

May 13, 2024
2023-25 Custodial & Maintenance Negotiations

Key:

Additions: blue / bold / italics / underlined

Deletions: blue / strikethrough

Package Proposal of May 13 2024

All items accepted or rejected as a package.

Tentative Agreements (May 13 2024)

1.

Article V: Employee Rights

Section 1. Right to Views: Nothing contained in this Agreement shall be construed to limit, impair or affect the right of any employee or ~~his~~ the employee's representative to the expression or communication of a view, grievance, complaint or opinion on any matter related to the conditions or compensation of public employment or their betterment, so long as the same is not designated to and does not interfere with the full, faithful and proper performance of the duties of employment or circumvent the rights of the exclusive representative.

2.

Article V: Employee Rights

Section 3. Request for Payroll Deduction, Authorization and Remittance.

Employees have the right to request and be allowed payroll deduction for the Union and for the Union's political action committee. The District will commence deductions within thirty days of receiving notice from the Union of the authorized deduction(s). The District will remit deductions to the Union within thirty days of the deduction.

The notice will include certification from the Union that the Union has and will maintain a signed authorization from the employee for whom deductions will be made. A valid signed authorization includes, but is not limited to, an electronically signed authorization. The District may require a copy of the signed authorization form only if a dispute arises about the existence or terms of the authorization. The dues deduction authorization remains in effect until the District receives notice from the Union that an employee has changed or canceled their authorization in writing in accordance with the terms of the original authorizing document.

The Union will indemnify the District for any successful claims made by an employee for unauthorized deductions made in reliance upon certification or information received from the Union.

2.

Article VI: Rates of Pay

Section 1. Rates of Pay:

Subd. 1. The wages ~~and salaries~~ reflected in Appendix A, attached hereto, shall be a part of the Agreement ~~for the period commencing July 1, 2021 and continuing through June 30, 2022.~~

Subd. 2. The wages ~~and salaries~~ reflected in Appendix B, attached hereto, shall be a part of the Agreement ~~for the period commencing July 1, 2022 and continuing through June 30, 2023.~~

Subd. 3. The School Board reserves the right to withhold a **salary wage** increase in individual cases when it can be shown that a demonstrable deficiency in the performance of an individual employee necessitates such action.

Subd. 4. **Salary Wage** increases shall be effective on July 1st of each contract year. Those employed prior to January 15th will qualify for the full second step. Those employed January 15th or later will qualify for a prorated raise.

Subd. 5. ~~Beginning in the 2019-2020 school year a~~All custodians will be paid for hours worked based on hours recorded in the electronic time clock each pay period. Employees will be paid two times each month on the 15th and the 30th. There will be a two-week delay between hours worked and the payroll period hours are paid.

3.

Article VI: Rates of Pay

Section 3. Uniform and Footwear Allowance: The employer will pay \$475.00 for school year ~~2021-2022~~ **2023-24** and \$475.00 for school year ~~2022-2023~~ **2024-25** payable on the July 30th paycheck, towards the purchase of designated school custodial uniforms. New employees will receive their uniform allowance upon completion of the probationary period.

4.

Article VII: Leaves of Absence

Section 1. Sick Leave:

Subd. 3. Sick leave with pay shall be allowed by the School District whenever an employee's absence is found to have been due to illness which prevented ~~his~~ **the employee's** attendance at school and performance of duties on that day or days.

Employees out on sick leave may be requested to provide a doctor's note indicating that illness prevented the employee's attendance at work.

Section 2. Personal Leave: An employee may be granted two (2) days of personal leave per year. An additional personal leave day shall be granted to all employees, at the beginning of the

fiscal year of their 20th year of service to the School District. This additional personal leave day, shall be used only on non-student contact day. Personal leave days may be taken without stating a reason, provided that 24-hour notice is given to the ~~building principal~~ the Superintendent or designee.

Subd.1. ~~Beginning in the 2021-2022 school year, e~~Each year that a custodian carries over sixty-one (61) days or more of accrued, unused sick leave into the following year, the custodian will receive one (1) additional personal day.

