

SNWSEC Coordinator Negotiations 3/11/2025

ARTICLE	Coordinators March 2025 Proposal
ARTICLE VI Basic Schedules and rates of pay	1. Section 2- Longevity: Increase \$500 per brackets
ARTICLE X Leaves of Absence	1. Remove Section 4 Personal Leave Subd 4 NonEligible Days. 2. Add Crisis Leave similar language to other district contract language.
ARTICLE XI Vacation	1. Add 10 additional days 2. In the event that vacation cannot be used, the Coordinator may request to be paid out up to eight (8) days of vacation per year at daily rate of pay.
ARTICLE XII Duty Year	1. Section 1. Duty Year, Subsection 2: Add New Years Eve Day
ARTICLE VII Extra Compensation Section 1	1. BOSA paid by the School District 2. Update statement: School District shall contribute the entire amount to the individual Coordinator's State and National organizations.
ADD ARTICLE Severance Pay	Severance Pay: A Coordinator, with minimum of 10 years of service to the school district, who leaves the employment of the school district for any reason, including disability or death, shall be paid severance pay in an amount equal to 8 days of pay for each year of employment as a coordinator in the school district, up to a maximum of 106 days of pay. Daily rate is the current year's annual salary divided by 220 days. The total amount of severance pay shall be paid into the retiree's 403(b) account, per IRS regulation, on the last day of the month in which employment ceases. In the event of the coordinator's death, it shall be paid to the coordinator's named beneficiary, or if there is none, to the coordinator's estate.
ARTICLE VIII Matching Contribution Plan	1. 403b Contributions: \$3,500 match 2. The School District matching contribution will not exceed a lifetime contribution cap of the value of severance pay, pending severance language.
ADD ARTICLE Expenses Not Covered By Insurance	Expenses Not Covered By Insurance: The School District shall pay up to (\$500) for medical, dental or optometry expenses not covered by insurance. Covered expenses include services intended to promote health such as additional vaccinations, chiropractic services, massage, ect.

Salary Steps	25-26	
	STEP	SALARY
	1	\$108,725.23
	2	\$115,380.99
	3	\$117,688.97
	4	\$124,260.70
	26-27	
	STEP	SALARY
	1	\$109, 812.48
	2	\$116,534.80
	3	\$118,865.86
	4	\$125,503.30
Others:		
Language Clean Up	Add language if holiday falls on weekend to pay before/after holiday	
Mandatory Legislature Updates	Juneteenth	

ISD 882 MONTICELLO
 BASE
 25-27

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	794,283.00	886,827.00	11.65%	900,521.00	1.54%	1,787,348.00
Health Ins	205,299.30	229,044.20	11.57%	249,099.10	8.76%	478,143.31
Dental Ins	10,220.00	10,528.00	3.01%	10,843.00	2.99%	21,371.00
Life Ins	623.00	623.00	0.00%	623.00	0.00%	1,246.00
LTD	1,350.28	1,507.61	11.65%	1,530.89	1.54%	3,038.49
403b Match	17,500.00	24,500.00	40.00%	24,500.00	0.00%	49,000.00
Worker's Compensation	2,305.01	3,281.26	42.35%	3,602.08	9.78%	6,883.34
Phone Stipends	5,400.00	6,300.00	16.67%	6,300.00	0.00%	12,600.00
Medical Exp	-	3,500.00	#DIV/0!	3,500.00	0.00%	7,000.00
BOSA	-	700.00	#DIV/0!	700.00	0.00%	1,400.00
Vacation Payout	-	32,248.25	#DIV/0!	32,248.25	0.00%	64,496.51
Severance	-	-	#DIV/0!	67,842.27	#DIV/0!	67,842.27
CEC (national org)	-	1,505.00	#DIV/0!	1,505.00	0.00%	3,010.00
Paid Family Leave	-	3,902.04	#DIV/0!	7,924.58	103.09%	11,826.62
HRA	10,520.00	10,520.00	0.00%	70,520.00	570.34%	81,040.00
TRA	69,499.76	86,465.63	24.41%	87,800.80	1.54%	174,266.43
FICA	60,762.65	67,842.27	11.65%	68,889.86	1.54%	136,732.12
Total Benefits	383,480.00	482,467.26	25.81%	637,428.83	32.12%	1,119,896.09
Add'l items			#DIV/0!		#DIV/0!	-
Add'l items			#DIV/0!		#DIV/0!	-
Add'l items						
Total Salary & Benefit	1,177,763.00	1,369,294.26	16.26%	1,537,949.83	12.32%	2,907,244.09

	MSBA
Year 1 & Year 2	2,907,244.09
Double Base Yr	2,355,526.00
Difference	551,718.09
Double Base Yr	2,355,526.00
MSBA Percentage	23.42%