$131,366	\$142,237	\$151,260
15	\$88,485	\$95,660	\$103,489	\$111,970	\$123,441	\$134,366	\$145,237	\$154,260
16	\$88,485	\$95,660	\$103,489	\$111,970	\$123,441	\$134,366	\$145,237	\$154,260
17	\$88,485	\$95,660	\$103,489	\$111,970	\$123,441	\$134,366	\$145,237	\$154,260
18	\$88,485	\$95,660	\$103,489	\$111,970	\$123,441	\$134,366	\$145,237	\$154,260
19	\$88,485	\$95,660	\$103,489	\$111,970	\$123,441	\$134,366	\$145,237	\$154,260
20	\$89,485	\$96,660	\$104,489	\$112,970	\$124,441	\$135,366	\$146,237	\$155,260
21	\$89,485	\$96,660	\$104,489	\$112,970	\$124,441	\$135,366	\$146,237	\$155,260
22	\$89,485	\$96,660	\$104,489	\$112,970	\$124,441	\$135,366	\$146,237	\$155,260
23	\$89,485	\$96,660	\$104,489	\$112,970	\$124,441	\$135,366	\$146,237	\$155,260
24	\$89,485	\$96,660	\$104,489	\$112,970	\$124,441	\$135,366	\$146,237	\$155,260
25	\$90,485	\$97,660	\$105,489	\$113,970	\$125,441	\$136,366	\$147,237	\$156,260



Effective July 1, 2027

Step	Range 13	Range 14	Range 15	Range 16	Range 17	Range 18	Range 19	Range 20
1	\$62,913	\$68,141	\$73,844	\$80,023	\$88,380	\$96,341	\$104,261	\$110,992
2	\$66,555	\$72,097	\$78,143	\$84,693	\$93,551	\$101,989	\$110,384	\$117,485
3	\$70,197	\$76,052	\$82,441	\$89,362	\$98,721	\$107,637	\$116,507	\$123,980
4	\$73,839	\$80,008	\$86,739	\$94,030	\$103,891	\$113,284	\$122,630	\$130,473
5	\$76,753	\$83,173	\$90,177	\$97,766	\$108,028	\$117,803	\$127,528	\$135,669
6	\$79,667	\$86,337	\$93,615	\$101,501	\$112,164	\$122,321	\$132,427	\$140,864
7	\$82,095	\$88,975	\$96,482	\$104,613	\$115,611	\$126,087	\$136,510	\$145,193
8	\$84,038	\$91,085	\$98,773	\$107,103	\$118,369	\$129,099	\$139,776	\$148,657
9	\$85,495	\$92,667	\$100,493	\$108,971	\$120,437	\$131,357	\$142,225	\$151,254
10	\$86,466	\$93,722	\$101,640	\$110,216	\$121,815	\$132,864	\$143,858	\$152,986
11	\$87,195	\$94,513	\$102,498	\$111,150	\$122,850	\$133,993	\$145,082	\$154,285
12	\$87,195	\$94,513	\$102,498	\$111,150	\$122,850	\$133,993	\$145,082	\$154,285
13	\$87,195	\$94,513	\$102,498	\$111,150	\$122,850	\$133,993	\$145,082	\$154,285
14	\$87,195	\$94,513	\$102,498	\$111,150	\$122,850	\$133,993	\$145,082	\$154,285
15	\$90,195	\$97,513	\$105,498	\$114,150	\$125,850	\$136,993	\$148,082	\$157,285
16	\$90,195	\$97,513	\$105,498	\$114,150	\$125,850	\$136,993	\$148,082	\$157,285
17	\$90,195	\$97,513	\$105,498	\$114,150	\$125,850	\$136,993	\$148,082	\$157,285
18	\$90,195	\$97,513	\$105,498	\$114,150	\$125,850	\$136,993	\$148,082	\$157,285
19	\$90,195	\$97,513	\$105,498	\$114,150	\$125,850	\$136,993	\$148,082	\$157,285
20	\$91,195	\$98,513	\$106,498	\$115,150	\$126,850	\$137,993	\$149,082	\$158,285
21	\$91,195	\$98,513	\$106,498	\$115,150	\$126,850	\$137,993	\$149,082	\$158,285
22	\$91,195	\$98,513	\$106,498	\$115,150	\$126,850	\$137,993	\$149,082	\$158,285
23	\$91,195	\$98,513	\$106,498	\$115,150	\$126,850	\$137,993	\$149,082	\$158,285
24	\$91,195	\$98,513	\$106,498	\$115,150	\$126,850	\$137,993	\$149,082	\$158,285
25	\$92,195	\$99,513	\$107,498	\$116,150	\$127,850	\$138,993	\$150,082	\$159,285