

Proposal: District3
Date: 1/22/2026

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
Bldg	\$0.71

WAGES - 2025-26	
Steps	Hrly \$ Change % Change
1st/FT	\$20.84 \$0.19 0.90%
Prorate	\$21.80 \$0.19 0.90%
2nd/FT	\$22.76 \$0.20 0.90%
3rd/FT	\$24.69 \$0.22 0.90%
4th/FT	\$26.66 \$0.24 0.90%
Differentials	Hrly \$ Change % Change
HS Head	\$2.27 \$0.00
MS Head	\$2.27 \$0.00
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
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
Licenses-Pool	Hrly \$ Change % Change
CPO Pool	\$0.49 0.00%
None	\$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
Safety & Security	Hrly \$ Change % Change
Bldg	\$0.71 \$0.00

WAGES - 2026-27	
Steps	Hrly \$ Change % Change
1st/FT	\$21.05 \$0.21 1.00%
Prorate	\$22.02 \$0.22 1.00%
2nd/FT	\$22.99 \$0.23 1.00%
3rd/FT	\$24.94 \$0.25 1.00%
4th/FT	\$26.93 \$0.27 1.00%
Differentials	Hrly \$ Change % Change
HS Head	\$2.27 \$0.00
MS Head	\$2.27 \$0.00
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
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
Licenses-Pool	Hrly \$ Change % Change
CPO Pool	\$0.49 0.00%
None	\$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
Safety & Security	Hrly \$ Change % Change
Bldg	\$0.71 \$0.00

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BENEFITS - 2024-25				BENEFITS - 2025-26				BENEFITS - 2026-27			
Health Ins - per yr	Indv	\$11,700.00		Health Ins - per yr	Indv	\$11,700.00	\$ Change \$0.00	Health Ins - per yr	Indv	\$12,060.00	\$ Change \$360.00
	Dep	\$25,656.00			Dep	\$25,656.00	\$0.00		Dep	\$25,536.00	(\$120.00)
	None	\$0.00			None	\$0.00			None	\$0.00	
Indv Cost (H.S.A)	Indv Cost	\$10,201.96		Indv Cost	Indv Cost	\$11,074.72	% Inc 9.50%	Indv Cost	Indv Cost	\$11,879.50	% Inc 8.00%
	Dep Cost	\$25,394.00			Dep Cost	\$27,616.43	9.50%		Dep Cost	\$29,665.71	8.00%
	Dep Costs (2Emp)				Dep Costs (2Emp)	\$0.00			Dep Costs (2Emp)	\$0.00	
Dental Ins - per yr	Indv	\$546.00		Dental Ins - per yr	Indv	\$562.38	\$ Change \$562.38	Dental Ins - per yr	Indv	\$579.25	\$ Change \$16.87
	Dep	\$1,080.00			Dep	\$1,080.00	3.00%		Dep	\$1,080.00	3.00%
	None	\$0.00			None	\$0.00	0.00%		None	\$0.00	0.00%
Life - per yr \$50,000	Indv Cost	\$546.00	100.00%	Life - per yr \$50,000	Indv Cost	\$562.38	% Inc 3.00%	Life - per yr \$50,000	Indv Cost	\$579.25	% Inc 3.00%
	Dep Cost	\$1,470.00	73.47%		Dep Cost	\$1,514.10	3.00%		Dep Cost	\$1,559.52	3.00%
	30 hrs	\$54.00			30 hrs	\$54.00			30 hrs	\$54.00	
	None	\$0.00			None	\$0.00			None	\$0.00	
LTD - per yr	Indv Cost	\$140.00		LTD - per yr	Indv Cost	\$140.00	\$ Change \$0.00	LTD - per yr	Indv Cost	\$140.00	\$ Change \$0.00
	Dep Cost	\$0.00			Dep Cost	\$0.00			Dep Cost	\$0.00	
	30 hrs	\$14.00			30 hrs	\$14.00			30 hrs	\$14.00	
	None	\$0.00			None	\$0.00			None	\$0.00	
PERA		7.50%		PERA		7.50%		PERA		7.50%	
PFML		-		PFML - 1/1		0.22%		PFML		0.44%	
Uniforms		\$475.00		Uniforms		\$475.00	\$ Change \$0.00	Uniforms		\$475.00	\$ Change \$0.00

Proposal Summary:

Matrix Summary					
	Base Year	Year 1	Year 1 - % Change from Base	Year 2 Change from Year 1	Year 1- Year 2 \$ Total
Salary	1,703,472.12	1,757,221.92	3.16%	1,821,771.86	3,578,993.78
Health Ins	487,360.00	491,804.86	0.91%	498,423.42	990,228.28
Dental Ins	22,440.00	22,692.00	1.12%	22,951.56	45,643.56
HRA	17,500.00	17,500.00	0.00%	20,000.00	37,500.00
Life Ins	1,170.80	8,622.80	636.49%	1,156.80	9,779.60
LTD	1,620.00	1,620.00	0.00%	1,620.00	3,240.00
Uniforms	4,200.00	4,200.00	0.00%	4,200.00	8,400.00
403b Match	14,250.00	14,250.00	0.00%	14,250.00	28,500.00
Worker's Compensation	21,191.08	21,369.10	0.84%	22,712.00	44,081.10
Paid Family Medical Leave	53,485.02	56,231.10	5.13%	58,296.70	114,527.80
PERA	127,760.41	3,865.89	#DIV/0!	8,015.80	11,881.68
FICA	130,315.62	131,791.64	3.16%	136,632.89	268,424.53
Total Benefits	881,296.93	134,427.48	3.16%	139,365.55	273,793.02
Additional item:					1,835,999.59
Additional item:					
Additional item:					
Total Salary & Benefit	2,584,769.05	2,665,596.79	3.13%	2,749,396.57	5,414,993.36
		80,827.73		83,799.79	164,627.52

MSBA	
Year 1 & Year 2	5,414,993.36
Double Base Yr	5,169,538.11
Difference	245,455.25
Double Base Yr	5,169,538.11
MSBA Percentage	4.75%

