



Intermediate School District 917
Purposeful. Personalized. Partners.
1300 145th Street East, Rosemount, MN 55068
(651) 423-8229 * <http://www.isd917.org>

To: ISD 917 School Board

Date: June 24, 2026

Re: Summary of Changes for Local 4242, Education Support Professional Contract 2026-2028

District Negotiations Team: Michael Favor, Melissa Schaller, Nicole Flesner, Melissa Torres and Mark Johns
ESP Negotiations Team: Amber Kneer, Ryan Henriott, Bethany Carlson, Sarah Weiler, Maren Aalgaard, Ashley Platz and Sean Stallings

The teams met a total of 5 times between March and June to reach a tentative agreement.
Below is a summary of the changes for both financials and contract language.

1. Total package cost - 9.03% over two years, 2026-2028
2. Salary and Benefits:
 - a. Salary increase: 2.0% in both years applied across the schedule
 - b. Benefits: Medical/HSA plans - 2.5% increase to district contribution in year 1, 3.5% in Year 2
Single coverage for HDHP increases from \$804 to \$825 in Year 1 and \$825 to \$855 in Year 2
Family coverage for HDHP increases from \$1,900 to \$1,950 in Year 1 and \$1,950 to \$2,020 in Year 2
 - c. Dental: No increase to district contribution amounts
 - d. Elimination of the co-pay medical plan option:
Effective July 1, 2027 - the HDHP is offered for new hires only. For employees that are currently on the copay plan who will transition to the HDHP Plan, the district HSA contribution will be front-loaded (for one year only)
Effective January 1, 2028, the copay plan would be eliminated
3. Longevity: Increases to hourly rates for all tiers in both years
2026-2027
 - 6-9 years: \$0.30 to \$0.40
 - 10-14 years: \$1.00 to \$1.25
 - 15-19 years: \$2.00 to \$2.50
 - 20-24 years: \$4.00 to \$4.50
 - 25+ years: \$7.00 to \$7.50



Intermediate School District 917
Purposeful. Personalized. Partners.
1300 145th Street East, Rosemount, MN 55068
(651) 423-8229 * <http://www.isd917.org>

2027-2028

- No increase to the first 2 tiers
- 15-19 years \$2.50 to \$2.60
- 20-24 years \$4.50 to \$4.60
- 25+ years \$7.50 to \$7.60

4. Duty Days:

- a. Year 2 of the contract: change total duty days from 178 to 180

5. Evaluations:

- a. All staff will receive 1 evaluation per year - a change from 2 evaluations for probationary ESPs

New Language

6. Uniform Allowance:

- a. \$100 per year for Intervenor Support Professionals and Sign Fluent Support Professionals - purchase of uniforms/clothing that aligns with the requirements of the position

7. Worker's Compensation:

- a. Employee will be paid for the first 3 days of missed work due to injury, contingent upon worker's compensation covering all time after 10 days of missed work

8. MOUs: updates to Apprentice MOU and Emergency Short Call Substitute License Teaching MOU.
Elimination of the Labor Management Committee, Attract and Retain MOU

New MOU: Developed MOU for Paid Family Medical Leave (PFML) to address compliance with the new law effective January 1, 2026. The district and employees will share 50% of the required premium payments. No language added to the contract