



**Tentative Agreement Summary
Saint Louis Park Schools
And
Community Education Educators
2025 – 2027
Terms and Conditions of Employment**

Date of Proposal: February 12, 2026

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

Employees Covered: 62 total employees (45.5 FTE) as of June 30, 2025

Wages: February 12, 2026 - TA See economic proposals

Economic Proposals

Wages:

Year 1: 07/01/2025:

- 2% Across steps 1 to 12 For SAC1, SAC 2, SAC 3, PS1, and PS2.

Year 2: 07/01/2026:

- Across steps 5-12 increase of 2%.
- Renumbering steps (removing Steps 5-12) to reflect the new step schedule; Step 5 becomes the new Step 1.
- Renaming salary schedule titles from SAC1-SAC3 and PS1-PS2 to Ranges 1-8
- Staff assigned to work at Kids Place - SAC and directed to assume the Acting Lead duties in the absence of the Lead receive a \$1.00 premium per hour for all hours worked while performing such duties. Must be assigned by the KP Supervisor.
- In year 2, remove the career increment from the salary schedule and create a retention stipend.
Effective July 1, 2026: A CE Educator employee will qualify for a retention stipend above the CE Educator's salary schedule matrix rate after completing the designated number of full years of experience credits, as of July 1 of any year. The retention stipend is non-cumulative and will be divided among each check. The amounts below will be prorated for assignments of less than 12 months and 1.0 FTE.
 - After completing 15 years of credited service with the District - \$ 3,300
 - After completing 20 years of credited service with the District - \$ 4,300
 - After completing 25 years of credited service with the District - \$ 5,300



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	July 1, 2027
Employee	\$56.35	\$56.35	\$56.35
Family	\$110.00	\$110.00	\$110.00

Non-Economic Proposals

1. Article 6: The Work Year
 - a. Add new language regarding No Call/No Show.
2. Article 7: The Work Day
 - a. Add rest, meal break language.
 - b. Add no stacking breaks language.
3. 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.
4. Article 19: Opportunity to Meet
 - a. Removed antiquated language not in practice.
5. Article 20: Miscellaneous
 - a. Update the language to include the deadline for mileage reimbursement submissions.

MOA/MOU

- MOU-Care Team Compensation 2025-2027



Tentative Schedule

Tentative Agreement Date: February 12, 2026

Proposed Ratification Vote Date: February 18, 2026

Proposed Board Approval Date: February 24, 2026

Target Rates Backpay Date: March 31, 2026

Target OT/Voucher Backpay Date: March 31, 2026

Salary Schedules

2025-2026 Schedule:

