

TENTATIVE AGREEMENT SUMMARY

SAINT LOUIS PARK PUBLIC SCHOOLS
and
PRINCIPALS ASSOCIATION
2023-25 Terms and Conditions of Employment

Date of Proposal: 4/16/2024 Meeting #4 (TA)

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

Language Proposals (TA on all language items 4/10/2024)

1. Private and Personal Life (Art 5.7) discussion regarding what this provision does and does not mean with relation to a principal being able to represent the District and perform in this role.
2. Added new Art 5.8 Professional Responsibilities that parallels the wording used for the Superintendent contract about the administrator upholding district responsibilities.
3. Holidays (Art 6.3) add Juneteeth (June 19th) to the list of holidays.
4. PTO (Vacation Art 7.2) updated carryover language to provide additional carryover days. Maximum days in vacation bank at any time would be 3x the annual accrual rate (75 day max) in a person's vacation bank at any one time. Clarify language around "prorating of vacation time, if leave mid-year or are hired mid-year. Updated language to call out that it is the principal's responsibility to enter their vacation time off in the district online time approval system. New language that supervisors can direct the principal to use vacation days over 50 in the bank.
5. Method of Payment (Art 8.2) spelled out that there would be a payroll deduction (such as unpaid school lunch debt) from the final check for use of excess time or school debts, if the person leaves mid-year.
6. In TSA (Art 8.10), DC (Art 8.11) and HCSP (Art 10.6), add language that the District is only responsible for the required contributions amounts. In the event of a District error in making the contributions, the District will correct the amounts contributed but is not responsible for any estimated gains or losses in the funds values. It is also the responsibility of the employee to track contributions amounts at least annually and notify the District promptly if the employee feels the amount contributed is incorrect, so that it can be corrected.
7. Discussion item: Salary schedule to include PHD and Career increments in the matrix. This will be mostly behind the scenes in EFP but reduces the amount of processing and employee records.
8. Delete Art 9.3 Supplemental Allowance as funds were moved to salary for 2023-24.
9. Health Insurance: Upgrade Grid in 10.2. Clarify prorations for less than full time coverage.
10. Dental Insurance: Cap amount the District contributes toward dental insurance premiums.
11. Sick Leave (Art 11) Coordinated the language in our current sick leave plan with the MN Sick and Safe (ESST) provisions so that our plan is not on top or in addition to that leave. Add language to clarify how the prorated time works. Also, that it is the principal's responsibility to enter their sick time off in the district online time approval system.
12. Workers Comp – (Art 11.2.K) Added language to better explain the use of sick leave and credits back when out on worker's comp approved leave.
13. General Leaves of Absence (Art 11.5 and 11.7) clarified dates to apply for leaves and notification for intent to return for the following year by Feb 1 date.

TENTATIVE AGREEMENT SUMMARY

Health Insurance: New grid layout. Rates below as part of total economic proposal –

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	\$600	\$625	\$660
Employee + 1	\$1,225	\$1,375	\$1,390
Family	\$1,725	\$1,775	\$1,800

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	\$700	\$725
Employee + 1	\$1,385	\$1,450	\$1,475
Family	\$1,815	\$1,900	\$1,930

Dental Insurance: Effective 7/1/2024, introduce the following caps on the district contributions.

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

Tentative Agreement Date: 4/16/2024

Proposed Principal Ratification Vote Date: _____

Proposed Board Approval Date: 5/14/2024

Target New Rates Date: 5/30/2024

Target Backpay Date: 5/30/2024

The District reserves the right to correct errors in this summary.

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Salary Schedules from 4-16-2024 proposal

2023-24 Increase all rates by 3% and for 2024-25 increase all rates by an additional 3%

