SEIU 284
Monticello District #882 Technology Support Employees
Document Neg #3 October 23, 2026

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Contract Organizer SEIU 284: Sara Nyhus

2026-2028 UNION PROPOSALS

The following are the Union's initial proposals to the School District in negotiations for a successor collective bargaining agreement.

In the following proposals, (1) language that is **underlined and bold** is new language that is being proposed to be added to the agreement; (2) language with a ~~strikethrough~~ is current contract language that would be removed from the agreement; and (3) all other language is current contract language that would continue into the next contract.

The Union reserves the right to add to, subtract from, delete, amend, or otherwise modify its bargaining proposals as the union deems fit and necessary during the course of these negotiations. All financial offers are retroactive to July 1, 2026.

1. Update all dates to reflect new contract years 2026-2028.
   District Response 9/9/2026: TA

   *This is inclusive of MoA's/MoU's attached to the contract.

2. ARTICLE V EMPLOYEE RIGHTS

~~Section 3. *Dues Check Off*: With the authorization of the employee, each employee shall have the right to request and be allowed dues check off for the Union. The employee request shall be in the form of a written authorization, online sign-up, or audio-recorded phone authorization submitted to the Union. The Union shall provide the District with the appropriate form of authorization (examples of appropriate form are: paper, electronic file, audio file) for dues/premier member dues deduction.~~

~~The School District agrees to honor and implement all terms of dues-checkoff authorizations submitted by the Union and agreed to by the employee. The School District shall adhere to the specific provisions in each dues check-off authorization regarding the duration, renewal, procedure for revocation, amount of dues deducted (including premier member), and all other provisions agreed to by the employee as stated in the authorization, irrespective of the employee's membership in the Union. Such dues shall be remitted to the Union monthly.~~

Section 3. Request for Payroll Deduction, Authorization and Remittance: Employees have the right to request and be allowed payroll deduction for the Union and for the Union's political action committee. The District will commence deductions within thirty days of receiving notice from the Union of the authorized deduction(s). The District will remit deductions to the Union within thirty days of the deduction.

The notice will include certification from the Union that the Union has and will maintain a signed authorization from the employee for whom deductions will be made. A valid signed authorization includes, but is not limited to, an electronically signed authorization. The District may require a copy of the signed authorization form only if a dispute arises about the existence or terms of the authorization. The dues deduction authorization remains in effect until the District receives notice from the Union that an employee has changed or canceled their authorization in writing in accordance with the terms of the original authorizing document.

The Union will indemnify the District for any successful claims made by an employee for unauthorized deductions made in reliance upon certification or information received from the Union.

District Response 9/9/2026: TA

3. ARTICLE VI RATES OF PAY

Section 1. *Rates of Pay*: Increase 5% each year.

Subd. 1. The wages and salaries reflected in Appendix A, attached hereto, shall be a part of the Agreement for the period commencing July 1, 2024~~4~~ 6 and continuing through June 30, 2025~~5~~ 7.

Subd. 2. The wages and salaries reflected in Appendix B, attached hereto, shall be a part of the Agreement for the period commencing July 1, 2025 7 and continuing through June 30, 2026~~6~~ 8.

District Counter 9/9/2026: Year 1 increase by 2.5%, Year 2 increase by 3.0% No other changes.

Union Counter Proposal 9/30/2026: Increase each year by 4%.

Union holds with opening offer on longevity.

District 9/30/2026: 3% first year and 4% second year with the reduction of 4 days at 4th of July week.

Union Counter 10/23/2026: 3% first year and 4% second year: Hold with ask on longevity.

4. ARTICLE VII GROUP INSURANCES

MAINTAIN SAME AS CERTIFIED CONTRACT LANGUAGE

District Response 9/9/2026: TA

5. ARTICLE VIII LEAVES OF ABSENCE

Section 2. *Personal Leave*:

Subd. 1. Technology support employees shall be granted up to ~~two (2)~~ **three (3)** days per contract year for paid personal leave, to be used with discretion for matters of a personal nature that need to be attended to during the workday. After ~~twenty (20)~~ **ten (10)** years of service ~~three (3)~~ **four (4)** personal days will be rewarded.

Subd. 2. The request to use personal leave must be made to the Director of Technology and receive approval prior to the day the leave is taken. 24-hour notice is required unless there is an emergency.

Subd. 3. Unused personal leave will roll over at the end of the year, for a total of no more ~~than four (4)~~ **five (5)** personal days in any year. After twenty (20) years, up to ~~two (2)~~ **three (3)** days may be rolled into the following year, up to a total of ~~five (5)~~ **six (6)**personal days in any year.

