

November 12, 2024
2024-26 Technology Support Negotiations
District Proposal #2

Key:

Additions: blue / bold / italics / underlined

~~Deletions~~: blue / strikethrough

Tentative Agreements as of November 12 2024

1.

Update all dates to reflect new master agreement years (2024-26).

2. *(Conditional upon acceptance of Item 11 below)*

ARTICLE V: EMPLOYEE RIGHTS

Section 3. ~~Dues Check Off~~: ***Request for Payroll Deduction, Authorization and Remittance***:

~~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.~~

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.

3a.

ARTICLE VI: RATES OF PAY

Section 3: Technology Certification

Agreed on common understanding of current language

4.

ARTICLE VII: GROUP INSURANCES

Section 1. Group Hospitalization

Subd. 2a. Health and Hospitalization Insurance: The School Board shall contribute the sum for family and/or single hospitalization coverage equal to the certified personnel teacher unit of District #882 for each full time Technology 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.

8.

ARTICLE IX: HOURS OF SERVICE

Section 5. Holidays: Technology employees shall be entitled to ~~eleven (11)~~ twelve (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.

9.

Update all references to gender throughout master agreement.

12.

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 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.~~

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 through 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 Technology Coordinator daily rate of pay, the District will use 260 minus the number of vacation and non-duty days granted each year.

14.

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.~~

15.

ARTICLE XII: PROBATION, DISMISSAL, AND LAYOFFS

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.

16.

ARTICLE XIII: RETIREMENT AND RESIGNATION

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

District Response to Union Proposals of November 12 2024

3.

ARTICLE VI: RATES OF PAY

Section 1: Rates of Pay

See District financial proposal

5a.

ARTICLE VIII: LEAVES OF ABSENCE

Section 2. Personal Leave

Subd. 1.

The District does not agree.

7.

ARTICLE IX: HOURS OF SERVICE

Section 4. Vacation

The District does not agree.

District Proposals of November 12 2024

The District reserves the right to amend, adjust, or add to these proposals during the process of negotiations.

10.

Replace all references to “salary” with “wages” throughout master agreement; however, Appendix A / B will reference “Wages / Salary”

11.

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.*

ISD 882 Monticello
Technology
Rates

Proposal#2 11/12/24
District 6:00

3.75%

4.00%

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	\$25.66	3.75%	
Step 2	\$26.23	3.75%	
Step 3	\$26.80	3.75%	
Level 2 Desktop 2		Hourly	
Step 1	\$27.97	3.75%	
Step 2	\$28.53	3.75%	
Step 3	\$29.10	3.75%	
AV Tech		Hourly	
Step 1	\$25.66	32.27%	
Step 2	\$26.23	31.15%	
Step 3	\$26.80	30.10%	
Info System Supp		Hourly	
Step 1	\$30.48	3.75%	
Step 2	\$31.04	3.75%	
Step 3	\$31.61	3.75%	
Tech Coord		Annual	
Step 1	\$89,951.00	3.75%	
Step 2	\$91,125.00	3.75%	
Step 3	\$92,298.00	3.75%	
Longevity		Hourly	
Years 11-20	5-9 years	\$0.45	-100.0%
Years 21-30	10-14 years	\$0.55	-100.0%
Years 31-40	15-19 years	\$0.65	-100.0%
	20-24 years	\$0.75	#DIV/0!
	25+++	\$0.85	#DIV/0!
None	None	\$0.00	
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	\$26.69	4.00%	
Step 2	\$27.28	4.00%	
Step 3	\$27.87	4.00%	
Level 2 Desktop 2		Hourly	
Step 1	\$29.09	4.00%	
Step 2	\$29.67	4.00%	
Step 3	\$30.26	4.00%	
AV Tech		Hourly	
Step 1	\$26.69	4.00%	
Step 2	\$27.28	4.00%	
Step 3	\$27.87	4.00%	
Info System Supp		Hourly	
Step 1	\$31.70	4.00%	
Step 2	\$32.28	4.00%	
Step 3	\$32.87	4.00%	
Tech Coord		Annual	
Step 1	\$93,549.00	4.00%	
Step 2	\$94,770.00	4.00%	
Step 3	\$95,990.00	4.00%	
Longevity		Hourly	
Years 11-20	5-9 years	\$0.45	0.0%
Years 21-30	10-14 years	\$0.55	0.0%
Years 31-40	15-19 years	\$0.65	0.0%
	20-24 years	\$0.75	0.0%
	25+++	\$0.85	0.0%
None	None	\$0.00	
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 9.43%

