



School Board Meeting Agenda Memorandum

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DATE: August 18, 2025
TO: Board of Education
FROM: District Bargaining Committee - Board Members: Mary Rotter, Michael Walther
Mark Jenson (Supt), Jason Kuehn (Director of Finance) & Kylie Johnson (HR Director)

SUBJECT : 2025-27 Detroit Lakes Education Support Professionals (DLESP)

The district bargaining committee for contract negotiations is recommending the approval of the DLESP Master Agreement for the 2025-27 contract period. The DLESP members have ratified the agreement as follows:

- The financial settlement consists of wage increases of approximately 1.9% in 2025-26 and 1% in 2026-27 (Year 2) for Education Assistants resulting in a starting wage of \$17.35/hr in 2025-26 and \$17.52/hr in 2026-27.
- The financial settlement consists of wage increases of approximately 3.4% in 2025-26 and 2.7% in 2026-27 (Year 2) for COTAs, SLPAs resulting in a starting wage of \$23.60/hr in 2025-26 and \$24.30/hr in 2026-27.
- Health Insurance contributions to single coverage increased to \$700 per month in 2025-26, & \$750 per month in 2026-2027 (year 2).
- Health Insurance contributions to family coverage increased to \$850 per month in 2025-26, & remain at \$850 per month in 2026-2027 (year 2).
- Retention stipends increased \$150 for 13+ and 20+ years of service in 2025-26.
- Retention stipends increased \$100 for 3+, 8+, 13+ and 20+ years of service in 2026-27.
- Steps are not applicable in 2025-26.
- Steps are applicable in 2026-27.

Language and other material changes included the following:

- Sick Leave maximum accrual reduced from 115 days to 60 days for FT & PT employees.
- Termination of past practice to retro pay previous employees who resigned prior to contract ratification- excluding retirees in good standing.
- Removed requirement for PT employees to exchange 2 sick leave days to use 1 personal leave day.
- Membership dues will transition from a monthly paycheck withholding to a bimonthly withholding beginning in October or when dues checkoff is received.

The total 2-year package increase is 7.57% for a total 2-year cost of \$279,662.

The district bargaining committee recommends approval of this agreement.