Subd.2. ~~Beginning in the 2021-2022 school year, u~~Upon successful completion of the probationary period the employee will receive one additional personal day.

Section 5. Child care Leave:

Subd.5. An employee returning from childcare leave shall be reinstated in a position for which ~~he/she~~ the employee is qualified unless previously discharged or laid off.

Subd.9 The parties further agree that a child care leave of absence shall be granted within one of the following conditions:

- a. Child Birth Leave: Child birth leave with pay utilizing sick leave for a part ~~of or~~ all of ~~an female~~ employee's leave per FMLA.

Section 6. Worker's Compensation:

Subd. 5. An employee who is absent from work as a result of an injury compensable under the Worker's Compensation Act who elects to receive sick leave or vacation pursuant to this policy shall show ~~his~~ the Worker's Compensation check to the School District prior to receiving payment from the School District for the absence.

24.

Article VI: Rates of Pay

Section 7. Retroactive Pay: Any changes to rates of pay or benefits shall be retroactive as negotiated in the new agreement for all active employees and employees who retired in good standing who completed work during the contract period.

5.

Article VIII: Hours of Service

Section 1. Work Week: The work week shall be eight (8) hours per day five (5) consecutive days per week unless otherwise requested by the employee and concurred with by the District.

Qualified senior workers shall have the choice of shifts, subject to the approval of the administration and job requirements. All work over forty (40) hours shall be paid at the overtime rate of time-and-one-half (1 ½). Overtime must be approved in advance by the ~~administration~~ the Superintendent or designee. For the purpose of calculating overtime, the work week shall be considered ~~Monday~~ Sunday through ~~Sunday~~ Saturday. Night shifts shall be defined as a shift ending after 7:00 p.m. or starting after 3:00 p.m. To be eligible for the weekly night shift differential, workers must serve on at least three night shifts in the work week. If a paid holiday or vacation day falls during the work week, the employee must serve on at least two (2) night shifts in the work week to be eligible for the weekly night shift differential. All work completed

between Saturday at 9:00 p.m. and Sunday at midnight shall be at the rate of time-and-one-half (1 ½).

Section 2. Work Day Changes: In the event of emergencies, the regularly scheduled work day may be changed by the ~~Supervisor of the employee~~ the Superintendent or designee.

6.

Article VIII: Hours of Service

Section 3. Lunch Break: Employees shall be provided a duty free lunch period of at least 30 minutes, the lunch period to be exclusive of the work day as designated. Where assignments are made that require an employee to be in the building for a continuous shift, ~~he~~ the employee will be paid 1½ times ~~his~~ the employee's normal pay for that time within this shift period. This meal time should be flexible to best protect the building and serve the public, but will be as close to normal meal time as possible.

6.

Article VIII: Hours of Service

Section 4. Daily Work Schedule: The individual employee's daily work program, including starting and quitting time, will be guided by the needs for best operation of the school building as determined by the ~~Principal or Supervisor~~ the Superintendent or designee.

Section 5. Vacations:

Subd. 1. ~~Effective July 1, 2016 e~~Each employee will be granted a vacation period on July 1 on the following basis:

Subd. 4. Upon resignation or retirement all earned but unused vacation leave will be paid out at the employee's daily rate of pay on the first payroll following the separation date. Any extended vacation (two-weeks or longer) in the month prior to retirement or resignation must be pre-approved by the Superintendent, or designee.

Subd. 5. The employer reserves the right to schedule all vacations. Vacations earned shall be granted upon three (3) days advance notice and approval of the ~~Direct Supervisor~~ the Superintendent or designee.

a. Employees are prohibited from taking vacation five (5) working days before school starts in the fall and five (5) working days after school ends in the spring.

b. One (1) employee per building will be allowed to be on vacation at a time unless the ~~Building Principal~~ the Superintendent or designee makes exception to this requirement.

7.

Article VIII: Hours of Service

Section 6. Holidays: There shall be ~~eleven (11)~~ twelve (12) paid holidays for all employees covered under this Agreement.

