

SEIU 284
Monticello ISD #882 Custodian and Maintenance Employees
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2025-2027 UNION PROPOSALS

The following are the Union's initial proposals to the School District in negotiations for a successor collective bargaining agreement.

In the following proposals, (1) language that is **underlined and bold** is new language that is being proposed to be added to the agreement; (2) language with a ~~strikethrough~~ is current contract language that would be removed from the agreement; and (3) all other language is current contract language that would continue into the next contract.

The Union reserves the right to add to, subtract from, delete, amend, or otherwise modify its bargaining proposals as the union deems fit and necessary during the course of these negotiations.

All financial offers are retroactive to July 1, 2025.

1. Update all dates as appropriate. Update Table of Contents, include MOUs in attachments to Contract (both paper copy and online).

2. ARTICLE VI Rates of Pay

Section 1. Rates of Pay:

Subd. 1. The wages reflected in Appendix A, attached hereto, shall be a part of the Agreement.

Subd. 2. The wages reflected in Appendix B, attached hereto, shall be a part of the Agreement

Section 5. Part-time, Temporary, and/or Seasonal Assignments:

Subd. 1. Part-time, Temporary, and/or Seasonal employees are those employees of the unit scheduled for less than thirty (30) hours per work week but not fewer than fourteen (14) hours per week. The number of Part-time, Temporary, and/or Seasonal employees

shall be limited to no more than the number of Head Custodians employed by the District.

Subd. 2. **Full-time and** Part-time, ~~Temporary, and/or Seasonal~~ employees who retired in good standing from the District shall be placed at the Salary and Longevity wages occupied at the time of retirement **when they substitute for the district in the custodial department.**

Subd. 3. **Full-time and Part-time**, ~~Temporary, and/or Seasonal~~ employees who retired in good standing from the District shall be placed at the Differential and License wages occupied at the time of retirement if necessary for the assignment **when they substitute for the district in the custodial department.**

Section 6. Retroactive Pay: Any changes to rates of pay or benefits shall be retroactive as negotiated in the new agreement for all active employees and employees who retired in good standing who completed work during the contract period.

3. ARTICLE IX: Group Insurance *Same as Certified*

4. ARTICLE XIV DEFERRED MATCHING CONTRIBUTION PLAN

Section 2. *Custodian Match:* The School District will make the foregoing matching contribution to only those custodians choosing to participate in an approved custodian's match account offered by the School District. The School District's matching contribution will be dollar-for-dollar as required under Minn. Stat. Section 356.24, up to ~~23~~**3**% of gross salary. Custodians may contribute any dollar amount up to or in excess of the maximum yearly School District match, but the annual limit on the amount individual custodians may contribute to ~~his/her~~ **their** match account shall be governed by the applicable sections of the Internal Revenue Code and the regulations promulgated there under. If a custodian chooses not to match the School District annual contribution, the unmatched portion is forfeited for that year. If the employee contributes less than the maximum yearly allowed contribution, the School District portion will be equally reduced. The reduced amount is forfeited for that year.

APPENDIX A

WAGE SCHEDULE

BASIC WAGES: Covering period from July 1, 2023~~25~~, through June 30, 2024~~26~~

CUSTODIAL BASIC SCHEDULE

1 st Year		\$ ~~19.85~~ /hr <u>21.68</u>
2 nd Year		\$ ~~21.69~~ /hr <u>23.69</u>
3 rd Year		\$ ~~23.53~~ /hr <u>25.69</u>
4 th Year		\$ ~~25.40~~ /hr <u>27.74</u>

APPENDIX B

WAGE SCHEDULE

BASIC WAGES: Covering period from July 1, 2024~~26~~ through June 30, 2025~~27~~

CUSTODIAL BASIC SCHEDULE

1 st Year		\$ ~~20.65~~ /hr <u>22.76</u>
2 nd Year		\$ ~~22.56~~ /hr <u>24.87</u>
3 rd Year		\$ ~~24.47~~ /hr <u>26.97</u>
4 th Year		\$ ~~26.42~~ /hr <u>29.13</u>

