



**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: March 3, 2026  
 Re: Summary of changes for group contracts; 2025-2027

1. Contracts:  
 Board Certified Behavior Analysts (BCBA's)  
 Executive Director/Directors  
 Assistant Directors/Principals  
 Assistant Principals/Liaisons  
 Technology Coordinator and Secondary Programs Coordinator  
 Mental Health Practitioner (MHP) Coordinator and Centralized Intake Coordinator

Salary Schedule/Wages	2.0% Yr1 2.0% Yr2	Assistant Principals 1.5% Yr1 1.5% Yr2	
Health Insurance	2.5% Yr1 3.5% Yr 2  New rates effective Jan 1, 2026 and 2027	High deductible plan Single coverage increases from \$790 to \$795 in Yr 1 and to \$825 in Yr 2 Family coverage increases from \$2,250 to \$2,305 in Yr 1 and to \$2,385 in Yr 2  Co-pay plan - no longer being offered for all groups	BCBAs, MHP Coord & Central Intake Coord family contributions:  Family coverage increases from \$1,800 to \$1,850 in Yr1 and \$1,850 to \$1,890 in Yr2
Dental	0% in both years	No increase in district contribution amounts	
Longevity		See contracts and the increase in amounts below	
403b Match		See increase amount below	
Paid Family Medical Leave (PFML)		Updated process for all non-union groups	



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2. 403B matching contributions: BCBA & MHP Coord/Central Intake Coord contracts in Yr2 only  
(match teacher contract)

- \$360 to \$600 1-5 yrs
- \$860 to \$1,100 5-10 yrs
- \$1,060 to \$1,300 10-15 yrs
- \$1,260 to \$1,500 16-21 yrs
- \$1,460 to \$1,700 21+ yrs

3. Longevity:

- Assistant Director/Principals: \$1,000 increase to each tier
- Executive Director/Directors: \$500 increase to first 2 tiers, \$1,000 to last 3 tiers
- BCBA & MHP Coord/Central Intake Coord contract  
(match teacher contract)
  - \$2,200 to \$2,600 - 16-17 years
  - \$2,800 to \$3,400 - 18-20 years
  - \$4,400 to \$5,200 - 21-25 years
  - \$5,500 to \$6,500 - 26+ years

4. Mentor/Lead Stipends:

- a. Assistant Directors/Principals: \$650 for 1st year of mentorship only
- b. BCBA: Add Lead Teacher stipend to match Teachers contract. \$3,000 stipend will be prorated to the 0.1FTE assignment. Payment \$300.