Subd. 4. Personal leave allowed shall not be deducted from the accumulated sick leave days earned by the employee.

District 9/9/2026: Does Not Agree

Union 9/30/2026: Holds with opening offer from 9/9/2026.

Union 10/23/2026: Drop

6. ARTICLE IX HOURS OF SERVICE

Section 4. *Vacation:*

Subd. 1. Vacation will be front-loaded on the year, and awarded on July 1 as follows:

1. Vacation pay will be prorated for newly hired employees, based on hire date.
2. Technology employees who are in years one (1) through six (6) years will receive ~~two (2)~~ ***three (3)*** weeks of vacation.
3. In years seven (7) through twelve (12) of consecutive employment, the technology employee shall be granted ~~three (3)~~ **four (4)** weeks of vacation.
4. In years thirteen (13) and beyond, the technology employee shall be granted ~~four (4)~~ **five (5)** weeks of vacation.

Subd. 2. Application for vacation is to be done in a reasonable time. Vacations of one (1) or two (2) days will be scheduled with a minimum of three (3) day notice. Vacations of three (3) days and longer require a minimum of two (2) weeks notice prior to the desired vacation, submitted to the Director of Technology for approval. The Director of Technology reserves the right to deny a vacation request.

Subd. 3. No vacation will be taken three (3) weeks prior to the start of the school year and two (2) weeks following the close of the school year.

Subd. 4. Accrued vacation days must be taken within ~~six (6)~~ **twelve (12** months after the year it was earned.

Subd. 5. All earned vacation days not taken will be paid out upon retirement or resignation. Vacation leave will be prorated for retirement or resignation mid-year and any vacation leave taken beyond the prorated amount of leave will be deducted from the employee's final paycheck. With proper notice of resignation or retirement, vacation leave, earned but not taken will be paid out upon separation.

District Response 9/9/2026: Does Not Agree.

~~Union 9/30/2026: Drop~~

Vacation: ***Union Counter 10/23/2026***

Subd. 1. Vacation will be front-loaded on the year, and awarded on July 1 as follows:

1. Vacation pay will be prorated for newly hired employees, based on hire date.
2. Technology employees who are in years one (1) through six (6) years will receive ~~two (2)~~ ***three (3)*** weeks of vacation.
3. In years seven (7) **on** ~~through twelve (12) of consecutive employment, the technology employee shall be granted three~~ (3) **four (4)** weeks of vacation.
4. ~~In years thirteen (13) and beyond, the technology employee shall be granted four (4)~~ **five (5)** ~~weeks of vacation.~~

Subd. 2. Application for vacation is to be done in a reasonable time. Vacations of one (1) or two (2) days will be scheduled with a minimum of three (3) day notice. Vacations of three (3) days and longer require a minimum of two (2) weeks notice prior to the desired vacation, submitted to the Director of Technology for approval. The Director of Technology reserves the right to deny a vacation request.

Subd. 3. No vacation will be taken three (3) weeks prior to the start of the school year and two (2) weeks following the close of the school year.

Subd. 4. Accrued vacation days must be taken within ~~six (6)~~ ~~**twelve (12**~~) months after the year it was earned.

Subd. 5. All earned vacation days not taken will be paid out upon retirement or resignation. Vacation leave will be prorated for retirement or resignation mid-year and any vacation leave taken beyond the prorated amount of leave will be deducted from the employee's final paycheck. With proper notice of resignation or retirement, vacation leave, earned but not taken will be paid out upon separation.

District Response 9/9/2026: Does Not Agree.

Appendix A

Wages / Salary 2024-25 School Year

Position Classification	Step 1	Step 2	Step 3
AV Technician	$ 25.66	$ 26.23	$ 26.80
Level 1 Desktop 1	$ 25.66	$ 26.23	$ 26.80
Level 2 Desktop 2	$ 27.97	$ 28.53	$ 29.10
Information System Support Staff	$ 30.48	$ 31.04	$ 31.61
Technology Coordinator	$ 89,951	$ 91,125	$ 92,298

Appendix B

Wages / Salary 2025-26 School Year

Position Classification	Step 1	Step 2	Step 3
AV Technician	$ 26.69	$ 27.28	$ 27.87
Level 1 Desktop 1	$ 26.69	$ 27.28	$ 27.87
Level 2 Desktop 2	$ 29.09	$ 29.67	$ 30.26
Information System Support Staff	$ 31.70	$ 32.28	$ 32.87
Technology Coordinator	$ 93,549	$ 94,770	$ 95,990

