



**Tentative Agreement Summary
Saint Louis Park Schools
And
Park Association of Teachers
2025 – 2027
Terms and Conditions of Employment**

Date of Proposal: December 18, 2025

Term: Two (2) years, July 1, 2025, through June 30, 2027

Employees Covered: 398 total employees (358.7 FTE) as of June 30, 2025

Wages: December 8, 2025- TA See economic proposals

Economic Proposals

Wages:

Year 1: 07/01/2025:

- **K-12 Salary Schedule-** ABT Increase of 2% across steps 1 - 12.
- **ECFE/AE Salary Schedule-** ABT Increase of 2% across steps 1 - 12
- **Schedule C- Academics-** Change Extended Rate to \$35.00 per hour.
- **K-12 Career Increment-** Increase
 - 15-\$1,800
 - 20-\$1,900
 - 25-\$2,000
 - 27-\$2,100
 - 29-\$3,000
- **ECFE Career Increment-** Increase
 - 15-\$1.10
 - 20-\$1.35
 - 25-\$1.85
 - 29-\$2.60

Year 2: 07/01/2026:

- **K-12 Salary Schedule-** ABT Increase of 2% across steps 1 - 12.
- **ECFE/AE Salary Schedule-** ABT Increase of 2% across steps 1 - 12
- **Schedule C- Athletics-** 4% increase
- **Schedule C- Academics-** 4% increase
- **K-12 Career Increment-** Increase
 - 15-\$2,000
 - 20-\$2,100
 - 25-\$2,200
 - 27-\$2,300
 - 29-\$3,000



- **ECFE Career Increment- Increase**
 - 15-\$1.20
 - 20-\$1.45
 - 25-\$1.95
 - 29-\$2.70

Deferred Compensation Matching

- After three or more years, the increase is to 3.25% of the contracted salary.

Benefits

The District contributions for the 2025-2026 and 2026-2027 are listed below:

District Health Insurance Program Non-Deductible/Standard Co-pay:

District Contributions Standard-Plan A per month	July 1, 2025	July 1, 2026	July 1, 2027*
Employee	\$600	\$650	\$670
Employee + 1	\$1,126	\$1,200	\$1,225
Family	\$1,567	\$1,600	\$1,625

District Health Insurance Program Deductible/VEBA:

District Contributions VEBA-Plan B per month	July 1, 2025	July 1, 2026	July 1, 2027*
Employee	\$725	\$769	\$794
Employee + 1	\$1,475	\$1,564	\$1,589
Family	\$1,970	\$2,046	\$2,071

Dental Insurance:

District Dental Contributions per month	July 1, 2025	July 1, 2026	July 1, 2027*
Employee	\$56.35	\$56.35	\$56.35
Family	\$110	\$110	\$110

Non-Economic Proposals

1. Article 5: Teacher and Association Rights
 - a. New section: Collaborative Review Committee
2. Article 7: School Day
 - a. Update/clarify additional activities after school
 - b. New language clarifying teacher work day, non-contact time, meetings, and schedules.
3. Article 11: Leaves of Absence
 - a. Update ESST Sick and Safe Leave language
 - b. New Section: Paid Family Leave (PFML)
 - c. Update personal leave language
 - d. New section: Civic Duty
4. Article 16: 16.3 Opportunity to Meet
 - a. Remove antiquated language that is not in practice
5. Article 17: Grievance Procedure
 - a. Update and clarify language to align with current practice



6. Article 18: Mileage Allowance

- a. Update the language to include the deadline for mileage reimbursement submissions.

