

TENTATIVE AGREEMENT SUMMARY

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

Date of Proposal: 11/28/2023 – Tentative agreement

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

Language Items

1. Teacher Duty Days (Art 6.1 3rd paragraph) Linked pay for new teacher added days to the Sched C - Required Training Rate and not a specific dollar reference.
2. Modification of Calendar (Art 6.2 3rd paragraph) Clarified the exception for one day changes due to weather related closings.
3. Prep Time: (Art 7.4) Discussed modifications to duty day and contact time language. Ultimately, it was agreed to keep current language in place.
4. Initial Salary Placement (Art 8.4) changed the number of work days to determine “a year” of service from 150 days to 90 days, to be consistent with recent change in continuing contract law. Also changed service credit year calculation to being employed by Feb 1 for new hires and then working at least 90 days for a year of credit toward a step increase.
5. Professional Growth Credits (Art 8.7): Create MOA to compensate teachers who complete District sponsored LETRS training by granting credits or a stipend if the teacher is already at Lane MA40 or higher.
6. Lane Changes (Art 8.8) Lane changes will be processed once a year in September. Teachers will notify HR by September 1st of their request for a lane change. Teachers who have their transcripts will receive the lane change not later than the Sept 30th check. HR will work with teachers who have completed coursework but are unable to get transcripts by Sept 1. The lane change will be processed for the next available check after receiving the official transcripts by the college.
7. National Board Certification: (Art 8.9) The Feb 15 date was removed to receive partial payment. Payment will be provided for the full school year, if received by Sept 1st. Payment also will not be reduced mid-year if the teacher starts the year with a valid NB Certification.
8. Building Subs (Art 8.12) add language in LTS section about building subs who work all year.
9. Summer Work (Art 9.6) add Culturally Relevant Literacy Coaches, Digital Learning Specialists and the lead teacher who oversees college and career readiness may receive up to ten (10) extra duty days beyond the 185 duty day contract year. These additional days are additional work and not part of continuing contract rights. Time worked will be submitted weekly by voucher or timecard as time is worked and approved by the supervisor.
10. Incorporate new rates of pay from Schedule C MOA into the contract.
11. Moved the National Board Stipend into the EFP salary Matrix (such as MA, MA-NB, MA10, MA10-NB, etc). This change reduces the amount of HR/payroll processing and employee records maintenance.
12. HCSP (Art 10.8) In HCSP (Art 10.8), DC (Art 14) and 1.5% TSA (in Appendix) added language clarifying that the District is only responsible for the required contribution 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.

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13. Sick Leave (Art 11.2) Updated language to coordinate our contract sick leave the MN Earned Sick and Safe Time law. Since our plan is more generous, clarify how they work together and that the ESST days are with our plans 11 sick days and not on top or in addition.
 14. Workers Comp – added language to better explain the use of sick leave and credits back when a teacher is out on worker's comp approved leave.
 15. General Leaves of Absence (Art 11.8) clarify dates when applying for leaves for the following year, that the leave request should be made to HR by Mar 1. Also, in 11.8.B add language that clarifies that "Leaves to teach in another school district or charter school will not usually be granted unless it helps the district avoid laying off another teacher with that license area for the following school year.
 16. Child Care Leaves: (Art 11.9) Changed Adoption leaves to be up to 30 days and included surrogate in addition to adoptive parents.
 17. ULA (Art 13.2) ABE/ECFE rights and bumping within groups and not across groups. ABE/ECFE do not achieve tenure in K-12 even if the teacher is K-12 licensed, unless they had previously taught and achieved tenure in that K-12 license in SLP.
 18. Deferred Comp (Art 14) Add better eligibility language removing reference to "after completing four years" and reference to FTE.
 19. Teacher Evaluations (Art 15.2) Language updated to reflect that TDE the online system is the norm for evaluations and not paper evaluations.
 20. Corrective Action (Art 16.6) Clarified that Suspension With-Pay has the same step in progressive discipline process as Suspension Without Pay.
 21. ABE/ECFE (Art 19) in 19.2 Spell out the duty year language in Art 19 instead of relying on reference to Art 7. In Career Increments section 19.4.A add CI into the salary schedule like K-12. CI amounts will also be listed separately with \$/hr amounts. Increase the MA lane to \$1.50/hr in 2023-24 and to \$2.00/hr over BA20 and show in Schedule. Step increase requires min 90 days and not 100-day previous amount in 19.4.C. In Deferred Comp (Art 19.5) clarify reference to prorata. HCSP 19.6 clarify FTE level for full contribution amounts. Health Insurance (19.7) change from 6.5 to 6.0 hour reference for Full-time status. Effective second semester (by 1/29/2024), the practice of assigning 22 minutes of prep time per hour of instructional time, will be increased to 30 minutes consistent with other teachers in the ABE consortium.
 22. Reviewed and updated MOAs in back of contract. Include new language outlining the Special Education workday time for due process work, compensation for work outside the workday and caseload review.
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Economics – 11/28/2023 - TA