Principals 2022-23			Includes \$2500 Supplemental from previous contract						
STEP	231 paid days			260 paid days			Elem Principal	MS Principal	HS Principal
	10mo	10mo	10mo	Elem	MS	HS			
	Elem AP	MS AP	HS AP	AP	AP	AP			
1	\$94,013	\$104,669	\$107,962	\$105,815	\$117,809	\$121,516	\$124,046	\$128,160	\$136,543
2	\$96,873	\$107,850	\$111,187	\$109,034	\$121,390	\$125,146	\$127,834	\$131,880	\$140,374
3	\$99,732	\$111,031	\$114,412	\$112,253	\$124,970	\$128,775	\$131,621	\$135,599	\$144,204
4	\$102,592	\$114,213	\$117,637	\$115,471	\$128,551	\$132,405	\$135,408	\$139,319	\$148,035
5	\$105,452	\$117,393	\$120,860	\$118,690	\$132,131	\$136,033	\$139,194	\$143,038	\$151,864
6	\$108,312	\$120,574	\$124,085	\$121,910	\$135,711	\$139,663	\$142,983	\$146,756	\$155,695
7	\$111,172	\$123,755	\$127,310	\$125,129	\$139,291	\$143,293	\$146,770	\$150,476	\$159,525
8	\$114,033	\$126,935	\$130,535	\$128,349	\$142,871	\$146,923	\$150,556	\$154,194	\$163,355
9	\$119,978	\$133,406	\$137,166	\$135,040	\$150,154	\$154,386	\$158,599	\$162,340	\$171,930
10	\$125,923	\$139,876	\$143,797	\$141,731	\$157,436	\$161,849	\$166,642	\$170,486	\$180,504
\$3,000 PhD/ED payment above schedule 12mo rates									
Principals 2023-24					3.00%	Principal % Increase		Prin Top Step	0.00%
					3.00%	AP % Increase		AP Top Step	0.00%
STEP	231 paid days			260 paid days			Elem Principal	MS Principal	HS Principal
	10mo	10mo	10mo	Elem	MS	HS			
	Elem AP	MS AP	HS AP	AP	AP	AP			
1	\$96,833	\$107,809	\$111,201	\$108,989	\$121,343	\$125,161	\$127,767	\$132,005	\$140,639
2	\$99,779	\$111,086	\$114,523	\$112,305	\$125,032	\$128,900	\$131,669	\$135,836	\$144,585
3	\$102,724	\$114,362	\$117,844	\$115,621	\$128,719	\$132,638	\$135,570	\$139,667	\$148,530
4	\$105,669	\$117,639	\$121,166	\$118,935	\$132,408	\$136,377	\$139,470	\$143,499	\$152,476
5	\$108,615	\$120,915	\$124,486	\$122,251	\$136,095	\$140,114	\$143,370	\$147,329	\$156,420
6	\$111,562	\$124,191	\$127,808	\$125,567	\$139,782	\$143,853	\$147,272	\$151,159	\$160,366
7	\$114,507	\$127,467	\$131,130	\$128,883	\$143,470	\$147,592	\$151,173	\$154,990	\$164,311
8	\$117,454	\$130,743	\$134,451	\$132,199	\$147,157	\$151,331	\$155,073	\$158,820	\$168,256
9	\$123,577	\$137,408	\$141,281	\$139,091	\$154,659	\$159,018	\$163,357	\$167,210	\$177,088
10	\$129,700	\$144,072	\$148,111	\$145,983	\$162,159	\$166,704	\$171,641	\$175,601	\$185,919
\$3,000 PhD/ED payment above schedule 12mo rates									

Note: 2022-23 rates shown include the \$2,500 from the previous Supplemental Benefit Plan.

