

Follow up to Rob 4/29/2025

**District Response to Union Proposal of April 16, 2025,
Union Proposal for April 29,2025**

1.

Art. VI: Basic Schedules and Rates of Pay

Sect 2: Longevity Pay

The district does not agree

The Union agrees with district of keeping longevity pay same

4.

Art. VII: Matching Contribution Plan

Section 2 Subd 1: 403(b) Contributions

The district does not agree

The Union does not agree with changing it to 2%.

5.

Art. VIII: Matching Contribution Plan

Section 2: 403(b) Contributions ("Severance")

The District does not agree

The Union continues to discuss severance language in contract (in teacher and Principal contracts)

7.

Art. X: Leaves of Absence

Sect 4 Subd 4: Non-Eligible Days

The district does not agree

The Union stance remains same as it is not in other contracts for denying personal days

8.

Art. X: Leaves of Absence

Crisis Leave

The District does not agree.

The Union wants clarification how this applies to the new language with ESST time as mentioned on 4/16/25 negotiations.

9.

Art. XI: Vacation

Re Number of Vacation Days

The district does not agree

The Union does not agree with district and proposes Add 10 additional days (within 220)

10.

Art. XI: Vacation

Re Payout for Vacation Days

The district does not agree

The Union does not agree with the district and proposes: 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.

11.

Art. XII: Duty Year

Sect 1 Subd 2: Holidays ("Juneteenth")

The District does not agree

The union does not agree with the district as Coordinators have to work ESY which falls into alignment with Juneteenth.

12.

Art.

Sect: Severance Pay

The District does not agree

The Union does not agree with the district.

13.

Years Clean Up

The Union agrees with replacing all references

14.

Gender Clean UP

The Union agrees with replacing all references

15.

Typo Clean Up

The Union agrees to correcting typos

16.

Art. IX: Group Insurance language Change

The Union does not agree with the language change as proposed on 4/16/25

17.

Art. IX: Group Insurance

The Union agrees with the strikeout to remove "designated by the Monticello Insurance Committee"

18.

Art. IX: Group Insurance

Sect 9: HRA

The Union agrees with the removal of this language for Sub. 3: Part time Coordinators

19.

Art. IX: Group Insurance

The Union does not agree with the districts proposal on 4/16/25 with removing language of full premium to a sum of \$122.

20.

Art. X: Leaves of Absence

The Union does not agree with the district proposal of changing language from April 1st to February 1st.

21.

Art. XII: Duty Year

Section 1. Duty Year

The Union does not agree with the additional 10 days of working days to our current contract of 220.

22.

Art. XIII: Grievance Procedure

Section 8: Arbitration Procedures

The Union does not agree with any changes to arbitration cost structures.

23.

Art. XV: ULA

Section 5: Reinstatement

The Union agrees with this removal of bargaining into another group.

Salary Request

Coordinator's counter offer for district proposal				
220 days +\$500 (not included in price below)				
STEP	SALARY		STEP	SALARY
1	\$102,979.00		1	\$104,008.79
2	\$109,283.00		2	\$110,375.83
3	\$111,469.00		3	\$111,583.69

4	\$117,689.00		4	\$118,866
			5	\$120,042

ISD 882 MONTICELLO
 BASE
 25-27

Proposal Summary: Coordinator Proposal #2 - April 29, 2025.

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	838,323.00	5.54%	858,794.00	2.44%	1,697,117.00
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	1,425.15	5.54%	1,459.95	2.44%	2,885.10
403b Match	17,500.00	17,500.00	0.00%	17,500.00	0.00%	35,000.00
Worker's Compensation	2,305.01	3,101.80	34.57%	3,435.18	10.75%	6,536.97
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	-	30,484.47	#DIV/0!	30,484.47	0.00%	60,968.95
Severance	-	-	#DIV/0!	64,131.71	#DIV/0!	64,131.71
CEC (national org)	-	1,505.00	#DIV/0!	1,505.00	0.00%	3,010.00
Paid Family Leave	-	3,688.62	#DIV/0!	7,557.39	104.88%	11,246.01
HRA	10,520.00	10,520.00	0.00%	70,520.00	570.34%	81,040.00
TRA	69,499.76	81,736.49	17.61%	83,732.42	2.44%	165,468.91
FICA	60,762.65	64,131.71	5.54%	65,697.74	2.44%	129,829.45
Total Benefits	383,480.00	464,788.44	21.20%	617,088.96	32.77%	1,081,877.40
Add'l items			#DIV/0!		#DIV/0!	-
Add'l items			#DIV/0!		#DIV/0!	-
Add'l items						
Total Salary & Benefit	1,177,763.00	1,303,111.44	10.64%	1,475,882.96	13.26%	2,778,994.40

	MSBA
Year 1 & Year 2	2,778,994.40
Double Base Yr	2,355,526.00
Difference	423,468.39
Double Base Yr	2,355,526.00
MSBA Percentage	17.98%