

PAY SCHEDULE

	FY2024	FY2025	Increase %	Increase \$	Proposal	FY2026	Increase %	Increase \$	FY2027	Increase %	Increase \$
Step 1	18.48	19.23	4.06%	0.75	Step 1	19.81	3.00%	0.58	20.40	3.00%	0.59
Step 2	18.75	19.49	3.95%	0.74	Step 2	20.07	3.00%	0.58	20.68	3.00%	0.60
Step 3	19	19.76	4.00%	0.76	Step 3	20.35	3.00%	0.59	20.96	3.00%	0.61
Step 4	19.26	20.03	4.00%	0.77	Step 4	20.63	3.00%	0.60	21.25	3.00%	0.62
Step 5	19.52	20.3	4.00%	0.78	Step 5	20.91	3.00%	0.61	21.54	3.00%	0.63

Shift Differential

FY25	FY26	FY27
0.5	0.5	0.5

Health Insurance District Contribution

FY2025	FY2026	FY2027
750	775	800

Rental Hourly Rate

FY25	FY26	FY27
30	30	30

\$200 uniform allowance, staff will purchase what they choose

3 personal days

Add'l floating holiday

	2024-2025		2025-2026		2026-2027
SALARIES	135,157.22		139,718.24		145,133.10
% Increase		3.37%		3.88%	
BENEFITS					
Health Insurance	36000	3.33%	37200	3.23%	38400
NON NEGOTIABLE RATES					
PERA 7.5%	10,136.79	3.37%	10,478.87	3.88%	10,884.98
FICA 7.65%	10,339.53	3.37%	10,688.45	3.88%	11,102.68
MN Paid Leave .44%	594.69	3.37%	614.76	3.88%	638.59
LTD .125%	168.95	3.37%	174.65	3.88%	181.42
TOTAL DISTRICT COST	192,397.17		198,874.96		206,340.77
Increase		3.37%		3.75%	
TOTAL % INCREASE OF PACKAGE			10.49%		