

ISD 882 MONTICELLO
ESS
2025-27

Proposal:	District#3
Date/Time:	2/24/2026

Proposal Summary:

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	3,591,134.34	3,785,292.74	5.41%	3,940,193.78	4.09%	4,033,480.85	2.37%	7,725,486.52
Health Ins	1,258,404.00	1,258,404.00	0.00%	1,282,524.00	1.92%	1,282,524.00	0.00%	2,540,928.00
Dental Ins	56,862.00	57,304.26	0.78%	57,759.79	0.79%	58,228.98	0.81%	115,064.05
HRA	30,000.00	35,000.00	16.67%	35,000.00	0.00%	37,500.00	7.14%	70,000.00
Life Ins	4,428.00	4,428.00	0.00%	4,428.00	0.00%	4,428.00	0.00%	8,856.00
LTD	11,480.00	11,480.00	0.00%	11,480.00	0.00%	11,480.00	0.00%	22,960.00
403b Match	39,454.03	40,787.06	3.38%	47,357.76	16.11%	48,303.56	2.00%	88,144.83
Worker's Compensation	11,778.92	14,384.11	22.12%	14,972.74	4.09%	15,327.23	2.37%	29,356.85
Paid Family Medical Leave	-	8,327.64	#DIV/0!	17,336.85	108.18%	17,747.32	2.37%	25,664.50
PERA	269,335.08	283,896.96	5.41%	295,514.53	4.09%	302,511.06	2.37%	579,411.49
FICA	274,721.78	289,574.89	5.41%	301,424.82	4.09%	308,561.28	2.37%	590,999.72
Total Benefits	1,956,463.80	2,003,586.93	2.41%	2,067,798.50	3.20%	2,086,611.43	0.91%	4,071,385.43
Additional Item			#DIV/0!		#DIV/0!		#DIV/0!	-
Additional Item			#DIV/0!		#DIV/0!		#DIV/0!	-
Additional Item			#DIV/0!		#DIV/0!		#DIV/0!	-
Total Salary & Benefit	5,547,598.13	5,788,879.67	4.35%	6,007,992.28	3.79%	6,120,092.28	1.87%	
								new money total
Fund 01	3,194,174.51	3,324,923.49	130,748.99	3,467,261.74	142,338.24	3,525,304.90		273,087.23
Fund 04	882,192.52	930,197.28	48,004.76	976,680.50	46,483.22	1,006,497.70		94,487.97
Fund 12	1,471,231.11	1,533,758.90	62,527.79	1,564,050.04	30,291.15	1,588,289.68		92,818.94
	5,547,598.13	5,788,879.67		6,007,992.28		6,120,092.28		

	MSBA
Year 1 & Year 2	11,796,871.94
Double Base Yr	11,095,196.27
Difference	701,675.68
Double Base Yr	11,095,196.27
MSBA Percentage	6.32%

ISD 882 MONTICELLO

ESS's

RATES

Proposal	District#3	MSBA	6.32%
Date	2/24/2026	Doesn't include additional intervener position	

