



DEFINING EXCELLENCE

~~Classified Supervisors, Confidential Employees & Other Support Staff~~
Confidential, Supervisory & Technical (CST) Employees
Compensation and Benefits Guidebook

July 1, 2023 through June 30, 2025

Approved by ISD 273 School Board _____.

**CST EMPLOYEE GUIDEBOOK
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INTRODUCTION

ARTICLE I

Purpose

Section 1. Purpose: Edina Public Schools (“District”) The School District believes that its employees are one of its most important assets. The following Guidebook for classified supervisors, confidential employees, and technology support specialists (“employee”(s)) have been designed to facilitate and enhance the role of employees in providing programs and services to all members of the community. The purpose of this Guidebook is to provide compensation and benefits information for employees serving the School District in at-will Confidential, Supervisor, and Technical (CST) positions. This Guidebook applies to both exempt positions, which are not eligible for overtime, and non-exempt positions, which are eligible for overtime. Whether a position is exempt or non-exempt is shown in Appendices A and B.

No provision of this Guidebook is intended to create a contract between the School District and an employee, or to limit the rights of the School District and its employees to terminate the employment relationship at any time, with or without cause. This Guidebook is a general statement of policy, to be modified and applied by the School District at its discretion.

ARTICLE II

Definitions

Section 1.01 – Full-Time Employee

A full-time employee is an employee assigned to work 30 hours or more per week.

Section 1. School District: School District means Edina Public Schools-Independent School District No. 273.

Section 2. Employee: Employee means a person holding a position specified in Appendices A or B of this Guidebook.

Section 3. Full-time Employee: An employee regularly employed and scheduled to work a minimum of eight (8) hours per day for two-hundred sixty (260) days per year.

Section 4. Part-time Employee: An employee regularly employed and scheduled to work less than eight (8) hours per day or for fewer than two-hundred sixty (260) days per year.

Section 5. Anniversary Date: The anniversary date for each employee will be July 1. Employees who begin employment between July 1 and December 31 will be considered employed one year after the first July 1 following their employment date. Employees hired after January 1 will not be considered employed one year until after the second July 1 following their employment date.

ARTICLE III
Employment

Section 2.01. Employment Information: Employees will be provided with a statement including, at a minimum, the position title, the normal work week and work year, any contingencies or variables, the start date, the monthly or annual salary, and the employee benefits eligibility. A copy of the position job description and a copy of this Guidebook will accompany this employment information. **SECTION MOVED TO COMPENSATION**

Section 2.02. Credit for Outside Previous Experience

Experience credit may be granted by the Human Resources Department for appropriate outside experience at the time of employment. **SECTION MOVED TO COMPENSATION**

Section 2.03 Evaluation Period

The first year following an employee's initial employment with the District or the first year following promotion will be a special evaluation during which the District will evaluate whether the employee's skills and abilities are a good match with the requirements and responsibilities of the position. The District retains the discretion to terminate an employment relationship when the employee does not appear to be a good fit with the job.

This evaluation period does not affect the fundamental at will nature of the employment relationship with the District.

Section 2.04 Employee Discipline

Progressive discipline will be followed as outlined in Policy 403. An employee who has been proposed for termination or actually terminated for cause by the school board will not be eligible for the benefits of this Article.

ARTICLE III
Compensation Salaries and Benefits

Section 1. Employment Information: **New** Employees will be provided with a statement that includes, at a minimum, the position title, **start date, Fair Labor Standards Act status, hours per week, the normal work week and, days per work** year, any contingencies or variables, the start date, the monthly **hourly wage** or annual salary, and **the employee** benefits eligibility **including any employee costs**. A copy of the position job description and a copy of this **G**uidebook will accompany this employment information.

Section 2. Credit for Outside Previous Experience:

The Human Resources Department may grant experience credit towards the applicable hourly wage or salary schedule as appropriate. Experience credit may be granted by the Human Resources Department for appropriate outside experience at the time of employment.

Section 3. Compensation Employee Input Regarding Compensation and Benefits

The monthly salary for an employee is based upon the wage and salary schedules set forth in Appendices A and B.

While the School District reserves the right to set hourly wages and salaries, it will seek and receive input from employees and their supervisors regarding the hourly wage and salary structure. The input may be in the form of written or oral communication.

