

ST. CLOUD EDUCATIONAL SUPPORT PROFESSIONALS 2025-2027

We are pleased to report that we have a proposed wage and benefit package with the St. Cloud Educational Support Professionals of School District 742. The proposed increases in wages and benefits, if adopted, would represent a total cost within the budgeting parameters established by the School Board for settlement for this employee group.

In considering and comparing the cost of settlement packages in our various bargaining and employee groups, it is important to note that costing percentages are composed of the sum of lane improvement, longevity, step improvement, salary schedule improvement, insurance and retirement contributions. Further, in addition to board authorized monies for contract settlement, employee groups may realign existing monies within their contract to achieve a tentative agreement.

This group represents 6.6 FTE and approximately 7 employees

Year One:

- Set duty year at 193 days with 7 paid holidays
- 1.70% salary increase for those employed prior to March 1, 2025, retroactive to the start of the 2025-2026 contract year
- Set longevity levels as follows: 5-9yrs=**\$2,000**, 10-14yrs=**\$3,000**, 15-19=**\$4,000**, 20+yrs=\$5,000
- Increase District Insurance Contribution to Single Plans to \$640.00 per month effective October 1, 2025
- Caps on the Single EME Contribution (\$945.44/month) and the Family EME Contribution (\$2,181.90/month)
- Beginning January 1, 2026, add Paid Family and Medical Leave Statutory Contribution of .44% of wages
- Realign salaries for identified employees for internal consistency in the new bargaining unit

Year Two:

- Set duty year at 185 days
- 1.50% salary increase for those employed prior to March 1, 2026
- Increase District Insurance Contribution to Single Plans to \$660.00 per month effective October 1, 2026
- Increase District Insurance Contribution to Family Plans to \$1,193.00 per month effective October 1, 2026

Total 2-Year Cost: 7.84%

Scheduled for Board Approval: August 19, 2026