MOA/MOU

- MOA-ATPPS 2025-2027
- MOA-LETRS Training Incentive 2025-2027
- MOA-Middle School Lunchroom Supervision 2025-2027
- MOA-Special Education Teacher Mentor 2025-2027
- MOU-Class Size and Caseload Committee 2025-2027
- MOU-Elementary Schedule 2025-2026
- MOU-Secondary Block Schedule 2025-2028
- MOU-Teacher and Student Safety 2025-2027

Tentative Schedule

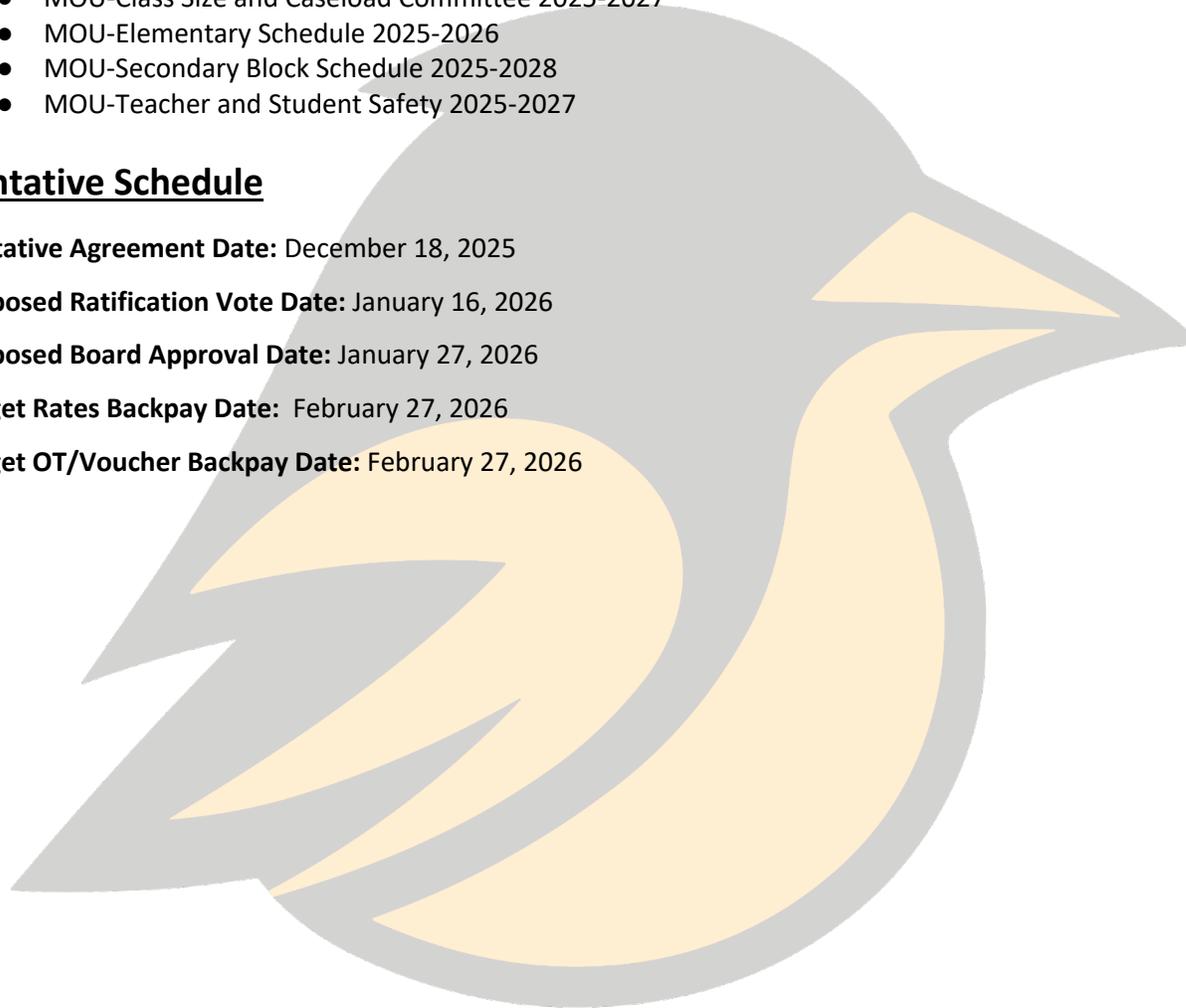
Tentative Agreement Date: December 18, 2025

