

District Proposals of Feb 17 2026

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

14.

Article IX: Hours of Service

Section 1. Basic Work Week

District drops proposal regarding compensatory time.

20. Amended 6:30pm 02/17/2026

Article IX: Hours of Service

Section 11. Definition of the Work Year: ~~Twelve (12) month~~ Effective July 1, 2026, Administrative Assistants shall work ~~260/261~~ 256 or 216 days as approved by the Superintendent or designee. Employees serving in a 256-day capacity shall observe four (4) non-duty days the first four (4) non-Holiday business days in July annually. ~~Beginning July 1, 2022 the work year will be reduced for twelve (12) month Administrative Assistants by four (4) non-student contact and non-teacher duty days. Ten (10) month Administrative Assistants shall work 220/221 days. Beginning July 1, 2022 the work year will be reduced for ten (10) month Administrative Assistants by two (2) non-student contact and non-teacher duty days.~~ Administrative Assistants must attend all required trainings planned on non-student contact days.

~~The reduction of workdays in the calendar year will not reduce benefits for 10 and 12 month administrative assistants. The reduction of the work year will sunset at the end of the 2024-2025 school year unless it is agreed upon in negotiations to continue non-duty days.~~

19.

District financial proposal (presented on separate document).

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	891,548.16	6.25%	52,428.96	917,125.76	25,577.60	1,808,673.92
Health Ins	340,716.00	340,716.00	0.00%	-	346,476.00	5,760.00	687,192.00
Dental Ins	14,610.00	14,691.90	0.56%	81.90	14,776.26	84.36	29,468.16
Life Ins	864.00	864.00	0.00%	-	864.00	-	1,728.00
LTD	2,240.00	2,240.00	0.00%	-	2,240.00	-	4,480.00
403b Match	10,638.20	12,081.59	13.57%	1,443.39	13,558.37	1,476.78	25,639.96
Worker's Compensation	2,752.31	3,343.31	21.47%	590.99	3,439.22	95.92	6,782.53
Paid Family Medical Leave	-	1,961.41	#DIV/0!	1,961.41	4,035.35	2,073.95	5,996.76
PERA	62,933.94	66,866.11	6.25%	3,932.17	68,784.43	1,918.32	135,650.54
FICA	64,192.62	68,203.43	6.25%	4,010.82	70,160.12	1,956.69	138,363.55
Total Benefits	498,947.07	510,967.75	2.41%	12,020.68	524,333.76	13,366.01	1,035,301.51
Additional item:							
Additional item:							
Additional item:							
Total Salary & Benefit	1,338,066.27	1,402,515.91	4.82%	64,449.64	1,441,459.52	38,943.61	2,843,975.43
Fund 01	1,109,494.86	1,168,211.80		58,716.94	1,203,962.38	35,750.58	94,467.52
Fund 02	71,658.32	74,301.89		2,643.57	75,453.98	1,152.09	3,795.66
Fund 04	87,173.94	88,981.80		1,807.86	90,114.57	1,132.77	2,940.63
Fund 12	69,739.15	71,020.41		1,281.26	71,928.58	908.17	2,189.43
	1,338,066.27	1,402,515.91		64,449.64	1,441,459.52	38,943.61	103,393.25
							\$67,198.00
							(\$27,269.52)

MSBA
Year 1 & Year 2
Double Base Yr
Difference
Double Base Yr
MSBA Percentage
6.27%

ISD 882 MONTICELLO
Administrative Assistants
RATES

Proposal District4
Date 2/17/2026

\$ 23.68
\$ 29.83
25.97%
3.25%

Increase between steps

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

Longevity Pay

5 years	\$0.45
10 years	\$0.55
15 years	\$0.65
20 years	\$0.75
25 years	\$0.85
None	\$0.00

Longevity Pay

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

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	\$29.53	\$0.26	0.90%

Longevity Pay

5 years	\$0.45
10 years	\$0.55
15 years	\$0.65
20 years	\$0.75
25 years	\$0.85
None	\$0.00

Longevity Pay

5 years	\$0.45
10 years	\$0.55
15 years	\$0.65
20 years	\$0.75
25 years	\$0.85
None	\$0.00

Longevity Pay

5 years	\$0.45	% Change
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	0.00%

WAGES 2026-27

Step	Hr Rate	\$ Change	% Change
1	\$27.63	\$6.00	27.72%
2	\$28.48	\$4.76	20.07%
3	\$29.36	\$1.36	4.86%
4	\$30.27	\$0.74	2.50%

Longevity Pay

5 years	\$0.45
10 years	\$0.55
15 years	\$0.65
20 years	\$0.75
25 years	\$0.85
None	\$0.00

Longevity Pay

5 years	\$0.45	% Change
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	0.00%

BENEFITS 2024-25

Health Ins - per yr	\$11,700.00
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

BENEFITS 2025-26

Health Ins - per yr	\$11,700.00	\$ Change	% Change
Indv	\$11,700.00	\$0.00	0.00%
Dep	\$25,656.00	\$0.00	0.00%
None	\$0.00	\$975/mo	% Cover

Indv Cost	\$11,074.72	% Inc	9.50%
Dep Cost	\$27,616.43	% Inc	9.50%
Dep Costs (2	\$0.00	% Cover	105.65%

Dental Ins - per yr

Indv	\$562.38	\$ Change	% Change
Dep	\$1,080.00	\$0.00	0.00%

BENEFITS 2026-27

Health Ins - per yr	\$12,060.00	\$ Change	% Change
Indv	\$12,060.00	\$360.00	3.08%
Dep	\$26,016.00	\$360.00	1.40%
None	\$0.00	\$1,005/mo	% Cover

Indv Cost	\$11,879.50	% Inc	8.00%
Dep Cost	\$29,665.71	% Inc	8.00%
Dep Costs (2	\$0.00	% Cover	101.52%

Dental Ins - per yr

Indv	\$579.25	\$ Change	% Change
Dep	\$1,080.00	\$0.00	0.00%

Proposal	District4
Date	2/17/2026

Increase between steps

None	\$0.00	None	\$0.00	% Inc	% Cover	None	\$0.00	% Inc	% Cover	
Indv Cost	\$546.00	100.00%	Indv Cost	\$562.38	3.00%	100.00%	Indv Cost	\$579.25	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%
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%
None	\$0.00		None	\$0.00			None	\$0.00		
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%
None	\$0.00		None	\$0.00			None	\$0.00		
PERA	7.50%		PERA	7.50%			PERA	7.50%		