ISD 882 Monticello
Technology

Proposal#2 11/12/24
District 6:00

BENEFITS - 2023-24			BENEFITS - 2024-25				BENEFITS - 2025-26			
Health Ins - per yr			Health Ins - per yr		\$ Change	% Change	Health Ins - per yr		\$ Change	% Change
Indv	\$11,421.36		Indv	\$11,700.00	\$278.64	2.44%	Indv	\$13,224.00	\$1,524.00	13.03%
Dep	\$22,836.00		Dep	\$25,656.00	\$2,820.00	12.35%	Dep	\$28,992.00	\$3,336.00	13.00%
None	\$0.00		None	\$0.00			None	\$0.00		
					\$2,138/m		Far None		\$2,416/m	Family
					\$975/mo		Single		\$1,102/m	Single
Indv Cost	\$11,421.36		Indv Cost	\$12,178.20	96.07%		Indv Cost	\$13,761.37	96.10%	13%
Dep Cost	\$28,428.12		Dep Cost	\$30,355.20	84.52%		Dep Cost	\$34,301.38	84.52%	13%
Dental Ins - per yr			Dental Ins - per yr		\$ Change	% Change	Dental Ins - per yr		\$ Change	% Change
Indv	\$528.00		Indv	\$543.84	\$15.84	3.00%	Indv	\$560.16	\$16.32	3.00%
Dep	\$1,080.00		Dep	\$1,080.00	\$0.00	0.00%	Dep	\$1,080.00	\$0.00	0.00%
None	\$0.00		None	\$0.00			None	\$0.00		
					% Inc	% Cover			% Inc	% Cover
Indv Cost	\$528.00		Indv Cost	\$543.84	3.00%	100.00%	Indv Cost	\$560.16	3.00%	100.00%
Dep Cost	\$1,428.00		Dep Cost	\$1,470.84	3.00%	73.43%	Dep Cost	\$1,514.97	3.00%	71.29%
Life - per yr \$50,000			Life - per yr \$50,000				Life - per yr \$50,000			
30 hrs	\$54.00		30 hrs	\$54.00	\$0.00	0.00%	30 hrs	\$54.00	\$0.00	0.00%
None	\$0.00		None	\$0.00			None	\$0.00		
LTD - per yr			LTD - per yr				LTD - per yr			
30 hrs	\$140.00		30 hrs	\$140.00	\$0.00	0.00%	30 hrs	\$140.00	\$0.00	0.00%
None	\$0.00		None	\$0.00			None	\$0.00		
PERA			PERA				PERA			
	1/1/2015	7.50%		1/1/2015	7.50%			1/1/2015	7.50%	

ISD 882 MONTICELLO
 Technology
 2024-2026

11/12/2024
 Proposal#2
 District

Proposal Summary:

Matrix Summary						
	Base Year	Year 1	Year 1 - % Change from Base	Year 2	Year 2 - % Change from Year 1	Year 1 & Year 2 \$ Total
Salary	489,763.60	520,636.80	6.30%	542,383.20	4.18%	1,063,020.00
Health Ins	114,193.44	123,768.00	8.38%	139,872.00	13.01%	263,640.00
Dental Ins	5,352.00	5,415.36	1.18%	5,480.62	1.21%	10,895.98
HRA	5,000.00	5,000.00	0.00%	2,500.00	-50.00%	7,500.00
Life Ins	378.00	432.00	14.29%	432.00	0.00%	864.00
LTD	980.00	1,120.00	14.29%	1,120.00	0.00%	2,240.00
403b Match	6,627.43	6,924.16	4.48%	7,195.18	3.91%	14,119.34
Worker's Compensation	1,420.31	1,978.42	39.29%	2,169.53	9.66%	4,147.95
PERA	36,732.27	39,047.76	6.30%	40,678.74	4.18%	79,726.50
FICA	37,466.92	39,828.72	6.30%	41,492.31	4.18%	81,321.03
Total Benefits	208,150.37	223,514.42	7.38%	240,940.39	7.80%	464,454.81
		-				-
Total Salary & Benefit	697,913.97	744,151.22	6.63%	783,323.59	5.26%	1,527,474.81

	MSBA
Year 1 & Year 2	1,527,474.81
Double Base Yr	1,395,827.94
Difference	131,646.86
Double Base Yr	1,395,827.94
MSBA Percentage	9.43%
Original Percentage Calc	11.89%