

Proposal Summary:

Matrix Summary									
	Base Year	Year 1	Year 1 - % Change from Base	Year 1 - Amt Change from Base	Year 2	Year 2 - % Change from Year 1	Year 2 - Amt Change from Year 1	Year 1 - Year 2 \$ Total	
Salary	839,119.20	898,897.92	7.12%	59,778.72	927,287.68	3.16%	28,389.76	1,826,185.60	
Health Ins	340,716.00	340,716.00	0.00%	-	346,476.00	1.69%	5,760.00	687,192.00	
Dental Ins	14,610.00	14,691.90	0.56%	81.90	14,776.26	0.57%	84.36	29,468.16	
Life Ins	864.00	864.00	0.00%	-	864.00	0.00%	-	1,728.00	
LTD	2,240.00	2,240.00	0.00%	-	2,240.00	0.00%	-	4,480.00	
403b Match	10,638.20	14,685.16	38.04%	4,046.96	16,234.09	10.55%	1,548.93	30,919.24	
Worker's Compensation	2,752.31	3,370.87	22.47%	618.56	3,477.33	3.16%	106.46	6,848.20	
Paid Family Medical Leave	-	1,977.58	#DIV/0!	1,977.58	4,080.07	106.32%	2,102.49	6,057.64	
PERA	62,933.94	67,417.34	7.12%	4,483.40	69,546.58	3.16%	2,129.23	136,963.92	
FICA	64,192.62	68,765.69	7.12%	4,573.07	70,937.51	3.16%	2,171.82	139,703.20	
Total Benefits	498,947.07	514,728.54	3.16%	15,781.46	528,631.82	2.70%	13,903.29	1,043,360.36	
Additional item:									
Additional item:									
Additional item:									
Total Salary & Benefit	1,338,066.27	1,413,626.46	5.65%	75,560.18	1,455,919.50	2.99%	42,293.05	2,869,545.96	
Fund 01	1,109,494.86	1,177,416.23		67,921.37	1,216,481.77		39,065.54	106,986.91	New funds
Fund 02	71,658.32	74,982.65		3,324.33	76,147.05		1,164.40	4,488.73	
Fund 04	87,173.94	89,662.56		2,488.62	90,807.64		1,145.08	3,633.70	
Fund 12	69,739.15	71,565.01		1,825.86	72,483.04		918.02	2,743.89	
	1,338,066.27	1,413,626.46		75,560.18	1,455,919.50		42,293.05	117,853.23	
								\$67,198.00	
								(\$39,788.91)	

MSBA

Year 1 & Year 2
Double Base Yr
Difference
Double Base Yr
MSBA Percentage

2,869,545.96
2,676,132.54
193,413.41
2,676,132.54
7.23%

ISD 882 MONTICELLO
Secretary
RATES

Proposal Union4
Date 2/17/2026 6pm

WAGES 2024-25

Step	Hr Rate
1	\$21.44
2	\$23.51
3	\$27.75
4	\$29.27

Longevity Pay	
5 years	\$0.00
10 years	\$0.55
15 years	\$0.65
20 years	\$0.75
25 years	\$0.00
None	\$0.00

WAGES 2025-26

Step	Hr Rate	\$ Change	% Change
1	\$21.63	\$0.19	0.90%
2	\$23.72	\$0.21	0.90%
3	\$28.00	\$0.25	0.90%
4	\$29.86	\$0.59	2.00%

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

WAGES 2026-27

Step	Hr Rate	\$ Change	% Change
1	\$27.23	\$5.60	25.89%
2	\$28.07	\$4.35	18.34%
3	\$28.94	\$0.94	3.36%
4	\$30.61	\$0.75	2.50%

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

BENEFITS 2024-25

Health Ins - per yr	
Indv	\$11,700.00
Dep	\$25,656.00
None	\$0.00

H.S.A Indv Cost	\$10,201.96
H.S.A Dep Cost	\$25,394.00
Dep Costs (2Emp)	

Dental Ins - per yr	
Indv	\$546.00
Dep	\$1,080.00
None	\$0.00

BENEFITS 2025-26

Health Ins - per yr	\$ Change	% Change
Indv	\$11,700.00	0.00%
Dep	\$25,656.00	0.00%
None	\$0.00	0.00%

Indv Cost	\$11,074.72	9.50%
Dep Cost	\$27,616.43	9.50%
Dep Costs (2Emp)	\$0.00	

Dental Ins - per yr	\$ Change	% Change
Indv	\$562.38	16.38%
Dep	\$1,080.00	0.00%
None	\$0.00	

BENEFITS 2026-27

Health Ins - per yr	\$ Change	% Change
Indv	\$12,060.00	3.08%
Dep	\$26,016.00	1.40%
None	\$0.00	

Indv Cost	\$11,879.50	8.00%
Dep Cost	\$29,665.71	8.00%
Dep Costs (2Emp)	\$0.00	

Dental Ins - per yr	\$ Change	% Change
Indv	\$579.25	16.87%
Dep	\$1,080.00	0.00%
None	\$0.00	

RATES

Date 2/17/2026

[illegible]