Section 3.02 – Salary Progression

Employees employed before January 1st, who are still employed by the District on June 30th, will be given credit for one year of experience for the purposes of salary step increases per Appendix C. **MOVED TO DEFINITIONS SECTION UNDER ANNIVERSARY DATE**

Section 4. Custodial Supervisors – Boiler License and Pool Operator Differential

Each custodial supervisor who furnishes to the Human Resources Department satisfactory evidence of a valid and current boiler operator's license issued by the State of Minnesota will be eligible for an additional monthly salary differential of \$50.00.

Each custodial supervisor who is responsible for a pool and who furnishes to the Human Resources Department satisfactory evidence of a valid and current pool operator certification issued by the State of Minnesota will be eligible for an additional monthly salary differential of \$28.00.

Section 5. Custodial Supervisors – Callback Compensation

Custodial supervisors are eligible for snowplowing overtime in accordance with Section 3.04 and two hours of straight time pay for callbacks to the School District (e.g., alarm calls, emergency calls, building checks).

Section 6. Custodial, Grounds and Assistant Transportation Supervisors – Snowplowing Overtime

Any hours worked outside a custodial, grounds or assistant transportation supervisor's normal work hours for snowplowing purposes will be compensated at one and one-half times their employee's hourly rate based on the salary schedule.

Section 6. Districtwide Snow Removal Coordination Stipend

Beginning July 1, 2019, an employee specifically assigned to manage the snow removal for the entire district will receive a stipend of \$7,000.00 per year from July 1, 2021 to June 30, 2022 \$7,000.00 per year from July 1, 2022 to June 30, 2023. This stipend is in addition to the employee’s wage rate under Section 3.01. This stipend will be paid over 24 pay periods.

Section 7. Uniforms

Employees serving as a Each custodial supervisor, district grounds supervisor, and/or maintenance workers shall report to work wearing a with the uniform type approved by the Director of Buildings and Grounds Business Services or designee. Items requiring an official logo must be purchased through an approved vendor. Annually The employer will pay an annual uniform allowance to the employee in the amount of \$200. New employees must purchase their uniforms within 30 days after employment and will receive the uniform allowance on their first paycheck.

**ARTICLE IV
Holidays and Vacation**

There are 11 holidays with pay per year. Placement of these days is determined by the District.

Section 1. Holidays: Employees are entitled to paid holidays as designated by the School District. The number of paid holidays that an employee receives is based on their duty year as shown on the following schedule:

Duty Days Per Year	190-219 Days	220-234 Days	235-259 Days	260 Days
Number of Paid Holidays	9	10	11	12

Section 2. Vacation

Full-time employees earn vacation in accordance with the following schedule:

<u>Years of Service</u>	<u>Allotted Vacation</u>
1-2	15 days or 120 hours
3-13	20 days or 160 hours
14-19	22 days or 176 hours
20 and above	25 days or 200 hours

Part-time employees who work two-hundred and sixty (260) days, but fewer than eight (8) hours per day, earn vacation time in a prorated amount. Employees whose duty year is for fewer than two-hundred and sixty (260) days do not earn vacation.

Vacation is credited to employees as of July 1, but is accrued over the course of the fiscal year. Eligible employees that begin their position after July 1 will receive a prorated amount of vacation for their first year of employment. ~~The vacation anniversary date upon which any vacation benefit is considered earned will be June 30th. Individuals hired after June 30th will receive prorated vacation.~~ An employee who terminates employment during the fiscal year and who has used more vacation than earned will have the amount of time overused deducted from their final direct deposit.

Provided that an employee notifies the School District in writing a minimum of ten (10) duty days in advance of intent to resign, the employee may be paid for earned and accrued vacation.

The maximum number of earned and accrued vacation days that may be carried over into the next fiscal year is ten (10) days. ~~An employee may carry up to 10 vacation days from one employment year another.~~ The maximum number of vacation days accumulated at the time employment is severed will be ten (10) carryover days plus prorated vacation days earned in the current fiscal year.

ARTICLE V Insurance Benefits

Section 1. Definition of Full-time Employee for the Purpose of Article V: For the purposes of this Article only (Article V – Insurance Benefits), a full-time employee is defined as one who regularly works a minimum of thirty (30) hours per week in a position covered by this Guidebook with an assigned duty year of one-hundred ninety (190) days or more.

Section 2. Selection of Carriers: The selection of insurance carriers and policies will be made by the School District.

Section 3. Insurance Coverage: The provisions described in this Guidebook are general statements of the insurance coverage provided to employees. An employee’s eligibility for coverage is governed by the terms of the master insurance contracts between the School District and individual insurance carriers.

