

## SUMMARY OF CHANGES

### SAINT LOUIS PARK PUBLIC SCHOOLS and OPERATIONS SUPERVISOR EMPLOYEES 2024-26 Terms and Conditions of Employment

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

**Employees Covered:** 7 total employees

**Wages:**

**Year 1: 7/1/2024:** Increase all rates by 3.0%

Increase Career Increments amounts.

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

See Salary and CI Schedules

**Year 2: 7/1/2025:** Increase all rates by 3.0%

**Health Insurance: Article 11.2 Employer Contribution**

The District will contribute up to the following amounts to the coverage selected by eligible employees regularly scheduled to work six (6) or more hours per day 30 hours per week. For employees working at least 4 hours per day but less than 6 hours, the employer will contribute 50% of the amounts shown below:

**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

**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

**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

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### Other Updates and Changes:

1. Update dates and references to align with the 2024-2026 term.
2. Holidays (Art 6.3) Add Juneteeth Holiday to list named holidays.
3. Deduction (Art 8.3) New language clarified that unpaid debts like overuse of vacation or sick days or debts to school lunch fund will be deducted from the final check upon termination.
4. Step Advancement (Art 8.5) Language added to clarify how step movement works each year and that new employees need to be hired by Feb 1 to get a step increase credit on July 1 for that first year.
5. Vacation (Art 10) Added language that affirms the need for employees to put their time off requests in the system, and clarifies that vacation is prorated for less than a full year of work. Vacation other rules (Art 10.3.B)
6. Group Insurance (Art 11) Changed language to better define eligibility and modify the grid describing contributions and prorated VEBA amounts for less than 1.0 FTE.
7. HealthCare Savings Plan (Art 11.6) Clarified how prorating works for less than full time based on Health Insurance Eligibility levels. Also note 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. Sick Time (Art 12) Updated reference that employees are responsible for entering their time off into the District time off system. Coordinated our sick leave plan with new MN ESST leave laws so as not to add that on top of our system but coordinate so they work with each other like FMLA and sick leave.
9. Sick Time (Art 12.2.L) Added language to clarify how sick leave works with Worker's Compensation claims.
10. Personal Leave (Art 12.3) clarified that it is the employee's responsibility to enter request for time off in advance using the district's online time off system.
11. Deferred Compensation (Art 13) Added language to clarify how contributions are prorated for less than full time FTE and partial year. Also note 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. Training Requirements: (Art 20.4) Clarified that only employees in the Building Operations Supervisor titles are required to have a Chief Engineer's Boiler License. Nutrition Operations Supervisors are required to have a Certified Food Protection Manager certification and a School Nutrition Association Level 1 certification.
13. Severance – Updated this section clarifying that no portion of this severance payment will be paid to a Roth 403b or other taxable option.

**Proposed Board Approval Date: 6/11/2024**

**Target New Rates Date: 7-15-2024**

**Target Rates Backpay Date: No backpay needed rates will be current to 7/1/2024**

The District reserves the right to add, delete or modify to the list of proposals and correct clerical errors.

## SUMMARY OF CHANGES

### Salary Schedules 2024-2026

#### 2024-25 Annual Salary Schedule – Operations Supervisors

Effective July 1, 2024

Grade 11:

Building Operations Supervisor - Elementary or single building:

Grade 13:

Building Operations Supervisor - HS, MS, Central Community Center with multiple building responsibility

High School Operations Supervisor

Middle School Operations Supervisor

Nutrition Operations Supervisor

#### Operations Supervisors Ranges

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

## SUMMARY OF CHANGES

### 2025-26 Annual Salary Schedule – Operations Supervisors

Effective July 1, 2025

**Grade 11:**

Building Operations Supervisor-Elementary or single building:

**Grade 13:**

Building Operations Supervisor-HS, MS, Central Community Center with multiple building responsibility:

High School Operations Supervisor

Middle School Operations Supervisor

Nutrition Operations Supervisor

**Operations Supervisors Ranges**

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

**Career Increments 2024-2026** – The District will provide additional longevity steps beyond step 11 of the salary schedule. The amounts are based on a full-time 12-month assignment. Salary and longevity 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