Proposed Ratification Vote Date: January 16, 2026

Proposed Board Approval Date: January 27, 2026

Target Rates Backpay Date: February 27, 2026

Target OT/Voucher Backpay Date: February 27, 2026





Salary Schedules

2025-2026 Schedule:

Step	BA	BA+10	BA+20	BA+30	BA+40	MA	MA+10	MA+20	MA+30	MA+40	PhD
1	\$ 48,007	\$ 48,825	\$ 49,643	\$ 50,735	\$ 51,825	\$ 54,554	\$ 55,644	\$ 56,735	\$ 58,372	\$ 60,009	\$ 62,190
2	\$ 48,825	\$ 50,598	\$ 51,553	\$ 53,190	\$ 54,554	\$ 57,008	\$ 58,099	\$ 59,463	\$ 61,100	\$ 62,736	\$ 64,919
3	\$ 49,643	\$ 52,371	\$ 53,462	\$ 55,644	\$ 57,281	\$ 59,463	\$ 60,554	\$ 62,190	\$ 63,828	\$ 65,464	\$ 67,646
4	\$ 51,052	\$ 53,188	\$ 54,944	\$ 56,698	\$ 58,452	\$ 60,203	\$ 63,282	\$ 65,464	\$ 67,646	\$ 68,737	\$ 70,920
5	\$ 53,384	\$ 55,646	\$ 57,521	\$ 59,385	\$ 61,252	\$ 63,122	\$ 66,555	\$ 68,192	\$ 70,101	\$ 72,010	\$ 74,193
6	\$ 55,363	\$ 58,052	\$ 60,061	\$ 62,039	\$ 64,018	\$ 66,001	\$ 67,982	\$ 69,965	\$ 71,943	\$ 73,926	\$ 78,012
7	\$ 56,743	\$ 60,086	\$ 62,686	\$ 64,658	\$ 66,750	\$ 68,835	\$ 70,934	\$ 73,034	\$ 75,131	\$ 77,229	\$ 79,690
8	\$ 57,287	\$ 61,466	\$ 64,881	\$ 67,230	\$ 69,451	\$ 71,614	\$ 73,835	\$ 76,057	\$ 78,278	\$ 80,498	\$ 83,033
9	\$ 60,105	\$ 62,058	\$ 66,237	\$ 69,579	\$ 71,880	\$ 74,100	\$ 76,401	\$ 78,701	\$ 81,000	\$ 83,300	\$ 85,889
10	\$ 60,105	\$ 65,113	\$ 66,876	\$ 76,057	\$ 78,431	\$ 80,717	\$ 83,082	\$ 85,457	\$ 87,824	\$ 90,195	\$ 92,863
11	\$ 60,105	\$ 65,113	\$ 70,172	\$ 80,646	\$ 83,171	\$ 84,363	\$ 85,581	\$ 88,027	\$ 90,468	\$ 92,911	\$ 95,662
12	\$ 60,105	\$ 65,113	\$ 70,172	\$ 81,775	\$ 84,335	\$ 90,456	\$ 93,116	\$ 95,782	\$ 98,442	\$ 101,103	\$ 104,101
13	\$ 60,105	\$ 65,113	\$ 70,172	\$ 81,775	\$ 84,335	\$ 90,456	\$ 93,116	\$ 95,782	\$ 98,442	\$ 101,103	\$ 104,101
14	\$ 60,105	\$ 65,113	\$ 70,172	\$ 81,775	\$ 84,335	\$ 90,456	\$ 93,116	\$ 95,782	\$ 98,442	\$ 101,103	\$ 104,101