~~**Section 3.08.1. Group Insurance Policies** The District will provide full-time employees the program of group insurance coverage described in Section 3.09. It is understood and agreed that the insurance provisions of this Section are merely descriptive of the coverage provided, and that the eligibility of an employee for benefits is governed by the terms of the master insurance contracts in force between the District and the insurers providing coverage.~~

Section 4. Medical and Hospitalization Insurance: The School District will contribute a monthly amount, not to exceed the amounts listed below, towards the monthly premium cost for the School District’s current medical and hospitalization plans for each full-time employee who qualifies for and is enrolled in the plan. ~~Full-time employees may enroll for single, single plus one, or family coverage in the District’s hospitalization medical insurance~~

program. Participation in this program is voluntary. The maximum monthly **School** District contributions toward the premium ~~will be~~ **are** as follows:

Type of Coverage	Monthly District Contribution as of January 1, 2023	Monthly District Contribution as of January 1, 2024
Single	\$586.95	\$625.92
Single + One	\$1,209.60	\$1342.88
Family	\$1,572.90	\$1764.06

Employees enrolled in the program will contribute, through payroll deduction, any excess of the monthly premium over the maximum **School** District contribution toward the type of coverage for which the employee is enrolled. An employee receiving wage replacement benefits from the **School** District’s workers’ compensation ~~insurance carrier~~ or ~~the~~ long-term disability insurance carriers is eligible for the employer contribution for health and hospitalization-medical insurance.

In the event that the employee selects a hospitalization-medical insurance plan for which the monthly premium is less than the **School** District contribution, the **School** District will deposit, into the employee’s health reimbursement account (**HRA**) or **Health Savings Account (HSA)**, the difference between the **School** District contribution and the amount of the monthly premium. **An employee will make their selection between an HRA or HSA during the School District’s annual open enrollment period, which will be effective as of the new insurance plan year.**

Where two full-time employees are married and at least one of them is in a position covered by this Guidebook, and both employees are enrolled in a single plus one or family medical insurance plan through the School District with one employee waiving coverage and covered as a dependent on the other employee’s elected plan, then the employee who has elected the medical insurance plan will receive a monthly contribution in an amount equal to the School District contribution under their Guidebook for a single plus one plan (if enrolled in a single plus one plan), or a family plan (if enrolled in a family plan), plus the amount of the School District’s contribution towards a single medical insurance plan under their spouse’s Guidebook or collective bargaining agreement. Any balance remaining after married full-time employees have applied their pooled School District insurance contributions towards their selected medical insurance plan remains with the School District.

Section 5. Dental Insurance: The School District will offer a dental insurance plan to full-time employees. Eligible employees that elect dental coverage will pay all premium costs via payroll deduction.

Section 6. Term Life Insurance: Full-time employees are eligible to participate in the **School District’s group term life insurance program and will be insured for an amount equal to the whole number of thousands in annual base salary. Life insurance benefits are reduced by 50%**

when an employee reaches age 70. The **School** District pays the entire premium for such coverage. Full-time employees may apply for supplemental group term life insurance coverage in \$10,000 increments up to the amount of basic life coverage plus \$5,000. Supplemental coverage is subject to the insurance carrier's enrollment requirements. Premiums for all supplementary coverage will be paid by the employee through payroll deduction.

Section 7. Accidental Death and Dismemberment Insurance: An employee is eligible for accidental death and dismemberment insurance coverage in an amount equal to one time the employee's basic annual salary rounded up to the next whole thousand. The School District pays the entire premium for this coverage.

Section 8. Long-Term Disability Insurance: Full-time employees are eligible to participate in the **School** District's long term disability insurance program. The **School** District pays the entire premium for this coverage.

