



## **Tentative Agreement Summary**

**Saint Louis Park Schools**

**And**

**Food Services Employees**

**2025 – 2027**

**Terms and Conditions of Employment**

**Date of Proposal:** October 29, 2025

**Term:** Two (2) years, July 1, 2025, through June 30, 2027

**Employees Covered:** 27 total employees (21 FTE) as of June 30, 2025

**Wages:** October 29, 2025- TA See economic proposals

### **Economic Proposals**

#### **Wages:**

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

- Across the board (steps 1-8) increase of 2%.
- Additional pay equity/market adjustments of \$0.50/hr. CLS and steps 1-9.

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

- Across the board increase of 2%.
- Renumbering steps to reflect new step schedule, CL1-CL6; Step 3 becomes the new Step 1 and remove remaining steps.
- Additional pay equity/market adjustments of \$0.50/hr., CLS steps 1-6
- In year 2 remove the career increment from the salary schedule. The career increment becomes a retention stipend and is no longer included in the hourly rate. The retention stipend is non-cumulative and will be divided out over each check. The amounts below will be prorated for assignments of less than 1.0 FTE or a full contract year.
  - After completing 9 years of credited service with the District - \$800
  - After completing 14 years of credited service with the District - \$2,000
  - After completing 19 years of credited service with the District - \$2,800
  - After completing 24 years of credited service with the District - \$3,200
  - After completing 29 years of credited service with the District - \$4,400

### **Benefits**

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



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

District Contributions Standard-Plan A per month	July 1, 2025	July 1, 2026	July 1, 2027*
Employee	\$660	\$693	\$718
Employee + 1	\$1,390	\$1,460	\$1,485
Family	\$1,800	\$1,890	\$1,915

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

District Contributions VEBA-Plan B per month	July 1, 2025	July 1, 2026	July 1, 2027*
Employee	\$725	\$769	\$794
Employee + 1	\$1,475	\$1,564	\$1,589
Family	\$1,930	\$2,046	\$2,071

**Dental Insurance:**

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

**Non-Economic Proposals**

1. Article 3: Recognition of Exclusive Representation
  - a. Recognition of Exclusive Representative: striking language “and for more than 67 work days per year”.
2. Article 6: School Closings
  - a. Amend language removing, “all” to read, “When District buildings are closed....”
3. Article 6: The Work Year
  - a. Add New Year’s Eve Day holiday
  - b. Add new language regarding No Call/No Show.
4. Article 7: The Work Day
  - a. Amend weekly language, “striking 8-hours per day”,
  - b. Add rest, meal break language.
  - c. Add no stacking breaks language.
5. Article 9: Extra Compensation
  - a. Employees working Federal Summer Food Service Program additional pay from \$2.50/hr. to \$2.75.
  - b. Add language specifying quantity and style of uniform shirts.
  - c. Clothing Allowance: Add language: The Health and Safety department will continue to provide an annual voucher to all employees for work shoes and work-appropriate inserts.
6. Article 12: Leaves of Absence
  - a. Sick Leave 12.1 Update ESST sick and safe leave language.
  - b. New Section: 12.7 Paid Family Medical Leave (PFML). New MN Paid Family Leave Language added.