15	\$ 61,905	\$ 66,913	\$ 71,972	\$ 83,575	\$ 86,135	\$ 92,256	\$ 94,916	\$ 97,582	\$ 100,242	\$ 102,903	\$ 105,901
16	\$ 61,905	\$ 66,913	\$ 71,972	\$ 83,575	\$ 86,135	\$ 92,256	\$ 94,916	\$ 97,582	\$ 100,242	\$ 102,903	\$ 105,901
17	\$ 61,905	\$ 66,913	\$ 71,972	\$ 83,575	\$ 86,135	\$ 92,256	\$ 94,916	\$ 97,582	\$ 100,242	\$ 102,903	\$ 105,901
18	\$ 61,905	\$ 66,913	\$ 71,972	\$ 83,575	\$ 86,135	\$ 92,256	\$ 94,916	\$ 97,582	\$ 100,242	\$ 102,903	\$ 105,901
19	\$ 61,905	\$ 66,913	\$ 71,972	\$ 83,575	\$ 86,135	\$ 92,256	\$ 94,916	\$ 97,582	\$ 100,242	\$ 102,903	\$ 105,901
20	\$ 63,805	\$ 68,813	\$ 73,872	\$ 85,475	\$ 88,035	\$ 94,156	\$ 96,816	\$ 99,482	\$ 102,142	\$ 104,803	\$ 107,801
21	\$ 63,805	\$ 68,813	\$ 73,872	\$ 85,475	\$ 88,035	\$ 94,156	\$ 96,816	\$ 99,482	\$ 102,142	\$ 104,803	\$ 107,801
22	\$ 63,805	\$ 68,813	\$ 73,872	\$ 85,475	\$ 88,035	\$ 94,156	\$ 96,816	\$ 99,482	\$ 102,142	\$ 104,803	\$ 107,801
23	\$ 63,805	\$ 68,813	\$ 73,872	\$ 85,475	\$ 88,035	\$ 94,156	\$ 96,816	\$ 99,482	\$ 102,142	\$ 104,803	\$ 107,801
24	\$ 63,805	\$ 68,813	\$ 73,872	\$ 85,475	\$ 88,035	\$ 94,156	\$ 96,816	\$ 99,482	\$ 102,142	\$ 104,803	\$ 107,801
25	\$ 65,805	\$ 70,813	\$ 75,872	\$ 87,475	\$ 90,035	\$ 96,156	\$ 98,816	\$ 101,482	\$ 104,142	\$ 106,803	\$ 109,801
26	\$ 65,805	\$ 70,813	\$ 75,872	\$ 87,475	\$ 90,035	\$ 96,156	\$ 98,816	\$ 101,482	\$ 104,142	\$ 106,803	\$ 109,801
27	\$ 67,905	\$ 72,913	\$ 77,972	\$ 89,575	\$ 92,135	\$ 98,256	\$ 100,916	\$ 103,582	\$ 106,242	\$ 108,903	\$ 111,901
28	\$ 67,905	\$ 72,913	\$ 77,972	\$ 89,575	\$ 92,135	\$ 98,256	\$ 100,916	\$ 103,582	\$ 106,242	\$ 108,903	\$ 111,901
29	\$ 70,905	\$ 75,913	\$ 80,972	\$ 92,575	\$ 95,135	\$ 101,256	\$ 103,916	\$ 106,582	\$ 109,242	\$ 111,903	\$ 114,901
30	\$ 70,905	\$ 75,913	\$ 80,972	\$ 92,575	\$ 95,135	\$ 101,256	\$ 103,916	\$ 106,582	\$ 109,242	\$ 111,903	\$ 114,901