~~**Section 3.10 – Tax-Deferred Savings Plan:** Employees may participate in a tax-deferred 403(b) or 457 plan by contributing a portion of their base salary to the plan. The district matches individual contributions to the annuity fund up to 1% of the employee's basic salary and no greater than \$2,000.00 per year.~~ **MOVED TO ARTICLE VII.**

Section 9. Flexible Benefit Plans: An eligible employee may participate in the Flexible Spending Plans established by the School District pursuant to Section 125 of the Internal Revenue Code. ~~Employees are eligible to participate in the Flexible Benefits Plan established by the District pursuant to Section 125 of the Internal Revenue Code, provided, however, that the employees meet all other requirements for eligibility set forth in the Plan.~~

ARTICLE VI Leaves of Absence

Section 1. Basic Leave Allowance: Full-time employees will earn twelve (12) days of basic leave each year. ~~be granted a basic leave allowance of one working day per month for absence without deduction from pay. This leave will be deducted from the employee's basic accumulated leave allowance.~~ Part-time employees earn basic leave in a prorated amount. Basic leave is credited to employees as of July 1, but is earned over the course of the fiscal year. An employee who is hired after July 1 will have their basic leave allowance prorated for a partial year of service. Unused basic leave may accumulate without limit. The basic leave allowance may be used for sick leave, family illness leave, bereavement leave and personal business leave under the terms and conditions set forth in this Article. ~~Leave not used during any school year will accumulate without limit.~~

Section 2. Sick and Family Illness Leave: One day of basic leave allowance may be used by an employee for each day of absence due to personal illness or injury. An employee may use accumulated basic leave as reasonably necessary to care for their child, spouse, parent, and others in accordance with state law.

Any employee who has been absent may be required to present a statement from a physician verifying an illness **that prevented them from performing their work duties** and certifying that the employee has recovered sufficiently to return to normal duties. Any employee **who is** absent more than five **(5)** consecutive working days must present this certification. ~~If certification is required for an absence of less than six days, the District will designate the physician and pay the physician's fee. Charges for certification of absences greater than five consecutive working days will be the responsibility of the District unless the employee requires examination by a specified physician, in which instance the employee will assume the cost of the examination.~~

~~An employee receiving wage replacement benefits under the provisions of the Workers' Compensation Act will be paid the difference between the daily compensation received, multiplied by a factor of 1.5, and the employee's daily base salary to the extent that accrued basic leave is available. Employees receiving wage replacement benefits under the provisions of long-term disability insurance will be paid the difference between the daily compensation received and the employee's daily base salary to the extent accrued basic leave is available. Deductions from the employee's basic leave balance will be according to the pro-rata portion of basic leave used.~~

Section 3. Personal Business Leave: **An employee may use up to four (4) days of accumulated basic leave each fiscal year for the transaction of personal business that cannot be completed outside of normal work hours. Requests for personal business leave must be submitted to the employee's immediate supervisor at least three (3) duty days in advance of the requested date, except in cases of emergency.** ~~Up to four days of leave allowance during any one school year may be used by employees for necessary absence required for the transaction of personal business that cannot be completed outside school duty hours. Examples of personal business that qualify for use of leave allowance are court appearances, real estate closings, and significant family events such as weddings and commencement ceremonies or events causing a significant personal or financial hardship. Activities of a social nature do not qualify, nor do avocational activities or negotiations for a change in regular employment. Requests for personal business leave must be submitted to the employee's immediate supervisor in writing at least three duty days in advance, except in cases of extreme emergency.~~ It is not necessary to indicate the reason for the leave on the request.

An employee making a timely request for use of personal business leave may use the leave unless the employee is notified that **their request has been denied.** ~~Supervisor, Human Resources Department, or Superintendent has denied the request.~~

Section 4. Critical Illness and Bereavement Leave: **An employee may use up to five (5) days of accrued basic leave due to a death or critical illness in the immediate family, up to five days of leave allowance may be used per occurrence.** Immediate family includes **an employee's** spouse, children, parents, brothers, sisters, grandparents, and in-laws of a similar degree of relationship. For death or critical illness in other than the immediate family, up to three **(3)**

days of leave allowance may be used per occurrence upon approval of the Human Resources Department.

Section 5. Basic Leave Coordination with Workers' Compensation and Long-term Disability

Benefits: An employee receiving compensation pursuant to the Workers' Compensation law or long-term disability insurance may elect to use accrued basic leave in order to make up the difference between the workers' compensation or long-term disability payments and the employee's regular rate of pay. In no event shall the additional amount paid to the employee through the use of basic leave result in the payment of total daily, weekly, or monthly compensation in excess of such employee's regular rate of pay.

Section 6. Sick Leave Pool: A sick leave pool exists for eligible employees. The purpose of the sick leave pool is to provide additional basic leave days to those employees suffering from a catastrophic accident or illness. The sick leave pool coordinates with an employee's long-term disability ("LTD") benefit that may begin after an employee has been absent from work for sixty-five (65) consecutive workdays. After sixty-five (65) consecutive days of absence, the employee is no longer eligible to draw from the sick leave pool. The employee may, however, be eligible for LTD benefits as determined by the School District's LTD carrier.