New Step	SAC1	SAC2	SAC3	SAC3-SL	PS1	PS1-CL	PS2	PS2-CL
1	\$16.69	\$17.77	\$19.11	\$22.61	\$19.11	\$21.11	\$20.11	\$22.11
2	\$16.96	\$18.03	\$19.92	\$23.42	\$19.92	\$21.92	\$20.92	\$22.92
3	\$17.23	\$18.31	\$20.46	\$23.96	\$20.46	\$22.46	\$21.46	\$23.46
4	\$17.50	\$18.57	\$21.00	\$24.50	\$21.00	\$23.00	\$22.00	\$24.00
5	\$17.77	\$18.85	\$21.54	\$25.04	\$21.54	\$23.54	\$22.54	\$24.54
6	\$17.77	\$19.11	\$22.23	\$25.73	\$22.23	\$24.23	\$23.23	\$25.23
7	\$17.77	\$19.38	\$22.85	\$26.35	\$22.85	\$24.85	\$23.85	\$25.85
8	\$17.77	\$19.38	\$23.83	\$27.33	\$23.83	\$25.83	\$24.83	\$26.83
9	\$17.77	\$19.38	\$24.94	\$28.44	\$24.94	\$26.94	\$25.94	\$27.94
10	\$17.77	\$19.38	\$26.10	\$29.60	\$26.10	\$28.10	\$27.10	\$29.10
11	\$17.77	\$19.38	\$27.62	\$31.12	\$27.62	\$29.62	\$28.62	\$30.62
12	\$17.77	\$19.38	\$30.18	\$33.68	\$30.18	\$32.18	\$31.18	\$33.18
13	\$17.77	\$19.38	\$30.18	\$33.68	\$30.18	\$32.18	\$31.18	\$33.18
14	\$17.77	\$19.38	\$30.18	\$33.68	\$30.18	\$32.18	\$31.18	\$33.18
15	\$17.77	\$19.38	\$30.18	\$33.68	\$30.18	\$32.18	\$31.18	\$33.18
16	\$19.27	\$20.88	\$31.68	\$35.18	\$31.68	\$33.68	\$32.68	\$34.68
17	\$19.27	\$20.88	\$31.68	\$35.18	\$31.68	\$33.68	\$32.68	\$34.68
18	\$19.27	\$20.88	\$31.68	\$35.18	\$31.68	\$33.68	\$32.68	\$34.68
19	\$19.27	\$20.88	\$31.68	\$35.18	\$31.68	\$33.68	\$32.68	\$34.68
20	\$19.27	\$20.88	\$31.68	\$35.18	\$31.68	\$33.68	\$32.68	\$34.68
21	\$19.77	\$21.38	\$32.18	\$35.68	\$32.18	\$34.18	\$33.18	\$35.18
22	\$19.77	\$21.38	\$32.18	\$35.68	\$32.18	\$34.18	\$33.18	\$35.18
23	\$19.77	\$21.38	\$32.18	\$35.68	\$32.18	\$34.18	\$33.18	\$35.18
24	\$19.77	\$21.38	\$32.18	\$35.68	\$32.18	\$34.18	\$33.18	\$35.18
25	\$20.27	\$21.88	\$32.68	\$36.18	\$32.68	\$34.68	\$33.68	\$35.68



2026-2027:

- Increase Range 4, (PS1) by 0.50 for 5 to 12
- Range 5 (PS2) is 1.00 more than Range 4 (PS1)
- Range 6 (PS1CL) is 2.00 more than Range 4 (PS1)
- Range 7 (PS2CL) is \$2.00 more than Range 5 (PS2)
- Range 8 (SAC3SL) is 3.50 more than Range 3 (SAC3)

Old Step	New Step	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Range 7	Range 8
5	1	\$18.12	\$19.23	\$21.97	\$22.47	\$23.47	\$24.47	\$25.47	\$25.47
6	2	\$18.45	\$19.50	\$22.67	\$23.17	\$24.17	\$25.17	\$26.17	\$26.17
7	3	\$18.47	\$19.77	\$23.30	\$23.80	\$24.80	\$25.80	\$26.80	\$26.80
8	4	\$18.62	\$19.77	\$24.30	\$24.80	\$25.80	\$26.80	\$27.80	\$27.80
9	5	\$18.62	\$19.77	\$25.44	\$25.94	\$26.94	\$27.94	\$28.94	\$28.94
10	6	\$18.62	\$19.77	\$26.62	\$27.12	\$28.12	\$29.12	\$30.12	\$30.12
11	7	\$18.62	\$19.77	\$28.17	\$28.67	\$29.67	\$30.67	\$31.67	\$31.67
12	8	\$18.62	\$19.77	\$30.79	\$31.29	\$32.29	\$33.29	\$34.29	\$34.29

New:

Kids Place-School Age Care

- School Age Care 1 - Range 1
- School Age Care 2 - Range 2
- School Age Care 3 - Range 3
- School Age Care Lead - Range 8

Kids Place-Pre-School

- Pre-School Educator 1 - Range 4
- Pre-School Educator 2- Range 5
- Pre-School Educator Lead- Range 7

Early Learning Pre-School

- Early Learning Educator- Range 4
- Early Learning Educator- Lead- Range 6