

Dawson-Boyd School Board  
Friday, September 12, 2025 12:00 PM  
Dawson-Boyd Board Room  
Special Board Meeting  
Google Meet joining info:

## Meeting Agenda

1. Call to order
2. Adopt/Amend Agenda
3. Action Items:
  - a. Approval of 2025–2027 Dawson-Boyd Education Association (DBEA) Master Agreement

### b. Dawson-Boyd Public Schools

d. 9/8/2025

e. 2024-2025

f. 2

l. **TOTALS**

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The School Board and the Dawson-Boyd Education Association (DBEA) have reached agreement on the 2025-27 Master Agreement. This settlement reflects a shared commitment to valuing and investing in our teaching staff while maintaining the district's long-term financial stability.

#### Highlights of Changes

Salary Schedule: Updated base salaries with step and lane adjustments to remain competitive and support teacher retention.

Health Insurance: District contributions increased to \$910/month for single coverage and \$1,360/month for family coverage, with proportional contributions for part-time staff

Additional Compensation: No changes were made to additional compensation structures in this agreement.

Leaves of Absence: Alignment with new state requirements, including Earned Sick and Safe Time (ESST) and Minnesota Paid Leave beginning January 1, 2026, with the cost of premiums shared equally (50/50) by the district and staff. The agreement also adds one additional personal day for teachers with 16+ years of service.

Workload Supports: Dedicated paperwork days for special education staff, social workers, and nurses, and a work-from-home preparation option for certified speech-language pathologists

2025-27 DB Teacher Master Agree...

403(b) Matching Contributions: An additional \$200 per year at all tenured tiers of the district's 403(b) match.

This agreement represents an investment in our teaching staff—the people who make the greatest impact on Dawson-Boyd students each day. Competitive wages, stronger benefits, and workload supports demonstrate the district's commitment to attracting and retaining high-quality educators.

4. Adjournment