January 22, 2026
2025-27 Custodial & Maintenance Negotiations
Tentative Agreement

Key:
Additions: blue / bold / italics / underlined
~~Deletions:~~ blue / strikethrough

1.
Update all dates as appropriate
Update Table of Contents
Include MoUs in attachment to contract (not applicable)

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~~ ***$2,168*** per month (family coverage) or ~~$975~~ ***$1,005*** 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

Appendix A: 0.9% increase on each step
Appendix B: 1.0% increase on each step
Appendix C: no increase
Appendix D: no increase

7.
Gender clean-up throughout

8.
Article VI: Rates of Pay
Section 3. Uniform and Footwear Allowance: The employer will pay $475.00 for school year ~~2023-24~~ ***2025-26*** and $475.00 for school year ~~2024-25~~ ***2026-27*** payable on the July 30th paycheck, towards the purchase of designated school custodial uniforms. New employees will receive their uniform

allowance upon completion of the probationary period. ***Hats worn during the course and scope of duties as a unit employee shall be either branded with Monticello Public School logos or be devoid of branding.***

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.

13.
(Not included in master agreement)
Upon Union ratification and Board approval of the 2025-27 master agreement, each active member of the unit shall be provided with one (1) Monticello Public Schools-branded hat.

14.
Appendix E: Leadership Stipend
The District agrees to employ the existing language of Appendix E ("Leadership Stipend") in the following manner and according to a payment schedule established solely by the District:

1) MHS Head Custodian: $3,000 Leadership Stipend in each of the 2025-26 and 2026-27 school years
2) MMS Head Custodian: $3,000 Leadership Stipend in each of the 2025-26 and 2026-27 school years

Pursuant to Appendix E, the Superintendent reserves the right to assign such tasks and will determine the level of compensation for each Leadership Stipend assignment. Therefore, the District is under no

obligation to continue the aforementioned Leadership Stipend awards following the conclusion of the 2026-27 school year.

15.
(New) Appendix F
Memorandum of Understanding Regarding Head, Lead, and Maintenance Position Interviews (Art. VIII, Sec. 7, Subd. 1)

The School Board of Independent School District No. 882, Monticello, Minnesota ("District"), enters into this Memorandum of Understanding (“MoU”) with Monticello Custodial & Maintenance employees ("Union").

The District and the Union agree as follows:

WHEREAS, the District and the Union are parties to a collective bargaining agreement ("CBA") governing the negotiated terms and conditions of head, lead, and maintenance position interviews (Article VIII, Section 7, Subdivision 1);

WHEREAS, the District and the Union mutually recognize the right and obligation of the School Board to efficiently manage and conduct the operation of the School District pursuant to Article IV, Section 2 (“Management Responsibility”) of the CBA;

WHEREAS, the District and the Union have agreed that it is non-binding best practice to include at least one (1) unit member on the interview committee for head, lead, and maintenance positions;

WHEREAS, the District and the Union have agreed that the District does not currently employ a Director of Buildings & Grounds with significant and/or requisite experience in the custodial and maintenance field;

NOW, THEREFORE, the District and the Union agree as follows:

1. For the benefit of all parties, at least one (1) unit member shall be included on the interview committee for head, lead, and maintenance positions effective the date of School Board approval of the 2025-27 CBA through June 30, 2027.

2. Unless terminated earlier as provided by law, this MoU shall remain in place through June 30, 2027. At the conclusion of its term, neither party shall have any further claim against the other.

3. If any provision of this MoU is held to be invalid by operation of law, the remainder of the MoU shall not be affected thereby and shall remain in full force and effect.

4. Nothing in this MoU shall be deemed to establish a precedent or practice or to alter any established precedent or practice arising out of or relating to the CBA between the District and the Union. No party may submit this MoU in any proceeding as evidence of a precedent or practice.

5. This MoU constitutes the entire agreement between the parties related to this matter. Neither party has relied on any statements or promises that are not set forth in this document. The MoU controls to the extent that it conflicts with the CBA. No changes in this MoU are valid unless they are in writing and signed by all parties.