~~**Section 4.03 – Short Term Disability Leave:** For the duration of the contract, refer to the Sick Leave Pool Memorandum of Understanding which supersedes this section upon establishment of the Sick Leave Pool. The District will provide short term disability leave coverage for employees who have exhausted accumulated basic leave days prior to the commencement of long-term income protection insurance benefits. An employee will become eligible for short-term disability leave coverage after the employee has been continuously disabled and unable to work for 15 consecutive duty days, if certified by a physician. Short-term disability leave payments commence as of the duty day following the last day of sick leave payment and continue only for the period during which the employee remains continuously disabled and unable to work, as certified by the physician. Short-term disability leave payments cease after the 65th duty day of absence. Short-term disability leave may only occur once a year, as defined in accordance with the District's FMLA practices.~~

Section 7. Family, Medical and Parental Leaves: The **School** District complies with all applicable state laws, federal laws, and district policies requiring that employees receive leaves of absence, including the Family and Medical Leave Act. The application of these laws to individual situations will be determined by the **School** District on a case-by-case basis.

~~**Section 4.08 – Parental Leave** Any employee is eligible for a parental leave of absence without pay for a period of up to twelve (12) months **for the birth of a child or the placement of a child with the employee for adoption**, including any period of related family medical or parental leave, for child care. The employee must **request** submit an application for parental leave at least **sixty (60)** calendar days before such leave is to begin. The **sixty (60)** day **notice** requirement may be waived when an emergency makes this notice impossible. **Any period of**~~

parental leave approved under this Article runs concurrently with any applicable period of leave for which the employee is eligible under state and/or federal law.

Parental leave begins at a date agreed upon between the School District and the employee. Unless approved by the School District, failure to return to work upon expiration of a parental leave results in termination of employment. On return from leave, an the employee will be reinstated to their employee's original job or to the most similar position available and retain all years of service seniority and leave benefits accrued prior to taking the leave of absence.

Section 8. Judicial Leave: An employee who is absent because of required jury duty or a subpoena for any court duty will be granted leave and paid the difference between the employee's regular hourly wage or salary and the fee received for such jury or court duty.

Section 9. Incentive Leave: The School District will grant one (1) unrestricted incentive leave day with pay to any employee who completed their full prior duty year without using any leave allowance for personal sick leave, or family illness leave, or personal business leave. This incentive leave day may be used upon three (3) days written notice to the employee's supervisor, provided the leave does not impair the operation of the department or School District. This incentive day does not carry forward from one fiscal year to the next year.

Section 10. Religious Observance Leave: An employee may use up to three (3) days of accumulated basic leave each fiscal year for required religious observance. To qualify, dates must be recognized as religious holidays. Basic leave may not be used where alternative observance options exist. Requests for religious observance leave must be submitted to the Human Resources Department at least three (3) duty days in advance of the requested date.

Section 11. Emergency Closings: In cases of emergency School District closings, an employee may work remotely as approved by their supervisor.

Section 12. Superintendent's Discretionary Leave: Other leave of absence requests not stated in this Article are subject to the discretion of the Superintendent.

ARTICLE VII Tax-Deferred Savings Plan

Section 1. Tax-Deferred Matching Contribution: Employees may participate in a the School District's tax-deferred 403(b) or 457 plan by contributing a portion of their base wages or salary to the plan. The School District matches individual contributions to the annuity fund up to two (2) percent 1% of the employee's basic base wages or salary and no greater than \$2,000.00 per year.

The annual year for the School District matching contributions is January 1 through December 31. All contributions must be made to a School District approved 403(b) vendor of the employee's choice. The employee is responsible for making all arrangements required with

the 403(b) vendor to ensure that proper payment can be made. The School District's contribution is not payable unless the employee authorizes a wage or salary contribution up to the matching amount the employee is eligible to receive. The School District's match cannot be accumulated on a year-to-year basis if an employee elects to begin participation after initial eligibility.

ARTICLE VIII Retirement Benefits Pay

Section 1. Retirement Eligibility and Benefits:

Full-time employees will receive as severance pay \$750 for each year of continuous service with the School District if they meet the following qualifications:

1. Completed at least fifteen (15) years of continuous service with the School District;
2. Completed at least seven (7) years of service employed in positions covered by this Guidebook; and
3. Reached fifty-five (55) years of age.