Employees Covered: 362 total employees with K-12/ABE/ECFE

Wages: 11/28/2023 TA

2023-24: Increase salary schedule Steps 1-12 amounts by 3.35%. ABE/ECFE prorata BA-BA20. Increase ABE/ECFE MA Lane to \$1.50/hr over BA20 lane. These changes will 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: Increase salary schedule Steps 1-12 amounts by 3.5%. Increase ABE/ECFE MA Lane to \$2.00/hr over BA20 lane. (see attached schedules)

Schedule C: Schedule C increased by 4% based for 2023-24. No other changes to Schedule C rates for 2024-25. MOA language to be incorporated into Schedule C rates in contract. District and PAT agreed to review Schedule C club stipends and non-athletic stipends and make recommendations for 2025-27 contract negotiations.

Career Increments: 2023-24: K-12 increase Step 29 CI by \$1,000 to \$3,000 (*this brings total CI at Step 29 to \$10,000 above Step 12*). ABE/ECFE: Increase ABE/ECFE career increment amounts as shown with schedules. In **2024-25**, adjust ABE/ECFE CI years earlier and incorporate into salary matrix (See ABE Schedules and CI amounts)

Health Insurance: 11/28/2023: 2% increase year 1, 2.5% increase year 2 and a 3% increase 7/1/2025*

Enrollment	District Contributions/mo			
Plan A	7/1/2022	7/1/2023	7/1/2024	7/1/2025
Employee	\$520	\$540	\$554	\$570
E+1	\$985	\$1,005	\$1,030	\$1,061
Family	\$1,410	\$1,438	\$1,474	\$1,518

Plan B VEBA	7/1/2022	7/1/2023	7/1/2024	7/1/2025
Employee	\$650	\$663	\$680	\$700
E+1	\$1,340	\$1,367	\$1,401	\$1,443
Family	\$1,780	\$1,816	\$1,880	\$1,930

***A third year of contributions are provided to ease open enrollment for employees in 2025. The contribution amounts for 7-1-2025 will be subject to bargaining in the 2025-2027 bargaining cycle.**

The District reserves the right to correct typographical errors.

Tentative Agreement Date: 11/28/2023

Proposed Ratification Vote Date:

Proposed Board Approval Date:

Target New Rates Date:

Target Backpay Date:

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District Salary Schedule Proposal 11/28/2023
 2023-24 Increase all rates Step 1-14 by 3.35%

