

**MATA contract
2025-2027**

Agreement:

	2025/2026	2026/2027
Salary Schedule	1.0% increase	2.0% increase
Steps and Lanes	Yes	Yes
Effective	Retro back to July 1, 2025	N/A
Schedule C	0	1% increase
Health Insurance	0	\$200 increase-Single \$500 increase- Family District cover Broker Fees
Retirement Insurance	0	\$400/m for 5 Years Max

Other:

Retirement insurance language

Subd. 2. Insurance after Retirement (~~Retirement means activating a TRA Annuity~~) – In addition to subdivision 1 of this section, eligible teachers shall be eligible to remain in the existing health and hospitalization program if permitted under the insurance policy provisions. When a teacher terminates employment with District 2769, beginning in the school year 2003-2004 through the 2021-2022 school year, the district will contribute the total cost of single coverage health insurance premium for those teachers retiring. This payment is not to exceed a maximum cost of \$500.00 per month, at the same coverage as at retirement, until the teacher is eligible for Medicare. If the teacher so chooses, the exact dollar equivalent can be applied to family coverage health insurance.

Subd. 3. For those teachers retiring after June 30, 2022 and before July 1, 2026, the district will contribute the same amount of the district contribution to health insurance as active full-time teachers receive or a maximum of \$450 per month, whichever is less, at the same coverage as at retirement, until the teacher is eligible for Medicare. If the teacher chooses, the exact dollar equivalent can be applied to family coverage health insurance. *For teachers retiring after June 30, 2026, the district will contribute the same amount of the district contribution to health insurance as active full-time teachers receive or a maximum of \$400 per month, whichever is less, at the same coverage as at retirement, for five (5) years or until the teacher is eligible for Medicare, whichever is less. If the teacher so chooses, the exact dollar equivalent can be*

applied to family coverage health insurance. Any employee hired after January 1, 2021 will not be eligible for Article IX, Subd. 2 and Subd. 3.

+1 Personal Day per year after 18 years of teaching in the district (no change in total roll over) - start 26/27

In the event the 403(b) Plan document can be amended by Aviben, the school district would be permitted to provide matching employer contributions based on employees' qualified student loan payments.

Ability to take personal leave by the hours - yes- start 26/27

Ability to be paid for unused personal days (must take in full day) at a rate of \$50 above base sub pay.

Lanes- MA +45 added at 1% over prior lane, start 26/27

Special Ed Paperwork- If they choose not to take the one day per quarter and get a sub, they may work up to an additional (10) hours per quarter. Per school year to complete special Education paperwork at curriculum rate.

Retirement & Longevity- Insurance after retirement begins when an employee retires from the district. Remove TRA requirement, but add language that max eligibility is for 5 years and \$400/month.

403(b)- Auto renewal -yes

Notice of Assignment language: Date of August 1

Minnesota Paid Leave:

Starting January 1, 2026, the district will follow the current MN Statute regarding the Paid Family Leave Act. Employees may request a copy in writing of the current statute from the district office and the district will provide a printed copy.

Kindergarten Registration - Add to Schedule C - Group 13

Reduce one student contact day beginning 26/27

Renewal of 3 MOUs - Read Act 1, Read Act 2, substitute teaching