

October 9, 2025
2025-27 Custodial & Maintenance Negotiations
District Proposal #1

Key:

Additions: blue / bold / italics / underlined

~~Deletions~~: blue / strikethrough

Tentative Agreements as of Oct 9 2025

1.

Update all dates as appropriate

Update Table of Contents

Include MoUs in attachment to contract (not applicable)

District Response to Union Proposal of Sept 15 2025

The District reserves the right to amend, adjust, or add to these proposals during the process of negotiations.

2. PACKAGE PROPOSAL (2a + 2b)

2a.

Article VI: Rates of Pay

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

Subd. 2. Part-time, Temporary, and/or Seasonal employees who retired in good standing from the District shall be placed at the top step of Appendix A/B ("Wage Scale") ~~Salary and Longevity wages occupied at the time of retirement.~~

~~Subd. 3. 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.~~

Section 6. Substitute Pay: Employees who retired in good standing from the District shall be placed at the top step of Appendix A/B ("Wage Scale").

Section 6 Z. 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.

2b.

Article VI: Rates of Pay

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.~~

3.

Article IX: Group Insurance

Section 1. Hospitalization Insurance & Health Savings:

Subd. 2a. Health and Hospitalization Insurance: The School Board shall contribute a sum of up to ~~\$1,903~~ *\$2,138 per month (family coverage) or \$975 per month (single coverage)* for the ~~2023-24~~ *2025-26* school year and ~~\$2,138~~ *\$2,188* per month (family coverage) or ~~\$975~~ *\$1,025* per month (single coverage) for the ~~2024-25~~ *2026-27* school year toward the premium for coverage for each full-time custodian employed by the School District who qualifies for and is enrolled in the School District group health and hospitalization plan. Any additional cost of the premium shall be borne by the employee and paid by payroll deduction. For the purpose of this section, full time shall be defined by at least thirty (30) hours per week.

4.

Article XIV: Deferred Matching Compensation Plan

The District does not agree.

5.

Appendix A / B / C / D

(see financial proposal)

District Proposals of Oct 9 2025

The District reserves the right to amend, adjust, or add to these proposals during the process of negotiations.

6.

Three-year (2025-28) agreement

7.

Gender clean-up throughout

8.

Article VI: Rates of Pay

Section 3. Uniform and Footwear Allowance

Conversation re headwear

9.

Article VIII: Hours of Service

Section 7. Job Posting

Conversation re Subd 2. Expedite Posting Process

10.

Article X: Grievance Procedure

Section 8. Arbitration Procedures

Subd. 6. Expenses: Each party shall bear its own expenses in connection with arbitration including expenses relating to the party's representatives, witnesses, and any other expenses which the party incurs in connection with presenting its case in arbitration. A transcript or recording shall be made of the hearing at the request of either party and at the expense of the requesting party. If the opposing party desires a copy of the transcript or recording and is willing to share equally in the expense, a copy will be provided to the opposing party. The parties shall share equally fees and expenses of the arbitrator and any other expenses which the parties mutually agree are necessary for the conduct of the arbitration.

(a) Exception: Should either party unilaterally withdraw from the arbitration process after an arbitration date has been scheduled with an arbitrator, the withdrawing party shall be responsible for all fees and expenses of the arbitrator in their entirety.

ISD 882 Monticello
Custodians
Rates

Proposal: District1
Date: 10/9/2025

0.08

WAGES - 2024-25	
Steps	Hourly
1st/FT	\$20.65
Prorate	\$21.61
2nd/FT	\$22.56
3rd/FT	\$24.47
4th/FT	\$26.42
Differentials	Hourly
HS Head	\$2.27
MS Head	\$2.27
Elem Head	\$2.27
Night/Grd Lead	\$1.44
Night Shift Pay	\$0.86
None	\$0.00
Licenses	Hourly
Chief	\$2.00
1st Class	\$1.50
2nd Class	\$1.00
Special	\$0.49
None	\$0.00
Licenses-Pool	Hourly
CPO Pool	\$0.49
None	\$0.00
Longevity	Hourly
At 5 yrs	\$0.45
At 10 yrs	\$0.55
At 15 yrs	\$0.65
At 20 yrs	\$0.75
At 25 yrs	\$0.85
None	\$0.00
Safety & Security	Hourly
	\$0.71

WAGES - 2025-26			
Steps	Hrly	\$ Change	% Change
1st/FT	\$20.75	\$0.10	0.50%
Prorate	\$21.72	\$0.11	0.50%
2nd/FT	\$22.67	\$0.11	0.50%
3rd/FT	\$24.59	\$0.12	0.50%
4th/FT	\$26.55	\$0.13	0.50%
Differentials	Hrly	\$ Change	% Change
HS Head	\$2.38	\$0.11	5.00%
MS Head	\$2.38	\$0.11	5.00%
Elem Head	\$2.27	\$0.00	
Night/Grd Lead	\$1.44	\$0.00	
Night Shift Pay	\$0.86	\$0.00	
None	\$0.00	\$0.00	\$0.00
Licenses	Hrly	\$ Change	% Change
Chief	\$2.00		0.00%
1st Class	\$1.50		0.00%
2nd Class	\$1.00		0.00%
Special	\$0.49		0.00%
None	\$0.00	\$0.00	\$0.00
Licenses-Pool	Hrly	\$ Change	% Change
CPO Pool	\$0.49		0.00%
None	\$0.00	\$0.00	\$0.00
Longevity	Hrly	\$ Change	% Change
At 5 yrs	\$0.45		0.00%
At 10 yrs	\$0.55		0.00%
At 15 yrs	\$0.65		0.00%
At 20 yrs	\$0.75		0.00%
At 25 yrs	\$0.85		0.00%
None	\$0.00	\$0.00	\$0.00
Safety & Security	Hrly	\$ Change	% Change
Bldg	\$0.71	\$0.00	