Subd. 1. The following days will be observed as holidays: Independence Day, Day before or after Independence Day, Labor Day, Thanksgiving Day, Friday after

Thanksgiving, Christmas Eve Day, Christmas Day, New Year's Day, President's Day, Good Friday, Memorial Day, and Juneteenth ~~Good Friday, Friday after Thanksgiving, and Christmas Eve Day.~~

7.

Article VIII: Hours of Service

Section 6. Holidays:

Subd. 3. On New Year's Eve, employees will not be scheduled to work beyond 7:00 p.m. except in emergency situations. Employees that volunteer to work a community or school event shall be paid 1.5x the employee's hourly rate for each hour worked after 7:00 p.m.

9.

Article VIII: Hours of Service

Section 8. Safety:

A. All regulations and laws of the State of Minnesota and O.S.H.A. governing the safety of employees and building occupants shall be complied with by the employer and employees.

B. Custodial/maintenance employees who are assigned to work in a building when they are the only person in the building will not be assigned tasks which are considered hazardous by the employee and ~~his supervisor~~ the Superintendent or designee. Examples of such tasks are: ladder climbing, electrical circuit repair, tunnel crawling, outside patrolling and pursuit of vandals and services required in aquatic areas.

10.

Article VIII: Hours of Service

~~Section 9. Time Off Provision: A public employer must afford reasonable time off to elected officers or appointed representatives of the exclusive representative for the purposes of conducting the duties of the exclusive representative and must upon request provide for leaves of absence to elected or appointed officials of the exclusive representative.~~

14.

Article X: Grievance Procedure

Section 5. Adjustments of Grievance: The School Board and the employee shall attempt to adjust all grievances which may arise during the course of employment of any employee within the School District in the following manner:

Subd. 2. Level II. In the event the grievance is not resolved in Level I, the decision rendered may be appealed to the Superintendent of Schools, provided such appeal is made in writing within five (5) days after receipt of the decision in Level I. If a grievance is properly appealed to the Superintendent, the Superintendent or ~~his~~ designee shall set a time to meet regarding the grievance within fifteen (15) days after receipt of the

appeal. Within ten (10) days after the meeting, the Superintendent or ~~his~~ designee shall issue a decision in writing to the parties involved.

16.

Article XIV: Deferred Compensation Matching Plan

Section 2. Custodian Match: The School District will make the foregoing matching contribution to only those custodians choosing to participate in an approved custodian's match account offered by the School District. The School District's matching contribution will be dollar-for-dollar as required under Minn. Stat. Section 356.24, up to 2% of gross salary. Custodians may contribute any dollar amount up to or in excess of the maximum yearly School District match, but the annual limit on the amount individual custodians may contribute to ~~his/her~~ **their** match account shall be governed by the applicable sections of the Internal Revenue Code and the regulations promulgated there under. If a custodian chooses not to match the School District annual contribution, the unmatched portion is forfeited for that year. If the employee contributes less than the maximum yearly allowed contribution, the School District portion will be equally reduced. The reduced amount is forfeited for that year.

Section 4. Intent to Participate/Enrollment Period: By September 8, eligible employees shall declare their intent to participate in the matching deferred compensation plan by submitting a signed salary reduction form to the payroll office. The plan year shall be from July 1st to the following June 30th.

The salary reduction form shall be binding until a new salary reduction form is submitted. The employee is solely responsible for filing a salary reduction form.

Failure to participate in any given year shall result in the loss of benefit for that year, which cannot be made up in subsequent years. If the employee stops ~~his/her~~ **their** contribution at any time during the year, it cannot be restarted until the following year.

17.

Article XV: Severance Pay

For employees hired before July 1, 2006, Aat the time of retirement, up to thirty-five (35) days of accrued sick leave and one (1) day for each year of service to the School District may be used for early retirement for each full-time custodial employee who has completed at least ten (10) years of continuous employment and is at least 55 years of age. This payment will be distributed to the retiree's 403(b) account. In the event the employee dies and the other aforementioned requirements were met, the benefits will be paid to the employee's estate.

