

ISD 882 MONTICELLO
BASE
2025

Proposal Summary: District 4 offering 3.0% in year 3 with Christmas Eve holiday starting in 2026-27.

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 2 \$ Total
Salary	769,401.80	807,592.71	4.96%	839,701.75	3.98%	867,638.39	3.33%	1,647,294.46
Health Ins	240,348.00	240,348.00	0.00%	244,308.00	1.65%	244,308.00	0.00%	484,656.00
Dental Ins	7,584.00	7,649.52	0.86%	7,717.01	0.88%	7,786.52	0.90%	15,366.53
HRA	2,500.00	5,000.00	100.00%	5,000.00	0.00%	5,000.00	0.00%	10,000.00
Life Ins	594.00	594.00	0.00%	594.00	0.00%	594.00	0.00%	1,188.00
LTD	1,540.00	1,540.00	0.00%	1,540.00	0.00%	1,540.00	0.00%	3,080.00
403b Match	8,910.85	9,282.91	4.18%	10,386.82	11.89%	12,605.02	21.36%	19,669.73
Worker's Compensation	24,159.22	25,842.97	6.97%	26,870.46	3.98%	27,764.43	3.33%	52,713.42
Shoe Allowance	2,700.00	3,600.00	33.33%	3,600.00	0.00%	3,600.00	0.00%	7,200.00
Paid Family Medical Leave	-	1,776.70	#DIV/0!	3,694.69	107.95%	3,817.61	3.33%	5,471.39
PERA	57,705.13	60,569.45	4.96%	62,977.63	3.98%	65,072.88	3.33%	123,547.08
FICA	58,859.24	61,780.84	4.96%	64,237.18	3.98%	66,374.34	3.33%	126,018.03
Total Benefits	404,900.44	417,984.39	3.23%	430,925.79	3.10%	438,462.79	1.75%	848,910.18
SNA Level 1 - 3	\$ 600.00	600.00	0.00%	600.00	0.00%	600.00	0.00%	1,200.00
SNA Level 2 - 0	\$ -	-	#DIV/0!	-	#DIV/0!	-	#DIV/0!	-
SNA Level 3 - 2	\$ 1,000.00	1,000.00	0.00%	1,000.00	0.00%	1,000.00	0.00%	2,000.00
SNA Level 4 - 2	\$ 1,400.00	1,400.00	0.00%	1,400.00	0.00%	1,400.00	0.00%	2,800.00
Additional Item: Add'l Sick Day	0	3,472.92	#DIV/0!	3,472.92	0.00%	3,472.92	0.00%	6,945.85
Total Salary & Benefit	1,177,302.24	1,232,050.03	4.65%	1,277,100.46	3.66%	1,312,574.10	2.78%	2,509,150.49
		54,747.80		45,050.43		35,473.64		99,798.22

MSBA
Year 1 & Year 2 2,509,150.49
Double Base Yr 2,354,604.47
Difference 154,546.02
Double Base Yr 2,354,604.47
MSBA Percentage 6.56%

71,345.00
28,453.22

ISD 882 MONTICELLO
FOOD SERVICE

RATES

Increases between steps

Proposal District4
Date 1/27/2026

MSBA
6.56%

3.00%

WAGES 2024-25

WAGES 2025-26

WAGES 2026-27

WAGES 2027-28

Cook's Helper	Hr Rate		Cook's Helper	Hr Rate	\$ Change	% Change
1	\$16.74		1	\$16.89	\$0.15	0.90%
P	\$17.15					
2	\$18.85	12.60%	2	\$19.02	\$0.17	0.90%
3	\$20.97	11.25%	3	\$21.16	\$0.19	0.90%
4	\$23.19	10.59%	4	\$23.40	\$0.21	0.90%

Cook's Helper	Hr Rate	\$ Change	% Change
1	\$21.15	\$4.26	25.22%
2	\$21.80	\$2.78	14.62%
3	\$22.43	\$1.27	6.00%
4	\$23.63	\$0.23	1.00%

