



**Agenda IV.B.2.
May 14, 2026**

To: Board of Education
From: Dr. Latanya Daniels, superintendent
Date: May 14, 2026
Re: Proposed Adoption of the Terms and Conditions of Employment for Unaffiliated Employees of Independent School District 191

Recommendation: That the Board of Education approve the proposed language in the 2025-2027 terms and conditions of employment for the unaffiliated employees of Independent School District #191.

Notes:

There are currently 101 Unaffiliated Specialists and Confidential Supervisory employees. The Terms are reviewed and updated on a bi-annual basis. Positions under these Terms are considered At-Will unless a State License is specifically required under statute. Employees under the Terms receive salary packages in alignment with comparable positions in other units, comply under State Pay Equity regulations, and remain competitive with similar positions in education.

Language and Economic terms include:

- Added language on MN Paid Family Leave
- Updated dates

Total

- This round of increased cost is \$1.1 million, for 23-25 the increased cost was \$1.4 million.
- MSBA 8.77%