## Tentative Schedule

**Tentative Agreement Date:** October 29, 2025

**Proposed Ratification Vote Date:** November 17, 2025 at District Office Training Room

**Proposed Board Approval Date:** November 25, 2025

**Target Rates Backpay Date:** December 15, 2025

**Target OT/Voucher Backpay Date:** December 15, 2025

## Salary Schedules

### **2025-2026 Schedule:**

Step	CLS2	CLS1+SNA1	CLS1+SNA2	CLS1+SNA3	CLS1+SNA4	CLS4	CLS4+SNA2	CLS4+SNA3	CLS4+SNA4
1	\$19.06	\$19.41	\$19.66	\$19.81	\$19.96	\$21.61	\$22.21	\$22.36	\$22.51
2	\$19.32	\$19.67	\$19.92	\$20.07	\$20.22	\$22.38	\$22.98	\$23.13	\$23.28
3	\$19.57	\$19.92	\$20.17	\$20.32	\$20.47	\$23.14	\$23.74	\$23.89	\$24.04
4	\$19.83	\$20.18	\$20.43	\$20.58	\$20.73	\$23.65	\$24.25	\$24.40	\$24.55
5	\$20.08	\$20.43	\$20.68	\$20.83	\$20.98	\$24.42	\$25.02	\$25.17	\$25.32
6	\$21.10	\$21.45	\$21.70	\$21.85	\$22.00	\$25.18	\$25.78	\$25.93	\$26.08
7	\$22.69	\$23.04	\$23.29	\$23.44	\$23.59	\$26.77	\$27.37	\$27.52	\$27.67
8	\$22.94	\$23.29	\$23.54	\$23.69	\$23.84	\$27.02	\$27.62	\$27.77	\$27.92
9	\$23.44	\$23.79	\$24.04	\$24.19	\$24.34	\$27.52	\$28.12	\$28.27	\$28.42
10	\$23.44	\$23.79	\$24.04	\$24.19	\$24.34	\$27.52	\$28.12	\$28.27	\$28.42
11	\$23.44	\$23.79	\$24.04	\$24.19	\$24.34	\$27.52	\$28.12	\$28.27	\$28.42
12	\$23.44	\$23.79	\$24.04	\$24.19	\$24.34	\$27.52	\$28.12	\$28.27	\$28.42
13	\$23.44	\$23.79	\$24.04	\$24.19	\$24.34	\$27.52	\$28.12	\$28.27	\$28.42
14	\$24.19	\$24.54	\$24.79	\$24.94	\$25.09	\$28.27	\$28.87	\$29.02	\$29.17
15	\$24.19	\$24.54	\$24.79	\$24.94	\$25.09	\$28.27	\$28.87	\$29.02	\$29.17
16	\$24.19	\$24.54	\$24.79	\$24.94	\$25.09	\$28.27	\$28.87	\$29.02	\$29.17
17	\$24.19	\$24.54	\$24.79	\$24.94	\$25.09	\$28.27	\$28.87	\$29.02	\$29.17
18	\$24.19	\$24.54	\$24.79	\$24.94	\$25.09	\$28.27	\$28.87	\$29.02	\$29.17
19	\$24.19	\$24.54	\$24.79	\$24.94	\$25.09	\$28.27	\$28.87	\$29.02	\$29.17
20	\$24.69	\$25.04	\$25.29	\$25.44	\$25.59	\$28.77	\$29.37	\$29.52	\$29.67
21	\$24.69	\$25.04	\$25.29	\$25.44	\$25.59	\$28.77	\$29.37	\$29.52	\$29.67
22	\$24.69	\$25.04	\$25.29	\$25.44	\$25.59	\$28.77	\$29.37	\$29.52	\$29.67
23	\$24.69	\$25.04	\$25.29	\$25.44	\$25.59	\$28.77	\$29.37	\$29.52	\$29.67
24	\$24.69	\$25.04	\$25.29	\$25.44	\$25.59	\$28.77	\$29.37	\$29.52	\$29.67
25	\$24.94	\$25.29	\$25.54	\$25.69	\$25.84	\$29.02	\$29.62	\$29.77	\$29.92



## 2025-2026 Schedule: Continues

Step	CLS5	CLS5+SNA2	CLS5+SNA3	CLS5+SNA3
1	\$22.63	\$23.23	\$23.38	\$23.53
2	\$23.40	\$24.00	\$24.15	\$24.30
3	\$24.16	\$24.76	\$24.91	\$25.06
4	\$24.67	\$25.27	\$25.42	\$25.57
5	\$25.44	\$26.04	\$26.19	\$26.34
6	\$26.20	\$26.80	\$26.95	\$27.10
7	\$27.79	\$28.39	\$28.54	\$28.69
8	\$28.04	\$28.64	\$28.79	\$28.94
9	\$28.54	\$29.14	\$29.29	\$29.44
10	\$28.54	\$29.14	\$29.29	\$29.44
11	\$28.54	\$29.14	\$29.29	\$29.44
12	\$28.54	\$29.14	\$29.29	\$29.44
13	\$28.54	\$29.14	\$29.29	\$29.44
14	\$29.29	\$29.89	\$30.04	\$30.19
15	\$29.29	\$29.89	\$30.04	\$30.19
16	\$29.29	\$29.89	\$30.04	\$30.19
17	\$29.29	\$29.89	\$30.04	\$30.19
18	\$29.29	\$29.89	\$30.04	\$30.19
19	\$29.29	\$29.89	\$30.04	\$30.19
20	\$29.79	\$30.39	\$30.54	\$30.69
21	\$29.79	\$30.39	\$30.54	\$30.69
22	\$29.79	\$30.39	\$30.54	\$30.69
23	\$29.79	\$30.39	\$30.54	\$30.69
24	\$29.79	\$30.39	\$30.54	\$30.69
25	\$30.04	\$30.64	\$30.79	\$30.94

## 2026-2027 Schedule:

Step	CLS2	CLS1+S NA1	CLS1+S NA2	CLS1+S NA3	CLS1+S NA4	CLS4	CLS4+S NA2	CLS4+S NA3	CLS4+S NA4	CLS5	CLS5+S NA2	CLS5+S NA3	CLS5+S NA3
1	\$20.47	\$20.82	\$21.07	\$21.22	\$21.37	\$24.11	\$24.71	\$24.86	\$25.01	\$25.15	\$25.75	\$25.90	\$26.05
2	\$20.73	\$21.08	\$21.33	\$21.48	\$21.63	\$24.63	\$25.23	\$25.38	\$25.53	\$25.67	\$26.27	\$26.42	\$26.57
3	\$20.99	\$21.34	\$21.59	\$21.74	\$21.89	\$25.41	\$26.01	\$26.16	\$26.31	\$26.45	\$27.05	\$27.20	\$27.35
4	\$22.03	\$22.38	\$22.63	\$22.78	\$22.93	\$26.19	\$26.79	\$26.94	\$27.09	\$27.23	\$27.83	\$27.98	\$28.13
5	\$23.64	\$23.99	\$24.24	\$24.39	\$24.54	\$27.80	\$28.40	\$28.55	\$28.70	\$28.84	\$29.44	\$29.59	\$29.74
6	\$23.90	\$24.25	\$24.50	\$24.65	\$24.80	\$28.06	\$28.66	\$28.81	\$28.96	\$29.10	\$29.70	\$29.85	\$30.00