Cook's Helper	Hr Rate	\$ Change	% Change
1	\$21.78	\$0.63	3.00%
P	\$0.00	\$0.00	
2	\$22.45	\$0.65	3.00%
3	\$23.10	\$0.67	3.00%
4	\$24.34	\$0.71	3.00%

2nd Cook	Hr Rate		2nd Cook	Hr Rate	\$ Change	% Change
1	\$18.92		1	\$19.09	\$0.17	0.90%
2	\$20.56	8.67%	2	\$20.75	\$0.19	0.90%
3	\$22.35	8.71%	3	\$22.55	\$0.20	0.90%
4	\$24.60	10.07%	4	\$24.82	\$0.22	0.90%

2nd Cook	Hr Rate	\$ Change	% Change
1	\$22.88	\$3.79	19.86%
2	\$23.59	\$2.84	13.68%
3	\$24.32	\$1.77	7.84%
4	\$25.07	\$0.25	1.00%

2nd Cook	Hr Rate	\$ Change	% Change
1	\$23.57	\$0.69	3.00%
2	\$24.30	\$0.71	3.00%
3	\$25.05	\$0.73	3.00%
4	\$25.82	\$0.75	3.00%

Head Cook	Hr Rate		Head Cook	Hr Rate	\$ Change	% Change
1	\$19.68		1	\$19.86	\$0.18	0.90%
2	\$21.75	10.52%	2	\$21.95	\$0.20	0.90%
3	\$24.11	10.85%	3	\$24.33	\$0.22	0.90%
4	\$26.54	10.08%	4	\$26.78	\$0.24	0.90%

Head Cook	Hr Rate	\$ Change	% Change
1	\$24.69	\$4.83	24.31%
2	\$25.45	\$3.50	15.95%
3	\$26.24	\$1.91	7.84%
4	\$27.05	\$0.27	1.00%

Head Cook	Hr Rate	\$ Change	% Change
1	\$25.43	\$0.74	3.00%
2	\$26.21	\$0.76	3.00%
3	\$27.03	\$0.79	3.00%
4	\$27.86	\$0.81	3.00%

Longevity Pay		Longevity Pay		\$ Change	% Change
At 5 yrs	\$0.45	At 5 yrs	\$0.45	\$0.00	0.00%
At 10 yrs	\$0.55	At 10 yrs	\$0.55	\$0.00	0.00%
At 15 yrs	\$0.65	At 15 yrs	\$0.65	\$0.00	0.00%
At 20 yrs	\$0.75	At 20 yrs	\$0.75	\$0.00	0.00%
At 25 yrs		At 25 yrs	\$0.85	\$0.85	#DIV/0!
None	\$0.00	None	\$0.00		

Longevity Pay		\$ Change	% Change
At 5 yrs	\$0.45	\$0.00	0.00%
At 10 yrs	\$0.55	\$0.00	0.00%
At 15 yrs	\$0.65	\$0.00	0.00%
At 20 yrs	\$0.75	\$0.00	0.00%
At 25 yrs	\$0.85	\$0.00	0.00%
None	\$0.00		

Longevity Pay	\$ Change	% Change	
At 5 yrs	\$0.45	\$0.00	0.00%
At 10 yrs	\$0.55	\$0.00	0.00%
At 15 yrs	\$0.65	\$0.00	0.00%
At 20 yrs	\$0.75	\$0.00	0.00%
At 25 yrs	\$0.85	\$0.00	0.00%
None	\$0.00		

SNA		\$ Change	% Change
Level 1	\$0.25	\$0.25	#DIV/0!
Level 2	\$0.35	\$0.35	#DIV/0!
Level 3	\$0.45	\$0.45	#DIV/0!
Level 4	\$0.55	\$0.55	#DIV/0!
None	\$0.00		

SNA		\$ Change	% Change
Level 1	\$0.25	\$0.00	0.00%
Level 2	\$0.35	\$0.00	0.00%
Level 3	\$0.45	\$0.00	0.00%
Level 4	\$0.55	\$0.00	0.00%
None	\$0.00		

