

# TENTATIVE AGREEMENT SUMMARY

## SAINT LOUIS PARK PUBLIC SCHOOLS and CUSTODIAL AND MAINTENANCE EMPLOYEES 2023-25 Terms and Conditions of Employment

### **Date of Proposal: 11/2/2023 – TA**

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

**Employees Covered:** 31 total employees (30.5 FTE) as of June 30, 2023

**Wages:** 11/2/2023 TA See economic proposals

**Year 1: 7/1/2023:** Ave increase to CLS 1-5 Steps 5-12 is 3%. Steps 1-4 increased more to provide higher entry wages. CLS 6 \$1.00/hr over CLS5, CLS 7 is \$1.00/hr over CLS6. The typical starting step on the schedule for employees who have custodial or maintenance experience will be Step 5. HR has discretion to grant step placement based on experience and to make a competitive offer.

Increase 15-25 year Career Increments. See Salary and CI Schedules

Employees in CLS2-6 who are properly licensed for the classification can continue to get up to two steps per year up to Step 12 as of July 1 of each year of the agreement.

This would be retro to July 1, 2023 for any employees (or back to their start date for new employees hired after July 1) who are active as of the date of the union ratification of this contract. Also retro for any retirees who retire after July 1 up to Board ratification of the agreement. Not retro for employees who quit after July 1 to the ratification of the agreement by the Union.

**Year 2: 7/1/2024:** Remove Steps 1-5 of the schedule and renumber Steps 1-8. Add former \$.35/hr night premium to CLS 1 and 2 and then add 3% to all CLS 1-6 rates. Add a new Step 9 \$.25/hr over step 8. The typical starting step on the schedule for employees who have custodial or maintenance experience will be Step 1. HR has discretion to grant step placement based on experience and to make a competitive offer. Move Grounds Foreman and Large Building Night Foreman title to CLS 6 and end the extra hourly night differential.

Create a new 10-year Career Increment and increase 15-25 year Career Increments as show with schedules.

Employees in CLS2-6 who are properly licensed for the classification can continue to get up to two steps per year up to new Step 9 as of July 1 of each year of the agreement.

Pool License and Small Building No Night Lead differentials changed from hourly premiums to annual stipends paid each check. Pool Operator 1 from \$.50/hr to \$1,080/yr stipend. Pool Operator 2 from \$.25/hr to \$540/yr stipend.

Small Building no Night Lead (Lennox) different moved from \$.35/hr to \$744/yr stipend.

### **Health Insurance: Article 11.2 Employer Contribution**

The District will contribute up to the following amounts to the coverage selected by eligible employees regularly scheduled to work six (6) or more hours per day 30 hours per week. For employees working at least 4 hours per day but less than 6 hours, the employer will contribute 50% of the amounts shown below:

#### **A. District Health Insurance Program Non-Deductible/Standard Co-pay:**

District Contributions Standard-Plan A per month	July 1, 2023	July 1, 2024	July 1, 2025
Employee	\$600	\$610	\$625
Employee + 1	\$1,250	\$1,265	\$1,280
Family	\$1,650	\$1,665	\$1,700

#### **B. District Health Insurance Program Deductible/VEBA:**

District Contributions VEBA-Plan B per month	July 1, 2023	July 1, 2024	July 1, 2025
Employee	\$668	\$685	\$700
Employee + 1	\$1,380	\$1,410	\$1,430
Family	\$1,820	\$1,840	\$1,860

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**9.6. Clothing Allowance:** In addition to the Clothing Allowance, the District will continue the practice of reimbursing custodial/maintenance personnel for the purchase of job-related safety shoes or work boots to a maximum of \$250.00 per year. Employees who are reimbursed for safety shoes or work boots through this program will need to routinely wear the safety shoes or boots as part of the regular job expectations.

### Custodial Group Specific Proposals

1. Employee Information (Art 5.3, 5.6 and 5.8) update language in these sections to conform with changes in PELRA for dues deductions and information provided to employee groups.
2. Holidays (Art 6.3) Add Juneteeth Holiday to list named holidays.
3. New Employee Step Advancement (Art 8.2) Language changed to move the date from Jan 15 to Feb 1 to be newly hired and get step increase credit on July 1 for that first year.
4. Deduction (Art 8.4) Add unpaid debts like school lunch fund, to list of items that need to be repaid upon termination.
5. Step Placement with Demotion (new Art 8.6) Language updated to spell out how it works when a person promotes and we don't spell out the practice of doing that in reverse and creating the least economic loss when a person demotes to a lower paid title. Also, a loss of pay due to a not having the correct license for the position would result in a demotion.
6. Extra Compensation (Art 9) For 2024-25, the night and license premiums are moved to schedule as many of these for ease of processing in new eFinanceplus HR/payroll system. Clarified that overtime on a call-back basis for unscheduled work on an emergency basis would be paid double time on designated holidays.
7. Vacation (Art 10.3) Added language that affirms the need for employees to put their time off requests in the system. Also, increased accrual rates for people with 4-9 years of service completed from 17 to 19 days
8. Vacation other rules (Art 10.4.D) Language changed to expand vacation carryover to 2x the employee's annual accrual rate.
9. Group Insurance (Art 11) Changed language to better define eligibility and modify the grid describing contributions and prorated VEBA amounts for less than 1.0 FTE.
10. HealthCare Savings Plan (Art 11.6) Clarified how prorating works for less than full time based on Health Insurance Eligibility levels. Also note that the district is responsible only for the contribution amounts and employees are responsible for checking and notifying the district if there are discrepancies in the contribution amounts.
11. Sick Time (Art 12.2) Updated reference that employees are responsible for entering their time off into the District time off system. Coordinated our sick leave plan with new MN ESST leave laws so as not to add that on top of our system but coordinate so they work with each other like FMLA and sick leave.
12. Sick Time (Art 12.2.K) Added language to clarify how sick leave works with Worker's Compensation claims.
13. Emergency Leave (Art 12.3) updated language to reflect changes from last contract changes that moved most emergency leave into additional vacation time accrual rates.
14. Deferred Compensation (Art 13) Added language to clarify how contributions are prorated for less than full time FTE and partial year. Also note that the district is responsible only for the contribution amounts and employees are responsible for checking and notifying the district if there are discrepancies in the contribution amounts.
15. Vacancies and Transfers (Art 14) discuss language to spell out that can request a transfer to a demotional position as well as to a position in the same title/classification.
16. Lay Off (Art 15) Streamlined language so that seniority is within classification and license held. People who are laid off or bumped are least senior in that classification. Probationary employees, including those not properly licensed, would be considered least senior in the class and would bump the least senior person in the next lowest title if they hold more seniority than the in that lower title (Class 6 bumps to Class 5, Class 5 bumps to Class 4, etc...). Layoff/bump cannot create a promotion.
17. Severance – deleted this appendix as no employees are covered any more.

