

## SUMMARY OF CHANGES

### TECHNICAL EMPLOYEES IN SAINT LOUIS PARK PUBLIC SCHOOLS 2024-26 Terms and Conditions of Employment

Summary – June 7, 2024

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

**Agreement subject to Board approval:** June 11, 2024

**Employees Covered:** 6

#### Technical Group Changes

1. Two-year agreement July 1, 2024 to June 30, 2026. General clean-up of dates and references.
2. Holidays (Art 6.3) add Juneteeth for people with June 19<sup>th</sup> as part of their work year.
3. Deduction (Art 8.4) Excess time off/overpayments and unpaid debts like school lunch fund, to list of items that need to be repaid upon termination.
4. Vacation (Art 10) Spell out prorata for vacation accrual in in 10.4 and change vacation carryover to no more than 2x the employees vacation accrual amount in their vacation bank at any time. This actually extends the vacation carryover a little longer from January 31 to June 30<sup>th</sup>. Updated vacation accrual rates.
5. Group Insurance (Art 11) spell out eligibility and modify the grid describing contributions and prorated VEBA amounts for less than 1.0 FTE.
6. HealthCare Savings Plan (Art 11.7) clarify how prorating works for less than full time based one 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.
7. Sick Time (Art 12) Coordinate our 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. Remove reference to working at least 4 hours per day. People working less than four hours per day would accrual vacation at the rate of 1 hour of sick leave for every 30 hours worked. Add reference that employees are responsible for entering their time off into the District time off system.
8. Sick Time (Art 12.2.K) clarify how sick leave works with Worker's Compensation claims.
9. Bereavement Leave (Art 12.4) Spell out eligibility is for people working .5 FTE (average of 4 hours or more per day).
10. Child Care Leave (Art 12.6) Add reference to father or same sex partner.
11. Deferred Compensation (Art 13) 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.

## SUMMARY OF CHANGES

### **ECONOMIC PROPOSALS**

#### **Wages: (see proposed revised schedules)**

2024-25 3.0% increase to schedule rates on steps 1-11.

2022-23: 3.0% increase to schedule rates on steps 1-11. See Schedules attached.

Career Increments: Increase increments as show below to match other groups.

<u>Career increments (non-cumulative)</u>	Additional per hour above Step 11
14 years completed experience	\$ 1.50
19 years completed experience	\$ 2.00
24 years completed experience	\$ 2.50

### **Insurance:**

#### **11.3 Employer Contributions**

The District will contribute up to the following amounts to the coverage selected by eligible employees regularly scheduled to work at least six (6) or more hours per day and 30 hours per week:

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

<b>District Contributions Standard-Plan A per month</b>	<b>July 1, 2024</b>	<b>July 1, 2025</b>	<b>July 1, 2026*</b>
Employee	\$600	\$625	\$650
Employee + 1	\$1,265	\$1,280	\$1,330
Family	\$1,500	\$1,600	\$1,675

##### **B. District Health Insurance Program Deductible/VEBA:**

<b>District Contributions VEBA-Plan B per month</b>	<b>July 1, 2024</b>	<b>July 1, 2025</b>	<b>July 1, 2026*</b>
Employee	\$685	\$705	\$730
Employee + 1	\$1,410	\$1,430	\$1,480
Family	\$1,845	\$1,880	\$1,955

#### **11.4 Dental Insurance**

Increase the District contributions to \$55/mo for Employee and \$110/mo for family coverage.

