



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: August 4, 2026
 Re: Summary of Changes for Local 3904A, Interpreters 2026-28 / Local 9333, Health Associates 2026-28
 Executive Assistant to the Superintendent and School Board

District Negotiations Team: Nicole Flesner, Melissa Torres and Mark Johns
 Interpreters Team: Megan Dietrich, David Jensen, Dawn Savage, Katie Adee and Dennis Fischer
 Health Associates Team: Julie Powers, Pam Greengo and Dennis Fischer

Below is a summary of the changes for both financials and contract language.

	Interpreters 2026-28	
Salary	Total package cost - 9.04% Yr1 - market adj [\$2.00/hr steps 1-3, \$1.50/hr steps 4-9] Yr2 - 2% increase to all steps	<i>reviewed wages for Interpreters with other intermediate districts and St. Paul Public Schools</i>
Benefits	Medical/HSA plans Yr1 - 2.5% increase to district contribution Yr2 - 3.5% increase to district contribution HDHP Single coverage Yr1 increase from \$804 to \$825 Yr2 increase from \$825 to \$855 HDHP Family coverage Yr1 increase from \$1,975 to \$2,025 Yr2 increase from \$2,055 to \$2,095	Dental 0% increase to district contribution amounts in both years Elimination of medical Copay plan
Longevity	Change first tier to 6-9 years Increase last 2 tier amounts by \$1.00/hr: 18-20 yrs \$4.00/hr to \$5.00/hr 20+yrs \$5.00/hr to \$7.00/hr	
403b match	\$100 increase district match to each tier 2-4 yrs \$250 to \$350 10-15 yrs \$700 to \$800 5-6 yrs \$350 to \$450 16+yrs \$850 to \$950 6-9 yrs \$550 to \$650	



Intermediate School District 917
Purposeful. Personalized. Partners.
 1300 145th Street East, Rosemount, MN 55068
 (651) 423-8229 * <http://www.isd917.org>

Other language items	Certifications - increase from \$1,950 to \$2,020 annually Interpreters shall work 3 additional days beyond the regular school year, 2 days during workshop week 1 day on a non-student contact day	
	Health Associates 2026-28	
Salary	Total package cost 9.54% over two years 2.0% increase in both years applied across the schedule	
Benefits	Medical/HSA plans Yr1 - 2.5% increase to district contribution Yr2 - 3.5% increase to district contribution HDHP Single coverage Yr1 increase from \$804 to \$825 Yr2 increase from \$825 to \$855 HDHP Family coverage Yr1 increase from \$1,975 to \$2,025 Yr2 increase from \$2,055 to \$2,095	Dental 0% increase to district contribution amounts in both years Elimination of medical Copay plan
Longevity	Add longevity tier : 4-6 yrs \$2.00/hr Reduce years of service in all other tiers	
403b match	Yr1 - \$200 district match increase to all tiers	
New language	Add \$100 uniform stipend per year License renewal LPN & RN- \$400 reimbursement per year Add 1 day of training during workshop week	

New MOU: Developed MOU for Paid Family Medical Leave (PFML) to address compliance with the



Intermediate School District 917
Purposeful. Personalized. Partners.
 1300 145th Street East, Rosemount, MN 55068
 (651) 423-8229 * <http://www.isd917.org>

new law, effective January 1, 2026. The district and employees will share 50% of the required premium payments. No language added to the contract

**Executive Assistant to the Superintendent and School Board
 2026-2028**

Salary	Total package cost - 6.4% Yr1 - 3.5% Yr2 - 3.5%	
Benefits	Medical/HSA plans Yr1 - 2.5% increase to district contribution Yr2 - 3.5% increase to district contribution HDHP Single coverage Yr1 increase from \$804 to \$825 Yr2 increase from \$825 to \$855 HDHP Family coverage Yr1 increase from \$1,850 to \$1,900 Yr2 increase from \$1,900 to \$1,965	Dental 0% increase to district contribution amounts in both years Elimination of medical Copay plan
Vacation	Aligned with other groups	
403b match	No changes	