Appendix C Longevity

Longevity Differential (per hour)	
5 - 9 years	$0.45
10 - 14 years	$0.55
15 - 19 years	$0.65
20 - 24 years	$0.75
25+ years	$0.85

Union Counter #3 10/23/2026 Appendix A

Wages / Salary ~~22-23~~ 2026-27 School Year ~~(5% increase)~~ **~~(3% increase)~~**

Position Classification	Step 1	Step 2	Step 3
AV Technician	27.49	28.10	28.71
Level 1 Desktop 1	27.49	28.10	28.71
Level 2 Desktop 2	29.96	30.56	31.17
Information System Support Staff	32.65	33.25	33.86
Technology Coordinator	96,355.00	97,613.00	98,871.00

Appendix B

Wages / Salary ~~23-24~~ 2027-28School Year ~~(5% increase)~~ **~~(4% increase)~~**

Union Proposal #3 10/23/2026

Position Classification	Step 1	Step 2	Step 3
AV Technician	28.59	29.22	29.88
Level 1 Desktop 1	28.59	29.22	29.86
Level 2 Desktop 2	31.16	31.78	32.42
Information System Support Staff	33.96	34.58	35.21
Technology Coordinator	98,667.52	99,955.71	101,242.88

Appendix C

Add $0.10 each year of Longevity

District Response 9/9/2026: Does Not Agree.

Union 9/30/2026: Hold with opening proposal.

Union 10/23/2026: Hold

Longevity Differential (per hour)	26-27	27-28
5-9 years	$0.55	$0.65
10-14 years	$0.65	$0.75
15-19 years	$0.75	$0.85
20-24 years	$0.85	$0.95
25+	$0.85	$1.05

ISD 882 MONTICELLO
Technology
2026-2028

Union 10/23/26
Proposal#3

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	508,990.35	525,329.10	3.21%	546,288.70	3.99%	1,071,617.80
Health Ins	123,768.00	125,208.00	1.16%	125,208.00	0.00%	250,416.00
Dental Ins	5,352.00	5,352.00	0.00%	5,419.68	1.26%	10,771.68
HRA	2,500.00	2,500.00	0.00%	5,000.00	100.00%	7,500.00
Life Ins	315.00	360.00	14.29%	360.00	0.00%	720.00
LTD	980.00	1,120.00	14.29%	1,120.00	0.00%	2,240.00
403b Match	5,844.86	7,913.23	35.39%	9,577.10	21.03%	17,490.33
Worker's Compensation	1,934.16	1,996.25	3.21%	2,075.90	3.99%	4,072.15
PFML	1,119.78	2,311.45	106.42%	2,403.67	3.99%	4,715.12
PERA	38,174.28	39,399.68	3.21%	40,971.65	3.99%	80,371.34
FICA	38,937.76	40,187.68	3.21%	41,791.09	3.99%	81,978.76
Total Benefits	218,925.84	226,348.28	3.39%	233,927.09	3.35%	460,275.37
						-
						-
Total Salary & Benefit	727,916.19	751,677.38	3.26%	780,215.79	3.80%	1,531,893.17
		23,761.19		28,538.40		52,299.60
						$43,495.00
						($8,804.60)

ISD 882 Monticello
Technology
Rates

Proposal#3 Union 10/23/26

WAGES - 2025-26	
Level 1 Desktop 1	**Hourly**
Step 1	$26.69
Step 2	$27.28
Step 3	$27.87
Level 2 Desktop 2	**Hourly**
Step 1	$29.09
Step 2	$29.67
Step 3	$30.26
AV Tech	**Hourly**
Step 1	$26.69
Step 2	$27.28
Step 3	$27.87
Info System Supp	**Hourly**
Step 1	$31.70
Step 2	$32.28
Step 3	$32.87
Tech Coord	**Annual**
Step 1	$93,549.00
Step 2	$94,770.00
Step 3	$95,990.00
Longevity	**Annual**
~~5-9 years~~	$0.45
~~10-14 years~~	$0.55
~~15-19 years~~	$0.65
~~20-24 years~~	$0.75
~~25+++~~	$0.85
None	$0.00
Certificates	**Hourly**
A+	$0.50
Google Educator	$0.25
Google Admin	$0.50
None	$0.00