18.

Article XVI: Duration

Section 1. Term and Reopening Negotiations: This Agreement shall remain in full force and effect for a period commencing on July 1, ~~2024~~ 2023 through June 30, ~~2023~~ 2025 and thereafter until modifications are made pursuant to the P.E.L.R.A. of 1971.

If either party desires to modify or amend this Agreement commencing at its expiration, it shall give written notice of such intent no later than ninety (90) days prior to said expiration. Unless otherwise mutually agreed, the parties shall not commence negotiations more than ninety (90) days prior to the expiration of this Agreement.

In the event negotiations are not completed by July 1, ~~2023~~ 2025, terms of this contract will remain in full force and effect.

19.

APPENDIX A: ~~SALARY~~ WAGE SCHEDULE

BASIC ~~SALARY~~ WAGES: Covering period from July 1, ~~2024~~ 2023 through June 30, ~~2022~~ 2024

20.

APPENDIX B: ~~SALARY~~ WAGE SCHEDULE

BASIC ~~SALARY~~ WAGES: Covering period from July 1, ~~2022~~ 2024 through June 30, ~~2023~~ 2025

22.

APPENDIX D: PAY DIFFERENTIALS

Shift Differentials

Subd. 1. ~~Beginning in the 2022-2023 school year, e~~Employees holding the CPO Pool license will only receive the stipend for the pool license if they are working in a location with a pool.

Subd. 2. It is also understood that any individual wishing to receive the differential pay must submit a copy of their boiler license or CPO pool license to the ~~business manager~~ Human Resources department prior to receiving any payments. Effective immediately upon submission of the respective license either boiler or CPO pool or both, the employee shall begin to receive the differential. With respect to boiler licenses, employees shall be paid for the highest license held upon submission of the license.

~~14. When hourly pay rates are used, they will be calculated by dividing the monthly salary by an average month of 173 1/3 hours.~~

District Response to Union Proposal of May 13, 2024

1. PELRA Additions

The District is not inclined to add language to the master agreement that is already captured in state statute, including PELRA. However, we will review the Union's proposals to ensure that there is no current master agreement language that directly conflicts with state statute; if we identify any, we reserve the right to provide specific counter proposals at a later date.

2. Rates of Pay

Please see District rate sheet.

3. Retro Pay

Please see District proposal below.

5. Vacations

The District does not agree.

6. Group Insurance

Please see District proposal below.

District Proposal #4 (May 13 2024)

3.

Article VI: Rates of Pay

Section 5. Part-time, Temporary, and/or Seasonal Assignments:

Subd. 1. Part-time: Part-time are those employees of the unit scheduled for less than 30 hours per work week.

Subd. 2. Temporary and/or Seasonal: Temporary and/or Seasonal employees are those hired for a stated term not to exceed a period of 120 calendar days. Temporary and/or Seasonal employees may be full- or part-time.

Subd. 3. Part-time, Temporary, and/or Seasonal employees who retired in good standing from the District shall be placed at the Salary and Longevity wages occupied at the time of retirement.

Subd. 4. Part-time, Temporary, and/or Seasonal employees who retired in good standing from the District shall be placed at the Differential and License wages occupied at the time of retirement if necessary for the assignment.

8.

Article VIII: Hours of Service

Section 7. Job Posting:

Subd. 1. Head and Night Lead Custodians: New positions or vacancies will be posted ~~in each building~~ for a period of five (5) days ~~on a bulletin board provided in the custodial/maintenance area~~ on the District's webpage and delivered to all District employees via email. The posting shall include the available shift, which is subject to change as deemed necessary. Applications of the interested parties should be sent to the District Office. The leading candidates whose background and abilities best meet the requirements of the posted position will be called in for an interview by the Superintendent or designee. Movement during the probationary period will be limited and allowed only with approval by the Superintendent, or designee.

The Superintendent or designee, utilizing the various data which has been made available, will recommend the senior leading candidate.

