

July 2025 SpEd Coordinator Proposal
2025-27 SpEd Coordinator Negotiations

Coordinator response to District's two proposals:

Proposal 1 - May 12th District Package Proposal - 230 days, decrease in district health insurance contribution;

- No, we do not accept

Proposal 2 - May 27th District Package Proposal - 230 days, add sunset language for coordinators hired before June 2025 to keep full district paid health insurance, reduction in proposed salary

- No, we do not accept

Reasons:

- The proposed contract includes adding 10 additional workdays without an accompanying pay increase.
- A decrease in health insurance.
- Recent contracts for Principals and the Director of Student Services maintained full district insurance contributions.

Question:

- Given ongoing reductions in the district budget, why are you requesting additional coordinator workdays at this time?

Coordinator proposal:

- 1) Tentatively agreed upon items (Extra Compensation, Group Insurance \$500, Years Clean-Up, Gender Clean-Up, Typo Clean-Up, Group Insurance HRA language, Unrequested Leave of Absence language, Holidays to 10 including NYE and language for holiday on Sat or Sun.)
- 2) Maintain the district's full insurance contribution
- 3) Maintain a 220-day contract, with no additional workdays and no additional vacation days.
- 4) Salary:

Years	24-25 (current)	25-26 (not including \$500)	26-27
Step 1:	102,979.00	104,979	109,178.16
Step 2:	109,283.00	108,283	112,614.32
Step 3:	111,469.00	112,469	116,967.76
Step 4:		115,927	120,564.08

ISD 882 MONTICELLO
 BASE
 25-27

Proposal Summary: Coordinator Proposal #4 -July 22, 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	829,489.00	4.43%	865,948.56	4.40%	1,695,437.56
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	1,410.13	4.43%	1,472.11	4.40%	2,882.24
403b Match	17,500.00	17,500.00	0.00%	17,500.00	0.00%	35,000.00
Worker's Compensation	2,305.01	3,069.11	33.15%	3,463.79	12.86%	6,532.90
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!	-	#DIV/0!	-
Severance	-	-	#DIV/0!	-	#DIV/0!	-
CEC (national org)	-	1,505.00	#DIV/0!	1,505.00	0.00%	3,010.00
Paid Family Leave	-	3,649.75	#DIV/0!	7,620.35	108.79%	11,270.10
HRA	10,520.00	10,520.00	0.00%	70,520.00	570.34%	81,040.00
TRA	69,499.76	80,875.18	16.37%	84,429.98	4.40%	165,305.16
FICA	60,762.65	63,455.91	4.43%	66,245.06	4.40%	129,700.97
Total Benefits	383,480.00	432,680.28	12.83%	523,821.41	21.06%	956,501.69
Add'l items			#DIV/0!		#DIV/0!	-
Add'l items			#DIV/0!		#DIV/0!	-
Add'l items						
Total Salary & Benefit	1,177,763.00	1,262,169.28	7.17%	1,389,769.97	10.11%	2,651,939.25
						212,006.97

	MSBA
Year 1 & Year 2	2,651,939.25
Double Base Yr	2,355,526.00
Difference	296,413.24
Double Base Yr	2,355,526.00
MSBA Percentage	12.58%