

SEIU 284
Monticello District #882 Custodian and Maintenance Employees
Opening Document January 23, 2024

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2023-2025 UNION PROPOSALS

The following are the Union's initial proposals to the School District in negotiations for a successor collective bargaining agreement.

In the following proposals, (1) language that is **underlined and bold** is new language that is being proposed to be added to the agreement; (2) language with a ~~strikethrough~~ is current contract language that would be removed from the agreement; and (3) all other language is current contract language that would continue into the next contract.

The Union reserves the right to add to, subtract from, delete, amend, or otherwise modify its bargaining proposals as the union deems fit and necessary during the course of these negotiations. All financial offers are retroactive to July 1, 2023.

1. Update all dates as appropriate. Update Table of Contents, include MOUs in attachments to Contract (both paper copy and online).

2. ARTICLE III DEFINITIONS

Section 2. Description of Appropriate Unit: For purposes of the Agreement, the terms "Monticello Public Schools' custodial staff" shall mean all persons in the appropriate unit employed by the School Board excluding the following: confidential employees, supervisory employees, essential employees, part-time employees whose services do not exceed the lesser of fourteen (14) hours per week or 35% of the work week, ~~employees who hold positions of a temporary or seasonal character for a period not in excess of sixty seven (67) full working days in any calendar year and emergency employees.~~

3. ARTICLE V EMPLOYEE RIGHTS

~~Section 3. Dues Check Off:~~ With the authorization of the employee, each employee shall have the right to request and be allowed dues check off for the Union. The employee request shall be in the form of a written authorization, online sign-up, or audio-recorded phone authorization submitted to the Union. The Union shall provide the District with the appropriate form of authorization (examples of appropriate form are: paper, electronic file, and audio file) for dues/premier member dues deduction.

The District must notify an exclusive representative within twenty calendar days of the separation of employment or transfer out of the bargaining unit of a bargaining unit employee.

Section 5. Union Business: The School District shall not deduct the pay of elected officers or appointed representatives involved in/or conducting Union business. The School District shall afford reasonable time off to elected officers or appointed representatives of the exclusive representative and shall, upon request, provide for leaves of absence to elected or appointed officials of the exclusive representative.

The School District shall grant with pay ten (10) days, of which four (4) of these days may only be used for negotiations or issues related to the contract, to be used during the contract year for business covered under this provision.

Section 6. Union Orientation. - Minnesota Statutes 2022, section 179A.07 Subdivision 9

The School District will provide the Union steward with the name and work location of each new employee when that employee begins work with the school district. The School District will also provide the union steward's name and work location to each new employee.

The District will allow a Union designated representative to meet in person with newly hired employees for thirty minutes within thirty calendar days from the date of hire, during new employee orientations or (if the District does not conduct new employee orientations) at individual or group meetings. All employees participating in these meetings will be in pay status. The District will provide at least ten days notice in advance of an orientation. Meetings may be held virtually or for longer than 30 minutes only by mutual agreement of the District and the Union.

Section 7. Union Access. - Minnesota Statutes 2022, section 179A.07, subdivision 9

The District will allow the Union to communicate with bargaining unit members using their employer-issued email addresses regarding collective bargaining, the administration of the collective bargaining agreement, the investigation of grievances, other workplace-related complaints and issues, and internal matters involving the governance or business of the Union, consistent with the District's generally applicable technology use policies.

The District will allow the Union to meet with bargaining unit members in District facilities regarding collective bargaining, the administration of the collective bargaining agreement, grievances and other workplace-related complaints and issues, and internal matters involving the governance or business of the Union, provided such use does not interfere with the District's business operations.

ISD 882 Monticello
Custodians
Rates

Union Proposal 9/23/24

WAGES - 2022-23

Steps	Annual	Monthly	Hourly
1st/FT	\$39,805.08	\$3,317.09	\$19.14
Prorate	\$39,811.20	\$3,317.60	\$19.14
2nd/FT	\$43,490.52	\$3,624.21	\$20.91
3rd/FT	\$47,176.08	\$3,931.34	\$22.68
4th/FT	\$50,920.56	\$4,243.38	\$24.48
Differentials	Annual	Monthly	Hourly
HS Head	\$4,369.68	\$364.14	\$2.10
MS Head	\$4,369.68	\$364.14	\$2.10
Elem Head	\$4,369.68	\$364.14	\$2.10
Night Shift Lead	\$2,777.16	\$231.43	\$1.34
Night Shift Pay	\$1,664.88	\$138.74	\$0.80
None	\$0.00	\$0.00	\$0.00
Licenses	Annual	Monthly	Hourly
Chief	\$1,380.00	\$115.00	\$0.66
1st Class	\$1,200.00	\$100.00	\$0.58
2nd Class	\$1,080.00	\$90.00	\$0.52
Special	\$1,020.00	\$85.00	\$0.49
None	\$0.00	\$0.00	\$0.00
Licenses-Pool	Annual	Monthly	Hourly
CPO Pool	\$1,020.00	\$85.00	\$0.49
None	\$0.00	\$0.00	\$0.00
Longevity	Annual	Monthly	Hourly
At 10 yrs	\$936.00	\$78.00	\$0.45
At 15 yrs	\$1,144.00	\$95.33	\$0.55
At 20 yrs	\$1,352.00	\$112.67	\$0.65
At 25 yrs	\$1,560.00	\$130.00	\$0.75

