November 11, 2026
2026-28 Technology Support Negotiations
District Proposal #4

Key:
Additions: blue / bold / italics / underlined
~~Deletions:~~ blue / strikethrough

Tentative Agreements as of November 11, 2026

1.
Update all dates as appropriate.

2.
ARTICLE V: EMPLOYEE RIGHTS
Section 3. ~~Dues Check Off:~~ ***Request for Payroll Deduction, Authorization and Remittance:***
~~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.~~

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.

4.
ARTICLE VII: GROUP INSURANCE
Maintain same as certified teacher contract language.

7.
Update all references to supervisors within the agreement to "Superintendent or designee"

8.
ARTICLE V: EMPLOYEE RIGHTS
Section 4. Union Access to Information
It is in the interest of the employer and the Union that all newly hired employees are informed of their rights, obligations and benefits of their employment with the District. Accordingly, the District shall inform the Union representative and steward(s) of all new hires ~~within ten (10) working days of hire~~ ***in accordance with MN statute***.

District Response to Union Proposals of November 11, 2026

3.
ARTICLE VI: RATES OF PAY
See separate financial proposal.

6. ***Item 6 is contingent upon the unit's agreement to both Items 9 and 10 below***
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)~~ ***five (5)*** years will receive two (2) weeks of vacation.
3. In years ~~seven (7)~~ ***six (6)*** through ~~twelve (12)~~ ***ten (10)*** of consecutive employment, the technology employee shall be granted three (3) weeks of vacation.
4. In years ~~thirteen (13)~~ ***eleven (11)*** and beyond, the technology employee shall be granted four (4) weeks of vacation.

District Proposals of November 11, 2026

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

9.

Background: Employee use of funeral leave is guaranteed by Minn. Stat. 181.9447 ("Use of Earned Sick and Safe Time"). Members of the unit would continue to have leave available for the "need to make arrangements for or attend funeral services or a memorial, or address financial or legal matters that arise after the death of a family member". As well, the statutory language is more broad than the CBA language with regard to who funeral leave can be used in reference to.

ARTICLE VIII: LEAVES OF ABSENCE

~~Section 3. Funeral Leave: In the event of a funeral or death, two (2) funeral days may be utilized per occurrence. If additional days are needed for the death of an immediate family member, technology support employees may use up to three (3) days of sick leave. Immediate family shall include the following: husband, wife, children and any relative of whom the employee is the legal custodial guardian, sisters, brothers, parents, sister-in-law, brother-in-law, father-in-law, mother-in-law, aunt, uncle, niece, nephew, daughter-in-law, son-in-law, grandchildren and grandparents. Additional days may be granted at the discretion of the Superintendent or designee.~~

10.

ARTICLE IX: HOURS OF SERVICE

~~Section 6. Job Postings: New or vacated positions will be posted for five (5) days. All interested parties should send a letter of interest to Human Resources.~~

~~Leading candidates will be called in for an interview by the Superintendent or designee. The Superintendent or designee will select the most qualified candidate.~~

~~All candidates interviewed will be notified within ten (10) working days of the decision of the Superintendent or designee.~~

ISD 882 MONTICELLO
Technology
2026-2028

District 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	514,239.60	530,041.20	3.07%	543,823.86	2.60%	1,073,865.06
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%	5,352.00	0.00%	10,704.00
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	5,921.78	7,988.76	34.90%	9,540.70	19.43%	17,529.46
Worker's Compensation	1,954.11	2,014.16	3.07%	2,066.53	2.60%	4,080.69
PFML	1,131.33	2,332.18	106.15%	2,392.83	2.60%	4,725.01
PERA	38,567.97	39,753.09	3.07%	40,786.79	2.60%	80,539.88
FICA	39,339.33	40,548.15	3.07%	41,602.53	2.60%	82,150.68
Total Benefits	219,829.52	227,176.34	3.34%	233,429.37	2.75%	460,605.71
						-
						-
Total Salary & Benefit	734,069.12	757,217.54	3.15%	777,253.24	2.65%	1,534,470.78
		23,148.42		20,035.70		43,184.12
		-		-		$43,495.00
						$310.88

ISD 882 Monticello
Technology
Rates

Proposal#3 District 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	**Daily**	**Annual**	
Step 1	$364.30	$94,718.00	1.25%
Step 2	$369.06	$95,955.00	1.25%
Step 3	$373.81	$97,190.00	1.25%
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%

3.00%

WAGES - 2027-28			
Level 1 Desktop 1		**Hourly**	
Step 1		$28.31	3.00%
Step 2		$28.94	3.00%
Step 3		$29.57	3.00%
Level 2 Desktop 2		**Hourly**	
Step 1		$30.86	3.00%
Step 2		$31.48	3.00%
Step 3		$32.11	3.00%
AV Tech		**Hourly**	
Step 1		$28.31	3.00%
Step 2		$28.94	3.00%
Step 3		$29.57	3.00%
Info System Supp		**Hourly**	
Step 1		$33.63	3.00%
Step 2		$34.25	3.00%
Step 3		$34.88	3.00%
Tech Coord	**Daily**	**Annual**	
Step 1	$371.59	$95,126.02	2.00%
Step 2	$376.44	$96,368.34	2.00%
Step 3	$381.28	$97,608.66	2.00%
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%

$ longevity
3/5 yrs 2 years

ISD 882 Monticello
Technology

Proposal#3 District 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	$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%			