2026-2027 Schedule:

Step	BA	BA+10	BA+20	BA+30	BA+40	MA	MA+10	MA+20	MA+30	MA+40	PhD
1	\$ 48,967	\$ 49,802	\$ 50,636	\$ 51,749	\$ 52,862	\$ 55,645	\$ 56,757	\$ 57,870	\$ 59,539	\$ 61,209	\$ 63,434
2	\$ 49,802	\$ 51,610	\$ 52,584	\$ 54,254	\$ 55,645	\$ 58,148	\$ 59,261	\$ 60,652	\$ 62,322	\$ 63,991	\$ 66,217
3	\$ 50,636	\$ 53,418	\$ 54,532	\$ 56,757	\$ 58,427	\$ 60,652	\$ 61,765	\$ 63,434	\$ 65,104	\$ 66,773	\$ 68,999
4	\$ 52,073	\$ 54,252	\$ 56,043	\$ 57,832	\$ 59,621	\$ 61,408	\$ 64,547	\$ 66,773	\$ 68,999	\$ 70,112	\$ 72,338
5	\$ 54,451	\$ 56,759	\$ 58,671	\$ 60,573	\$ 62,477	\$ 64,384	\$ 67,886	\$ 69,556	\$ 71,503	\$ 73,450	\$ 75,677
6	\$ 56,470	\$ 59,213	\$ 61,262	\$ 63,280	\$ 65,299	\$ 67,321	\$ 69,342	\$ 71,364	\$ 73,381	\$ 75,404	\$ 79,572
7	\$ 57,877	\$ 61,288	\$ 63,940	\$ 65,951	\$ 68,085	\$ 70,211	\$ 72,353	\$ 74,495	\$ 76,634	\$ 78,774	\$ 81,283
8	\$ 58,433	\$ 62,696	\$ 66,179	\$ 68,575	\$ 70,840	\$ 73,046	\$ 75,311	\$ 77,578	\$ 79,843	\$ 82,108	\$ 84,694
9	\$ 61,307	\$ 63,299	\$ 67,561	\$ 70,971	\$ 73,318	\$ 75,582	\$ 77,929	\$ 80,275	\$ 82,620	\$ 84,966	\$ 87,607
10	\$ 61,307	\$ 66,415	\$ 68,214	\$ 77,578	\$ 79,999	\$ 82,331	\$ 84,744	\$ 87,166	\$ 89,581	\$ 91,998	\$ 94,720
11	\$ 61,307	\$ 66,415	\$ 71,575	\$ 82,259	\$ 84,834	\$ 86,050	\$ 87,293	\$ 89,788	\$ 92,277	\$ 94,769	\$ 97,575
12	\$ 61,307	\$ 66,415	\$ 71,575	\$ 83,411	\$ 86,021	\$ 92,265	\$ 94,978	\$ 97,698	\$ 100,411	\$ 103,125	\$ 106,183
13	\$ 61,307	\$ 66,415	\$ 71,575	\$ 83,411	\$ 86,021	\$ 92,265	\$ 94,978	\$ 97,698	\$ 100,411	\$ 103,125	\$ 106,183
14	\$ 61,307	\$ 66,415	\$ 71,575	\$ 83,411	\$ 86,021	\$ 92,265	\$ 94,978	\$ 97,698	\$ 100,411	\$ 103,125	\$ 106,183
15	\$ 63,307	\$ 68,415	\$ 73,575	\$ 85,411	\$ 88,021	\$ 94,265	\$ 96,978	\$ 99,698	\$ 102,411	\$ 105,125	\$ 108,183
16	\$ 63,307	\$ 68,415	\$ 73,575	\$ 85,411	\$ 88,021	\$ 94,265	\$ 96,978	\$ 99,698	\$ 102,411	\$ 105,125	\$ 108,183
17	\$ 63,307	\$ 68,415	\$ 73,575	\$ 85,411	\$ 88,021	\$ 94,265	\$ 96,978	\$ 99,698	\$ 102,411	\$ 105,125	\$ 108,183
18	\$ 63,307	\$ 68,415	\$ 73,575	\$ 85,411	\$ 88,021	\$ 94,265	\$ 96,978	\$ 99,698	\$ 102,411	\$ 105,125	\$ 108,183
19	\$ 63,307	\$ 68,415	\$ 73,575	\$ 85,411	\$ 88,021	\$ 94,265	\$ 96,978	\$ 99,698	\$ 102,411	\$ 105,125	\$ 108,183
20	\$ 65,407	\$ 70,515	\$ 75,675	\$ 87,511	\$ 90,121	\$ 96,365	\$ 99,078	\$ 101,798	\$ 104,511	\$ 107,225	\$ 110,283
21	\$ 65,407	\$ 70,515	\$ 75,675	\$ 87,511	\$ 90,121	\$ 96,365	\$ 99,078	\$ 101,798	\$ 104,511	\$ 107,225	\$ 110,283
22	\$ 65,407	\$ 70,515	\$ 75,675	\$ 87,511	\$ 90,121	\$ 96,365	\$ 99,078	\$ 101,798	\$ 104,511	\$ 107,225	\$ 110,283
23	\$ 65,407	\$ 70,515	\$ 75,675	\$ 87,511	\$ 90,121	\$ 96,365	\$ 99,078	\$ 101,798	\$ 104,511	\$ 107,225	\$ 110,283
24	\$ 65,407	\$ 70,515	\$ 75,675	\$ 87,511	\$ 90,121	\$ 96,365	\$ 99,078	\$ 101,798	\$ 104,511	\$ 107,225	\$ 110,283
25	\$ 67,607	\$ 72,715	\$ 77,875	\$ 89,711	\$ 92,321	\$ 98,565	\$ 101,278	\$ 103,998	\$ 106,711	\$ 109,425	\$ 112,483
26	\$ 67,607	\$ 72,715	\$ 77,875	\$ 89,711	\$ 92,321	\$ 98,565	\$ 101,278	\$ 103,998	\$ 106,711	\$ 109,425	\$ 112,483
27	\$ 69,907	\$ 75,015	\$ 80,175	\$ 92,011	\$ 94,621	\$ 100,865	\$ 103,578	\$ 106,298	\$ 109,011	\$ 111,725	\$ 114,783
28	\$ 69,907	\$ 75,015	\$ 80,175	\$ 92,011	\$ 94,621	\$ 100,865	\$ 103,578	\$ 106,298	\$ 109,011	\$ 111,725	\$ 114,783
29	\$ 72,907	\$ 78,015	\$ 83,175	\$ 95,011	\$ 97,621	\$ 103,865	\$ 106,578	\$ 109,298	\$ 112,011	\$ 114,725	\$ 117,783
30	\$ 72,907	\$ 78,015	\$ 83,175	\$ 95,011	\$ 97,621	\$ 103,865	\$ 106,578	\$ 109,298	\$ 112,011	\$ 114,725	\$ 117,783



