ISD 882 MONTICELLO
Technology
2026-2028

Union 11/11/26
Proposal#5

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%	541,086.50	3.00%	1,066,415.00
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%	9,485.95	19.87%	17,399.17
Worker's Compensation	1,934.16	1,996.25	3.21%	2,056.13	3.00%	4,052.38
PFML	1,119.78	2,311.45	106.42%	2,380.78	3.00%	4,692.23
PERA	38,174.28	39,399.64	3.21%	40,581.49	3.00%	79,981.13
FICA	38,937.76	40,187.63	3.21%	41,393.12	3.00%	81,580.75
Total Benefits	218,925.84	226,348.18	3.39%	233,005.15	2.94%	459,353.33
						-
						-
Total Salary & Benefit	727,916.19	751,676.68	3.26%	774,091.65	2.98%	1,525,768.33
		23,760.49		22,414.97		46,175.46
						$43,495.00
						($2,680.46)

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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%

	3.00%
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	**Annual**
Step 1	$99,246.00 3.00%
Step 2	$100,541.00 3.00%
Step 3	$101,836.00 3.00%
Longevity	**Hourly**
5-9 years	$0.45 -
10-14 years	$0.55 -
15-19 years	$0.65 -
20-24 years	$0.75 -
25+++	$0.85 -
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	
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		$ Change	% Change	
Health Ins - per yr				
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		$ Change	% Change	
Health Ins - per yr				
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%			