

TENTATIVE AGREEMENT SUMMARY

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

PROPOSAL ITEMS – Meeting #3 02-12-2024 TA

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

CAPS Group Specific Proposals (Tentative Agreement on items 1-17 as discussed 2-6-2024)

1. Propose a two-year contract July 1, 2023 to June 30, 2025. General clean-up of dates and references.
2. Information Requests (Art 5.8) Add language about information supplied to the union per state law.
3. Holidays (Art 6.3) add Juneteeth for people with June 19th as part of their work year.
4. New Employee Step Advancement (Art 8.2) move date from Jan 1 to Feb 1 to be newly hired and get step increase credit for that first year.
5. Method of Payment (Art 8.3) Effective 7/1/2024, remove option for 19 pay option for people working 12 mo assignments. Move all 10 mo employees to 19pp at the point the district implements a timecard system. District Dropped 1/18
6. 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.
7. Step Placement (new Art 8.6 and 8.7) New language that spells out how step placement is determined for a promotion or demotion.
8. 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 30th. Address vacation accrual rates so that there is a decimal for the accrual of days/hours of vacation.
9. Group Insurance (Art 11) spell out eligibility and modify the grid describing contributions and prorated VEBA amounts for less than 1.0 FTE.
10. 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.
11. 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.
12. Sick Time (Art 12.2.K) clarify how sick leave works with Worker's Compensation claims.
13. Bereavement Leave (Art 12.4) Spell out eligibility is for people working .5 FTE (average of 4 hours or more per day).
14. Child Care Leave (Art 12.6) coordinate with new MN leave laws. Propose split of premiums starting 2025 50/50 with Employer and Employee contributions similar to PERA. Propose requirement to notify HR by Mar 1 of the year intending to return to work the following fall for year long general leaves and childcare leaves. Add reference to father or same sex partner.
15. 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.

TENTATIVE AGREEMENT SUMMARY

16. Salary Schedule and Career Increments: Create an expanded salary matrix that includes Career Increments within the steps starting 2024-25.
17. Severance – payments cannot be directed to a Roth or other plan requiring payment of federal or state income tax.

Economics Proposal – 2-12-2024 Tentative Agreement

Employees Covered: 21

Wages: 2-12-2024 Proposal

2023-24: 3% increase on all steps. This option would be retroactive to July 1, 2023 (beginning of the contract) for people actively employed at the time of the ratification and retirees after 7/1/2023.

2024-25: 2.55% increase on all steps, plus \$.15/hr added to all steps to replace the \$.15/hr premium pay (average increase 3.1%). Move to expanded schedule with CI included. See Salary Schedules attached

Career increments: increase career increments and then move 30 year rate sooner to 25 years.

Years	Career Increments		CAPS
	2022-23	2023-24	2024-25
15	\$ 1.00	\$ 1.25	\$ 1.50
20	\$ 1.25	\$ 1.50	\$ 2.00
25	\$ 1.75	\$ 1.75	\$ 2.50
30	\$ 2.00	\$ 2.50	

Health Insurance: New grid layout. Rates below as part of total economic proposal – 2/12/2024

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	\$540	\$600	\$625
Employee + 1	\$985	\$1,265	\$1,280
Family	\$1,410	\$1,500	\$1,600

B. District Health Insurance Program Deductible/VEBA:

District Contributions VEBA-Plan B per month	July 1, 2023	July 1, 2024	July 1, 2025*
Employee	\$668	\$685	\$700
Employee + 1	\$1,380	\$1,410	\$1,430
Family	\$1,820	\$1,840	\$1,860

Dental Insurance: No change in dental contributions and no was increase in premium costs.

District Dental Contributions per month	July 1, 2023	July 1, 2024
Employee	\$52	\$52
Family	\$95	\$95

TENTATIVE AGREEMENT SUMMARY

Vacation: Effective 7/1/2024, delete Group C and move all employees less than 230 paid days to Group B.

Effective July 1, 2024, Group B in Section 10.1 shall accrue vacation as follows:

- Four (4) days each year during the first four (4) years of service (0-3 years completed) in the District
- Six (6) days each year after completing four (4-9) years of service in the District
- Eight (8) days each year after completing ten (10-19) years of service in the District
- Ten (10) days each year after completing twenty (20) years of service in the District

