



**Terms and Conditions of Employment
Operation Supervisors
Update and Summary of Changes
2026 – 2028**

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

Employees Covered: 6 Employees or 6.0 FTE

Employee Meeting & Review: June 3 from 3:00 - 4:00

Economic Proposals:

Wages:

Year 1: 07/01/2026:

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

Year 2: 07/01/2026:

- 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. Article 9: Extra Compensation



- a. 9.2 Mileage Allowance increased to \$2,000 annually and combined 20.1 Mileage reimbursement.
- 2. Article 11: Group Insurance
 - a. Added language regarding VEBA deposit to read deposits made September 1 and no later than September 15.
- 3. 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.
- 4. Article 18: Corrective Action
 - a. Section 18.3 Opportunity to Meet - not in practice; removed
 - b. Section 18.4 Subject to Arbitration, renamed Suspension Notice and removed repetitive language

Salary Schedules:

Effective July 1, 2026

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



Effective July 1, 2027

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