% Increase (Steps 1-12) =	3.35%											
ATB \$ Increase =	\$0											
additional on top steps =	0.00%		3.35%		Top Steps total							
	Salary Schedule in Year 1						2023-24					
		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
	STEP	BA	BA10	BA20	BA30	BA40	MA	MA10	MA20	MA30	MA40/ Spec	PhD
	(1)	45,474	46,249	47,024	48,058	49,091	51,675	52,709	53,742	55,292	56,843	58,910
	(2)	46,249	47,929	48,833	50,383	51,675	54,000	55,034	56,326	57,876	59,426	61,493
	(3)	47,024	49,608	50,642	52,709	54,259	56,326	57,359	58,910	60,460	62,010	64,077
	(4)	48,358	50,382	52,045	53,706	55,368	57,027	59,943	62,010	64,077	65,111	67,178
	(5)	50,567	52,711	54,486	56,252	58,021	59,791	63,044	64,594	66,402	68,211	70,278
	(6)	52,442	54,989	56,892	58,766	60,641	62,518	64,395	66,273	68,147	70,025	73,895
	(7)	53,749	56,916	59,379	61,246	63,228	65,202	67,191	69,180	71,167	73,154	75,485
	(8)	54,265	58,223	61,458	63,683	65,786	67,836	69,939	72,044	74,147	76,252	78,652
	(9)	56,933	58,783	62,742	65,908	68,088	70,190	72,370	74,548	76,727	78,906	81,357
	(10)	56,933	61,677	63,347	72,044	74,293	76,458	78,699	80,948	83,191	85,435	87,963
	(11)	56,933	61,677	66,470	76,391	78,783	79,912	81,066	83,383	85,695	88,009	90,614
	(12)	56,933	61,677	66,470	77,461	79,885	85,683	88,203	90,729	93,249	95,769	98,608
	(13)	56,933	61,677	66,470	77,461	79,885	85,683	88,203	90,729	93,249	95,769	98,608
CI	(14)	56,933	61,677	66,470	77,461	79,885	85,683	88,203	90,729	93,249	95,769	98,608
\$1,600	(15)	58,533	63,277	68,070	79,061	81,485	87,283	89,803	92,329	94,849	97,369	100,208
	(16)	58,533	63,277	68,070	79,061	81,485	87,283	89,803	92,329	94,849	97,369	100,208
	(17)	58,533	63,277	68,070	79,061	81,485	87,283	89,803	92,329	94,849	97,369	100,208
	(18)	58,533	63,277	68,070	79,061	81,485	87,283	89,803	92,329	94,849	97,369	100,208
	(19)	58,533	63,277	68,070	79,061	81,485	87,283	89,803	92,329	94,849	97,369	100,208
\$1,700	(20)	60,233	64,977	69,770	80,761	83,185	88,983	91,503	94,029	96,549	99,069	101,908
	(21)	60,233	64,977	69,770	80,761	83,185	88,983	91,503	94,029	96,549	99,069	101,908
	(22)	60,233	64,977	69,770	80,761	83,185	88,983	91,503	94,029	96,549	99,069	101,908
	(23)	60,233	64,977	69,770	80,761	83,185	88,983	91,503	94,029	96,549	99,069	101,908
	(24)	60,233	64,977	69,770	80,761	83,185	88,983	91,503	94,029	96,549	99,069	101,908
\$1,800	(25)	62,033	66,777	71,570	82,561	84,985	90,783	93,303	95,829	98,349	100,869	103,708
	(26)	62,033	66,777	71,570	82,561	84,985	90,783	93,303	95,829	98,349	100,869	103,708
\$1,900	(27)	63,933	68,677	73,470	84,461	86,885	92,683	95,203	97,729	100,249	102,769	105,608
	(28)	63,933	68,677	73,470	84,461	86,885	92,683	95,203	97,729	100,249	102,769	105,608
\$3,000	(29)	66,933	71,677	76,470	87,461	89,885	95,683	98,203	100,729	103,249	105,769	108,608
	(30)	66,933	71,677	76,470	87,461	89,885	95,683	98,203	100,729	103,249	105,769	108,608

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2024-25 Increase all rates Step 1-14 by 3.50%