2025-26 AE/ECFE Schedule

Step	BA	BA+10	BA+20	MA
1	\$ 34.60	\$ 35.19	\$ 35.78	\$ 37.82
2	\$ 35.19	\$ 36.41	\$ 37.16	\$ 39.20
3	\$ 35.78	\$ 37.74	\$ 38.54	\$ 40.58
4	\$ 36.79	\$ 38.33	\$ 39.60	\$ 41.64
5	\$ 38.47	\$ 40.11	\$ 41.45	\$ 43.49
6	\$ 39.90	\$ 41.84	\$ 43.29	\$ 45.33
7	\$ 40.89	\$ 43.31	\$ 45.18	\$ 47.22
8	\$ 41.29	\$ 44.30	\$ 46.76	\$ 48.80
9	\$ 43.32	\$ 44.73	\$ 47.74	\$ 49.78
10	\$ 43.32	\$ 46.93	\$ 48.20	\$ 50.24
11	\$ 43.32	\$ 46.93	\$ 50.57	\$ 52.61
12	\$ 43.32	\$ 46.93	\$ 50.57	\$ 52.61
13	\$ 43.32	\$ 46.93	\$ 50.57	\$ 52.61
14	\$ 43.32	\$ 46.93	\$ 50.57	\$ 52.61
15	\$ 44.42	\$ 48.03	\$ 51.67	\$ 53.71
16	\$ 44.42	\$ 48.03	\$ 51.67	\$ 53.71
17	\$ 44.42	\$ 48.03	\$ 51.67	\$ 53.71
18	\$ 44.42	\$ 48.03	\$ 51.67	\$ 53.71
19	\$ 44.42	\$ 48.03	\$ 51.67	\$ 53.71
20	\$ 44.67	\$ 48.28	\$ 51.92	\$ 53.96
21	\$ 44.67	\$ 48.28	\$ 51.92	\$ 53.96
22	\$ 44.67	\$ 48.28	\$ 51.92	\$ 53.96
23	\$ 44.67	\$ 48.28	\$ 51.92	\$ 53.96
24	\$ 44.67	\$ 48.28	\$ 51.92	\$ 53.96
25	\$ 45.17	\$ 48.78	\$ 52.42	\$ 54.46
26	\$ 45.17	\$ 48.78	\$ 52.42	\$ 54.46
27	\$ 45.92	\$ 49.53	\$ 53.17	\$ 55.21
28	\$ 45.92	\$ 49.53	\$ 53.17	\$ 55.21
29	\$ 45.92	\$ 49.53	\$ 53.17	\$ 55.21
30	\$ 45.92	\$ 49.53	\$ 53.17	\$ 55.21