The selection of the candidate for the position will be made in not less than ~~seven (7)~~ five (5) working days after the completion of the posting of the position. Notification will be made to the candidate(s) selected for the position and the appropriate supervisor.

Seniority shall prevail for all positions and the position will be filled by the senior qualified employee who applies.

Any senior applicant not granted a position has the right to request through the Union steward the reasoning behind the administration's rejection of his application with the intent being to increase or correct any qualifications that are lacking in order to be considered in future job postings.

Subd. 2. Expedite Posting Process:

Custodians: New positions or vacancies will be posted in each building for a period of five (5) days on a bulletin board provided in the custodial/maintenance area. The posting shall include the available shift, which is subject to change as deemed necessary.

A Union meeting will follow within one (1) week of the expiration of each posting to follow the steps below. Any Custodian interested in moving to any position that may come open during the process must be at the meeting. **The District reserves the right to inform the Union's lead steward ahead of the expedite posting process of any position that the District does not intend to fill if it should become open; if such a position becomes open during the expedite posting process, the lead steward shall call the meeting to a close with immediate effect.**

Step 1 - The position(s) that open following a posting will be filled by the most senior member of the Custodial union that is at the meeting and expresses interest in said position(s).

Step 2 - The position(s) open by the process in Step 1 will be filled by the most senior member of the Custodial union that is at the meeting and expresses interest in said position(s).

Step 3 - The position(s) open by the process in Step 2 will be filled by the most senior member of the Custodial union that is at the meeting and expresses interest in said position(s).

Step 4 – This process will continue until there is no longer any interest in the open position(s).

Step 5 - At that time, the District will post externally for the open position(s).

Seniority shall prevail for all positions and it will be filled by the senior qualified employee who applies.

If put before the Union membership of this unit by a majority vote, the District may request upon a job opening, an expedited posting day. During this day, the opening will be offered by seniority. The senior applicants' subsequent opening likewise will be offered by seniority and the process will continue, until the Union body has had the opportunity to fill all available positions, with the final open position filled by standard posting procedure. This would not apply to open lead positions, which will continue to be posted.

25.

Article VIII: Hours of Service

Section 5. Vacations:

Subd. 4. Upon resignation or retirement all earned but unused vacation leave will be paid out at the employee's daily rate of pay ~~on the first payroll following the separation date.~~ **This payment shall be made into a District-sponsored Health Reimbursement Arrangement (HRA) on behalf of each eligible with a vendor of the District's choosing. The payment will be made within sixty (60) days of the effective retirement date.** Any extended vacation (two-weeks or longer) in the month prior to retirement or resignation must be pre-approved by the Superintendent, or designee.

11.

Article IX: Group Insurances

Section 1. Hospitalization Insurance & Health Savings:

Subd. 2a. Health and Hospitalization Contribution: The School ~~Board~~ **District** shall contribute a sum of up to ~~\$1,810~~ **\$1,903** per month for the ~~2021-2022~~ **2023-24** school year and ~~\$1,903~~ **\$2,138** per month **(family coverage) or \$975 per month (single coverage)** for the ~~2022-2023~~ **2024-25** school year toward the premium for coverage for

each full-time custodian employed by the School District who qualifies for and is enrolled in the School District group health and hospitalization plan. Any additional cost of the premium shall be borne by the employee and paid by payroll deduction. For the purpose of this section, full time shall be defined by at least thirty (30) hours per week.

Subd. 2b. Health Savings: The District contribution will be as follows:

- Single Policy
 - o District contribution of \$1,015 per year
- Family Policy
 - o District contribution of \$2,000 per year

Section 2. Long Term Disability Insurance:

Subd. 2. Contribution: The School Board shall contribute a sum of up to \$140.00 for the ~~2021-2022~~ 2023-24 school year and \$140.00 for the ~~2022-2023~~ 2024-25 school year toward the premium of a long-term disability insurance policy. This policy will be available for each full-time custodial employee of the School District who qualifies for and is enrolled in the School District's LTD insurance plan. Any additional cost of the premium shall be borne by the employee and paid by payroll deduction. **For the purpose of this section, full time shall be defined by at least thirty (30) hours per week.**