	ATB % Increase =	3.50%										
	ATB \$ Increase =	\$0										
	additional on top steps =	0.00%	3.50%	Top Steps total								
	Salary Schedule in Year 2					2024-25						
		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
	STEP	BA	BA10	BA20	BA30	BA40	MA	MA10	MA20	MA30	MA40/ Spec	PhD
	(1)	47,066	47,868	48,670	49,740	50,809	53,484	54,553	55,623	57,227	58,832	60,971
	(2)	47,868	49,606	50,542	52,147	53,484	55,890	56,960	58,297	59,902	61,506	63,646
	(3)	48,670	51,344	52,414	54,553	56,158	58,297	59,367	60,971	62,576	64,180	66,320
	(4)	50,051	52,145	53,867	55,586	57,306	59,023	62,041	64,180	66,320	67,389	69,529
	(5)	52,337	54,555	56,393	58,221	60,051	61,884	65,250	66,855	68,726	70,598	72,738
	(6)	54,277	56,914	58,883	60,823	62,763	64,707	66,649	68,593	70,532	72,476	76,482
	(7)	55,630	58,908	61,457	63,390	65,441	67,485	69,543	71,602	73,658	75,715	78,127
	(8)	56,164	60,261	63,609	65,912	68,089	70,210	72,387	74,566	76,743	78,920	81,405
	(9)	58,926	60,841	64,938	68,215	70,471	72,647	74,903	77,158	79,412	81,667	84,205
	(10)	58,926	63,836	65,565	74,566	76,893	79,134	81,453	83,781	86,102	88,426	91,042
	(11)	58,926	63,836	68,796	79,065	81,540	82,709	83,903	86,301	88,694	91,089	93,786
	(12)	58,926	63,836	68,796	80,172	82,681	88,682	91,290	93,904	96,512	99,121	102,060
	(13)	58,926	63,836	68,796	80,172	82,681	88,682	91,290	93,904	96,512	99,121	102,060
CI	(14)	58,926	63,836	68,796	80,172	82,681	88,682	91,290	93,904	96,512	99,121	102,060
\$1,600	(15)	60,526	65,436	70,396	81,772	84,281	90,282	92,890	95,504	98,112	100,721	103,660
	(16)	60,526	65,436	70,396	81,772	84,281	90,282	92,890	95,504	98,112	100,721	103,660
	(17)	60,526	65,436	70,396	81,772	84,281	90,282	92,890	95,504	98,112	100,721	103,660
	(18)	60,526	65,436	70,396	81,772	84,281	90,282	92,890	95,504	98,112	100,721	103,660
	(19)	60,526	65,436	70,396	81,772	84,281	90,282	92,890	95,504	98,112	100,721	103,660
\$1,700	(20)	62,226	67,136	72,096	83,472	85,981	91,982	94,590	97,204	99,812	102,421	105,360
	(21)	62,226	67,136	72,096	83,472	85,981	91,982	94,590	97,204	99,812	102,421	105,360
	(22)	62,226	67,136	72,096	83,472	85,981	91,982	94,590	97,204	99,812	102,421	105,360
	(23)	62,226	67,136	72,096	83,472	85,981	91,982	94,590	97,204	99,812	102,421	105,360
	(24)	62,226	67,136	72,096	83,472	85,981	91,982	94,590	97,204	99,812	102,421	105,360
\$1,800	(25)	64,026	68,936	73,896	85,272	87,781	93,782	96,390	99,004	101,612	104,221	107,160
	(26)	64,026	68,936	73,896	85,272	87,781	93,782	96,390	99,004	101,612	104,221	107,160
\$1,900	(27)	65,926	70,836	75,796	87,172	89,681	95,682	98,290	100,904	103,512	106,121	109,060
	(28)	65,926	70,836	75,796	87,172	89,681	95,682	98,290	100,904	103,512	106,121	109,060
\$3,000	(29)	68,926	73,836	78,796	90,172	92,681	98,682	101,290	103,904	106,512	109,121	112,060
	(30)	68,926	73,836	78,796	90,172	92,681	98,682	101,290	103,904	106,512	109,121	112,060

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ABE Schedules and Career Increments. (updated 12/1/2023)

ABE/ECFE	Yr0 Rates	2022-23			
PRORATED TO TEACHER BA20 HOURLY					
	BA	BA10	BA20	MA	
Step	Range 1	Range 2	Range 3	Range 4	
1	\$ 31.71	\$ 32.25	\$ 32.79	\$ 33.79	
2	\$ 32.25	\$ 33.42	\$ 34.05	\$ 35.05	
3	\$ 32.79	\$ 34.59	\$ 35.32	\$ 36.32	
4	\$ 33.72	\$ 35.13	\$ 36.29	\$ 37.29	
5	\$ 35.26	\$ 36.76	\$ 38.00	\$ 39.00	
6	\$ 36.57	\$ 38.35	\$ 39.67	\$ 40.67	
7	\$ 37.48	\$ 39.69	\$ 41.41	\$ 42.41	
8	\$ 37.84	\$ 40.60	\$ 42.86	\$ 43.86	
9	\$ 39.70	\$ 40.99	\$ 43.75	\$ 44.75	
10	\$ 39.70	\$ 43.01	\$ 44.18	\$ 45.18	
11	\$ 39.70	\$ 43.01	\$ 45.04	\$ 46.04	
12	\$ 39.70	\$ 43.01	\$ 45.67	\$ 46.67	
Career Increments					
After 15 years of service:		\$.75 additional per hour			
After 20 years of service:		\$1.25 additional per hour			
After 25 years of service:		\$1.75 additional per hour			
After 28 years of service:		\$2.25 additional per hour			
2023-24	ABE/ECFE Schedule		Schedule prorated to BA-BA20		
	BA	BA10	BA20	MA	
Step	Range 1	Range 2	Range 3	Range 4	
1	\$ 32.77	\$ 33.33	\$ 33.89	\$ 35.39	
2	\$ 33.33	\$ 34.54	\$ 35.19	\$ 36.69	
3	\$ 33.89	\$ 35.75	\$ 36.50	\$ 38.00	
4	\$ 34.85	\$ 36.31	\$ 37.51	\$ 39.01	
5	\$ 36.44	\$ 37.99	\$ 39.27	\$ 40.77	
6	\$ 37.80	\$ 39.63	\$ 41.00	\$ 42.50	
7	\$ 38.74	\$ 41.02	\$ 42.80	\$ 44.30	
8	\$ 39.11	\$ 41.96	\$ 44.29	\$ 45.79	
9	\$ 41.03	\$ 42.37	\$ 45.22	\$ 46.72	
10	\$ 41.03	\$ 44.45	\$ 45.66	\$ 47.16	
11	\$ 41.03	\$ 44.45	\$ 47.91	\$ 49.41	
12	\$ 41.03	\$ 44.45	\$ 47.91	\$ 49.41	
ABE/ECFE Career Increments					
CI Years	2022-23	CI Years	2023-24	CI years	2024-25
15 years	\$0.75	15 years	\$1.00	14 years	\$1.25
20 years	\$1.25	20 years	\$1.25	19 years	\$1.75
25 years	\$1.75	25 years	\$1.75	24 years	\$2.00
28 years	\$2.25	28 years	\$2.50	26 years	\$2.50

