

ST. CLOUD PRINCIPALS ASSOCIATION 2025-2027

We are pleased to report that we have a proposed settlement with the St. Cloud Principals Association. The proposed contract, if adopted, would represent a total settlement cost within the budgeting parameters established by the School Board for settlement with this group.

In considering and comparing the cost of settlement packages in our various bargaining and employee groups, it is important to note that costing percentages are composed of the sum of lane improvement, longevity, step improvement, salary schedule improvement, insurance and retirement contributions. Further, in addition to board authorized monies for contract settlement, employee groups may realign existing monies within their contract to achieve a tentative agreement.

The SCPA is a bargaining unit representing 29 Principals and Assistant Principals

Year One:

- Steps for eligible principals
- Increase District Insurance Contribution to Single Plans to \$640.00 per month effective October 1, 2025
- Caps on the Single EME Contribution (\$945.44/month) and the Family EME Contribution (\$2,181.90/month)
- Beginning January 1, 2026, add Paid Family and Medical Leave Statutory Contribution of .44% of wages
- Increase Longevity as follows: **5-9 yrs \$2,000, 10-12 yrs \$3,000, 13-15 yrs \$4,000, 16+ yrs \$5,000**
- Increase Salary Schedule as follows:

	A	B	C	D	E	F
1	131,425	125,325	122,275	112,075	109,025	105,975
2	134,425	128,325	125,275	113,575	110,525	107,475
3	137,425	131,325	128,275	115,075	112,025	108,975
4	140,425	134,325	131,275	116,575	113,525	110,475
5	143,425	137,325	134,275	118,075	115,025	111,975

Year Two:

- Steps for eligible principals
- Increase District Insurance Contribution to Single Plans to \$660.00 per month effective October 1, 2026
- Move longevity step schedule as follows: **5-7 yrs \$2,000, 8-10 yrs \$3,000, 11-13 yrs \$4,000, 14+ yrs \$5,000**
- Increase Salary Schedule as follows:

	A	B	C	D	E	F
1	132,600	126,450	123,375	112,975	109,900	106,825
2	135,600	129,450	126,375	114,475	111,400	108,325
3	138,600	132,450	129,375	115,975	112,900	109,825
4	141,600	135,450	132,375	117,475	114,400	111,325
5	144,600	138,450	135,375	118,975	115,900	112,825

Total 2-Year Cost: 5.99%

Scheduled for Board Approval: March 11, 2026