

SEIU 284
Monticello District #882 Technology Support Employees
2nd Round Document November 12, 2024

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2024-2026 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, 2024.

1. Update all dates to reflect new contract years 2024-2026.

District Response 10/22/2024: TA

2. 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, audio file) for dues/premier member dues deduction.~~

~~The School District agrees to honor and implement all terms of dues checkoff authorizations submitted by the Union and agreed to by the employee. The School District shall adhere to the specific provisions in each dues check-off authorization regarding the duration, renewal, procedure for revocation, amount of dues deducted (including premier member), and all other provisions agreed to by the employee as stated in the authorization, irrespective of the employee's membership in the Union. Such dues shall be remitted to the Union monthly.~~

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.

District Response 10/22/2024: TA

3. ARTICLE VI RATES OF PAY * SEE FINANCIAL OFFER* OPEN

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, 2022 2024 and continuing through June 30, 20232025.

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, 2023-2025and continuing through June 30, 20242026.

Subd.6. Longevity Pay: See Appendix C. **See Financial Offer** OPEN

Section 3. Technology Certification:

10/22/2024: District and Union team agreed that different training courses can be used in this section as long as they are preapproved by Director of Technology.

4. ARTICLE VII GROUP INSURANCES ** SAME AS CERTIFIED STAFF**

5. ARTICLE VIII LEAVES OF ABSENCE

Section 1. Sick Leave: **ESST UPDATES NEEDED**

Bargaining notes 10/22/2024: District does not want to change any contract language but will follow state statutes and laws.

Section 2. Personal Leave:

Subd. 1. Technology support employees shall be granted up to ~~two (2)~~ **three (3)** days per contract year for paid personal leave, to be used with discretion for matters of a personal nature that need to be attended to during the workday. After twenty (20) years of service ~~three (3)~~ **four (4)** personal days will be rewarded.

District Response 10/22/2024: Does Not Agree,

Union Response 11/12/2024: Hold with opening proposal.

ARTICLE IX HOURS OF SERVICE

Section 3. School Closings: In the event that school is closed early due to a weather event or unforeseen emergency, technology employees will receive that day's pay. Technology employees will be dismissed by the Superintendent or designee at a time designated as safe.

In the event that school is delayed due to a weather event or unforeseen emergency, technology employees are expected to report to work as soon as it is safe to do so.

In the event that school is cancelled due to a weather event or unforeseen emergency, technology employees are expected to report as soon as it is safe to do so. A vacation day may be used in lieu of reporting, if the Director of Technology approves the employee's request.

Bargaining notes 10/22/2024: District will follow state statutes with e-learning.

Section 4. Vacation

Subd. 1. Vacation will be front-loaded on the year, and awarded on July 1 as follows:

1. Vacation pay will be prorated for newly hired employees, based on hire date.
2. Technology employees who are in years one (1) through six (6) years will receive ~~two (2)~~ **three (3)** weeks of vacation.
3. In years seven (7) through twelve (12) of consecutive employment, the technology employee shall be granted ~~three (3)~~ **four (4)** weeks of vacation.
4. In years thirteen (13) and beyond, the technology employee shall be granted ~~four (4)~~ **five (5)** weeks of vacation.

District Response 10/22/2024: Does Not Agree
Union Response 11/12/2024: Hold with opening proposal.

Section 5. Holidays: Technology employees shall be entitled to eleven (~~11~~**12**) paid holidays each contract year as designated by the School Board; Independence Day, Labor Day, Thanksgiving Day and the Friday after, Christmas Eve Day, Christmas Day, New Year's Eve Day, New Year's Day, Good Friday, Presidents Day, ~~and Memorial Day~~ **and Juneteenth**. When a holiday falls on a Saturday or Sunday, the preceding Friday or the following Monday will be considered a holiday. The Superintendent or designee will establish the holiday in this case.

District Response 10/22/2024: TA

Unions Responses to District Proposals from 10/22/2024

1. ARTICLE V: EMPLOYEE RIGHTS

Section 4. Union Access to Information: It is in the interest of the employer and the Union that all newly hired employees are informed of their rights, obligations and benefits of their employment with the District. Accordingly, the District shall inform the Union representative and steward(s) of all new hires ~~within ten (10) working days of hire:~~ **in accordance with MN statute.**

Union Response 11/12/2024: Does not agree to language change.

2. ARTICLE IX: HOURS OF SERVICE

Section 1. Basic Work Year: ~~The Desktop Support Specialist I and II, Information System Support staff and the Technology Coordinator's~~ duty year shall be for the entire twelve (12) month contract year as provided herein **unless otherwise agreed upon between the District and the employee**, and the employee shall perform services on those legal holidays on which the School District is authorized to conduct school if the School Board so determines. The employee shall be on duty during any emergency, natural or unnatural, unless otherwise excused in accordance with School Board administrative policy. ~~For purposes of calculating the daily rate of pay the district will use 260 minus the number of vacation and non-duty days granted each year.~~

Union Response to above paragraph 11/12/2024: Does Not Agree to added language.