APPENDIX C

LONGEVITY SCHEDULE

	~~2023-24~~ <u>25-26</u>	~~2024-25~~ <u>26-27</u>
Beginning at 5 years:	\$0.40/hr <u>.50</u>	\$0.45/hr <u>.55</u>
Beginning at 10 years:	\$0.50/hr <u>.60</u>	\$0.55/hr <u>.65</u>
Beginning at 15 years:	\$0.60/hr <u>.70</u>	\$0.65/hr <u>.75</u>
Beginning at 20 years:	\$0.70/hr <u>.80</u>	\$0.75/hr <u>.85</u>
Beginning at 25 years:	\$0.80/hr <u>.90</u>	\$0.85/hr <u>.95</u>

APPENDIX D

PAY DIFFERENTIALS

Head Custodians High School and Middle School Leads adjusted by \$2.00 then All differentials increased by 5%

1. Senior High Complex Head Custodian: ~~\$2.18~~ \$4.38/hr over basic schedule for ~~2023-24~~ 25-26 and ~~\$2.27~~ 4.60/hr over basic schedule for ~~2024-25~~ 26-27.
2. Elementary Head Day Custodian: ~~\$2.18~~ 2.38/hr over basic schedule for ~~2023-24~~ 25-26 and ~~\$2.27~~ 2.50/hr over basic schedule for ~~2024-25~~ 26-27.
3. Middle School Head Day Custodian: ~~\$2.18~~ 4.38/hr over basic schedule for ~~2023-24~~ 25-26 and ~~\$2.27~~ 4.60/hr over basic schedule for ~~2024-25~~ 26-27.
4. Building Safety and Security Stipend payable to the Head Custodian of each school building: { \$0.71/hour } for the 2023-25-~~25-27~~ school years.
5. In the event that a head custodian is assigned to oversee the operational needs of an additional building or location, the head custodian will receive an additional fifty percent (50%) of lead pay differential to provide head custodian services to both buildings or locations.

Beginning June 16, 2024, to qualify for this stipend, both buildings/locations must require all of the responsibilities necessary of a head custodian, including boiler and HVAC maintenance.

Shift Differentials

6. Lead Custodian: ~~\$1.39~~1.51/hr over basic schedule for 2023-24~~25-26~~ and ~~\$1.44~~1.59/hr over basic schedule for 2024-25~~26-27~~.

7. Night Shift Differential Pay: ~~\$0.83~~.90/hr over basic schedule for 2023-24~~25-26~~ and ~~\$0.86~~.95/hr over basic schedule for 2024-25~~26-27~~.

8. Custodian or Lead Absence: Lead Custodian/Lead pay shall be paid to the substitute employee covering the position when the lead custodian is absent two (2) or more days.

9. All custodians shall have the required boiler license prior to advancement to the position of head custodian or lead custodian. If the license is not presented to the Superintendent by the time the employee is first eligible for the higher rate of pay, the rate of pay shall be \$0.08 per hour less than listed in the contract.

10. The School District will provide the following amounts per year for custodial employees who hold the corresponding boilers license or CPO pool license:

	2023-24 ~~25-26~~	2024-25 ~~26-27~~
License	Hourly	Hourly
Chief Boiler	\$2.00/hr	\$2.00/hr
1 st Class Boiler	\$1.50/hr	\$1.50/hr
2 nd Class Boiler	\$1.00/hr	\$1.00/hr
Special Boiler	\$0.49/hr	\$0.49/hr
CPO Pool	\$0.49/hr	\$0.49/hr

Pool Maintenance = \$1.00/hr \$1.00/hr

Subd.1. Employees holding the CPO Pool license will only receive the stipend for the pool license if they are working in a location with a pool. The custodian responsible for pool maintenance will receive an additional \$1.00/hr.