## SUMMARY OF CHANGES

Salary Schedules: Technical Employees

### SCHEDULE A

#### 2024-25 Salary Schedule – Technical Employees

Effective July 1, 2024

Step	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Range 7
1	\$18.62	\$19.51	\$20.39	\$21.28	\$21.68	\$25.10	\$26.52
2	\$19.24	\$20.16	\$21.06	\$21.98	\$22.45	\$25.95	\$27.48
3	\$19.85	\$20.80	\$21.74	\$22.68	\$23.24	\$26.79	\$28.44
4	\$20.47	\$21.43	\$22.41	\$23.38	\$24.02	\$27.62	\$29.40
5	\$21.08	\$22.08	\$23.08	\$24.09	\$24.80	\$28.47	\$30.36
6	\$21.69	\$22.72	\$23.76	\$24.79	\$25.59	\$29.31	\$31.32
7	\$22.31	\$23.36	\$24.43	\$25.49	\$26.36	\$30.16	\$32.28
8	\$22.92	\$24.02	\$25.10	\$26.19	\$27.14	\$31.00	\$33.24
9	\$23.54	\$24.66	\$25.77	\$26.89	\$27.91	\$31.84	\$34.20
10	\$24.15	\$25.31	\$26.45	\$27.59	\$28.70	\$31.84	\$34.20
11	\$25.01	\$26.20	\$27.39	\$28.58	\$29.78	\$32.16	\$34.55
CI12	\$25.01	\$26.20	\$27.39	\$28.58	\$29.78	\$32.16	\$34.55
CI13	\$25.01	\$26.20	\$27.39	\$28.58	\$29.78	\$32.16	\$34.55
CI14	\$25.01	\$26.20	\$27.39	\$28.58	\$29.78	\$32.16	\$34.55
CI15	\$26.51	\$27.70	\$28.89	\$30.08	\$31.28	\$33.66	\$36.05
CI16	\$26.51	\$27.70	\$28.89	\$30.08	\$31.28	\$33.66	\$36.05
CI17	\$26.51	\$27.70	\$28.89	\$30.08	\$31.28	\$33.66	\$36.05
CI18	\$26.51	\$27.70	\$28.89	\$30.08	\$31.28	\$33.66	\$36.05
CI19	\$26.51	\$27.70	\$28.89	\$30.08	\$31.28	\$33.66	\$36.05
CI20	\$27.01	\$28.20	\$29.39	\$30.58	\$31.78	\$34.16	\$36.55
CI21	\$27.01	\$28.20	\$29.39	\$30.58	\$31.78	\$34.16	\$36.55
CI22	\$27.01	\$28.20	\$29.39	\$30.58	\$31.78	\$34.16	\$36.55
CI23	\$27.01	\$28.20	\$29.39	\$30.58	\$31.78	\$34.16	\$36.55
CI24	\$27.01	\$28.20	\$29.39	\$30.58	\$31.78	\$34.16	\$36.55
CI25	\$27.51	\$28.70	\$29.89	\$31.08	\$32.28	\$34.66	\$37.05

**Career Increments –The basic salary schedule is made up of Steps 1-11. The career increments shall be paid to eligible employees based on the following schedule. The amounts shown below are noncumulative and shown in the Career Increment portion of the table above:**

<u>Career increments (non-cumulative)</u>	<u>Additional per hour above Step 11</u>
14 years completed experience	\$ 1.50
19 years completed experience	\$ 2.00
24 years completed experience	\$ 2.50

## SUMMARY OF CHANGES

**SCHEDULE B**  
**2025-26 Salary Schedule – Technical Employees**

Effective July 1, 2025

STEP	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Range 7
1	\$19.18	\$20.09	\$21.01	\$21.92	\$22.33	\$25.85	\$27.32
2	\$19.82	\$20.76	\$21.70	\$22.64	\$23.13	\$26.72	\$28.30
3	\$20.44	\$21.42	\$22.40	\$23.36	\$23.93	\$27.59	\$29.29
4	\$21.08	\$22.08	\$23.09	\$24.08	\$24.74	\$28.45	\$30.28
5	\$21.72	\$22.75	\$23.77	\$24.81	\$25.55	\$29.32	\$31.28
6	\$22.34	\$23.40	\$24.47	\$25.54	\$26.35	\$30.19	\$32.26
7	\$22.98	\$24.06	\$25.16	\$26.26	\$27.15	\$31.06	\$33.25
8	\$23.61	\$24.74	\$25.85	\$26.98	\$27.95	\$31.93	\$34.24
9	\$24.24	\$25.40	\$26.54	\$27.70	\$28.75	\$32.79	\$35.22
10	\$24.88	\$26.07	\$27.24	\$28.42	\$29.56	\$32.79	\$35.22
11	\$25.76	\$26.99	\$28.21	\$29.44	\$30.67	\$33.12	\$35.58
CI12	\$25.76	\$26.99	\$28.21	\$29.44	\$30.67	\$33.12	\$35.58
CI13	\$25.76	\$26.99	\$28.21	\$29.44	\$30.67	\$33.12	\$35.58
CI14	\$25.76	\$26.99	\$28.21	\$29.44	\$30.67	\$33.12	\$35.58
CI15	\$27.26	\$28.49	\$29.71	\$30.94	\$32.17	\$34.62	\$37.08
CI16	\$27.26	\$28.49	\$29.71	\$30.94	\$32.17	\$34.62	\$37.08
CI17	\$27.26	\$28.49	\$29.71	\$30.94	\$32.17	\$34.62	\$37.08
CI18	\$27.26	\$28.49	\$29.71	\$30.94	\$32.17	\$34.62	\$37.08
CI19	\$27.26	\$28.49	\$29.71	\$30.94	\$32.17	\$34.62	\$37.08
CI20	\$27.76	\$28.99	\$30.21	\$31.44	\$32.67	\$35.12	\$37.58
CI21	\$27.76	\$28.99	\$30.21	\$31.44	\$32.67	\$35.12	\$37.58
CI22	\$27.76	\$28.99	\$30.21	\$31.44	\$32.67	\$35.12	\$37.58
CI23	\$27.76	\$28.99	\$30.21	\$31.44	\$32.67	\$35.12	\$37.58
CI24	\$27.76	\$28.99	\$30.21	\$31.44	\$32.67	\$35.12	\$37.58
CI25	\$28.26	\$29.49	\$30.71	\$31.94	\$33.17	\$35.62	\$38.08

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