



School Board Meeting Agenda Memorandum

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DATE: December 29, 2025
TO: Board of Education
FROM: District Bargaining Committee - Board Members: Mary Rotter, Sandy Nelson, John Steffl
Administrators: Mark Jenson (Supt), Jason Kuehn (Finance Director), Kylie Johnson (HR Director)
SUBJECT: **2025-27 Teacher Contract Settlement (Education Minnesota-Detroit Lakes)**

The district bargaining committee for contract negotiations is recommending the approval of the Teacher Master Agreement for 2025-2027. EMDL ratified the tentative agreement on December 23, 2025.

Financial Improvements:

- Salary Schedule & Hourly Pay Increases:
 - 2025-26: 1.50% (Steps 1-14)
 - 2026-27: 1.75% (Steps 1-14)
 - Step movement each year for applicable teachers
 - ECFE/LR, ABE hourly pay increases: 1.50% year 1 / 1.75% year 2
- Increases to the district's contribution to health insurance: 2025-26: \$700 (single)/\$1,450 (family)
- Increases to the district's contribution to health insurance: 2026-27: \$850 (single)/\$1,650 (family)
- Effective 2/1/26: Homebound Tutor Pay increased from \$22/hr to \$30/hr (schedule D)
- Effective 7/1/25: Addition of \$200 per month toward a family insurance plan for eligible married teachers
- Coverage Compensation language amended to provide half-day or full-day pay at the current substitute rate, effective February 1, 2026

Language / Other Benefit Changes:

- Effective 7/1/26: Amended personal leave from 3 to 4 days, with up to 2 days eligible for carryover
- Effective 7/1/26: Amended sick leave from 15 to 12 days
- Transition from 19 to 24 pay periods, beginning with the September 15, 2026 payroll
- Added language addressing the maintenance of teacher licensure
- Modified language to include two days of new-teacher workshops in their Year 1 contract
- Floating Day language revised for clarity
- District insurance contribution language revised to include fixed costs
- Removed obsolete language related to modified severance
- Removed substitute teacher language (addressed in Board Policy 428)
- Updates to Schedules C implemented as recommended by the Schedule C Committee

Total 2-year Package Increase: \$3,450,734

The district bargaining committee recommends approval of this agreement