Employees must submit a written resignation to the School District at least ten (10) duty days prior to the last day of employment.

Section 2. Payment Procedures: Payment will be paid by the School District into an employee's 403(b) account within thirty (30) days of the effective date of retirement or as soon thereafter as is administratively practical. If an employee retiree dies before the severance pay has been disbursed, then the balance due will be paid to a named beneficiary or, lacking same, to the deceased's estate.

Section 3. Medical and Hospitalization Insurance: A full-time employee who receives a severance payment under this Article is eligible for a School District contribution equal to the School District's contribution for single coverage at the time of retirement. The School District's contribution will increase each year by the same amount as the School District's contribution to single coverage for active employees during the retiree's period of eligibility.

This employer premium contribution will cease as of the expiration of five (5) years from the date of retirement or the employee's death, whichever is earlier. The School District may offer a Medicare supplement health insurance plan for retirees who are eligible for Medicare benefits. If a Medicare supplement plan is offered by the School District, eligible retirees will receive health insurance coverage only under the Medicare supplement plan. Retirees who become eligible for an equivalent employer-paid group medical plan elsewhere are ineligible to continue in the School District plan.

ARTICLE IX
Compensation for Exempt Positions
(Positions Listed in Appendix A)

Section 1. Base Salaries: All base salaries are based on two-hundred sixty (260) days and forty (40) hours per week. Base salaries are prorated for employees with an assigned work year of fewer than two-hundred sixty (260) days, or less than forty (40) hours per week.

Section 2. Salary Schedules:

2023-2024

Step	Level I	Level II	Level III	Level IV	Level V	Level VI	Level VII	Level VIII	Level IX
1	\$83,713	\$81,160	\$75,394	\$72,787	\$70,438	\$68,634	\$62,244	\$59,203	\$57,176
2	\$88,583	\$85,881	\$78,787	\$77,014	\$74,517	\$72,614	\$65,883	\$62,627	\$60,489
3	\$93,465	\$90,591	\$82,332	\$81,216	\$78,596	\$76,581	\$69,450	\$66,038	\$63,801
4	\$98,328	\$95,313	\$87,192	\$85,474	\$83,587	\$80,604	\$73,089	\$69,493	\$67,119

Eligible employees will move one (1) step on the above salary schedule on July 1, 2023.

2024-2025

Step	Level I	Level II	Level III	Level IV	Level V	Level VI	Level VII	Level VIII	Level IX
1	\$86,225	\$83,595	\$77,656	\$74,971	\$72,552	\$70,693	\$64,111	\$60,979	\$58,891
2	\$91,240	\$88,457	\$81,151	\$79,324	\$76,753	\$74,792	\$67,859	\$64,506	\$62,303
3	\$96,269	\$93,309	\$84,802	\$83,652	\$80,954	\$78,879	\$71,533	\$68,019	\$65,715
4	\$101,278	\$98,172	\$89,808	\$88,038	\$86,095	\$83,022	\$75,282	\$71,578	\$69,133

Eligible employees will move one (1) step on the above salary schedule on July 1, 2024.

ARTICLE X
Compensation for Non-Exempt Positions
(Positions Listed in Appendix B)

Section 1. Compensation: Hourly wage individual salary increases for CST these employees are contingent on a satisfactory performance evaluation.

Section 2. Hourly Wage Schedules:

2023-2024

Step	Level X	Level XI	Level XII	Level XIII	Level XIV
1	\$37.88	\$30.04	\$28.18	\$27.56	\$25.19
2	\$40.07	\$31.78	\$29.80	\$29.15	\$26.65
3	\$42.27	\$33.51	\$31.44	\$30.75	\$28.11
4	\$44.47	\$35.25	\$33.06	\$32.34	\$29.56

Eligible employees will move one (1) step on the above salary schedule on July 1, 2023.

2024-2025

Step	Level X	Level XI	Level XII	Level XIII	Level XIV
1	\$39.01	\$30.94	\$29.03	\$28.39	\$25.95
2	\$41.27	\$32.73	\$30.70	\$30.03	\$27.45
3	\$43.54	\$34.51	\$32.38	\$31.67	\$28.95
4	\$45.80	\$36.32	\$34.06	\$33.31	\$30.46

Eligible employees will move one (1) step on the above salary schedule on July 1, 2024.