Section 3. Dental Insurance:

Subd. 2. Dental Insurance: The School ~~Board~~ District shall contribute a sum of up to \$90.00 per month for the ~~2021-2022~~ 2023-24 school year and \$90.00 per month for the ~~2022-2023~~ 2024-25 school year toward the premium of a dental insurance policy. This policy will be available for each full-time custodial employee of the School District who qualifies for and is enrolled in the School District dental insurance plan. Any additional cost of the premium shall be borne by the employee and paid by payroll deduction. **For the purpose of this section, full time shall be defined by at least thirty (30) hours per week.**

15.

Article XIII: Retirement and Resignation

Section 3. Retiree Insurance Benefits: Retiring employees may continue in the School District's group health insurance plan as provided by applicable law. **For employees hired before July 1, 2024,** Retiring employees who have at least ten (10) years of service in the School District and who are at least age sixty (60) will be eligible to remain in the School District group insurance plans by purchasing either single or family policies. Participating employees will receive a District contribution toward the premium equal to the contribution granted to active employees taking single insurance coverage until the employee reaches Medicare eligibility.

Employees hired on/after July 1, 2024 shall be eligible for an HRA beginning in year eleven (11) of service. For full-time employees in years eleven (11) to twenty (20), \$2,500 will be deposited annually (July 15 of the following year) into an HRA account.

22.

APPENDIX D: PAY DIFFERENTIALS

5. In the event that a head custodian is assigned to oversee the ~~custodial~~ operational needs of an additional ~~program~~, building or location, the head custodian will receive an additional fifty percent (50%) of lead pay differential to provide head custodian services to both ~~programs~~, buildings or locations. **Beginning June 16, 2024, to qualify for this stipend, both buildings/locations must require all of the responsibilities necessary of a head custodian, including boiler and HVAC maintenance.**

23.

APPENDIX E: ~~HEAD CUSTODIAN~~ LEADERSHIP STIPEND

~~For the 2020-2021 school years, a stipend will be awarded equally to each head custodian at \$2,900. After the 2020-2021 school year, the stipend will be awarded commensurate with responsibilities, as determined by the Superintendent, or designee. The stipend will be payable in two payments; August 15 and October 15, based on final assessment and evaluation by the Superintendent, or designee.~~

In addition to the rates of pay provided in Article VI, employees shall be eligible for additional compensation for providing leadership at the District level on assignments from the Superintendent issued in the form of a written Letter of Assignment. The Superintendent reserves the right to assign such tasks and will determine the level of compensation for each assignment. The employee has the right to accept or deny the assignment. This incentive is exclusively for duties not considered part of the job of the employee. The Superintendent reserves the right to direct each employee to perform duties that are part of their regular job at no additional compensation. There is no guarantee that each employee will be offered an assignment offer from the Superintendent.

ISD 882 Monticello
Custodians
Rates

Proposal#4 District 05/13/24
5:00pm

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	\$0.00	\$0.00	\$0.00
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
Leadership	\$1,483.56	\$123.63	\$0.71

WAGES - 2023-24

Steps	Annual	Monthly	Hourly	
1st/FT	\$40,999.20	\$3,416.60	\$19.71	3.00%
Prorate	\$41,005.56	\$3,417.13	\$19.71	3.00%
2nd/FT	\$44,795.28	\$3,732.94	\$21.54	3.00%
3rd/FT	\$48,591.36	\$4,049.28	\$23.36	3.00%
4th/FT	\$52,448.16	\$4,370.68	\$25.22	3.00%
Differentials	Annual	Monthly	Hourly	
HS Head	\$4,500.72	\$375.06	\$2.16	3.00%
MS Head	\$4,500.72	\$375.06	\$2.16	3.00%
Elem Head	\$4,500.72	\$375.06	\$2.16	3.00%
Night Shift Lead	\$2,860.44	\$238.37	\$1.38	3.00%
Night Shift Pay	\$1,714.80	\$142.90	\$0.82	3.00%
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	#DIV/0!
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 Leadership	\$1,483.56	\$123.63	\$0.71	0.0%

