

SEIU 284
Monticello ISD #882 Custodian and Maintenance Employees
Round #2 November 6, 2025

Bargaining Team: David Filip, Harry Grimley, Brian Carson, Ken Retka, and Joe Lawrence

Contract Organizer SEIU 284: Sara Nyhus

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 or are hired in the custodial department.**

District 10/9/2025: Counter proposal: Union does not agree.

Union 11/6/2025: Drop proposal leave original language.

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 or are hired in the custodial department.**

District 10/9/2025: Counter proposal: Union does not agree.

Union 11/4/2025: Drop proposal leave original language.

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*

Union 11/4/2025: TA same as certified amount for 25-27 contract.

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.

District 10/9/2025: District does not agree.

Union 11/4/2025: Drop proposal leave original language.

APPENDIX A

District counter 10/9/2025: 0.5% year 1 and 0.55 year 2.

Union Counterproposal 11/6/2025: 4% each year.

WAGE SCHEDULE

BASIC WAGES: Covering period from July 1, 202325, through June 30, 202426

CUSTODIAL BASIC SCHEDULE

1 st Year		~~\$19.85/hr~~ <u>21.48</u>
2 nd Year		~~\$21.69/hr~~ <u>23.46</u>
3 rd Year		~~\$23.53/hr~~ <u>25.45</u>
4 th Year		~~\$25.40/hr~~ <u>27.48</u>

APPENDIX B

WAGE SCHEDULE

BASIC WAGES: Covering period from July 1, 202426 through June 30, 202527

CUSTODIAL BASIC SCHEDULE

1 st Year		~~\$20.65/hr~~ <u>22.34</u>
2 nd Year		~~\$22.56/hr~~ <u>24.40</u>
3 rd Year		~~\$24.47/hr~~ <u>26.47</u>
4 th Year		~~\$26.42/hr~~ <u>28.58</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>

District 10/9/2025: does not agree

Union 11/6/2025: Hold

APPENDIX D
PAY DIFFERENTIALS

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

District Counter 10/9/2025: 5% on HS Head and MS Head/ 0% on all other levels.

Union Counter 11/6/2025: Drop the additional \$2.00 per HS/ MS Head and put 4% on all levels.

1. Senior High Complex Head Custodian: \$2.18 **2.36**/hr over basic schedule for ~~2023-24~~ **25-26** and ~~\$2.27~~ **2.45**/hr over basic schedule for ~~2024-25~~ **26-27**.
2. Elementary Head Day Custodian: \$2.18 **2.36**/hr over basic schedule for ~~2023-24~~ **25-26** and ~~\$2.27~~ **2.45**/hr over basic schedule for ~~2024-25~~ **26-27**.
3. Middle School Head Day Custodian: \$2.18 **2.36**/hr over basic schedule for ~~2023-24~~ **25-26** and ~~\$2.27~~ **2.45**/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~~**.74**/hour} for the ~~2023-25~~ **25-27** school years.