



**Tentative Agreement Summary  
Saint Louis Park Schools  
And  
Principals and Assistant Principals  
2025 – 2027  
Terms and Conditions of Employment**

**Date of Proposal:** March 26, 2026  
**Term:** Two (2) years, July 1, 2025, through June 30, 2027  
**Employees Covered:** 14 total employees (14FTE) as of June 30, 2025  
**Wages:** March 26, 2026 - TA See economic proposals

**Economic Proposals**

**Wages:**

**Year 1: 07/01/2025:**

- 2% ATB increase on steps 1-10
- Increase career increment, years 10-25 additional \$500, and year 30 additional \$1,000.
  - After completing 10 years of credited service with the District - \$ 3,000
  - After completing 15 years of credited service with the District - \$ 5,000
  - After completing 20 years of credited service with the District - \$ 7,000
  - After completing 25 years of credited service with the District - \$ 9,000
  - After completing 30 years of credited service with the District - \$ 11,000

**Year 2: 07/01/2026:**

- 2% ATB increase on steps 1-10

**Benefits**

The District contributions for the 2025-2026 and 2026-2027 are listed below:

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

<b>District Contributions Standard-Plan A per month</b>	<b>July 1, 2025</b>	<b>July 1, 2026</b>	<b>July 1, 2027*</b>
Employee	\$660	\$660	\$660
Employee + 1	\$1,390	\$1,390	\$1,390
Family	\$1,800	\$1,800	\$1,800



**District Health Insurance Program Deductible/VEBA:**

District Contributions VEBA-Plan B per month	July 1, 2025	July 1, 2026	July 1, 2027*
Employee	\$740	\$800	\$820
Employee + 1	\$1,490	\$1,575	\$1,594
Family	\$1,970	\$2,080	\$2,100

**Dental Insurance:**

District Dental Contributions per month	July 1, 2025	July 1, 2026	July 1, 2027
Employee	\$56.35	\$56.35	\$56.35
Family	\$110.00	\$110.00	\$110.00

**Non-Economic Proposals**

1. Article 7: Work Day - Personal Time (PTO)
  - a. Update accrual language and increase PTO from 25 to 30 days.
2. Article 8: Basic Compensation - Initial Placement
  - a. Update language regarding new hires and service credit considerations.
3. Article 9: Professional Development
  - a. New allowance language for usage of PD funds.
4. Article 9: Travel Allowance
  - a. Added language for proration for employee working less than a full year.
5. Article 11: Leaves of Absence
  - a. New Section: 11.3 Paid Family Medical Leave (PFML). New MN Paid Family Leave language added.

**Tentative Schedule**

- **Tentative Agreement Date:** March 26, 2026
- **Proposed Ratification Vote Date:** April 17, 2026
- **Proposed Board Approval Date:** April 28, 2026
- **Target Rates Backpay Date:** May 15, 2026
- **Target OT/Voucher/Insurance Backpay Date:** May 15, 2026



