

SUMMARY OF CHANGES

SAINT LOUIS PARK PUBLIC SCHOOLS and ADMINISTRATORS 2024-26 Terms and Conditions of Employment

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

Non-Economic Changes:

1. Change name of group from Directors to Administrators
2. Update all dates, references, etc for the 2024-26 time period.
3. Vacation other rules (Art 1.B) Language updated to explain how vacation carry over works. Expands carryover to 2.5x the employee's accrual rate and extends time by six months to June 30th. Added language that affirms the need for employees to put their time off requests in the system.
4. Holidays (Art 1.C) Add Juneteeth Holiday to list clarify that holiday pay is for regularly contracted employees scheduled an average of 4 hours per day (.5 FTE) or more.
5. Insurance (Art 2) Updated format for the Insurance grid layout and how a part-time employees' contributions would be prorated, similar to other groups.
6. Sick Time (Art 3.A) Added reference that employees are responsible for entering their time off into the District time off system. Coordinated our SLP 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. In (Art 3.A.9) added language to clarify how sick leave works with Worker's Compensation claims.
7. Personal Leave (Art 3.B) Added reference that employees are responsible for entering their time off into the District time off system.
8. Jury Duty (Art 3.D) Adding language similar to other groups that if the Administrator is released from jury duty for ½ day or more, they are to return to work for the remainder of the day.
9. Other Benefits (Art 4.A, 4.B and 4.C) Clarified how 403B and Health Care Savings contributions are prorated for less than full time FTE and partial year. Also noted 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.
10. Professional Development (Art 5) Deleted obsolete reference to the Supplemental Benefits.
11. Evaluation (Art 6) Updated reference that evaluations are done online.
12. Step Movement (Art 7.B) Updated language to reflect schedules now have steps and how an Administrator moves through the salary schedules.
13. Deduction (Art 7.d) Added language that unpaid debts like school lunch fund and excess sick/vacation days, to list of items that need to be repaid upon termination.
14. Professional Responsibilities (Art 9.A) New language that adds a professional responsibility section similar to the Superintendent contract.
15. Severance – Language updated that payments cannot be directed to a Roth or other plan requiring payment of federal or state income tax.

SUMMARY OF CHANGES

Economics Changes

Employees Covered: 8 total employees

Salaries:

2024-25: 3.00% increase on schedule rates.

2025-26: 3.00% increase on schedule rates. See Salary Schedules attached

Health Insurance: See rates below

B. **Medical Insurance:** The District will make the following contributions toward medical coverage for eligible employees based on the coverage selected by the employee:

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

| District Contributions Standard-Plan A per month | July 1, 2024 | July 1, 2025 | July 1, 2026* |
|--|--------------|--------------|---------------|
| Employee | \$625 | \$660 | \$680 |
| Employee + 1 | \$1,375 | \$1,390 | \$1,425 |
| Family | \$1,775 | \$1,800 | \$1,845 |

2. District Health Insurance Program Deductible/VEBA:

| District Contributions VEBA-Plan B per month | July 1, 2024 | July 1, 2025 | July 1, 2026* |
|--|--------------|--------------|---------------|
| Employee | \$700 | \$725 | \$750 |
| Employee + 1 | \$1,450 | \$1,475 | \$1,500 |
| Family | \$1,900 | \$1,930 | \$1,980 |

*contribution amounts for 7-1-2026 will be subject to changes in the 2026-28 agreement.

Dental Insurance: Effective 7-1-2024, the District will make the following contributions to dental insurance:

| District Dental Contributions per month | July 1, 2024 | July 1, 2025 |
|---|--------------|--------------|
| Employee | \$55 | \$55 |
| Family | \$110 | \$110 |

Proposed Board Approval Date: May 28, 2024

Target New Rates Date: July 15, 2024

The District reserves the right to correct clerical errors in this summary, draft language and schedules.

SUMMARY OF CHANGES

Administrator Salary Rates 2024-26

Appendix B: Administrator Group Salary Ranges

2024-25 Administrator Ranges

| Ranges | 22 | 23 | 24 | 25 | 26 | 27 |
|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| Step 1 | \$115,992 | \$121,315 | \$126,819 | \$132,699 | \$138,158 | \$144,458 |
| Step 2 | \$122,798 | \$128,439 | \$134,273 | \$140,506 | \$146,293 | \$152,970 |
| Step 3 | \$129,603 | \$135,563 | \$141,728 | \$148,314 | \$154,428 | \$161,483 |
| Step 4 | \$136,408 | \$142,688 | \$149,182 | \$156,121 | \$162,563 | \$169,997 |
| Step 5 | \$141,853 | \$148,388 | \$155,146 | \$162,367 | \$169,070 | \$176,808 |
| Step 6 | \$147,296 | \$154,087 | \$161,110 | \$168,613 | \$175,579 | \$183,618 |
| Step 7 | \$151,833 | \$158,836 | \$166,079 | \$173,818 | \$181,002 | \$189,293 |
| Step 8 | \$155,462 | \$162,636 | \$170,055 | \$177,982 | \$185,340 | \$193,834 |
| Step 9 | \$158,184 | \$165,486 | \$173,037 | \$181,105 | \$188,594 | \$197,239 |
| Step 10 | \$159,999 | \$167,386 | \$175,025 | \$183,187 | \$190,763 | \$199,509 |
| Step 11 | \$161,360 | \$168,811 | \$176,516 | \$184,748 | \$192,391 | \$201,212 |

2025-26 Administrator Ranges

| Ranges | 22 | 23 | 24 | 25 | 26 | 27 |
|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| Step 1 | \$119,472 | \$124,955 | \$130,623 | \$136,680 | \$142,303 | \$148,791 |
| Step 2 | \$126,482 | \$132,292 | \$138,301 | \$144,722 | \$150,682 | \$157,560 |
| Step 3 | \$133,491 | \$139,630 | \$145,980 | \$152,763 | \$159,061 | \$166,328 |
| Step 4 | \$140,500 | \$146,969 | \$153,658 | \$160,805 | \$167,440 | \$175,097 |
| Step 5 | \$146,108 | \$152,840 | \$159,800 | \$167,238 | \$174,142 | \$182,112 |
| Step 6 | \$151,715 | \$158,710 | \$165,943 | \$173,671 | \$180,846 | \$189,127 |
| Step 7 | \$156,388 | \$163,601 | \$171,062 | \$179,032 | \$186,432 | \$194,972 |
| Step 8 | \$160,126 | \$167,515 | \$175,157 | \$183,321 | \$190,900 | \$199,649 |
| Step 9 | \$162,930 | \$170,451 | \$178,228 | \$186,538 | \$194,252 | \$203,156 |
| Step 10 | \$164,799 | \$172,408 | \$180,276 | \$188,682 | \$196,486 | \$205,494 |
| Step 11 | \$166,201 | \$173,875 | \$181,812 | \$190,290 | \$198,162 | \$207,248 |