Subd. 2. It is also understood that any individual wishing to receive the differential pay must submit a copy of their boiler license or CPO pool license to the Human Resources department prior to receiving any payments. Effective immediately upon submission of the respective license either boiler or CPO pool or both, the employee shall begin to receive the differential. With respect to boiler licenses, employees shall be paid for the highest license held upon submission of the license.

11. The District will pay for license renewal and training. For boiler license training paid for by the district, the employee will submit test results before being eligible for additional paid boiler training.

Subd.1. Custodians will be paid their hourly rate for time taking the assessment which leads to a boiler or pool license if the assessment falls outside the workday or work week.

Subd. 2. Custodians will also receive mileage reimbursement if travel is required to take the assessment.

Guidelines

12. Weekend and holiday building checks – Weekend building checks will be at one (1) hour overtime pay per day; holiday building checks will be at one (1) hour double time pay per day.

13. Emergency callback – Two (2) hours minimum overtime.

14. Building Occupied: When a building is rented by an outside organization a custodian will be on duty. The Community Education Department will consult with the Head Custodian of the building to determine scheduling needed before, during and after the scheduled event. There will be a minimum of two (2) hours scheduled (at one time) for any Community Education event. If there is a disagreement between the Community Education department and the building Head Custodian on the scheduling of custodial time the situation will be referred to the Superintendent, or designee. If additional hours are needed for custodial services due to unforeseen circumstances, prior approval must be given by an administrator or designee. This provision is effective for all rental agreements signed beginning July 1, 2010.

All Head custodians shall be provided copies of all current Community Education contracts which operate within their building.

Proposal Summary:

Two Year Contract: Wages/differentials/overrides 5% each year. Same as Certified Insurance. \$2.00 increase to Head Custodians at HS and MS.
Longevity increase of \$0.05 each year and level. Pool increase for custodian that is responsible for up keep (increase of \$1.00).

Matrix Summary						
	Base Year	Year 1	Year 1 - % Change from Base	Year 2	Year 2 - % Change from Year 1	Year 3 - % Change from Year 2
Salary	1,703,472.12	1,839,521.52	7.99%	1,979,904.11	7.63%	1.34%
Health Ins	487,360.00	491,804.86	0.91%	495,903.42	0.83%	0.00%
Dental Ins	22,440.00	22,692.00	1.12%	22,951.56	1.14%	1.16%
HRA	17,500.00	17,500.00	0.00%	20,000.00	14.29%	0.00%
Life Ins	1,170.80	9,163.20	682.64%	1,254.80	-86.31%	666.08%
LTD	1,620.00	1,620.00	0.00%	1,620.00	0.00%	0.00%
Uniforms	4,200.00	4,200.00	0.00%	4,200.00	0.00%	0.00%
403b Match	14,250.00	14,250.00	0.00%	14,250.00	0.00%	0.00%
Worker's Compensation	21,191.08	22,361.16	5.52%	24,649.03	10.23%	11.37%
Paid Family Medical Leave	53,489.02	58,864.69	10.05%	63,356.93	7.63%	1.34%
PERA	-	4,046.95	#DIV/0!	8,711.58	115.26%	1.34%
FICA	127,760.41	137,964.11	7.99%	148,492.81	7.63%	1.34%
Total Benefits	130,315.62	140,723.40	7.99%	151,462.66	7.63%	1.34%
Additional item:	881,296.93	925,190.36	4.98%	956,852.79	3.42%	1.72%
Additional item:						
Additional item:						
Total Salary & Benefit	2,584,769.05	2,764,711.88	6.96%	2,936,756.90	6.22%	1.46%
						8,681,200.85

MSBA

Year 1 & Year 2	5,701,468.78
Double Base Yr	5,169,538.11
Difference	531,930.67
Double Base Yr	5,169,538.11
MSBA Percentage	10.29%