ISD 882 MONTICELLO
FOOD SERVICE
RATES

Proposal District4
Date 1/27/2026

MSBA
6.56%

Increases between steps

3.00%

BENEFITS 2024-25				BENEFITS 2025-26				BENEFITS 2026-27				BENEFITS 2027-28			
Health Ins - per yr				Health Ins - per yr		\$ Change	% Change	Health Ins - per yr		\$ Change	% Change	Health Ins - per yr		\$ Change	% Change
Indv		\$11,700.00		Indv	\$11,700.00	\$0.00	0.00%	Indv	\$12,060.00	\$360.00	3.08%	Indv	\$12,060.00	\$0.00	0.00%
Dep		\$25,656.00		Dep	\$25,656.00	\$0.00	0.00%	Dep	\$26,016.00	\$360.00	1.40%	Dep	\$26,016.00	\$0.00	0.00%
None		\$0.00		None	\$0.00		\$975/mo	None	\$0.00		\$1,005/mo	None	\$0.00		\$1,005/mo
							\$2,138/mo				\$2,168/mo				\$2,168/mo
					% Inc		% Cover		% Inc		% Cover		% Inc		% Cover
H.S.A	Indv Cost	\$10,201.96		Indv Cost	\$11,074.72	9.50%	105.65%	Indv Cost	\$11,879.50	8.00%	101.52%	Indv Cost	\$12,748.60	8.00%	94.60%
H.S.A	Dep Cost	\$25,394.00		Dep Cost	\$27,616.43	9.50%	92.90%	Dep Cost	\$29,665.71	8.00%	87.70%	Dep Cost	\$31,878.89	8.00%	81.61%
	Dep Costs (2Emp)			Dep Costs (2	\$0.00			Dep Costs (2	\$0.00			Dep Costs	\$0.00		
Dental Ins - per yr				Dental Ins - per yr		\$ Change	% Change	Dental Ins - per yr		\$ Change	% Change	Dental Ins - per yr		\$ Change	% Change
Indv		\$546.00		Indv	\$562.38	\$16.38	3.00%	Indv	\$579.25	\$16.87	3.00%	Indv	\$596.63	\$17.38	3.00%
Dep		\$1,080.00		Dep	\$1,080.00	\$0.00	0.00%	Dep	\$1,080.00	\$0.00	0.00%	Dep	\$1,080.00	\$0.00	0.00%
None		\$0.00		None	\$0.00			None	\$0.00			None	\$0.00		
					% Inc		% Cover		% Inc		% Cover		% Inc		% Cover
	Indv Cost	\$546.00	100.00%	Indv Cost	\$562.38	3.00%	100.00%	Indv Cost	\$579.25	3.00%	100.00%	Indv Cost	\$596.63	3.00%	100.00%
	Dep Cost	\$1,470.00	73.47%	Dep Cost	\$1,514.10	3.00%	71.33%	Dep Cost	\$1,559.52	3.00%	69.25%	Dep Cost	\$1,606.31	3.00%	67.23%
Life - per yr \$50,000				Life - per yr \$50,000				Life - per yr \$50,000				Life - per yr \$50,000			
30 hrs		\$54.00		30 hrs	\$54.00	\$0.00	0.00%	30 hrs	\$54.00	\$0.00	0.00%	30 hrs	\$54.00	\$0.00	0.00%
None		\$0.00		None	\$0.00			None	\$0.00			None	\$0.00		
LTD - per yr				LTD - per yr				LTD - per yr				LTD - per yr			
30 hrs		\$140.00		30 hrs	\$140.00	\$0.00	0.00%	30 hrs	\$140.00	\$0.00	0.00%	30 hrs	\$140.00	\$0.00	0.00%
None		\$0.00		None	\$0.00			None	\$0.00			None	\$0.00		
PERA				PERA				PERA				PERA			
		7.50%			7.50%				7.50%				7.50%		
PFML				PFML				PFML				PFML			
		0.00%			0.22%				0.44%				0.44%		