

TENTATIVE AGREEMENT SUMMARY

SAINT LOUIS PARK PUBLIC SCHOOLS and CE EDUCATOR EMPLOYEES 2023-25 Terms and Conditions of Employment

Date of Proposal: 02/28/2024 –Tentative Agreement

Term: Two (2) years, July 1, 2023, through June 30, 2025

Non-Economic Items from District:

Educator Group Specific Proposals

1. Holidays (Art 6.4) Add Juneteeth Holiday to list clarify that holiday pay is for regularly contracted employees scheduled an average of 4 hours per day (.5FTE) or more.
2. Deduction (Art 8.3) Add unpaid debts like school lunch fund and excess sick/vacation days, to list of items that need to be repaid upon termination.
3. Step Placement with Promotion and Demotion (new Art 8.5 and 8.6) spells out how step placement works when a person promotes and spell out the practice of doing that in reverse and creating the least economic loss when a person demotes to a lower paid title.
4. Extra Compensation (on Schedule pages) Move site and class premiums to column on the salary schedule to provide better clarity and to reduce errors and administrative burden of processing changes and retro pay.
5. Vacation (Art 10.) Effective 7/1/2024, change Vacation accrual for 10mo ECFE positions to be more aligned with other district groups.
6. Vacation other rules (Art 10.2 D, E and F) Language updated to explain how vacation carry over works. Expands carryover to 2x 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. Group Insurance (Art 11) New language describes eligibility and modifies how the grid is displayed. Also language added to better how contributions and VEBA amounts are prorated for less than 1.0 FTE. This also applies to health, VEBA, Dental, etc.
8. HealthCare Savings Plan (Art 11.7) Clarified how prorating works for less than full time based on Health Insurance Eligibility levels. 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.
9. Sick Time (Art 12) Added reference that employees are responsible for entering their time off into the District time off system. Coordinated our contract 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.
10. Sick Time (Art 12.2.K) Added language to clarify how sick leave works with Worker's Compensation claims.
11. Deferred Compensation (Art 13) Clarified how 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.
12. Vacancies and Transfers (Art 14.7) Added language to spell out that employees can request a transfer to a demotional position as well as to a position in the same title/classification (e.g., Site Lead to SAC).
13. Probationary Period (Art 16.2) added language that would provide a 120-day probationary period for a person promoting into a Lead position that has been posted and filled through Human Resources. This would include a 30-60-90 day review of performance with the person in the new role.
14. Severance – payments cannot be directed to a Roth or other plan requiring payment of federal or state income tax.

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Economics Proposal – 2-28-2024 Tentative Agreement

Employees Covered: 56 total employees (42.4 FTE) as of Jan 10, 2024.

Wages: 2-28-2024 :

2023-24: 2.78% average increase (3.0% ave. on SAC3-Educ 1& 2 Step 12). This option would be retroactive to July 1, 2023 (beginning of the contract) for people actively employed at the time of the ratification and retirees after 7/1/2023.

2024-25: 3.29% average increase (3.5% ave. on SAC3-Educ 1& 2 Step 12). Move to expanded schedule with CI included and premiums included. See Salary Schedules attached (premiums are not yet displayed on TA schedule).

The District and Educators will work collaboratively to create a Memorandum of Agreement to address work and stipend for IGDS and CARE Team work for certain positions within the Educator Group required to participate in those activities.

Career increments: increase career increments as displayed below:

2023-2025	CE Educators Employee Group		
CAREER INCREMENTS			
Service	2022-23	2023-24	2024-25
15	\$ 1.25	\$ 1.25	\$ 1.50
20	\$ 1.75	\$ 2.00	\$ 2.00
25	\$ 2.00	\$ 2.50	\$ 2.50

Health Insurance: See rates below

11.3 Employer Contributions

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

District Contributions Standard-Plan A per month	July 1, 2023	July 1, 2024	July 1, 2025*
Employee	\$540	\$600	\$625
Employee + 1	\$985	\$1,265	\$1,280
Family	\$1,410	\$1,500	\$1,600

B. District Health Insurance Program Deductible/VEBA:

District Contributions VEBA-Plan B per month	July 1, 2023	July 1, 2024	July 1, 2025*
Employee	\$665	\$685	\$700
Employee + 1	\$1,340	\$1,410	\$1,430
Family	\$1,800	\$1,840	\$1,860

*Contribution amounts for 7-1-2025 will be subject to bargaining in the 2025-2027 bargaining cycle.

Tentative Agreement Date: Feb 28, 2024

Proposed Ratification Vote Date: Mar 6-13, 2024

Proposed Board Approval Date: Mar 26, 2024

Target New Rates Date: Apr 15, 2024

Target Backpay Date: Apr 15, 2024

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

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Salary Rate Tables from 2/28/2024 - Tentative Agreement

2022-23	EDUCATOR Schedule				
	SAC1	SAC2	SAC3	PS1	PS2
1	\$ 15.50	\$ 16.50	\$ 17.75	\$ 17.75	\$ 18.75
2	\$ 15.75	\$ 16.75	\$ 18.50	\$ 18.50	\$ 19.50
3	\$ 16.00	\$ 17.00	\$ 19.00	\$ 19.00	\$ 20.00
4	\$ 16.25	\$ 17.25	\$ 19.50	\$ 19.50	\$ 20.50
5	\$ 16.50	\$ 17.50	\$ 20.00	\$ 20.00	\$ 21.00
6	\$ 16.50	\$ 17.75	\$ 20.64	\$ 20.64	\$ 21.64
7	\$ 16.50	\$ 18.00	\$ 21.22	\$ 21.22	\$ 22.22
8	\$ 16.50	\$ 18.00	\$ 22.13	\$ 22.13	\$ 23.13
9	\$ 16.50	\$ 18.00	\$ 23.16	\$ 23.16	\$ 24.16
10	\$ 16.50	\$ 18.00	\$ 24.24	\$ 24.24	\$ 25.24
11	\$ 16.50	\$ 18.00	\$ 25.65	\$ 25.65	\$ 26.65
12	\$ 16.50	\$ 18.00	\$ 27.76	\$ 27.76	\$ 28.76

*SAC 1-3 Starts for EE hired after June 1, 2018.

