ISD 882 MONTICELLO
Technology
2026-2028

District 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	514,239.60	529,182.00	2.91%	544,800.90	2.95%	1,073,982.90
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	7,984.06	34.83%	9,566.90	19.83%	17,550.95
Worker's Compensation	1,954.11	2,010.89	2.91%	2,070.24	2.95%	4,081.14
PFML	1,131.33	2,328.40	105.81%	2,397.12	2.95%	4,725.52
PERA	38,567.97	39,688.65	2.91%	40,860.07	2.95%	80,548.72
FICA	39,339.33	40,482.42	2.91%	41,677.27	2.95%	82,159.69
Total Benefits	219,829.52	227,034.42	3.28%	233,611.60	2.90%	460,646.02
						-
						-
Total Salary & Benefit	734,069.12	756,216.42	3.02%	778,412.50	2.94%	1,534,628.92
		22,147.30		22,196.08		44,343.38
		-		-		$43,495.00
						($848.38)

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Rates

Proposal#5 District 11/11/26
6:50pm

2.50%

3.00%

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

WAGES - 2026-27

Level 1 Desktop 1		Hourly	
Step 1		$27.36	2.50%
Step 2		$27.96	2.50%
Step 3		$28.57	2.50%
Level 2 Desktop 2		**Hourly**	
Step 1		$29.82	2.50%
Step 2		$30.41	2.50%
Step 3		$31.02	2.50%
AV Tech		**Hourly**	
Step 1		$27.36	2.51%
Step 2		$27.96	2.49%
Step 3		$28.57	2.51%
Info System Supp		**Hourly**	
Step 1		$32.49	2.50%
Step 2		$33.09	2.50%
Step 3		$33.69	2.50%
Tech Coord	**Daily**	**Annual**	
Step 1	$368.80	$95,888.00	2.50%
Step 2	$373.61	$97,139.00	2.50%
Step 3	$378.42	$98,390.00	2.50%
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%

WAGES - 2027-28

Level 1 Desktop 1		Hourly	
Step 1		$28.18	3.00%
Step 2		$28.80	3.00%
Step 3		$29.43	3.00%
Level 2 Desktop 2		**Hourly**	
Step 1		$30.71	3.00%
Step 2		$31.32	3.00%
Step 3		$31.95	3.00%
AV Tech		**Hourly**	
Step 1		$28.18	3.00%
Step 2		$28.80	3.00%
Step 3		$29.43	3.00%
Info System Supp		**Hourly**	
Step 1		$33.46	3.00%
Step 2		$34.08	3.00%
Step 3		$34.70	3.00%
Tech Coord	**Daily**	**Annual**	
Step 1	$379.86	$98,764.64	3.00%
Step 2	$384.82	$100,053.17	3.00%
Step 3	$389.78	$101,341.70	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				
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%			