WAGES - 2026-27			
Steps	Hrly	\$ Change	% Change
1st/FT	\$20.86	\$0.11	0.55%
Prorate	\$21.84	\$0.12	0.55%
2nd/FT	\$22.79	\$0.12	0.55%
3rd/FT	\$24.73	\$0.14	0.55%
4th/FT	\$26.70	\$0.15	0.55%
Differentials	Hrly	\$ Change	% Change
HS Head	\$2.50	\$0.12	5.00%
MS Head	\$2.50	\$0.12	5.00%
Elem Head	\$2.27	\$0.00	
Night/Grd Lead	\$1.44	\$0.00	
Night Shift Pay	\$0.86	\$0.00	
None	\$0.00	\$0.00	\$0.00
Licenses	Hrly	\$ Change	% Change
Chief	\$2.00		0.00%
1st Class	\$1.50		0.00%
2nd Class	\$1.00		0.00%
Special	\$0.49		0.00%
None	\$0.00	\$0.00	\$0.00
Licenses-Pool	Hrly	\$ Change	% Change
CPO Pool	\$0.49		0.00%
None	\$0.00	\$0.00	\$0.00
Longevity	Hrly	\$ Change	% Change
At 5 yrs	\$0.45		0.00%
At 10 yrs	\$0.55		0.00%
At 15 yrs	\$0.65		0.00%
At 20 yrs	\$0.75		0.00%
At 25 yrs	\$0.85		0.00%
None	\$0.00	\$0.00	\$0.00
Safety & Security	Hrly	\$ Change	% Change
Bldg	\$0.71	\$0.00	

Proposal:	District1
Date:	10/9/2025

Rates
Page 3

ISD 882 MONTICELLO
Custodians
2025-27

Proposal: District1
Date/Time: 10/9/25 4:00pm

Proposal Summary:

Matrix Summary								
	Base Year	Year 1	Year 1 - % Change from Base	Year 2	Year 2 - % Change from Year 1	Year 3	Year 3 - % Change from Year 2	Year 1- Year 3 \$ Total
Salary	1,703,472.12	1,751,128.20	2.80%	1,808,454.60	3.27%	1,832,440.42	1.33%	5,392,023.22
Health Ins	487,360.00	491,804.86	0.91%	505,383.42	2.76%	505,383.42	0.00%	1,502,571.71
Dental Ins	22,440.00	22,692.00	1.12%	22,951.56	1.14%	23,218.91	1.16%	68,862.47
HRA	17,500.00	17,500.00	0.00%	20,000.00	14.29%	20,000.00	0.00%	57,500.00
	1,170.80	8,601.20	634.64%	1,147.60	-86.66%	8,700.80	658.17%	18,449.60
Life Ins	1,620.00	1,620.00	0.00%	1,620.00	0.00%	1,620.00	0.00%	4,860.00
LTD	4,200.00	4,200.00	0.00%	4,200.00	0.00%	4,200.00	0.00%	12,600.00
Uniforms	14,250.00	14,250.00	0.00%	14,250.00	0.00%	14,250.00	0.00%	42,750.00
403b Match	21,191.08	21,294.41	0.49%	22,546.30	5.88%	25,038.69	11.05%	68,879.40
Worker's Compensation	53,489.02	56,036.10	4.76%	57,870.55	3.27%	58,638.09	1.33%	172,544.74
Paid Family Medical Leave	-	3,852.48	#DIV/0!	7,957.20	106.55%	8,062.74	1.33%	19,872.42
PERA	127,760.41	131,334.62	2.80%	135,634.10	3.27%	137,433.03	1.33%	404,401.74
FICA	130,315.62	133,961.31	2.80%	138,346.78	3.27%	140,181.69	1.33%	412,489.78
Total Benefits	881,296.93	907,146.98	2.93%	931,907.50	2.73%	946,727.38	1.59%	2,785,781.86
Additional item:								
Additional item:								
Additional item:								-
Total Salary & Benefit	2,584,769.05	2,658,275.18	2.84%	2,740,362.10	3.09%	2,779,167.80	1.42%	8,177,805.08
		73,506.12		82,086.93				155,593.05

MSBA
Year 1 & Year 2 5,398,637.28
Double Base Yr 5,169,538.11
Difference 229,099.17
Double Base Yr 5,169,538.11
MSBA Percentage 4.43%