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SCPA Negotiations

School Board Presentation
May 20, 2025

Tentative Agreement with SCPA - Highlights

- Extended the work year by 2 days for PD
- Provided one floating holiday
- Converted ER leave to Discretionary (total of 3 days)
- Insurance language representing up to 6.5% of any increase will be paid by the District
- Placement on the wage schedule at HR discretion with notice to SCPA
- Sick leave allocation in alignment with Earned Sick & Safe Time (ESST)
- Agreement to 50/50 split of Paid Family Medical Leave (PFML) premium
- Step (class) advancement in both years



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Recommendation

- The settlement of this collective bargaining agreement with the St. Croix Paraprofessional Association represents a mutually agreeable contract within the financial parameters set forth by the school board.
- We recommend that the board members vote to approve the contract.



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Questions