

SUMMARY OF CHANGES

SAINT LOUIS PARK PUBLIC SCHOOLS and PROFESSIONAL EMPLOYEES GROUP 2024-26 Terms and Conditions of Employment

Term: Two (2) years, July 1, 2024, through June 30, 2026

Non-Economic Changes:

1. Update all dates, references, etc for the 2024-26 time period.
2. Insurance (Art 4) Updated format for the Insurance grid layout and how a part-time employees' contributions would be prorated, similar to other groups.
3. Sick Time (Art 6) Added reference that employees are responsible for entering their time off into the District time off system. Coordinated our SLP sick leave plan with new MN leave laws so as not to add that on top of our system, but they work with each other like FMLA and sick leave. In (Art 6.H) added language to clarify how sick leave works with Worker's Compensation claims.
4. Personal Leave (Art 7) Added reference that employees are responsible for entering their time off into the District time off system.
5. Holidays (Art 10) Add Juneteenth Holiday to list clarify that holiday pay is for regularly contracted employees scheduled an average of 4 hours per day (.5 FTE) or more.
6. Vacation other rules (Art 11) Language updated to explain how vacation carry over works. Expands carryover to 2.5x the employee's accrual rate and extends time by six months to June 30th. Added language that affirms the need for employees to put their time off requests in the system.
7. Other Benefits (Art 12 and 13) Clarified how Health Care Savings and 403B contributions are prorated for less than full time FTE and partial year. Also noted that the district is responsible only for the contribution amounts and employees are responsible for checking and notifying the district of there are discrepancies in the contribution amounts.
8. Other Provisions (previous Art 15.B) Deleted obsolete reference to the Supplemental Benefits. The \$2,000 was added to the salary schedules in 2023-24. Added new section (15.B) on Evaluations similar to other groups.
9. Step Movement (Art 7.B) Updated language to reflect schedules now have steps and how an employee moves through the salary schedules.
10. Deduction (Art 16.D) Added language that unpaid debts like school lunch fund and excess sick/vacation days, to list of items that need to be repaid upon termination.
11. Severance – Language updated in the former severance plan (Appendix C) that payments cannot be directed to a Roth or other plan requiring payment of federal or state income tax.

SUMMARY OF CHANGES

Economics Changes

Employees Covered: 32 total employees

Salaries:

2024-25: 3.00% increase on schedule rates.

2025-26: 3.00% increase on schedule rates. See Salary Schedules attached

Career Increments: Increase the career increments as shown below.

Service Yrs	2023-24	2024-25	2025-26
14	\$2,500	\$3,000	\$3,000
19	\$3,000	\$4,000	\$4,000
24	\$4,000	\$5,000	\$5,000

Health Insurance: See rates below

B. Medical Insurance: The District will make the following contributions toward medical coverage for eligible employees based on the coverage selected by the employee:

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

District Contributions Standard-Plan A per month	July 1, 2024	July 1, 2025	July 1, 2026*
Employee	\$625	\$660	\$680
Employee + 1	\$1,375	\$1,390	\$1,425
Family	\$1,775	\$1,800	\$1,845

2. District Health Insurance Program Deductible/VEBA:

District Contributions VEBA-Plan B per month	July 1, 2024	July 1, 2025	July 1, 2026*
Employee	\$700	\$725	\$750
Employee + 1	\$1,450	\$1,475	\$1,500
Family	\$1,900	\$1,930	\$1,980

***contribution amounts for 7-1-2026 will be subject to changes in the 2026-28 agreement.**

Dental Insurance: Effective 7-1-2024, the District will make the following contributions to dental insurance:

District Dental Contributions per month	July 1, 2024	July 1, 2025
Employee	\$55	\$55
Family	\$110	\$110

Proposed Board Approval Date: May 28, 2024

Target New Rates Date: July 15, 2024

The District reserves the right to correct clerical errors in this summary, draft language and schedules.

