

ISD 882 MONTICELLO
 ESS's
 RATES

Proposal Union MSBA
 Date 7/8/2024 10.42%

Note: No decisions or agreements have been made regarding a tiered-rate system. The costing model was setup to offer flexibility if a tiered system was proposed. It doesn't include health ins changes for year 2.

WAGES 2022-23

WAGES 23-24

WAGES 2024-25

| Para Tier 1 | Hr Rate | Para Tier 1 | Hr Rate | \$ Change | % Change |
|---------------|---------|---------------|-----------|-----------|---------------|
| Tier 1-1 | \$15.74 | Tier 1-1 | \$16.37 | \$0.63 | 4.00% |
| Tier 1-P | \$17.50 | | | | |
| Tier 1-2 | \$19.27 | Tier 1-2 | \$20.04 | \$0.77 | 4.00% |
| Tier 1-3 | \$24.40 | Tier 1-3 | \$25.38 | \$0.98 | 4.00% |
| | | | | | add to Tier 2 |
| Tier 2 | Hr Rate | Tier 2 | Hr Rate | \$ Change | % Change |
| Tier 2-1 | \$15.74 | Tier 2-1 | \$16.37 | \$0.63 | |
| Tier 2-2 | \$19.27 | Tier 2-2 | \$20.04 | \$0.77 | |
| Tier 2-3 | \$24.40 | Tier 2-3 | \$25.38 | \$0.98 | |
| | | | | | add to Tier 3 |
| Tier 3 | Hr Rate | Tier 3 | Hr Rate | \$ Change | % Change |
| Tier 3-1 | \$15.74 | Tier 3-1 | \$16.37 | \$0.63 | |
| Tier 3-2 | \$19.27 | Tier 3-2 | \$20.04 | \$0.77 | |
| Tier 3-3 | \$24.40 | Tier 3-3 | \$25.38 | \$0.98 | |
| | | | | | add to Tier 4 |
| Tier 4 | Hr Rate | Tier 4 | Hr Rate | \$ Change | % Change |
| Tier 4-1 | \$15.74 | Tier 4-1 | \$16.37 | \$0.63 | |
| Tier 4-2 | \$19.27 | Tier 4-2 | \$20.04 | \$0.77 | |
| Tier 4-3 | \$24.40 | Tier 4-3 | \$25.38 | \$0.98 | |
| ChildCare | Hr Rate | ChildCare | Hr Rate | \$ Change | % Change |
| MA-1 | \$14.28 | MA-1 | \$15.28 | \$1.00 | 7.00% |
| MA-2 | \$15.30 | MA-2 | \$16.37 | \$1.07 | 7.00% |
| MA-3 | \$16.32 | MA-3 | \$17.46 | \$1.14 | 7.00% |
| MA-4 | \$17.34 | MA-4 | \$18.55 | \$1.21 | 7.00% |
| MA-5 | \$18.11 | MA-5 | \$19.38 | \$1.27 | 7.00% |
| MA-6 | \$18.87 | MA-6 | \$20.19 | \$1.32 | 7.00% |
| Longevity Pay | | Longevity Pay | \$ Change | % Change | |
| At 5 yrs | \$0.00 | At 5 yrs | \$0.40 | \$0.40 | #DIV/0! |
| At 10 yrs | \$0.45 | At 10 yrs | \$0.50 | \$0.05 | 11.11% |
| At 20 yrs | \$0.55 | At 15 yrs | \$0.60 | \$0.05 | 9.09% |
| At 30 yrs | \$0.65 | At 20 yrs | \$0.70 | \$0.05 | 7.69% |
| None | \$0.00 | None | \$0.00 | | |

