

Agenda Topic: Conditions of Employment – Education Minnesota-Roseville 2025-2027  
Meeting Date: March 31, 2026  
Contact Person: Kenyatta McCarty and Shari Thompson

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Background:

Contract negotiations with Education Minnesota-Roseville (EM-R), representing the Roseville Area Schools teacher union, began in May 2025 and concluded on February 25, 2026. Delon Smith, Maura Weyandt, Niceta Thomas, Cyndi Arneson, Beth Behnke, Laura Freer, Board Directors Todd Anderson and Michelle Morse-Wendt, Amanda Cotton, Cory Hannigan, Shari Thompson and Kenyatta McCarty represented the district during negotiations.

Following is a brief summary of the improvements:

1. Adjustments to the salary schedules:
  - a. 2025-26: 2.5% overall increase on the matrix.
  - b. 2026-27: 2.5% overall increase on the matrix.
    - i. Year 2 – elimination of steps 1-2
    - ii. Addition of Step 8 to the BA lane
2. Adjustment to insurance:
  - a. 2025-26: 0% increase on district contributions
  - b. 2026-27: 13% increase on district contributions on single and family
3. Increase to the development rate to \$32.00 effective August 22, 2026.
4. Nurses added to National Board of Professional/Teaching Certification provision.
5. Dual Language Spanish Immersion (DLSI) stipend: Teachers in the Dual Language Spanish Immersion program are eligible for a \$1,500 stipend per year, prorated by the FTE assigned to the DLSI program.
6. Other contract language changes address definition of a year, long-term disability eligibility, workplace safety and items of mutual interest that will not be reflected in the collective bargaining agreement.
7. The tentative agreement falls within the budget parameters included in the adopted budget. This settlement addresses our strategic plan, key strategies #3 (We are a culturally responsive, inclusive and anti-racist district) and #5 (We are financially secure).



EM-R ratified the contract on March 24, 2026. The district wishes to express its thanks to the EM-R negotiations team represented and led by Maria Le Selmer and Gregory Martinson. Other members of the EM-R negotiations team include: Brooks Hidaka, Zachary Hoffman, Silvia Vasquez, Corey Knighton, Maureen Kieger, Mark Jaspers, and Education Minnesota organizer, David Hoglund. We'd like to publicly recognize their collaborative work to reach a fair settlement.

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Recommendation:

It is recommended that the board approve the contract for 2025-2027, negotiated and ratified by our Roseville Area Schools teacher bargaining unit and represented by Education Minnesota-Roseville.

Action Required

Informational – No Board Action Requested