

Minutes of Negotiations Meeting with Education Minnesota, Menahga Paraprofessionals Menahga Public School District No. 821

Wednesday, December 17, 2025, 4:30 PM, District Conference Room

Education Minnesota, Menahga Paraprofessionals met with Superintendent, Jay Kjos and Negotiation School Board members Katie Howard and Cherie Peterson.

Meeting called to order at 4:41 p.m.

Items presented for consideration:

1. Employees would like notification of anything placed in personnel files
2. Minnesota Statute 125.08 subd. 2. Paraprofessionals
3. Drop dates for Union must be in writing Sept 1-30 to Union representative (cannot go to business office)
4. Attendance incentive pay
5. Classroom monitor pay
6. Pay differentials
7. LSCI pay
8. Increase HSA/VEBA contribution
9. Increase health insurance contribution
10. Increase 403(b) limit and contribution
11. Retention stipend
12. Salary schedule pay increases, and increase steps to 9

Meeting adjourned at 5:50 p.m. for caucus.

Meeting called to order at 6:20 p.m.

Superintendent Jay Kjos presented financials of current agreement.

The Union prioritized health insurance, stipends & differentials, and 403(b) as main considerations

The meeting adjourned at 6:38 p.m.