

MEMORANDUM

To: School Board
From: Matt Menier, Executive Director of Academics
Date: July 16, 2026
Re: Q-Comp (ATPPS) Memorandum of Agreement with SAVEA, 2026–27 & 2027–28

Purpose

The District and the St. Anthony Village Education Association (SAVEA) have reached agreement on a renewed Memorandum of Agreement for Q-Comp, Minnesota’s Alternative Teacher Professional Pay System (ATPPS). The renewal extends the program through the 2027–28 school year. Administration recommends Board approval.

Background

St. Anthony–New Brighton has operated Q-Comp continuously since 2006–07. The program ties teacher professional growth, peer coaching (CORE Colleagues), and performance pay to the district’s teacher development and evaluation system. It is funded through state alternative compensation aid and the local alternative compensation levy, with unused funds carrying over to the following year’s Q-Comp budget. The Q-Comp/TDE Oversight Committee — which includes the Superintendent, Union President, and building-level representatives — reviews and approves the annual budget.

What the Renewed Agreement Includes

- Term: extends the agreement through June 30, 2028. If state ATPPS statutes change, the program discontinues unless the parties reach an alternative agreement.
- Participation: all teachers on the SAVEA contract participate, including full-year long-term substitutes; teachers hired mid-year participate on a pro-rated basis.
- Teacher requirements: an individual growth goal, goal conferences, a minimum of 3 points of contact with a building administrator, and 5 points of contact with a CORE Colleague.
- Observation rubric: teachers are observed using rubrics agreed upon by the District and Union, with expectations met at 80–100% of agreed-upon indicators — replacing the prior McREL-specific language.
- Performance pay: teachers are eligible for up to \$2,200 per year — \$110 for meeting the building goal, \$220 for the student achievement goal, and \$1,870 for successfully completing required observations and points of contact. Once earned, performance incentives become a permanent part of a teacher’s salary.
- Career ladder positions: District-Wide Q-Comp Advisor (\$1,500), Site-Specific Advisors (\$1,000 each), CORE Colleague Coordinator (\$1,500), CORE Colleagues (\$800–\$1,200 per educator supported, based on the educator’s contract status), and building leads (\$1,500 per building).
- Appeals: a defined appeals process, with the grievance procedure as a final step.

Fiscal Impact

The program is funded within existing state ATPPS revenue and the local alternative compensation levy. The agreement does not obligate new local revenue; if the State increases per-pupil ATPPS funding, the Oversight Committee allocates the increase, with preference given to performance pay.

Recommendation

Administration recommends the Board approve the Memorandum of Agreement regarding Q-Comp between ISD 282 and SAVEA for the 2026–27 and 2027–28 school years.