Technology employees shall work forty (40) hours Monday through Friday, inclusive of a thirty (30) minute paid lunch for full-time employees, so long as the employee remains at the work site for lunch. If an employee leaves the building for lunch, they must clock out on the electronic time clock.

Technology employees in the ~~Desktop Support Specialist I and II, Information System Support~~ staff classification **hourly positions** will clock in and out each day, using the District's electronic time clock and will be paid on an hourly basis every two weeks. There will be a two week delay in hours worked and payment of hours thorough payroll. ~~Desktop Support Specialist I and II, Information System Support~~ **Hourly** staff will earn overtime of 1.5 times their rate of pay for any hours worked over forty (40) hours in a week. All overtime must have preapproval by a supervisor.

The Technology Coordinator shall be paid on an annualized basis and is exempt from overtime payment. **For purposes of calculating the daily rate of pay the District will use 260 minus the number of vacation and non-duty days granted each year.**

Union Response 11/12/2024: TA

3. ARTICLE IX: HOURS OF SERVICE

Subd.5. All earned vacation days not taken will be paid out upon retirement or resignation. **This payment shall be made into a District-sponsored Health Reimbursement Arrangement (HRA) on behalf of each eligible employee with a vendor of the District's choosing. The payment will be made within 60 days of the effective retirement/resignation date.** Vacation leave will be prorated for retirement or resignation mid-year and any vacation leave taken beyond the prorated amount of leave will be deducted from the employee's final paycheck. With proper notice of resignation or retirement, vacation leave, earned but not taken will be paid out upon separation.

Union Response 11/12/2024: Does not agree to added language.

4. ARTICLE XII: PROBATION, DISMISSAL, AND LAYOFFS

Section 1. Probation: All newly employed full-time technology support employees classified as desk top support shall be on probation for a period of 120 working days. New employees in the Technology Coordinator position shall be on probation one (1) full year. Continued employment during this period shall be vested solely in the

School Board. Subsequent to that period the employee shall attain permanent status subject to the following:

Employees on permanent status may be dismissed only for cause. ~~Suspension and dismissal shall be by Board action.~~

Section 3. Seniority Rights: The Board recognizes that the purpose of seniority is to provide a declared policy as to the order of lay-off and re-call of employees per individual position classifications, i.e. Desktop Support Specialist I and II, Information System Support staff and the Technology Coordinator.

~~Four (4) weeks'~~ Two (2) weeks notice shall be given an employee who is to be laid off.

Union Response 11/12/2024: TA

5. ARTICLE XIII: RETIREMENT AND RESIGNATION

Section 1. ~~Four (4)~~ **Two (2)** weeks of notice shall be required of an employee wishing to resign in good standing.

Union response 11/12/2024: TA

Proposal Summary

Union Proposal 11/12/2024

Matrix Summary					
	Base Year	Year 1	Year 1 - % Change from Base	Year 2	Year 2 - % Change from Year 1
Salary	468,339.60	542,301.31	15.79%	570,834.06	5.26%
Health Ins	114,193.44	123,768.00	8.38%	139,872.00	13.01%
Dental Ins	5,352.00	5,415.36	1.18%	5,480.62	1.21%
HRA	5,000.00	5,000.00	0.00%	2,500.00	-50.00%
Life Ins	378.00	432.00	14.29%	432.00	0.00%
LTD	980.00	1,120.00	14.29%	1,120.00	0.00%
403b Match	6,627.43	7,147.37	7.85%	7,512.91	5.11%
Worker's Compensation	1,358.18	2,060.74	51.73%	2,283.34	10.80%
PERA	35,125.47	40,672.60	15.79%	42,812.55	5.26%
FICA	35,827.98	41,486.05	15.79%	43,668.81	5.26%
Total Benefits	204,842.51	227,102.12	10.87%	245,682.22	8.18%
		-			-
Total Salary & Benefit	673,182.11	769,403.43	14.29%	816,516.28	6.12%
					1,585,919.72

MSBA

Year 1 & Year 2

Double Base Yr

Difference

Double Base Yr

MSBA Percentage

Original Percentage Calc

1,585,919.72

1,346,364.21

239,555.50

1,346,364.21

17.79%

20.42%

ISD 882 Monticello
Technology
Rates

Proposal# 1 11/12/24
Union time
Proposal #2

WAGES - 2023-24

Level 1 Desktop 1 Hourly	
Step 1	\$24.73
Step 2	\$25.28
Step 3	\$25.83
Level 2 Desktop 2 Hourly	
Step 1	\$26.96
Step 2	\$27.50
Step 3	\$28.05
AV Tech Hourly	
Step 1	\$19.40
Step 2	\$20.00
Step 3	\$20.60
Info System Supp Hourly	
Step 1	\$29.38
Step 2	\$29.92
Step 3	\$30.47
Tech Coord Annual	
Step 1	\$86,700.00
Step 2	\$87,831.00
Step 3	\$88,962.00
Longevity Annual	
Years 11-20	\$1,000.00
Years 21-30	\$2,000.00
Years 31-40	\$3,000.00
None	\$0.00
Certificates Hourly	
A+	\$0.50
Google Educator	\$0.25
Google Admin	\$0.50
None	\$0.00