| Para Tier 1 | Hr Rate | \$ Change | % Change |
|---------------|-----------|-----------|----------|
| Tier 1-1 | \$17.68 | \$1.31 | 8.00% |
| | \$17.50 | | |
| Tier 1-2 | \$20.84 | \$0.80 | 4.00% |
| Tier 1-3 | \$26.40 | \$1.02 | 4.00% |
| Tier 2 | Hr Rate | \$ Change | % Change |
| Tier 2-1 | \$17.68 | \$1.31 | 0.00% |
| Tier 2-2 | \$20.84 | \$0.80 | 0.00% |
| Tier 2-3 | \$26.40 | \$1.02 | 0.00% |
| Tier 3 | Hr Rate | \$ Change | % Change |
| Tier 3-1 | \$17.68 | \$1.31 | |
| Tier 3-2 | \$20.84 | \$0.80 | |
| Tier 3-3 | \$26.40 | \$1.02 | |
| Tier 4 | Hr Rate | \$ Change | % Change |
| Tier 4-1 | \$17.68 | \$1.31 | |
| Tier 4-2 | \$20.84 | \$0.80 | |
| Tier 4-3 | \$26.40 | \$1.02 | |
| ChildCare | Hr Rate | \$ Change | % Change |
| MA-1 | \$15.59 | \$0.31 | 2.00% |
| MA-2 | \$16.70 | \$0.33 | 2.00% |
| MA-3 | \$17.81 | \$0.35 | 2.00% |
| MA-4 | \$18.92 | \$0.37 | 2.00% |
| MA-5 | \$19.77 | \$0.39 | 2.00% |
| MA-6 | \$20.59 | \$0.40 | 2.00% |
| Longevity Pay | \$ Change | % Change | |
| At 5 yrs | \$0.45 | \$0.05 | 12.50% |
| At 10 yrs | \$0.55 | \$0.05 | 10.00% |
| At 15 yrs | \$0.65 | \$0.05 | 8.33% |
| At 20 yrs | \$0.70 | \$0.05 | 0.00% |
| None | \$0.00 | | |

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BENEFITS 2022-23

| Health Ins - per yr | Indv | Dep | None | 2 Emp | Dep Cost |
|---------------------|-------------|-------------|--------|-------------|-------------|
| | \$11,421.36 | \$22,836.00 | \$0.00 | \$14,214.06 | \$28,428.12 |

| Dental Ins - per yr | Indv | Dep | None | 2 Emp |
|---------------------|----------|------------|--------|----------|
| | \$510.00 | \$1,080.00 | \$0.00 | \$693.00 |

| Life - per yr \$50,000 | 30 hrs | None |
|------------------------|---------|--------|
| | \$54.00 | \$0.00 |

| LTD - per yr | 30 hrs | None |
|--------------|----------|--------|
| | \$140.00 | \$0.00 |

PERA 7.50%

BENEFITS 2023-24

| Health Ins - per yr | Indv | Dep | None | 2 Emp | Dep Cost |
|---------------------|-------------|-------------|--------|-------------|-------------|
| | \$11,421.36 | \$22,836.00 | \$0.00 | \$14,214.06 | \$28,428.12 |

| Dental Ins - per yr | Indv | Dep | None | 2 Emp |
|---------------------|----------|------------|--------|----------|
| | \$528.00 | \$1,080.00 | \$0.00 | \$713.79 |

| Life - per yr \$50,000 | 30 hrs | None |
|------------------------|---------|--------|
| | \$54.00 | \$0.00 |

| LTD - per yr | 30 hrs | None |
|--------------|----------|--------|
| | \$140.00 | \$0.00 |

PERA 7.50%

BENEFITS 2024-25

| Health Ins - per yr | Indv | Dep | None | 2 Emp | Dep Cost |
|---------------------|-------------|-------------|--------|-------------|-------------|
| | \$11,700.00 | \$25,656.00 | \$0.00 | \$16,488.31 | \$32,976.62 |

| Dental Ins - per yr | Indv | Dep | None | 2 Emp |
|---------------------|----------|------------|--------|----------|
| | \$543.84 | \$1,080.00 | \$0.00 | \$735.20 |

| Life - per yr \$50,000 | 30 hrs | None |
|------------------------|---------|--------|
| | \$54.00 | \$0.00 |

| LTD - per yr | 30 hrs | None |
|--------------|----------|--------|
| | \$140.00 | \$0.00 |

PERA 7.50%