

Approval of Agreement with Eden Prairie Education Association

RESOLVE to approve a two-year contract between Independent School District 272 and the Eden Prairie Education Association (EPEA) effective July 1, 2023 through June 30, 2025.

The following is a synopsis of the agreement.

1. Salary schedule improvement:
 - a. Year 1: 4.0% Increase
 - b. Year 2: 4.0% Increase
2. Salary schedule changes:
 - a. Remove Step A (first step)
 - b. Add New Step 30 (top step)
 - c. Add Preschool Teachers to the EPEA salary schedule
3. One-time \$1,500 payment per teacher (pro-rated based on FTE)
4. Single health insurance:

No Change
3. Family health insurance
 - a. Year 1: 10.1% increase in district contribution
 - b. Year 2: No Change
4. Hourly rates:
 - a. Summer & Targeted Services: Increased from \$40/hour to \$45/hour
 - b. Prep Hour Subbing:

Elementary & CMS increased from \$35 to \$50

Secondary increased from \$45 to \$60
 - c. Curriculum Rate: No Change
 - d. Training Rate: No Change
5. Certification pay of \$1,000 annually to nurses, social workers, and school psychologists who have specialized training & certificates.
6. Personal Days: Increase maximum accrual from 5 days to 7 days.
7. Memorandum of Understanding (MOU's):
 - a. Online Learning: Hours of Compensation
 - b. Early Childhood Special Education Stretch Calendar
 - c. EPEA President's Leave
 - d. Compensation for Special Events
 - e. Compensation for Licensed, Non-Classroom Substitutes
 - f. Q-Comp Letter of Agreement - Alternative Compensation Plan
 - g. Class Size and Staffing Allocation Ratios
 - h. Preschool Teachers - Probation, Discipline, Lay-off
 - i. Preparation Time: Lunch & Recess Duty
 - j. Paid Time-Off: Workplace Injury