3.00%

WAGES - 2026-27		
Level 1 Desktop 1	**Hourly**	
Step 1	$27.49	3.00%
Step 2	$28.10	3.00%
Step 3	$28.71	3.00%
Level 2 Desktop 2	**Hourly**	
Step 1	$29.96	3.00%
Step 2	$30.56	3.00%
Step 3	$31.17	3.00%
AV Tech	**Hourly**	
Step 1	$27.49	3.00%
Step 2	$28.10	3.01%
Step 3	$28.71	3.01%
Info System Supp	**Hourly**	
Step 1	$32.65	3.00%
Step 2	$33.25	3.00%
Step 3	$33.86	3.00%
Tech Coord	**Annual**	
Step 1	$96,355.00	3.00%
Step 2	$97,613.00	3.00%
Step 3	$98,870.00	3.00%
Longevity	**Hourly**	
5-9 years	$0.55	0.00%
10-14 years	$0.65	0.00%
15-19 years	$0.75	0.00%
20-24 years	$0.85	0.00%
25+++	$0.95	0.00%
None None	$0.00	
Certificates	**Hourly**	
A+	$0.50	0.0%
Google Educator	$0.25	0.0%
Google Admin	$0.50	0.0%
None	$0.00	0.0%

4.00%

WAGES - 2027-28		
Level 1 Desktop 1	**Hourly**	
Step 1	$28.59	4.00%
Step 2	$29.22	4.00%
Step 3	$29.86	4.00%
Level 2 Desktop 2	**Hourly**	
Step 1	$31.16	4.00%
Step 2	$31.78	4.00%
Step 3	$32.42	4.00%
AV Tech	**Hourly**	
Step 1	$28.59	4.00%
Step 2	$29.22	4.00%
Step 3	$29.86	4.00%
Info System Supp	**Hourly**	
Step 1	$33.96	4.00%
Step 2	$34.58	4.00%
Step 3	$35.21	4.00%
Tech Coord	**Annual**	
Step 1	$100,209.00	4.00%
Step 2	$101,518.00	4.00%
Step 3	$102,825.00	4.00%
Longevity	**Hourly**	
5-9 years	$0.65	0.00%
10-14 years	$0.75	0.00%
15-19 years	$0.85	0.00%
20-24 years	$0.95	0.00%
25+++	$1.05	0.00%
None None	$0.00	
Certificates	**Hourly**	
A+	$0.50	0.0%
Google Educator	$0.25	0.0%
Google Admin	$0.50	0.0%
None	$0.00	0.0%

ISD 882 Monticello
Technology

Proposal#3 **Union 10/23/26**

BENEFITS - 2025-26	
Health Ins - per yr	
Indv	$11,700.00
Dep	$25,656.00
None	$0.00
Indv Cost	$10,059.72
Dep Cost	$25,616.40
Dental Ins - per yr	
Indv	$528.00
Dep	$1,080.00
None	$0.00
Indv Cost	$564.00
Dep Cost	$1,428.00
Life - per yr $50,000	
30 hrs	$45.00
None	$0.00
LTD - per yr	
30 hrs	$140.00
None	$0.00
PERA	7.50%
PFML	0.44%

BENEFITS - 2026-27				
Health Ins - per yr		$ Change	% Change	
Indv	$12,060.00	$360.00	3.08%	
Dep	$25,656.00	$360.00	0.00%	
None	$0.00	$2,168/m		Fa
		$1,005/m		Single
Indv Cost	$10,562.71	114.18%		
Dep Cost	$26,897.22	95.39%		
Dental Ins - per yr		$ Change	% Change	
Indv	$528.00	$0.00	0.00%	
Dep	$1,080.00	$0.00	0.00%	
None	$0.00			
		% Inc	% Cover	
Indv Cost	$564.00	0.00%	93.62%	
Dep Cost	$1,428.00	0.00%	75.63%	
Life - per yr $50,000				
30 hrs	$45.00	$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		$ Change	% Change	
Indv	$12,060.00	$0.00	0.00%	
Dep	$25,656.00	$0.00	0.00%	
None	$0.00		$2,168/m	Family
			$1,005/m	Single
Indv Cost	$11,407.72	105.72%	8%	
Dep Cost	$29,049.00	88.32%	8%	
Dental Ins - per yr		$ Change	% Change	
Indv	$544.92	$16.92	3.20%	
Dep	$1,080.00	$0.00	0.00%	
None	$0.00			
		% Inc	% Cover	
Indv Cost	$580.92	3.00%	93.80%	
Dep Cost	$1,470.84	3.00%	73.43%	
Life - per yr $50,000				
30 hrs	$45.00	$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%			