

To: School Board Members
From: Yvonne Shorts Lind, Executive Director of Human Resources
Date: June 18, 2026
Re: Recommendation for Approval, Agreement on the Terms and Conditions of Employment between the Independent School District 279 School Board and Student Management Specialists, July 1, 2025 – June 30, 2027

Recommendation

It is our recommendation that you approve the Agreement on the Terms and Conditions of Employment between the Independent School District 279 School Board and Student Management Specialists, effective July 1, 2025, through June 30, 2027.

Unit Composition

Student Management Specialists are a group of twenty-nine (29) employees who serve as Student Management Specialists in our secondary schools.

Tentative Agreement

The agreement contains changes made to the Compensation and Conditions, Deferred Compensation, Higher Education Stipends, Group Insurance, and Leaves of Absence sections of the terms and conditions of employment.

In the Compensation and Conditions article of the collective bargaining agreement, pay grades, ranges, and language were modified to reflect the compensation study that was completed in Fall 2025. Salary Enhancement includes a 2.0% increase to base salary in year 1 and a 2.5% increase to base salary in year 2. Deferred Compensation was decreased to \$3,000 annually starting July 1, 2026. Higher education stipends were increased for a teaching license or master's degree and an administrative license.

In the Group Insurance section of the collective bargaining agreement, employees will receive District contributions to health insurance up to the following amounts:

Effective July 1, 2025			
High	\$621.58	\$966.64	\$1,548.73
Value	\$755.53	\$1,174.95	\$1,882.48
HSA Plan	\$594.68	\$1,191.90	\$1,908.19

Effective July 1, 2026			
High	\$621.58	\$966.64	\$1,548.73
Value	\$855.44	\$1,330.33	\$2,131.42
HSA Plan	\$686.97	\$1,376.88	\$2,204.34

In summary for the group insurance portion, the district will increase the employer contribution by the following percentages.

Year 1: 10.5% increase for Value and HSA Plans

Year 2: 13.2% increase on Value Plan and a 15.5% increase on HSA Plan

In the Leaves of Absence section, language was updated to include the Earned Safe and Sick Time (ESST) policy and Minnesota Paid Leave policy. Two additional sick days were also added to align with other contract groups.

The salary investment outlined above is consistent with the financial parameters established by the School Board for the 2025-2027 contract negotiation. The two-year agreement results in a 4.9% total package increase. The total additional financial investment is \$230,944 over the term of the agreement.

Timeline and Next Steps:

With the ratification of the contract, Human Resources and Payroll will begin with the implementation process.