

January 22, 2026
2025-27 Custodial & Maintenance Negotiations
District Proposal #2

Key:

Additions: blue / bold / italics / underlined

~~Deletions~~: blue / strikethrough

Tentative Agreements as of Jan 22 2026

1.
Update all dates as appropriate
Update Table of Contents
Include MoUs in attachment to contract (not applicable)
7.
Gender clean-up throughout

District Response to Union Proposal of Nov 6 2025

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

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.
5.
Appendix A / B / C / D
(see financial proposal)

District Proposals of Jan 22 2026

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

11.

Article XIV: Deferred Matching Contribution Plan

Section 4. Intent to Participate/Enrollment Period: ~~By September 8,~~ No later than the date of the qualifying year as established annually by the School District, eligible employees shall declare their intent to participate in the matching deferred compensation plan by submitting a signed salary reduction form to the payroll office. ~~The plan year shall be from July 1st to the following June 30th~~ Such enrollment shall be effective as of October 1.

The salary reduction form shall be binding until a new salary reduction form is submitted. The employee is solely responsible for filing a salary reduction form.

Failure to participate in any given year shall result in the loss of benefit for that year, which cannot be made up in subsequent years. If the employee stops their contribution at any time during the year, it cannot be restarted until the following year.

12.

Article VIII: Hours of Service

Section 7. Job Posting:

Subd. 1. ~~Head, and Lead,~~ and Maintenance Custodians Positions: New positions or vacancies will be posted for a period of five (5) days on the District's webpage and delivered to all District employees via email. The posting shall include the available shift, which is subject to change as deemed necessary. Applications of the interested parties should be sent to the District Office. The leading candidates whose background and abilities best meet the requirements of the posted position will be called in for an interview by the Superintendent or designee. Movement during the probationary period will be limited and allowed only with approval by the Superintendent, or designee. The Superintendent or designee, utilizing the various data which has been made available, will recommend the senior leading candidate.

The selection of the candidate for the position will be made in not less than five (5) working days after the completion of the posting of the position. Notification will be made to the candidate(s) selected for the position and the appropriate supervisor. Seniority shall prevail for all positions and the position will be filled by the senior qualified employee who applies.

Any senior applicant not granted a position has the right to request through the Union steward the reasoning behind the administration's rejection of his application with the intent being to increase or correct any qualifications that are lacking in order to be considered in future job postings.

Subd. 2. Expedite Posting Process:

Custodians: New positions or vacancies will be posted in each building for a period of five (5) days on a bulletin board provided in the custodial/maintenance area. The posting shall include the available shift, which is subject to change as deemed necessary.

A Union meeting will follow within one (1) week of the expiration of each posting to follow the steps below. Any Custodian interested in moving to any position that may come open during the process must be at the meeting. The District reserves the right to inform the Union's lead steward ahead of the expedite posting process of any position that the District does not intend to fill if it should become open; if such a position becomes open during the expedite posting process, the lead steward shall call the meeting to a close with immediate effect.

Step 1: The position(s) that open following a posting will be filled by the most senior member of the Custodial union that is at the meeting and expresses interest in said position(s).

Step 2: The position(s) open by the process in Step 1 will be filled by the most senior member of the Custodial union that is at the meeting and expresses interest in said position(s).

Step 3: The position(s) open by the process in Step 2 will be filled by the most senior member of the Custodial union that is at the meeting and expresses interest in said position(s).

Step 4: This process will continue until there is no longer any interest in the open position(s).

Step 5: At that time, the District will post externally for the open position(s). Seniority shall prevail for all positions and it will be filled by the senior qualified employee who applies.

If put before the Union membership of this unit by a majority vote, the District may request upon a job opening, an expedited posting day. During this day, the opening will be offered by seniority. The senior applicants' subsequent opening likewise will be offered by seniority and the process will continue, until the Union body has had the opportunity to fill all available positions, with the final open position filled by standard posting procedure. This would not apply to open head, lead, and maintenance positions, which will continue to be posted.

ISD 882 Monticello
Custodians
Rates

Proposal: District2
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
1st/FT	\$20.75	0.50%
Prorate	\$21.72	0.50%
2nd/FT	\$22.67	0.50%
3rd/FT	\$24.59	0.50%
4th/FT	\$26.55	0.50%
Differentials	Hrly	% Change
HS Head	\$2.29	1.00%
MS Head	\$2.29	1.00%
Elem Head	\$2.29	1.00%
Night/Grd Lead	\$1.45	1.00%
Night Shift Pay	\$0.87	1.00%
None	\$0.00	\$0.00
Licenses	Hrly	% 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
CPO Pool	\$0.49	0.00%
None	\$0.00	\$0.00
Longevity	Hrly	% 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
Bldg	\$0.71	\$0.00

WAGES - 2026-27		
Steps	Hrly	% Change
1st/FT	\$20.86	0.55%
Prorate	\$21.84	0.55%
2nd/FT	\$22.79	0.55%
3rd/FT	\$24.73	0.55%
4th/FT	\$26.70	0.55%
Differentials	Hrly	% Change
HS Head	\$2.31	1.00%
MS Head	\$2.31	1.00%
Elem Head	\$2.31	1.00%
Night/Grd Lead	\$1.46	1.00%
Night Shift Pay	\$0.88	1.00%
None	\$0.00	\$0.00
Licenses	Hrly	% 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
CPO Pool	\$0.49	0.00%
None	\$0.00	\$0.00
Longevity	Hrly	% 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
Bldg	\$0.71	\$0.00

[illegible]

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	1,751,273.64	2.81%	1,808,704.80	3,559,978.44
Health Ins	487,360.00	491,804.86	0.91%	505,383.42	997,188.28
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	8,597.60	634.34%	1,148.40	9,746.00
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	21,296.81	0.50%	22,550.72	43,847.53
Paid Family Medical Leave	53,489.02	56,040.76	4.77%	57,878.55	113,919.31
PERA	127,760.41	3,852.80	#DIV/0!	7,958.30	11,811.10
FICA	130,315.62	131,345.52	2.81%	135,652.86	266,998.38
Total Benefits	881,296.93	133,972.43	2.81%	138,365.92	272,338.35
Additional item:		907,172.78	2.94%	931,959.73	1,839,132.52
Additional item:					
Additional item:					
Total Salary & Benefit	2,584,769.05	2,658,446.42	2.85%	2,740,664.53	5,399,110.96
		73,677.37		82,218.11	155,895.48

MSBA	
Year 1 & Year 2	5,399,110.96
Double Base Yr	5,169,538.11
Difference	229,572.85
Double Base Yr	5,169,538.11
MSBA Percentage	4.44%