WAGES - 2024-25

Level 1 Desktop 1 Hourly	
Step 1	\$26.09 5.50%
Step 2	\$26.67 5.50%
Step 3	\$27.25 5.50%
Level 2 Desktop 2 Hourly	
Step 1	\$28.44 5.50%
Step 2	\$29.01 5.50%
Step 3	\$29.59 5.50%
AV Tech Level 2 Hourly	
Step 1	\$28.58 5.50%
Step 2	\$29.15 5.50%
Step 3	\$29.73 5.50%
Info System Supp Hourly	
Step 1	\$31.00 5.50%
Step 2	\$31.57 5.50%
Step 3	\$32.15 5.50%
Tech Coord Annual	
Step 1	\$91,468.50 5.50%
Step 2	\$92,661.71 5.50%
Step 3	\$93,854.91 5.50%
Longevity Annual	
Years 11-20	5-10 years \$1,000.00 0.0%
Years 21-30	11-15 years \$2,000.00 0.0%
Years 31-40	16-20 years \$3,000.00 0.0%
None	20+++ \$4,000.00
Certificates Hourly	
A+	\$0.50 0.0%
Google Educator	\$0.25 0.0%
Google Admin	\$0.50 0.0%
None	\$0.00 0.0%

WAGES - 2025-26

Level 1 Desktop 1 Hourly	
Step 1	\$27.39 5.00%
Step 2	\$28.00 5.00%
Step 3	\$28.61 5.00%
Level 2 Desktop 2 Hourly	
Step 1	\$29.86 5.00%
Step 2	\$30.46 5.00%
Step 3	\$31.07 5.00%
AV Tech Level 2 Hourly	
Step 1	\$30.01 5.00%
Step 2	\$30.61 5.00%
Step 3	\$31.22 5.00%
Info System Supp Hourly	
Step 1	\$32.55 5.00%
Step 2	\$33.15 5.00%
Step 3	\$33.76 5.00%
Tech Coord Annual	
Step 1	\$96,041.93 5.00%
Step 2	\$97,294.80 5.00%
Step 3	\$98,547.66 5.00%
Longevity Annual	
Years 11-20	5-10 years \$1,000.00 0.0%
Years 21-30	11-15 years \$2,000.00 0.0%
Years 31-40	16-20 years \$3,000.00 0.0%
None	20+++ \$4,000.00
Certificates Hourly	
A+	\$0.50 0.0%
Google Educator	\$0.25 0.0%
Google Admin	\$0.50 0.0%
None	\$0.00 0.0%

MSBA 17.79%

BENEFITS - 2023-24

Health Ins - per yr	
Indv	\$11,421.36
Dep	\$22,836.00
None	\$0.00
Indv Cost	\$11,421.36
Dep Cost	\$28,428.12
Dental Ins - per yr	
Indv	\$528.00
Dep	\$1,080.00
None	\$0.00
Indv Cost	\$528.00
Dep Cost	\$1,428.00
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%

BENEFITS - 2024-25

Health Ins - per yr	
Indv	\$11,700.00 \$ Change \$278.64 % Change 2.44%
Dep	\$25,656.00 \$2,820.00 12.35%
None	\$0.00 \$2,138/mo Family \$975/mo Single
Indv Cost	\$12,178.20 96.07%
Dep Cost	\$30,355.20 84.52%
Dental Ins - per yr	
Indv	\$543.84 \$ Change \$15.84 % Change 3.00%
Dep	\$1,080.00 \$0.00 0.00%
None	\$0.00
Indv Cost	\$543.84 % Inc 3.00% % Cover 100.00%
Dep Cost	\$1,470.84 3.00% 73.43%
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%

BENEFITS - 2025-26

Health Ins - per yr	
Indv	\$13,224.00 \$ Change \$1,524.00 % Change 13.03%
Dep	\$28,992.00 \$3,336.00 13.00%
None	\$0.00 \$2,416/mo Family \$1,102/mo Single
Indv Cost	\$13,761.37 96.10% 13%
Dep Cost	\$34,301.38 84.52% 13%
Dental Ins - per yr	
Indv	\$560.16 \$ Change \$16.32 % Change 3.00%
Dep	\$1,080.00 \$0.00 0.00%
None	\$0.00
Indv Cost	\$560.16 % Inc 3.00% % Cover 100.00%
Dep Cost	\$1,514.97 3.00% 71.29%
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%