Appendix A
CST Exempt Positions

Position	Position Level
Technical Operations Administrator	I
Buildings and Grounds Manager	II
Payroll Manager	III
Technical Operations Developer	IV
Benefits Coordinator	V
Cultural Liaison	V
District Accountant	V
Technical Operations Analyst – Business Intelligence Student Enrollment Coordinator	V
Student Information Supervisor Coordinator	V
Technical Operations Analyst - Communications	V
Assistant Supervisor of Transportation	VI
Custodial Supervisor (ECC; EHS)	VI
Custodial Supervisor (MS)	VII
Activities Coordinator	VIII
Custodial Supervisor (ELEM)	VIII
District-Wide Grounds Supervisor	IX

The above appendix provides supplementary information to aid the reader’s understanding. Changes that are not substantive in nature (e.g., title changes) may be made to the above appendix as needed. Substantive changes (e.g., new positions, position reclassifications) will be reflected following School Board approval.

Appendix B
CST Non-Exempt Positions

Position	Position Level
Superintendent's Executive Assistant Secretary	X
Accounting Specialist	XI
District Maintenance I	XI
Human Resources Specialist	XI
Payroll Specialist	XI
Lead Technology Support Specialist	XII
Technical Operations Analyst – Audio Visual	XII
Technical Operations Analyst – Info & Identity	XII
Technical Operations Analyst - Workstations	XII
District Maintenance II	XIII
Confidential Department Specialist	XIV
Digital Media Specialist	XIV

The above appendix provides supplementary information to aid the reader's understanding. Changes that are not substantive in nature (e.g., title changes) may be made to the above appendix as needed. Substantive changes (e.g., new positions, position reclassifications) will be reflected following School Board approval.

APPENDIX A

Monthly Salaries for Exempt Employees

District Wide Grounds Supervisor

District Maintenance II

Steps	2021-22 Salary	2022-23 Salary
1	\$4478	\$4545
2	\$4742	\$4813
3	\$5006	\$5081
4	\$5268	\$5347

Elementary School Custodial Supervisor

Steps	2021-22 Salary	2022-23 Salary
1	\$4639	\$4709
2	\$4912	\$4986
3	\$5184	\$5262
4	\$5457	\$5539

Middle School Custodial Supervisor

Steps	2021-22 Salary	2022-23 Salary
1	\$4882	\$4955
2	\$5169	\$5247
3	\$5456	\$5538
4	\$5744	\$5830

Senior High Custodial Supervisor

ECC Custodial Supervisor

Steps	2021-22 Salary	2022-23 Salary
1	\$5391	\$5472
2	\$5708	\$5794
3	\$6025	\$6115
4	\$6343	\$6438

District Accountant

Human Resources Compensation & Benefits Specialist

Payroll Supervisor

Steps	2021-22 Salary	2022-23 Salary
1	\$5514	\$5597
2	\$5838	\$5926
3	\$6163	\$6255
4	\$6487	\$6584

Student Information Supervisor

Steps	2021-22 Salary	2022-23 Salary
1	\$5535	\$5618
2	\$5860	\$5948
3	\$6185	\$6278
4	\$6511	\$6609

APPENDIX A Continued...

Supervisor of Human Resources

Steps	2021-22 Salary	2022-23 Salary
1	\$5605	\$5689
2	\$5936	\$6025
3	\$6266	\$6360
4	\$6595	\$6694

Payroll Manager

Steps	2021-22 Salary	2022-23 Salary
1	\$5514	\$5597
2	\$5838	\$5926
3	\$6163	\$6255
4	\$6868	\$6971

**Technical Operations Developer – Applications and Web
Technical Operations Developer – Systems**

Steps	2021-22 Salary	2022-23 Salary
1	\$5722	\$5808
2	\$6059	\$6150
3	\$6394	\$6490
4	\$6731	\$6832

Assistant Controller

Steps	2021-22 Salary	2022-23 Salary
1	\$6314	\$6409
2	\$6686	\$6786
3	\$7055	\$7161
4	\$7428	\$7539

Buildings and Grounds Manager

Steps	2021-22 Salary	2022-23 Salary
1	\$6387	\$6483
2	\$6764	\$6865
3	\$7139	\$7246
4	\$7515	\$7628

Supervisor of Technology Services

Technical Operations Administrator – Network

Steps	2021-22 Salary	2022-23 Salary
1	\$6593	\$6692
2	\$6981	\$7086
3	\$7370	\$7481
4	\$7756	\$7872