TENTATIVE AGREEMENT SUMMARY

Principals						3.00%	Principal % Increase	Prin Top Step	0.00%
2024-25						3.00%	AP % Increase	AP Top Step	0.00%
		232 paid days			260 paid days				
STEP	10mo	10mo	10mo	Elem	MS	HS	Elem	MS	HS
	Elem AP	MS AP	HS AP	AP	AP	AP	Principal	Principal	Principal
1	\$100,170	\$111,524	\$115,033	\$112,259	\$124,984	\$128,916	\$131,600	\$135,965	\$144,858
2	\$103,217	\$114,914	\$118,469	\$115,674	\$128,783	\$132,767	\$135,619	\$139,911	\$148,923
3	\$106,264	\$118,303	\$121,905	\$119,089	\$132,581	\$136,617	\$139,637	\$143,857	\$152,986
4	\$109,311	\$121,693	\$125,341	\$122,503	\$136,380	\$140,468	\$143,654	\$147,804	\$157,050
5	\$112,358	\$125,082	\$128,776	\$125,918	\$140,178	\$144,317	\$147,671	\$151,749	\$161,113
6	\$115,406	\$128,471	\$132,212	\$129,334	\$143,976	\$148,168	\$151,691	\$155,693	\$165,177
7	\$118,453	\$131,860	\$135,648	\$132,749	\$147,774	\$152,020	\$155,708	\$159,640	\$169,240
8	\$121,501	\$135,249	\$139,085	\$136,165	\$151,572	\$155,871	\$159,725	\$163,584	\$173,303
9	\$127,836	\$142,143	\$146,149	\$143,264	\$159,298	\$163,788	\$168,258	\$172,227	\$182,401
10	\$134,170	\$149,037	\$153,214	\$150,362	\$167,024	\$171,706	\$176,790	\$180,869	\$191,497
11	\$136,400	\$151,267	\$155,445	\$152,862	\$169,524	\$174,206	\$179,290	\$183,369	\$193,997
12	\$136,400	\$151,267	\$155,445	\$152,862	\$169,524	\$174,206	\$179,290	\$183,369	\$193,997
13	\$136,400	\$151,267	\$155,445	\$152,862	\$169,524	\$174,206	\$179,290	\$183,369	\$193,997
14	\$136,400	\$151,267	\$155,445	\$152,862	\$169,524	\$174,206	\$179,290	\$183,369	\$193,997
15	\$136,400	\$151,267	\$155,445	\$152,862	\$169,524	\$174,206	\$179,290	\$183,369	\$193,997
16	\$140,416	\$155,283	\$159,460	\$154,862	\$171,524	\$176,206	\$181,290	\$185,369	\$195,997
17	\$140,416	\$155,283	\$159,460	\$154,862	\$171,524	\$176,206	\$181,290	\$185,369	\$195,997
18	\$140,416	\$155,283	\$159,460	\$154,862	\$171,524	\$176,206	\$181,290	\$185,369	\$195,997
19	\$140,416	\$155,283	\$159,460	\$154,862	\$171,524	\$176,206	\$181,290	\$185,369	\$195,997
20	\$140,416	\$155,283	\$159,460	\$154,862	\$171,524	\$176,206	\$181,290	\$185,369	\$195,997
21	\$146,216	\$161,083	\$165,260	\$156,862	\$173,524	\$178,206	\$183,290	\$187,369	\$197,997
22	\$146,216	\$161,083	\$165,260	\$156,862	\$173,524	\$178,206	\$183,290	\$187,369	\$197,997
23	\$146,216	\$161,083	\$165,260	\$156,862	\$173,524	\$178,206	\$183,290	\$187,369	\$197,997
24	\$146,216	\$161,083	\$165,260	\$156,862	\$173,524	\$178,206	\$183,290	\$187,369	\$197,997
25	\$146,216	\$161,083	\$165,260	\$156,862	\$173,524	\$178,206	\$183,290	\$187,369	\$197,997
26	\$153,800	\$168,667	\$172,845	\$158,862	\$175,524	\$180,206	\$185,290	\$189,369	\$199,997
27	\$153,800	\$168,667	\$172,845	\$158,862	\$175,524	\$180,206	\$185,290	\$189,369	\$199,997
28	\$153,800	\$168,667	\$172,845	\$158,862	\$175,524	\$180,206	\$185,290	\$189,369	\$199,997
29	\$153,800	\$168,667	\$172,845	\$158,862	\$175,524	\$180,206	\$185,290	\$189,369	\$199,997
30	\$153,800	\$168,667	\$172,845	\$158,862	\$175,524	\$180,206	\$185,290	\$189,369	\$199,997
31	\$162,723	\$177,591	\$181,768	\$160,362	\$177,024	\$181,706	\$186,790	\$190,869	\$201,497
\$3,000	PhD/ED payment above 12mo schedule rates and prorated for 10mo assignments								

To facilitate pay calculations and maintenance, the \$3,000 PhD stipend will be added as Range (lane) in the eFinance salary matrix for each Principal and AP lane for display purposes in EAC. For example, an Elementary Principal without a PhD on Step 10 would see in EAC that they are Range = EL PRINC on Step 10 at \$147,671. An Elementary Principal on Step 10 with a PhD would see in EAC that they are on Range = EL P PHD on Step 10 at \$150,671. The additional PHD Ranges will not be displayed as an additional lane in the Principal Association contract Schedule A and B.