WAGES - 2023-24

Steps	Annual	Monthly	Hourly	
1st/FT	\$42,989.52	\$3,582.46	\$20.67	8.0%
Prorate	\$42,996.12	\$3,583.01	\$20.67	8.0%
2nd/FT	\$46,969.80	\$3,914.15	\$22.58	8.0%
3rd/FT	\$50,950.20	\$4,245.85	\$24.50	8.0%
4th/FT	\$54,994.20	\$4,582.85	\$26.44	8.0%
Differentials	Annual	Monthly	Hourly	
HS Head	\$4,719.24	\$393.27	\$2.27	8.0%
MS Head	\$4,719.24	\$393.27	\$2.27	8.0%
Elem Head	\$4,719.24	\$393.27	\$2.27	8.0%
Night Shift Lead	\$2,999.28	\$249.94	\$1.44	8.0%
Night Shift Pay	\$1,798.08	\$149.84	\$0.86	8.0%
None	\$0.00	\$0.00	\$0.00	
Licenses	Annual	Monthly	Hourly	
Chief	\$4,164.00	\$347.00	\$2.00	0.0%
1st Class	\$3,120.00	\$260.00	\$1.50	0.0%
2nd Class	\$2,088.00	\$174.00	\$1.00	93.3%
Special	\$1,020.00	\$85.00	\$0.49	0.0%
None	\$0.00	\$0.00	\$0.00	
Licenses-Pool	Annual	Monthly	Hourly	
CPO Pool	\$1,020.00	\$85.00	\$0.49	0.0%
None	\$0.00	\$0.00	\$0.00	0.0%
Longevity	Annual	Monthly	Hourly	
At 10 yrs	\$2,080.00	\$173.33	\$1.00	122.2%
At 15 yrs	\$3,120.00	\$260.00	\$1.50	172.7%
At 20 yrs	\$4,160.00	\$346.67	\$2.00	207.7%
At 25 yrs	\$5,200.00	\$433.33	\$2.50	233.3%

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WAGES - 2024-25

Steps	Annual	Monthly	Hourly	
1st/FT	\$44,709.12	\$3,725.76	\$21.49	4.00%
Prorate	\$44,715.96	\$3,726.33	\$21.50	4.00%
2nd/FT	\$48,848.64	\$4,070.72	\$23.48	4.00%
3rd/FT	\$52,988.16	\$4,415.68	\$25.48	4.00%
4th/FT	\$57,193.92	\$4,766.16	\$27.50	4.00%
Differentials	Annual	Monthly	Hourly	
HS Head	\$4,908.00	\$409.00	\$2.36	4.00%
MS Head	\$4,908.00	\$409.00	\$2.36	4.00%
Elem Head	\$4,908.00	\$409.00	\$2.36	4.00%
Night Shift Lead	\$3,119.28	\$259.94	\$1.50	4.00%
Night Shift Pay	\$1,869.96	\$155.83	\$0.90	4.00%
None	\$0.00	\$0.00	\$0.00	
Licenses	Annual	Monthly	Hourly	
Chief	\$4,164.00	\$347.00	\$2.00	0.0%
1st Class	\$3,120.00	\$260.00	\$1.50	0.0%
2nd Class	\$2,088.00	\$174.00	\$1.00	0.0%
Special	\$1,020.00	\$85.00	\$0.49	0.0%
None	\$0.00	\$0.00	\$0.00	
Licenses-Pool	Annual	Monthly	Hourly	
CPO Pool	\$1,020.00	\$85.00	\$0.49	0.0%
None	\$0.00	\$0.00	\$0.00	
Longevity	Annual	Monthly	Hourly	
At 10 yrs	\$2,079.96	\$173.33	\$1.00	0.0%
At 15 yrs	\$3,120.00	\$260.00	\$1.50	0.0%
At 20 yrs	\$4,160.04	\$346.67	\$2.00	0.0%
At 25 yrs	\$5,199.96	\$433.33	\$2.50	0.0%