



MEMORANDUM

TO: School Board Members
FROM: Jamie Bente, Superintendent
DATE: December 1, 2025
SUBJECT: EMPLOYMENT AGREEMENTS 2025/2027

Please consider approving the changes listed below to the Employment Agreements for 2025-2027. Changes apply to the following positions:

- **Administrative, Operational and Family Support Specialists - 30 employees**
 - o Year One
 - Salary schedule improvement of 2.5%
 - Health insurance increase of 15% towards single contribution and \$500/year towards family contribution
 - Increase HSA and VEBA contribution by \$160/year
 - New MN Paid Family Leave Benefit cost split of 50% effective January 1, 2026
 - o Year Two
 - Salary schedule improvement of 2.5%
 - Health insurance increase of 10% assumed towards single contribution
 - Increase HSA and VEBA contribution by \$200/year
 - Increase longevity by \$125/year
 - o Total two year package percent increase 8.26%