**Salary Schedules**

**Effective July 1, 2025**

Step	10-ELM AP	10-MS AP	10-HS AP	12-ELM AP	12-MS AP	12-HS AP	ELM PRIN	MS PRIN	HS PRIN
1	\$102,173	\$113,754	\$117,334	\$114,504	\$127,483	\$131,495	\$134,232	\$138,684	\$147,756
2	\$105,281	\$117,212	\$120,839	\$117,988	\$131,358	\$135,423	\$138,331	\$142,710	\$151,901
3	\$108,390	\$120,669	\$124,343	\$121,471	\$135,232	\$139,350	\$142,429	\$146,734	\$156,046
4	\$111,497	\$124,127	\$127,848	\$124,953	\$139,107	\$143,278	\$146,527	\$150,760	\$160,191
5	\$114,605	\$127,583	\$131,351	\$128,437	\$142,981	\$147,204	\$150,624	\$154,784	\$164,335
6	\$117,714	\$131,040	\$134,856	\$131,921	\$146,855	\$151,132	\$154,724	\$158,807	\$168,480
7	\$120,822	\$134,497	\$138,361	\$135,404	\$150,729	\$155,060	\$158,822	\$162,833	\$172,625
8	\$123,932	\$137,954	\$141,866	\$138,889	\$154,603	\$158,988	\$162,919	\$166,856	\$176,769
9	\$130,392	\$144,986	\$149,072	\$146,129	\$162,484	\$167,064	\$171,623	\$175,671	\$186,049
10	\$136,853	\$152,017	\$156,279	\$153,370	\$170,364	\$175,140	\$180,326	\$184,486	\$195,327
11	\$139,853	\$155,017	\$159,279	\$156,370	\$173,364	\$178,140	\$183,326	\$187,486	\$198,327
12	\$139,853	\$155,017	\$159,279	\$156,370	\$173,364	\$178,140	\$183,326	\$187,486	\$198,327
13	\$139,853	\$155,017	\$159,279	\$156,370	\$173,364	\$178,140	\$183,326	\$187,486	\$198,327
14	\$139,853	\$155,017	\$159,279	\$156,370	\$173,364	\$178,140	\$183,326	\$187,486	\$198,327
15	\$139,853	\$155,017	\$159,279	\$156,370	\$173,364	\$178,140	\$183,326	\$187,486	\$198,327
16	\$141,853	\$157,017	\$161,279	\$158,370	\$175,364	\$180,140	\$185,326	\$189,486	\$200,327
17	\$141,853	\$157,017	\$161,279	\$158,370	\$175,364	\$180,140	\$185,326	\$189,486	\$200,327
18	\$141,853	\$157,017	\$161,279	\$158,370	\$175,364	\$180,140	\$185,326	\$189,486	\$200,327
19	\$141,853	\$157,017	\$161,279	\$158,370	\$175,364	\$180,140	\$185,326	\$189,486	\$200,327
20	\$141,853	\$157,017	\$161,279	\$158,370	\$175,364	\$180,140	\$185,326	\$189,486	\$200,327
21	\$143,853	\$159,017	\$163,279	\$160,370	\$177,364	\$182,140	\$187,326	\$191,486	\$202,327
22	\$143,853	\$159,017	\$163,279	\$160,370	\$177,364	\$182,140	\$187,326	\$191,486	\$202,327
23	\$143,853	\$159,017	\$163,279	\$160,370	\$177,364	\$182,140	\$187,326	\$191,486	\$202,327
24	\$143,853	\$159,017	\$163,279	\$160,370	\$177,364	\$182,140	\$187,326	\$191,486	\$202,327
25	\$143,853	\$159,017	\$163,279	\$160,370	\$177,364	\$182,140	\$187,326	\$191,486	\$202,327
26	\$145,853	\$161,017	\$165,279	\$162,370	\$179,364	\$184,140	\$189,326	\$193,486	\$204,327
27	\$145,853	\$161,017	\$165,279	\$162,370	\$179,364	\$184,140	\$189,326	\$193,486	\$204,327
28	\$145,853	\$161,017	\$165,279	\$162,370	\$179,364	\$184,140	\$189,326	\$193,486	\$204,327
29	\$145,853	\$161,017	\$165,279	\$162,370	\$179,364	\$184,140	\$189,326	\$193,486	\$204,327
30	\$145,853	\$161,017	\$165,279	\$162,370	\$179,364	\$184,140	\$189,326	\$193,486	\$204,327
31	\$147,853	\$163,017	\$167,279	\$164,370	\$181,364	\$186,140	\$191,326	\$195,486	\$206,327



