

Follow up to Rob 5/12/2025

**District Response to Union Proposal of April 29, 2025,
Union Proposal for May 12, 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 agrees to keep current contract language.

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.

10.

Art. XI: Vacation

Re Payout for Vacation Days

The district does not agree

The Union agrees to maintain current contract language or lack of regarding payout.

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

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

23.

Art. XV: ULA

Section 5: Reinstatement

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

22.

Art. XIII: Grievance Procedure

Section 8: Arbitration Procedures

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

Proposal #1 (Days)

9.

Art. XI: Vacation

Re Number of Vacation Days

Proposes Add 10 additional days (within 220)

11.

Art. XII: Duty Year

Sect 1 Subd 2: Holidays ("Juneteenth")

Add and recognize Juneteenth as a paid holiday.

20.

Art. X: Leaves of Absence

February 1st leave of absence.

7.

Art. X: Leaves of Absence

Sect 4 Subd 4: Non-Eligible Days

Removal of non-eligible days.

21.

Art. XII: Duty Year

Section 1. Duty Year 220

Proposal #2 (Financial)

16.

Art. IX: Group Insurance

Section 3: Health and Hospitalization Insurance:

The union does not agree with changing the language to a fixed dollar amount and maintains the stance with keeping the current language the same with "district shall pay the full premium".

19.

Art. IX: Group Insurance

Section 12. Dental Insurance

The union does not agree with changing the language to a fixed dollar amount and maintains the stance with keeping the current language the same with "district shall pay the full premium".

Coordinator's counter offer for district proposal				
220 days +\$500 (not included in price below)				
STEP	SALARY		STEP	SALARY
1	\$102,979.00	Increase \$1,500	1	\$104,479.00
2	\$109,283.00	Increase \$1,500	2	\$110,783.00
3	\$111,469.00	Increase \$2,000	3	\$113,469.00
4	\$117,689.00	Increase \$2,000	4	\$119,689

We are holding more firmly on the first year salary of a coordinator due to the amount of support needed. Coordinators are not provided stipends in lue of mentoring.

Based on the above packages the group will consider dropping the following:

12.

Art.

Sect: Severance Pay

The District does not agree

The Union does not agree with the district.

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)

ISD 882 MONTICELLO
 BASE
 25-27

Proposal Summary: Coordinator Proposal #3 -May 12, 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%	856,323.00	2.15%	1,694,646.00
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%	1,455.75	2.15%	2,880.90
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%	3,425.29	10.43%	6,527.09
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	-	-	#DIV/0!	-	#VALUE!	#VALUE!
Severance	-	-	#DIV/0!	-	#DIV/0!	-
CEC (national org)	-	1,505.00	#DIV/0!	1,505.00	0.00%	3,010.00
Paid Family Leave	-	3,688.62	#DIV/0!	7,535.64	104.29%	11,224.26
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%	83,491.49	2.15%	165,227.99
FICA	60,762.65	64,131.71	5.54%	65,508.71	2.15%	129,640.42
Total Benefits	383,480.00	434,303.97	13.25%	522,006.99	20.19%	#VALUE!
Add'l items			#DIV/0!		#DIV/0!	-
Add'l items			#DIV/0!		#DIV/0!	-
Add'l items						
Total Salary & Benefit	1,177,763.00	1,272,626.97	8.05%	1,378,329.99	8.31%	2,650,956.96 200,566.99

MSBA
 Year 1 & Year 2 2,650,956.96
 Double Base Yr 2,355,526.00
 Difference 295,430.96
 Double Base Yr 2,355,526.00
 MSBA Percentage 12.54%