SUMMARY OF CHANGES

Salary Rates 2024-26

2024-25 Professional Ranges – Effective July 1, 2024

Grade	10	11	12	13	14	15	16
Professional EFP Range	1	2	3	4	5	6	7
Step 1	\$46,661	\$50,210	\$53,759	\$58,709	\$63,587	\$68,909	\$74,675
Step 2	\$49,368	\$53,129	\$56,891	\$62,107	\$67,279	\$72,921	\$79,033
Step 3	\$52,076	\$56,050	\$60,024	\$65,506	\$70,970	\$76,932	\$83,390
Step 4	\$54,783	\$58,970	\$63,157	\$68,905	\$74,662	\$80,943	\$87,747
Step 5	\$56,948	\$61,306	\$65,664	\$71,624	\$77,615	\$84,151	\$91,232
Step 6	\$59,114	\$63,642	\$68,170	\$74,343	\$80,568	\$87,359	\$94,718
Step 7	\$60,918	\$65,588	\$70,258	\$76,609	\$83,029	\$90,034	\$97,622
Step 8	\$62,362	\$67,146	\$71,929	\$78,422	\$84,998	\$92,173	\$99,946
Step 9	\$63,445	\$68,314	\$73,182	\$79,782	\$86,475	\$93,777	\$101,689
Step 10	\$64,167	\$69,092	\$74,018	\$80,688	\$87,459	\$94,848	\$102,851
Step 11	\$64,708	\$69,676	\$74,644	\$81,368	\$88,197	\$95,649	\$103,722
Step 12-CI	\$64,708	\$69,676	\$74,644	\$81,368	\$88,197	\$95,649	\$103,722
Step 13-CI	\$64,708	\$69,676	\$74,644	\$81,368	\$88,197	\$95,649	\$103,722
Step 14-CI	\$64,708	\$69,676	\$74,644	\$81,368	\$88,197	\$95,649	\$103,722
Step 15-CI	\$67,708	\$72,676	\$77,644	\$84,368	\$91,197	\$98,649	\$106,722
Step 16-CI	\$67,708	\$72,676	\$77,644	\$84,368	\$91,197	\$98,649	\$106,722
Step 17-CI	\$67,708	\$72,676	\$77,644	\$84,368	\$91,197	\$98,649	\$106,722
Step 18-CI	\$67,708	\$72,676	\$77,644	\$84,368	\$91,197	\$98,649	\$106,722
Step 19-CI	\$67,708	\$72,676	\$77,644	\$84,368	\$91,197	\$98,649	\$106,722
Step 20-CI	\$68,708	\$73,676	\$78,644	\$85,368	\$92,197	\$99,649	\$107,722
Step 21-CI	\$68,708	\$73,676	\$78,644	\$85,368	\$92,197	\$99,649	\$107,722
Step 22-CI	\$68,708	\$73,676	\$78,644	\$85,368	\$92,197	\$99,649	\$107,722
Step 23-CI	\$68,708	\$73,676	\$78,644	\$85,368	\$92,197	\$99,649	\$107,722
Step 24-CI	\$68,708	\$73,676	\$78,644	\$85,368	\$92,197	\$99,649	\$107,722
Step 25-CI	\$69,708	\$74,676	\$79,644	\$86,368	\$93,197	\$100,649	\$108,722

Longevity (Non-cumulative): The District will provide a longevity payment in addition to salary based on a full-time 12-month assignment beyond Step 11 of the schedule. Longevity and salary payments will be prorated for less than full-time or full-year assignments.

After completing 14 years of credited service with the District: \$3,000

After completing 19 years of credited service with the District: \$4,000

After completing 24 years of credited service with the District: \$5,000

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2025-26 Professional Ranges – Effective July 1, 2025

Range	10	11	12	13	14	15	16
Step 1	\$48,061	\$51,717	\$55,372	\$60,470	\$65,495	\$70,976	\$76,915
Step 2	\$50,849	\$54,723	\$58,598	\$63,970	\$69,297	\$75,109	\$81,404
Step 3	\$53,638	\$57,731	\$61,825	\$67,471	\$73,099	\$79,240	\$85,892
Step 4	\$56,426	\$60,739	\$65,051	\$70,972	\$76,901	\$83,371	\$90,379
Step 5	\$58,656	\$63,145	\$67,633	\$73,773	\$79,943	\$86,676	\$93,969
Step 6	\$60,887	\$65,551	\$70,215	\$76,574	\$82,985	\$89,980	\$97,559
Step 7	\$62,746	\$67,556	\$72,366	\$78,908	\$85,520	\$92,735	\$100,551
Step 8	\$64,233	\$69,160	\$74,087	\$80,775	\$87,548	\$94,938	\$102,944
Step 9	\$65,348	\$70,363	\$75,377	\$82,175	\$89,069	\$96,591	\$104,739
Step 10	\$66,092	\$71,165	\$76,238	\$83,109	\$90,083	\$97,693	\$105,936
Step 11	\$66,649	\$71,767	\$76,883	\$83,809	\$90,843	\$98,518	\$106,834
Step 12-CI	\$66,649	\$71,767	\$76,883	\$83,809	\$90,843	\$98,518	\$106,834
Step 13-CI	\$66,649	\$71,767	\$76,883	\$83,809	\$90,843	\$98,518	\$106,834
Step 14-CI	\$66,649	\$71,767	\$76,883	\$83,809	\$90,843	\$98,518	\$106,834
Step 15-CI	\$69,649	\$74,767	\$79,883	\$86,809	\$93,843	\$101,518	\$109,834
Step 16-CI	\$69,649	\$74,767	\$79,883	\$86,809	\$93,843	\$101,518	\$109,834
Step 17-CI	\$69,649	\$74,767	\$79,883	\$86,809	\$93,843	\$101,518	\$109,834
Step 18-CI	\$69,649	\$74,767	\$79,883	\$86,809	\$93,843	\$101,518	\$109,834
Step 19-CI	\$69,649	\$74,767	\$79,883	\$86,809	\$93,843	\$101,518	\$109,834
Step 20-CI	\$70,649	\$75,767	\$80,883	\$87,809	\$94,843	\$102,518	\$110,834
Step 21-CI	\$70,649	\$75,767	\$80,883	\$87,809	\$94,843	\$102,518	\$110,834
Step 22-CI	\$70,649	\$75,767	\$80,883	\$87,809	\$94,843	\$102,518	\$110,834
Step 23-CI	\$70,649	\$75,767	\$80,883	\$87,809	\$94,843	\$102,518	\$110,834
Step 24-CI	\$70,649	\$75,767	\$80,883	\$87,809	\$94,843	\$102,518	\$110,834
Step 25-CI	\$71,649	\$76,767	\$81,883	\$88,809	\$95,843	\$103,518	\$111,834

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