Increases between steps

WAGES 2024-25				WAGES 2025-26				WAGES 2026-27				WAGES 2027-28			
ESS	Hr Rate			ESS	Hr Rate	\$ Change	% Change	ESS	Hr Rate	\$ Change	% Change	ESS	Hr Rate	\$ Change	% Change
1	\$17.68			1	\$17.84	\$0.16	0.90%	1	\$25.32	\$7.48	41.93%	1	\$25.83	\$0.51	2.00%
Prorate	\$19.25											Prorate	\$0.00	\$0.00	2.00%
2	\$20.84	17.87%		2	\$21.03	\$0.19	0.90%	2	\$26.10	\$5.07	24.12%	2	\$26.62	\$0.52	2.00%
3	\$26.40	26.68%		3	\$26.64	\$0.24	0.90%	3	\$26.91	\$0.27	1.00%	3	\$27.45	\$0.54	2.00%
ChildCare	Hr Rate			ChildCare	Hr Rate	\$ Change	% Change	ChildCare	Hr Rate	\$ Change	% Change	ChildCare	Hr Rate	\$ Change	% Change
MA-1	\$15.59			MA-1	\$15.73	\$0.14	0.90%	MA-1	\$15.89	\$0.16	1.00%	MA-1	\$16.21	\$0.32	2.00%
MA-2	\$16.70	7.12%		MA-2	\$16.85	\$0.15	0.90%	MA-2	\$17.02	\$0.17	1.00%	MA-2	\$17.36	\$0.34	2.00%
MA-3	\$17.81	6.65%		MA-3	\$17.97	\$0.16	0.90%	MA-3	\$18.15	\$0.18	1.00%	MA-3	\$18.51	\$0.36	2.00%
MA-4	\$18.92	6.23%		MA-4	\$19.09	\$0.17	0.90%	MA-4	\$19.28	\$0.19	1.00%	MA-4	\$19.67	\$0.39	2.00%
MA-5	\$19.77	4.49%		MA-5	\$19.95	\$0.18	0.90%	MA-5	\$20.15	\$0.20	1.00%	MA-5	\$20.55	\$0.40	2.00%
MA-6	\$20.59	4.15%		MA-6	\$20.78	\$0.19	0.90%	MA-6	\$20.99	\$0.21	1.00%	MA-6	\$21.41	\$0.42	2.00%
Longevity Pay				Longevity Pay		\$ Change	% Change	Longevity Pay		\$ Change	% Change	Longevity Pay		\$ Change	% Change
At 5 yrs	\$0.45			At 5 yrs	\$0.45	\$0.00	0.00%	At 5 yrs	\$0.45	\$0.00	0.00%	At 5 yrs	\$0.45	\$0.00	0.00%
At 10 yrs	\$0.55			At 10 yrs	\$0.55	\$0.00	0.00%	At 10 yrs	\$0.55	\$0.00	0.00%	At 10 yrs	\$0.55	\$0.00	0.00%
At 15 yrs	\$0.65			At 15 yrs	\$0.65	\$0.00	0.00%	At 15 yrs	\$0.65	\$0.00	0.00%	At 15 yrs	\$0.65	\$0.00	0.00%
At 20 yrs	\$0.75			At 20 yrs	\$0.75	\$0.00	0.00%	At 20 yrs	\$0.75	\$0.00	0.00%	At 20 yrs	\$0.75	\$0.00	0.00%
At 25 yrs	\$0.75			At 25 yrs	\$0.85	\$0.10	13.33%	At 25 yrs	\$0.85	\$0.00	0.00%	At 25 yrs	\$0.85	\$0.00	0.00%
None	\$0.00			None	\$0.00			None	\$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

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 0.00%

BENEFITS 2025-26
Health Ins - per yr

Indv	\$11,700.00	\$ Change	\$0.00	% Change	0.00%
Dep	\$25,656.00	\$ Change	\$0.00	% Change	0.00%
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

Indv	\$562.38	\$ Change	\$16.38	% Change	3.00%
Dep	\$1,080.00	\$ Change	\$0.00	% Change	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 0.22%

BENEFITS 2026-27
Health Ins - per yr

Indv	\$12,060.00	\$ Change	\$360.00	% Change	3.08%
Dep	\$26,016.00	\$ Change	\$360.00	% Change	1.40%
None	\$0.00				
			\$1,005/mo		
			\$2,168/mo		

		% Inc	% Cover
Indv Cost	\$11,879.50	8.00%	101.52%
Dep Cost	\$29,665.71	8.00%	87.70%
Dep Costs (2Emp)	\$0.00		

Dental Ins - per yr

Indv	\$579.25	\$ Change	\$16.87	% Change	3.00%
Dep	\$1,080.00	\$ Change	\$0.00	% Change	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%

BENEFITS - 2027-28
Health Ins - per yr

Indv	\$12,060.00	\$ Change	\$0.00	% Change	0.00%
Dep	\$26,016.00	\$ Change	\$0.00	% Change	0.00%
None	\$0.00				
			\$1,005/mo		
			\$2,168/mo		

		% Inc	% Cover
Indv Cost	\$12,748.60	8.00%	94.60%
Dep Cost	\$31,878.89	8.00%	81.61%
Dep Costs (2Emp)	\$0.00		

Dental Ins - per yr

Indv	\$596.63	\$ Change	\$17.38	% Change	3.00%
Dep	\$1,080.00	\$ Change	\$0.00	% Change	0.00%
None	\$0.00				

		% Inc	% Cover
Indv Cost	\$596.63	3.00%	100.00%
Dep Cost	\$1,606.31	3.00%	67.23%

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%