July 1, 2023 - June 30, 2025		Salary Schedules			
2023-24	CE Educators Employee Group				
STEP	SAC1	SAC2	SAC3	PS1	PS2
1	\$ 15.89	\$ 16.91	\$ 18.19	\$ 18.19	\$ 19.19
2	\$ 16.14	\$ 17.17	\$ 18.96	\$ 18.96	\$ 19.96
3	\$ 16.40	\$ 17.43	\$ 19.48	\$ 19.48	\$ 20.48
4	\$ 16.66	\$ 17.68	\$ 19.99	\$ 19.99	\$ 20.99
5	\$ 16.91	\$ 17.94	\$ 20.50	\$ 20.50	\$ 21.50
6	\$ 16.91	\$ 18.19	\$ 21.16	\$ 21.16	\$ 22.16
7	\$ 16.91	\$ 18.45	\$ 21.75	\$ 21.75	\$ 22.75
8	\$ 16.91	\$ 18.45	\$ 22.68	\$ 22.68	\$ 23.68
9	\$ 16.91	\$ 18.45	\$ 23.74	\$ 23.74	\$ 24.74
10	\$ 16.91	\$ 18.45	\$ 24.85	\$ 24.85	\$ 25.85
11	\$ 16.91	\$ 18.45	\$ 26.29	\$ 26.29	\$ 27.29
12	\$ 16.91	\$ 18.45	\$ 28.59	\$ 28.59	\$ 29.59

Premium Pay Assignments - Additional per hour above the schedule amount:

1. Class Leader- Preschool: \$2.00/hr
2. Site Leader- School-Age Care (SAC): \$2.50/hr

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Note: Still need to add columns to include Class Lead and Site Lead Premium Rates.

2024-25	CE Educators Employee Group					
STEP	SAC1	SAC2	SAC3	PS1	PS2	
1	\$ 16.36	\$ 17.42	\$ 18.74	\$ 18.74	\$ 19.74	
2	\$ 16.63	\$ 17.68	\$ 19.53	\$ 19.53	\$ 20.53	
3	\$ 16.89	\$ 17.95	\$ 20.06	\$ 20.06	\$ 21.06	
4	\$ 17.16	\$ 18.21	\$ 20.59	\$ 20.59	\$ 21.59	
5	\$ 17.42	\$ 18.48	\$ 21.12	\$ 21.12	\$ 22.12	
6	\$ 17.42	\$ 18.74	\$ 21.79	\$ 21.79	\$ 22.79	
7	\$ 17.42	\$ 19.00	\$ 22.40	\$ 22.40	\$ 23.40	
8	\$ 17.42	\$ 19.00	\$ 23.36	\$ 23.36	\$ 24.36	
9	\$ 17.42	\$ 19.00	\$ 24.45	\$ 24.45	\$ 25.45	
10	\$ 17.42	\$ 19.00	\$ 25.59	\$ 25.59	\$ 26.59	
11	\$ 17.42	\$ 19.00	\$ 27.08	\$ 27.08	\$ 28.08	
12	\$ 17.42	\$ 19.00	\$ 29.59	\$ 29.59	\$ 30.59	
13	\$ 17.42	\$ 19.00	\$ 29.59	\$ 29.59	\$ 30.59	
14	\$ 17.42	\$ 19.00	\$ 29.59	\$ 29.59	\$ 30.59	
15	\$ 17.42	\$ 19.00	\$ 29.59	\$ 29.59	\$ 30.59	15yr
16	\$ 18.92	\$ 20.50	\$ 31.09	\$ 31.09	\$ 32.09	\$ 1.50
17	\$ 18.92	\$ 20.50	\$ 31.09	\$ 31.09	\$ 32.09	
18	\$ 18.92	\$ 20.50	\$ 31.09	\$ 31.09	\$ 32.09	
19	\$ 18.92	\$ 20.50	\$ 31.09	\$ 31.09	\$ 32.09	
20	\$ 18.92	\$ 20.50	\$ 31.09	\$ 31.09	\$ 32.09	20
21	\$ 19.42	\$ 21.00	\$ 31.59	\$ 31.59	\$ 32.59	\$ 2.00
22	\$ 19.42	\$ 21.00	\$ 31.59	\$ 31.59	\$ 32.59	
23	\$ 19.42	\$ 21.00	\$ 31.59	\$ 31.59	\$ 32.59	
24	\$ 19.42	\$ 21.00	\$ 31.59	\$ 31.59	\$ 32.59	
25	\$ 19.42	\$ 21.00	\$ 31.59	\$ 31.59	\$ 32.59	25
26	\$ 19.92	\$ 21.50	\$ 32.09	\$ 32.09	\$ 33.09	\$ 2.50

Premium Pay Assignments - Additional per hour above the schedule amount. These will be incorporated into the salary ranges above:

1. Class Leader- Preschool: \$2.00/hr
2. Site Leader- School-Age Care (SAC): \$2.50/hr (\$3.50/hr effective 9/1/2024, if new Site Leader position not created).