

ISD 882 Monticello
Custodians
Rates

Proposal#4 Union 04/22/24

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 5 yrs	\$936.00	\$78.00	\$0.45
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
None	\$0.00	\$0.00	\$0.00
Safety & Security	Annual	Monthly	Hourly
Bldg	\$1,483.56	\$123.63	\$0.71
Leadership	\$2,900.00		

WAGES - 2023-24

Steps	Annual	Monthly	Hourly	
1st/FT	\$41,795.28	\$3,482.94	\$20.09	5.0%
Prorate	\$41,801.76	\$3,483.48	\$20.10	5.0%
2nd/FT	\$45,665.04	\$3,805.42	\$21.95	5.0%
3rd/FT	\$49,534.92	\$4,127.91	\$23.81	5.0%
4th/FT	\$53,466.60	\$4,455.55	\$25.71	5.0%
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	\$2,860.44	\$238.37	\$1.38	3.0%
Night Shift Pay	\$1,714.80	\$142.90	\$0.82	3.0%
None	\$0.00	\$0.00	\$0.00	
Licenses	Annual	Monthly	Hourly	
Chief	\$4,164.00	\$347.00	\$2.00	201.7%
1st Class	\$3,120.00	\$260.00	\$1.50	160.0%
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 5 yrs	\$832.00	\$69.33	\$0.40	-11.1%
At 10 yrs	\$1,040.00	\$86.67	\$0.50	11.1%
At 15 yrs	\$1,248.00	\$104.00	\$0.60	9.1%
At 20 yrs	\$1,456.00	\$121.33	\$0.70	7.7%
At 25 yrs	\$1,664.00	\$138.67	\$0.80	6.7%
None	\$0.00	\$0.00	\$0.00	
Safety & Security	Annual	Monthly	Hourly	
Bldg	\$1,483.56	\$123.63	\$0.71	0.0%
Leadership	\$0.00			

WAGES - 2024-25

Steps	Annual	Monthly	Hourly	
1st/FT	\$43,132.68	\$3,594.39	\$20.74	3.20%
Prorate	\$43,139.40	\$3,594.95	\$20.74	3.20%
2nd/FT	\$47,126.28	\$3,927.19	\$22.66	3.20%
3rd/FT	\$51,120.00	\$4,260.00	\$24.58	3.20%
4th/FT	\$55,177.56	\$4,598.13	\$26.53	3.20%
Differentials	Annual	Monthly	Hourly	
HS Head	\$4,917.48	\$409.79	\$2.36	4.20%
MS Head	\$4,917.48	\$409.79	\$2.36	4.20%
Elem Head	\$4,917.48	\$409.79	\$2.36	4.20%
Night Shift Lead	\$2,980.56	\$248.38	\$1.43	4.20%
Night Shift Pay	\$1,786.80	\$148.90	\$0.86	4.20%
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 5 yrs	\$936.00	\$78.00	\$0.45	12.5%
At 10 yrs	\$1,143.96	\$95.33	\$0.55	10.0%
At 15 yrs	\$1,352.04	\$112.67	\$0.65	8.3%
At 20 yrs	\$1,560.00	\$130.00	\$0.75	7.1%
At 25 yrs	\$1,767.96	\$147.33	\$0.85	6.3%
None	\$0.00	\$0.00	\$0.00	
Safety & Security	Annual	Monthly	Hourly	
Bldg	\$1,483.56	\$123.63	\$0.71	0.0%
Leadership	\$0.00			MSBA 9.82%