ISD 882 MONTICELLO
Technology
2026-2028

Union 10/23/26
Proposal#4

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	525,328.50	3.21%	543,640.00	3.49%	1,068,968.50
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	7,913.22	35.39%	9,530.78	20.44%	17,444.00
Worker's Compensation	1,934.16	1,996.25	3.21%	2,065.83	3.49%	4,062.08
PFML	1,119.78	2,311.45	106.42%	2,392.02	3.49%	4,703.46
PERA	38,174.28	39,399.64	3.21%	40,773.00	3.49%	80,172.64
FICA	38,937.76	40,187.63	3.21%	41,588.46	3.49%	81,776.09
Total Benefits	218,925.84	226,348.18	3.39%	233,457.77	3.14%	459,805.95
						-
						-
Total Salary & Benefit	727,916.19	751,676.68	3.26%	777,097.77	3.38%	1,528,774.45
		23,760.49		25,421.09		49,181.58
						$43,495.00
						($5,686.58)

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Technology
Rates

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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		$0.45	0.00%
10-14 years		$0.55	0.00%
15-19 years		$0.65	0.00%
20-24 years		$0.75	0.00%
25+++		$0.85	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%

3.50%

WAGES - 2027-28			
Level 1 Desktop 1		**Hourly**	
Step 1		$28.45	3.50%
Step 2		$29.08	3.50%
Step 3		$29.71	3.50%
Level 2 Desktop 2		**Hourly**	
Step 1		$31.01	3.50%
Step 2		$31.63	3.50%
Step 3		$32.26	3.50%
AV Tech		**Hourly**	
Step 1		$28.45	3.50%
Step 2		$29.08	3.50%
Step 3		$29.71	3.50%
Info System Supp		**Hourly**	
Step 1		$33.79	3.50%
Step 2		$34.41	3.50%
Step 3		$35.05	3.50%
Tech Coord		**Annual**	
Step 1		$99,727.00	3.50%
Step 2		$101,029.00	3.50%
Step 3		$102,330.00	3.50%
Longevity		**Hourly**	
5-9 years		$0.50	0.05
10-14 years		$0.60	0.05
15-19 years		$0.70	0.05
20-24 years		$0.80	0.05
25+++		$0.90	0.05
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%

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BENEFITS - 2025-26		BENEFITS - 2026-27		$ Change	% Change	BENEFITS - 2027-28		$ Change	% Change	
Health Ins - per yr		**Health Ins - per yr**				**Health Ins - per yr**				
Indv	$11,700.00	Indv	$12,060.00	$360.00	3.08%	Indv	$12,060.00	$0.00	0.00%	
Dep	$25,656.00	Dep	$25,656.00	$360.00	0.00%	Dep	$25,656.00	$0.00	0.00%	
None	$0.00	None	$0.00		$2,168/m	Fa None	$0.00		$2,168/m	Family
					$1,005/m	Single			$1,005/m	Single
Indv Cost	$10,059.72	Indv Cost	$10,562.71	114.18%		Indv Cost	$11,407.72	105.72%	8%	
Dep Cost	$25,616.40	Dep Cost	$26,897.22	95.39%		Dep Cost	$29,049.00	88.32%	8%	
Dental Ins - per yr		**Dental Ins - per yr**		$ Change	% Change	**Dental Ins - per yr**		$ Change	% Change	
Indv	$528.00	Indv	$528.00	$0.00	0.00%	Indv	$544.92	$16.92	3.20%	
Dep	$1,080.00	Dep	$1,080.00	$0.00	0.00%	Dep	$1,080.00	$0.00	0.00%	
None	$0.00	None	$0.00			None	$0.00			
				% Inc	% Cover			% Inc	% Cover	
Indv Cost	$564.00	Indv Cost	$564.00	0.00%	93.62%	Indv Cost	$580.92	3.00%	93.80%	
Dep Cost	$1,428.00	Dep Cost	$1,428.00	0.00%	75.63%	Dep Cost	$1,470.84	3.00%	73.43%	
Life - per yr $50,000		**Life - per yr $50,000**				**Life - per yr $50,000**				
30 hrs	$45.00	30 hrs	$45.00	$0.00	0.00%	30 hrs	$45.00	$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%			
PFML	0.44%	**PFML**	0.44%			**PFML**	0.44%			