

November 12, 2024
2024-26 Technology Support Negotiations

Key:

Additions: blue / bold / italics / underlined

~~Deletions~~: blue / strikethrough

Tentative Agreement

1.

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

3.

ARTICLE VI: RATES OF PAY

Section 1: Rates of Pay

See District financial proposal

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.

10.

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

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.

Addenda:

–GN will assume Step 3 AV Tech (2024-25)

–MD will be provided an MoU re grandfathered longevity rate of pay

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 9.77%

***MOU for Mike Danielson with longevity at \$2,000, Gavin starts at step 3 in 24-25

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	
					\$975/mo		Single		\$1,102/m	
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%	

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	523,233.20	6.83%	543,835.60	3.94%	1,067,068.80
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	6,928.66	4.55%	7,199.69	3.91%	14,128.35
Worker's Compensation	1,420.31	1,988.29	39.99%	2,175.34	9.41%	4,163.63
PERA	36,732.27	39,242.49	6.83%	40,787.67	3.94%	80,030.16
FICA	37,466.92	40,027.34	6.83%	41,603.42	3.94%	81,630.76
Total Benefits	208,150.37	223,922.14	7.58%	241,170.74	7.70%	465,092.88
		-				-
Total Salary & Benefit	697,913.97	747,155.34	7.06%	785,006.34	5.07%	1,532,161.68

	MSBA
Year 1 & Year 2	1,532,161.68
Double Base Yr	1,395,827.94
Difference	136,333.74
Double Base Yr	1,395,827.94
MSBA Percentage	9.77%
Original Percentage Calc	12.12%