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2024-25	ABE/ECFE Schedule		Schedule prorated to BA-BA20		
	BA	BA10	BA20	MA	
Step	Range 1	Range 2	Range 3	Range 4	
1	\$ 33.92	\$ 34.50	\$ 35.08	\$ 37.08	
2	\$ 34.50	\$ 35.75	\$ 36.43	\$ 38.43	
3	\$ 35.08	\$ 37.00	\$ 37.78	\$ 39.78	
4	\$ 36.07	\$ 37.58	\$ 38.82	\$ 40.82	
5	\$ 37.72	\$ 39.32	\$ 40.64	\$ 42.64	
6	\$ 39.12	\$ 41.02	\$ 42.44	\$ 44.44	
7	\$ 40.09	\$ 42.46	\$ 44.29	\$ 46.29	
8	\$ 40.48	\$ 43.43	\$ 45.84	\$ 47.84	
9	\$ 42.47	\$ 43.85	\$ 46.80	\$ 48.80	
10	\$ 42.47	\$ 46.01	\$ 47.25	\$ 49.25	
11	\$ 42.47	\$ 46.01	\$ 49.58	\$ 51.58	
12	\$ 42.47	\$ 46.01	\$ 49.58	\$ 51.58	
13	\$ 42.47	\$ 46.01	\$ 49.58	\$ 51.58	
14	\$ 42.47	\$ 46.01	\$ 49.58	\$ 51.58	
15	\$ 43.72	\$ 47.26	\$ 50.83	\$ 52.83	
16	\$ 43.72	\$ 47.26	\$ 50.83	\$ 52.83	
17	\$ 43.72	\$ 47.26	\$ 50.83	\$ 52.83	
18	\$ 43.72	\$ 47.26	\$ 50.83	\$ 52.83	
19	\$ 43.72	\$ 47.26	\$ 50.83	\$ 52.83	
20	\$ 44.22	\$ 47.76	\$ 51.33	\$ 53.33	
21	\$ 44.22	\$ 47.76	\$ 51.33	\$ 53.33	
22	\$ 44.22	\$ 47.76	\$ 51.33	\$ 53.33	
23	\$ 44.22	\$ 47.76	\$ 51.33	\$ 53.33	
24	\$ 44.22	\$ 47.76	\$ 51.33	\$ 53.33	
25	\$ 44.47	\$ 48.01	\$ 51.58	\$ 53.58	
26	\$ 44.47	\$ 48.01	\$ 51.58	\$ 53.58	
27	\$ 44.97	\$ 48.51	\$ 52.08	\$ 54.08	
28	\$ 44.97	\$ 48.51	\$ 52.08	\$ 54.08	
29	\$ 44.97	\$ 48.51	\$ 52.08	\$ 54.08	
30	\$ 44.97	\$ 48.51	\$ 52.08	\$ 54.08	
ABE/ECFE Career Increments					
CI Years	2022-23	CI Years	2023-24	CI years	2024-25
15 years	\$0.75	15 years	\$1.00	14 years	\$1.25
20 years	\$1.25	20 years	\$1.25	19 years	\$1.75
25 years	\$1.75	25 years	\$1.75	24 years	\$2.00
28 years	\$2.25	28 years	\$2.50	26 years	\$2.50