2026-27 AE/ECFE Schedule

Step	BA	BA+10	BA+20	MA
1	\$ 35.29	\$ 35.89	\$ 36.50	\$ 38.58
2	\$ 35.89	\$ 37.14	\$ 37.90	\$ 39.98
3	\$ 36.50	\$ 38.49	\$ 39.31	\$ 41.39
4	\$ 37.53	\$ 39.10	\$ 40.39	\$ 42.47
5	\$ 39.24	\$ 40.91	\$ 42.28	\$ 44.36
6	\$ 40.70	\$ 42.68	\$ 44.15	\$ 46.24
7	\$ 41.71	\$ 44.18	\$ 46.08	\$ 48.16
8	\$ 42.12	\$ 45.18	\$ 47.69	\$ 49.77
9	\$ 44.19	\$ 45.62	\$ 48.69	\$ 50.77
10	\$ 44.19	\$ 47.87	\$ 49.16	\$ 51.24
11	\$ 44.19	\$ 47.87	\$ 51.58	\$ 53.66
12	\$ 44.19	\$ 47.87	\$ 51.58	\$ 53.66
13	\$ 44.19	\$ 47.87	\$ 51.58	\$ 53.66
14	\$ 44.19	\$ 47.87	\$ 51.58	\$ 53.66
15	\$ 45.39	\$ 49.07	\$ 52.78	\$ 54.86
16	\$ 45.39	\$ 49.07	\$ 52.78	\$ 54.86
17	\$ 45.39	\$ 49.07	\$ 52.78	\$ 54.86
18	\$ 45.39	\$ 49.07	\$ 52.78	\$ 54.86
19	\$ 45.39	\$ 49.07	\$ 52.78	\$ 54.86
20	\$ 45.64	\$ 49.32	\$ 53.03	\$ 55.11
21	\$ 45.64	\$ 49.32	\$ 53.03	\$ 55.11
22	\$ 45.64	\$ 49.32	\$ 53.03	\$ 55.11
23	\$ 45.64	\$ 49.32	\$ 53.03	\$ 55.11
24	\$ 45.64	\$ 49.32	\$ 53.03	\$ 55.11
25	\$ 46.14	\$ 49.82	\$ 53.53	\$ 55.61
26	\$ 46.14	\$ 49.82	\$ 53.53	\$ 55.61
27	\$ 46.89	\$ 50.57	\$ 54.28	\$ 56.36
28	\$ 46.89	\$ 50.57	\$ 54.28	\$ 56.36
29	\$ 46.89	\$ 50.57	\$ 54.28	\$ 56.36
30	\$ 46.89	\$ 50.57	\$ 54.28	\$ 56.36