2-12-2024 Tentative Agreement

2022-23	CAPS Employee Group				
	CLS3	CLS4	CLS5	CLS6	CLS7
1	\$ 15.81	\$ 16.32	\$ 17.34	\$ 18.36	\$ 19.14
2	\$ 16.30	\$ 17.09	\$ 17.85	\$ 19.38	\$ 20.40
3	\$ 16.94	\$ 17.85	\$ 18.87	\$ 20.40	\$ 21.42
4	\$ 17.54	\$ 18.35	\$ 19.38	\$ 21.05	\$ 22.13
5	\$ 18.14	\$ 19.02	\$ 19.92	\$ 21.95	\$ 23.08
6	\$ 18.80	\$ 19.76	\$ 20.71	\$ 22.92	\$ 24.15
7	\$ 19.54	\$ 20.57	\$ 21.53	\$ 23.97	\$ 25.28
8	\$ 20.36	\$ 21.47	\$ 22.48	\$ 25.14	\$ 26.53
9	\$ 21.28	\$ 22.50	\$ 23.54	\$ 26.44	\$ 27.93
10	\$ 22.72	\$ 24.20	\$ 25.30	\$ 28.55	\$ 30.17
2023-24	Salary Schedules				
Yr1	CAPS Employee Group				
Step	CLS3	CLS4	CLS5	CLS6	CLS7
1	\$ 16.28	\$ 16.81	\$ 17.86	\$ 18.91	\$ 19.71
2	\$ 16.79	\$ 17.60	\$ 18.39	\$ 19.96	\$ 21.01
3	\$ 17.45	\$ 18.39	\$ 19.44	\$ 21.01	\$ 22.06
4	\$ 18.07	\$ 18.90	\$ 19.96	\$ 21.68	\$ 22.79
5	\$ 18.68	\$ 19.59	\$ 20.52	\$ 22.61	\$ 23.77
6	\$ 19.36	\$ 20.35	\$ 21.33	\$ 23.61	\$ 24.87
7	\$ 20.13	\$ 21.19	\$ 22.18	\$ 24.69	\$ 26.04
8	\$ 20.97	\$ 22.11	\$ 23.15	\$ 25.89	\$ 27.33
9	\$ 21.92	\$ 23.18	\$ 24.25	\$ 27.23	\$ 28.77
10	\$ 23.40	\$ 24.93	\$ 26.06	\$ 29.41	\$ 31.08

TENTATIVE AGREEMENT SUMMARY

2024-25 CI as part of the explanded schedule.

2024-25	Salary Schedules						
Yr2	CAPS Employee Group						
STEP	CLS3	CLS4	CLS5	CLS6	CLS7		
	Range 1	Range 2	Range 3	Range 4	Range 5		
1	\$ 16.85	\$ 17.39	\$ 18.47	\$ 19.54	\$ 20.37		
2	\$ 17.37	\$ 18.20	\$ 19.00	\$ 20.62	\$ 21.70		
3	\$ 18.04	\$ 19.00	\$ 20.08	\$ 21.70	\$ 22.78		
4	\$ 18.68	\$ 19.53	\$ 20.62	\$ 22.38	\$ 23.53		
5	\$ 19.31	\$ 20.24	\$ 21.19	\$ 23.34	\$ 24.53		
6	\$ 20.01	\$ 21.02	\$ 22.03	\$ 24.36	\$ 25.66		
7	\$ 20.79	\$ 21.88	\$ 22.89	\$ 25.47	\$ 26.85		
8	\$ 21.66	\$ 22.83	\$ 23.89	\$ 26.70	\$ 28.17		
9	\$ 22.63	\$ 23.92	\$ 25.01	\$ 28.08	\$ 29.65		
10	\$ 24.15	\$ 25.71	\$ 26.87	\$ 30.31	\$ 32.02		
11	\$ 24.15	\$ 25.71	\$ 26.87	\$ 30.31	\$ 32.02		
12	\$ 24.15	\$ 25.71	\$ 26.87	\$ 30.31	\$ 32.02		
13	\$ 24.15	\$ 25.71	\$ 26.87	\$ 30.31	\$ 32.02		
14	\$ 24.15	\$ 25.71	\$ 26.87	\$ 30.31	\$ 32.02		
15	\$ 24.15	\$ 25.71	\$ 26.87	\$ 30.31	\$ 32.02		
16	\$ 25.65	\$ 27.21	\$ 28.37	\$ 31.81	\$ 33.52	\$ 1.50	15yr CI
17	\$ 25.65	\$ 27.21	\$ 28.37	\$ 31.81	\$ 33.52		
18	\$ 25.65	\$ 27.21	\$ 28.37	\$ 31.81	\$ 33.52		
19	\$ 25.65	\$ 27.21	\$ 28.37	\$ 31.81	\$ 33.52		
20	\$ 25.65	\$ 27.21	\$ 28.37	\$ 31.81	\$ 33.52		
21	\$ 26.15	\$ 27.71	\$ 28.87	\$ 32.31	\$ 34.02	\$ 2.00	20yr CI
22	\$ 26.15	\$ 27.71	\$ 28.87	\$ 32.31	\$ 34.02		
23	\$ 26.15	\$ 27.71	\$ 28.87	\$ 32.31	\$ 34.02		
24	\$ 26.15	\$ 27.71	\$ 28.87	\$ 32.31	\$ 34.02		
25	\$ 26.15	\$ 27.71	\$ 28.87	\$ 32.31	\$ 34.02		
26	\$ 26.65	\$ 28.21	\$ 29.37	\$ 32.81	\$ 34.52	\$ 2.50	25yr CI

Career increments: increase career increments and then move 30 year rate sooner to 25 years.

Years	Career Increments		CAPS
	2022-23	2023-24	2024-25
15	\$ 1.00	\$ 1.25	\$ 1.50
20	\$ 1.25	\$ 1.50	\$ 2.00
25	\$ 1.75	\$ 1.75	\$ 2.50
30	\$ 2.00	\$ 2.50	