**Effective July 1, 2026**

Step	10-ELM AP	10-MS AP	10-HS AP	12-ELM AP	12-MS AP	12-HS AP	ELM PRIN	MS PRIN	HS PRIN
1	\$104,217	\$116,029	\$119,680	\$116,794	\$130,033	\$134,125	\$136,917	\$141,458	\$150,711
2	\$107,387	\$119,556	\$123,256	\$120,347	\$133,985	\$138,131	\$141,098	\$145,564	\$154,939
3	\$110,557	\$123,082	\$126,830	\$123,900	\$137,937	\$142,137	\$145,278	\$149,669	\$159,167
4	\$113,727	\$126,609	\$130,405	\$127,452	\$141,889	\$146,143	\$149,458	\$153,775	\$163,395
5	\$116,897	\$130,135	\$133,978	\$131,005	\$145,841	\$150,148	\$153,637	\$157,880	\$167,621
6	\$120,068	\$133,661	\$137,553	\$134,559	\$149,792	\$154,154	\$157,819	\$161,983	\$171,850
7	\$123,239	\$137,187	\$141,128	\$138,112	\$153,744	\$158,161	\$161,999	\$166,089	\$176,077
8	\$126,410	\$140,713	\$144,704	\$141,667	\$157,695	\$162,168	\$166,178	\$170,193	\$180,305
9	\$133,000	\$147,886	\$152,054	\$149,052	\$165,734	\$170,405	\$175,055	\$179,184	\$189,770
10	\$139,590	\$155,058	\$159,404	\$156,437	\$173,772	\$178,643	\$183,933	\$188,176	\$199,233
11	\$142,590	\$158,058	\$162,404	\$159,437	\$176,772	\$181,643	\$186,933	\$191,176	\$202,233
12	\$142,590	\$158,058	\$162,404	\$159,437	\$176,772	\$181,643	\$186,933	\$191,176	\$202,233
13	\$142,590	\$158,058	\$162,404	\$159,437	\$176,772	\$181,643	\$186,933	\$191,176	\$202,233
14	\$142,590	\$158,058	\$162,404	\$159,437	\$176,772	\$181,643	\$186,933	\$191,176	\$202,233
15	\$142,590	\$158,058	\$162,404	\$159,437	\$176,772	\$181,643	\$186,933	\$191,176	\$202,233
16	\$144,590	\$160,058	\$164,404	\$161,437	\$178,772	\$183,643	\$188,933	\$193,176	\$204,233
17	\$144,590	\$160,058	\$164,404	\$161,437	\$178,772	\$183,643	\$188,933	\$193,176	\$204,233
18	\$144,590	\$160,058	\$164,404	\$161,437	\$178,772	\$183,643	\$188,933	\$193,176	\$204,233
19	\$144,590	\$160,058	\$164,404	\$161,437	\$178,772	\$183,643	\$188,933	\$193,176	\$204,233
20	\$144,590	\$160,058	\$164,404	\$161,437	\$178,772	\$183,643	\$188,933	\$193,176	\$204,233
21	\$146,590	\$162,058	\$166,404	\$163,437	\$180,772	\$185,643	\$190,933	\$195,176	\$206,233
22	\$146,590	\$162,058	\$166,404	\$163,437	\$180,772	\$185,643	\$190,933	\$195,176	\$206,233
23	\$146,590	\$162,058	\$166,404	\$163,437	\$180,772	\$185,643	\$190,933	\$195,176	\$206,233
24	\$146,590	\$162,058	\$166,404	\$163,437	\$180,772	\$185,643	\$190,933	\$195,176	\$206,233
25	\$146,590	\$162,058	\$166,404	\$163,437	\$180,772	\$185,643	\$190,933	\$195,176	\$206,233
26	\$148,590	\$164,058	\$168,404	\$165,437	\$182,772	\$187,643	\$192,933	\$197,176	\$208,233
27	\$148,590	\$164,058	\$168,404	\$165,437	\$182,772	\$187,643	\$192,933	\$197,176	\$208,233
28	\$148,590	\$164,058	\$168,404	\$165,437	\$182,772	\$187,643	\$192,933	\$197,176	\$208,233
29	\$148,590	\$164,058	\$168,404	\$165,437	\$182,772	\$187,643	\$192,933	\$197,176	\$208,233
30	\$148,590	\$164,058	\$168,404	\$165,437	\$182,772	\$187,643	\$192,933	\$197,176	\$208,233
31	\$150,590	\$166,058	\$170,404	\$167,437	\$184,772	\$189,643	\$194,933	\$199,176	\$210,233