IN WITNESS THEREOF, the parties have executed this Understanding as follows:

FOR: **CUSTODIAL & MAINTENANCE EMPLOYEES**	**FOR:** **INDEPENDENT SCHOOL DISTRICT 882**
_____	_____
Dave Filip Steward, Custodial & Maintenance Employees	Jamie Sieben Chair, Board of Education
_____	_____
Sara Nyhus SEIU Local 284 Field Representative	Melissa Curtis Clerk, Board of Education

ISD 882 Monticello
Custodians
Rates

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**
	$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	$0.00
Licenses	**Hrly**	**$ 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	$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	$0.00
Licenses	**Hrly**	**$ 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	

ISD 882 Monticello
Custodians

Proposal:	District3
Date:	1/22/2026

BENEFITS - 2024-25	
Health Ins - per yr	
Indv	$11,700.00
Dep	$25,656.00
None	$0.00
Indv Cost (H.S.A)	$10,201.96
Dep Cost (H.S.A)	$25,394.00
Dental Ins - per yr	
Indv	$546.00
Dep	$1,080.00
None	$0.00
Indv Cost	$546.00 100.00%
Dep Cost	$1,470.00 73.47%
Life - per yr $50,000	
30 hrs	$54.00
None	$0.00
LTD - per yr	
30 hrs	$140.00
None	$0.00
PERA	7.50%
PFML	-
Uniforms	$475.00

BENEFITS - 2025-26		$ Change	% Change
Health Ins - per yr			
Indv	$11,700.00	$0.00	#DIV/0!
Dep	$25,656.00	$0.00	#DIV/0!
None	$0.00		$975/mo
			$2,138/mo
		% Inc	% Cover
Indv Cost	$11,074.72	9.50%	105.65%
Dep Cost	$27,616.43	9.50%	92.90%
Dep Costs (2Emp)	$0.00		
Dental Ins - per yr		$ Change	% Change
Indv	$562.38	$562.38	3.00%
Dep	$1,080.00	$1,080.00	0.00%
None	$0.00		
		% Inc	% Cover
Indv Cost	$562.38	3.00%	100.00%
Dep Cost	$1,514.10	3.00%	71.33%
Life - per yr $50,000			
30 hrs	$54.00	$0.00	0.00%
None	$0.00		
LTD - per yr			
30 hrs	$140.00	$0.00	0.00%
None	$0.00		
PERA	7.50%		
PFML - 1/1	0.22%		
Uniforms	$475.00	$0.00	0.00%

BENEFITS - 2026-27		$ Change	% Change
Health Ins - per yr			
Indv	$12,060.00	$360.00	#DIV/0!
Dep	$25,536.00	($120.00)	#DIV/0!
None	$0.00		$1,025/mo
			$2,188/mo
		% Inc	% Cover
Indv Cost	$11,879.50	8.00%	101.52%
Dep Cost	$29,665.71	8.00%	86.08%
Dep Costs (2Emp)	$0.00		
Dental Ins - per yr		$ Change	% Change
Indv	$579.25	$16.87	3.00%
Dep	$1,080.00	$0.00	0.00%
None	$0.00		
		% Inc	% Cover
Indv Cost	$579.25	3.00%	100.00%
Dep Cost	$1,559.52	3.00%	69.25%
Life - per yr $50,000			
30 hrs	$54.00	$0.00	0.00%
None	$0.00		
LTD - per yr			
30 hrs	$140.00	$0.00	0.00%
None	$0.00		
PERA	7.50%		
PFML	0.44%		
Uniforms	$475.00	$0.00	0.00%

ISD 882 MONTICELLO
Custodians
2025-27

Proposal: District3
Date/Time: 1/22/2026 6:15pm

Proposal Summary:

Matrix Summary

	Base Year	Year 1	Year 1 - % Change from Base	Year 2	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	3.67%	3,578,993.78
Health Ins	487,360.00	491,804.86	0.91%	498,423.42	1.35%	990,228.28
Dental Ins	22,440.00	22,692.00	1.12%	22,951.56	1.14%	45,643.56
HRA	17,500.00	17,500.00	0.00%	20,000.00	14.29%	37,500.00
	1,170.80	8,622.80	636.49%	1,156.80	-86.58%	9,779.60
Life Ins	1,620.00	1,620.00	0.00%	1,620.00	0.00%	3,240.00
LTD	4,200.00	4,200.00	0.00%	4,200.00	0.00%	8,400.00
Uniforms	14,250.00	14,250.00	0.00%	14,250.00	0.00%	28,500.00
403b Match	21,191.08	21,369.10	0.84%	22,712.00	6.28%	44,081.10
Worker's Compensation	53,489.02	56,231.10	5.13%	58,296.70	3.67%	114,527.80
Paid Family Medical Leave	-	3,865.89	#DIV/0!	8,015.80	107.35%	11,881.68
PERA	127,760.41	131,791.64	3.16%	136,632.89	3.67%	268,424.53
FICA	130,315.62	134,427.48	3.16%	139,365.55	3.67%	273,793.02
Total Benefits	881,296.93	908,374.87	3.07%	927,624.72	2.12%	1,835,999.59
Additional item:						
Additional item:						
Additional item:						-
Total Salary & Benefit	2,584,769.05	2,665,596.79	3.13%	2,749,396.57	3.14%	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%