WAGES - 2024-25

Steps	Annual	Monthly	Hourly	
1st/FT	\$42,844.20	\$3,570.35	\$20.60	4.50%
Prorate	\$42,850.80	\$3,570.90	\$20.60	4.50%
2nd/FT	\$46,811.04	\$3,900.92	\$22.51	4.50%
3rd/FT	\$50,778.00	\$4,231.50	\$24.41	4.50%
4th/FT	\$54,808.32	\$4,567.36	\$26.35	4.50%
Differentials	Annual	Monthly	Hourly	
HS Head	\$4,860.72	\$405.06	\$2.34	8.00%
MS Head	\$4,860.72	\$405.06	\$2.34	8.00%
Elem Head	\$4,860.72	\$405.06	\$2.34	8.00%
Night Shift Lead	\$2,946.24	\$245.52	\$1.42	3.00%
Night Shift Pay	\$1,766.28	\$147.19	\$0.85	3.00%
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 5 yrs	\$0.00	\$0.00	\$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 Leadership	\$1,483.56	\$123.63	\$0.71	0.0%
MSBA				8.57%

BENEFITS - 2022-23

Health Ins - per yr	
Indv	\$11,421.36
Dep	\$22,836.00
None	\$0.00
Indv Cost	
Dep Cost	\$28,428.12
Dental Ins - per yr	
Indv	\$510.00
Dep	\$1,080.00
None	\$0.00
Indv Cost	\$510.00
Dep Cost	\$1,386.00
Life - per yr \$50,000	
30 hrs	\$54.00
None	\$0.00
LTD - per yr	
30 hrs	\$140.00
None	\$0.00
PERA	
1/1/2015	7.50%
Uniforms	
	\$475.00

BENEFITS - 2023-24

	\$ Change	% Change
Health Ins - per yr		
Indv	\$11,421.36	\$0.00 #DIV/0!
Dep	\$22,836.00	\$0.00 #DIV/0!
None	\$0.00	\$1,903/mo
Indv Cost		
Dep Cost	\$28,428.12	80.33%
Dental Ins - per yr		
	\$ Change	% Change
Indv	\$528.00	\$18.00 #DIV/0!
Dep	\$1,080.00	\$0.00 #DIV/0!
None	\$0.00	
	% Inc	% Cover
Indv Cost	\$528.00	3.53% 100.00%
Dep Cost	\$1,427.58	3.00% 75.65%
Life - per yr \$50,000		
30 hrs	\$54.00	\$0.00 0.00%
None	\$0.00	
LTD - per yr		
30 hrs	\$140.00	\$0.00 0.00%
None	\$0.00	
PERA		
1/1/2015	7.50%	
Uniforms		
	\$475.00	\$0.00 0.00%

BENEFITS - 2024-25

	\$ Change	% Change
Health Ins - per yr		
Indv	\$11,700.00	\$278.64 #DIV/0!
Dep	\$25,656.00	\$2,820.00 #DIV/0!
None	\$0.00	\$2,138/mo Family \$975/mo Single
Indv Cost	\$13,248.78	88.31% 16%
Dep Cost	\$32,976.62	77.80% 16%
Dental Ins - per yr		
	\$ Change	% Change
Indv	\$543.84	\$15.84 2921.33%
Dep	\$1,080.00	\$0.00 #DIV/0!
None	\$0.00	
	% Inc	% Cover
Indv Cost	\$543.84	3.00% 100.00%
Dep Cost	\$1,470.41	3.00% 73.45%
Life - per yr \$50,000		
30 hrs	\$54.00	\$0.00 0.00%
None	\$0.00	
LTD - per yr		
30 hrs	\$140.00	\$0.00 0.00%
None	\$0.00	
PERA		
1/1/2015	7.50%	
Uniforms		
	\$475.00	\$0.00 0.00%