Supervisor of Transportation

Steps	2021-22 Salary	2022-23 Salary
1	\$7357	\$7467
2	\$7791	\$7908
3	\$8223	\$8346
4	\$8656	\$8786

Custodial Supervisors are eligible for snowplowing overtime in accordance with Section 3.04 and two hours of straight time pay for callbacks to the District (e.g. alarm calls, emergency calls, building checks). **MOVED TO ARTICLE III.**

Individual salary increases for these employees are contingent on a satisfactory performance evaluation. **MOVED TO ARTICLE IX AND X.**

APPENDIX B

Monthly Salaries for Non-Exempt Employees

Com./ Digital Media Specialist

Steps	2021-22 Salary	2022-23 Salary
1	\$3678	\$3733
2	\$3893	\$3951
3	\$4111	\$4173
4	\$4326	\$4391

Technical Operations Specialist – Repair Services

Steps	2021-22 Salary	2022-23 Salary
1	\$3747	\$3803
2	\$3969	\$4029
3	\$4190	\$4253
4	\$4409	\$4475

Confidential Department Specialist

Steps	2021-22 Salary	2022-23 Salary
1	\$4097	\$4158
2	\$4338	\$4403
3	\$4579	\$4648

4 \$4821 \$4893

Assistant Supervisor of Transportation

Steps	2021-22 Salary	2022-23 Salary
1	\$4490	\$4557
2	\$4753	\$4824
3	\$5018	\$5093
4	\$5282	\$5361

Technical Operations Analyst – Information and Identity Systems

Technical Operations Analyst – Workstation Deployment

Technical Operations Analyst – Audio Visual Services

Steps	2021-22 Salary	2022-23 Salary
1	\$4592	\$4661
2	\$4861	\$4934
3	\$5132	\$5209
4	\$5401	\$5482

APPENDIX B Continued...

Accounting Specialist

Director of Business Services Secretary

Human Resources Specialist

Payroll Specialist

Steps	2021-2022 Salary	2022-23 Salary
1	\$4716	\$4787
2	\$4992	\$5067
3	\$5270	\$5349
4	\$5548	\$5631

District Maintenance I

Steps	2021-22 Salary	2022-23 Salary
1	\$4900	\$4974
2	\$5188	\$5266
3	\$5475	\$5557
4	\$5764	\$5850

Technical Operations Analyst – Communications

Instructional Technology Specialist

Steps	2021-22 Salary	2022-23 Salary
1	\$5373	\$5454
2	\$5691	\$5776
3	\$6007	\$6097
4	\$6322	\$6417

Superintendent's Secretary

Steps	2021-22 Salary	2022-23 Salary
1	\$6199	\$6292
2	\$6563	\$6661
3	\$6928	\$7032
4	\$7292	\$7401

Individual salary increases for these employees are contingent on a satisfactory performance evaluation. **MOVED TO ARTICLE IX AND X.**

Memorandum of Understanding

between the Classified Supervisors, Confidential Employees, Other Support Staff and Independent School District 273, Edina Public Schools

This Memorandum of Understanding is entered into between the Classified Supervisors, Confidential Employees, Other Support Staff ("Professional Employment Group") and the Independent School District 273, Edina Public Schools ("District") to create a committee with the purpose of creating a performance based incentive program for employees in the Professional Employment Group for the 2021-2022 and 2022-2023 school years.

The committee will assist in facilitating the Performance Based Incentive Program through monitoring timelines, evaluation criteria, and the reporting process for the Performance Based Incentive Program during the 2021-2022 and 2022-2023 school years. Employees and Supervisors may report their goals and progress online. The committee will consist of three Professional Employment Group members and two District representatives.

An amount up to \$1000.00 per member has been set aside in each school year of the 2021-2023 Agreement between the Professional Employment Group and the District for implementation of this program is comprised of meeting individual goals. The implementation of the Performance Based Incentive Program will require approval of the Professional Employment Group and School Board.

For the Professional Employment Group: _____ For the District: _____

Negotiator _____ Director of Human Resources and Operations

Negotiator _____ Director of Business Services

Negotiator _____

Date _____ Date _____

PERFORMANCE INCENTIVE ELIMINATED AND \$1,000 AMOUNT ADDED TO HOURLY WAGE/SALARY SCHEDULES IN YEAR 1 OF PROPOSED GUIDEBOOK.