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**Tentative Agreement Date: 11-02-2023**

**Proposed Ratification Vote Date: 12-6-2023 at Lennox Fireplace Room**

**Proposed Board Approval Date: 12-12-2023**

**Target New Rates Date: 1-15-2026**

**Target Rates Backpay Date: 1-15-2026**

**Target OT/Voucher Backpay Date: 1-31-2026**

The District reserves the right to add, delete or modify to the list of proposals and correct clerical errors.

# TENTATIVE AGREEMENT SUMMARY

## Salary Schedules

Previous Contract								
2022-23	Base Year							
Custodial Group		Previous Contract Schedule						
	CLS1	CLS2	CLS3	CLS4	CLS5	CLS6	CLS7	
1	\$15.00	\$15.50	\$16.50	\$17.75	\$18.75	\$19.75	\$20.75	
2	\$15.50	\$16.00	\$17.00	\$18.25	\$19.25	\$20.25	\$21.25	
3	\$15.75	\$16.25	\$17.50	\$18.75	\$20.00	\$21.00	\$22.00	
4	\$16.00	\$16.50	\$18.00	\$19.50	\$20.50	\$21.50	\$22.50	
5	\$16.25	\$16.75	\$18.50	\$20.00	\$21.00	\$22.00	\$23.00	
6	\$16.50	\$17.00	\$19.00	\$20.54	\$21.61	\$22.61	\$23.61	
7	\$17.00	\$17.50	\$19.50	\$21.14	\$22.20	\$23.20	\$24.20	
8	\$17.50	\$18.00	\$20.00	\$21.73	\$22.80	\$23.80	\$24.80	
9	\$18.00	\$18.50	\$20.50	\$22.50	\$23.50	\$24.50	\$25.50	
10	\$18.50	\$19.00	\$21.00	\$23.00	\$25.00	\$26.00	\$27.00	
11	\$18.75	\$19.25	\$22.50	\$24.00	\$26.50	\$27.50	\$28.50	
12	\$19.00	\$19.50	\$23.00	\$25.00	\$27.00	\$28.00	\$29.00	
13	\$19.00	\$19.50	\$23.00	\$25.00	\$27.00	\$28.00	\$29.00	
14	\$19.00	\$19.50	\$23.00	\$25.00	\$27.00	\$28.00	\$29.00	15 yr
15	\$19.50	\$20.00	\$23.50	\$25.50	\$27.50	\$28.50	\$29.50	\$ 0.50
16	\$19.50	\$20.00	\$23.50	\$25.50	\$27.50	\$28.50	\$29.50	
17	\$19.50	\$20.00	\$23.50	\$25.50	\$27.50	\$28.50	\$29.50	
18	\$19.50	\$20.00	\$23.50	\$25.50	\$27.50	\$28.50	\$29.50	
19	\$19.50	\$20.00	\$23.50	\$25.50	\$27.50	\$28.50	\$29.50	20 yr
20	\$20.00	\$20.50	\$24.00	\$26.00	\$28.00	\$29.00	\$30.00	\$ 1.00
21	\$20.00	\$20.50	\$24.00	\$26.00	\$28.00	\$29.00	\$30.00	
22	\$20.00	\$20.50	\$24.00	\$26.00	\$28.00	\$29.00	\$30.00	
23	\$20.00	\$20.50	\$24.00	\$26.00	\$28.00	\$29.00	\$30.00	
24	\$20.00	\$20.50	\$24.00	\$26.00	\$28.00	\$29.00	\$30.00	25 yr
25	\$20.50	\$21.00	\$24.50	\$26.50	\$28.50	\$29.50	\$30.50	\$ 1.50

## 2023-24 Schedule

		July 1, 2023 - June 30, 2025						Salary Schedules	
2023-24	Custodial Group								
STEP	CLS1	CLS2	CLS3	CLS4	CLS5	CLS6	CLS7		
1	\$15.74	\$16.25	\$18.06	\$19.60	\$20.63	\$21.63	\$22.63		
2	\$15.99	\$16.50	\$18.31	\$19.85	\$20.88	\$21.88	\$22.88		
3	\$16.24	\$16.75	\$18.56	\$20.10	\$21.13	\$22.13	\$23.13		
4	\$16.49	\$17.00	\$18.81	\$20.35	\$21.38	\$22.38	\$23.38		
5	\$16.74	\$17.25	\$19.06	\$20.60	\$21.63	\$22.63	\$23.63		
6	\$17.00	\$17.51	\$19.57	\$21.16	\$22.26	\$23.26	\$24.26		
7	\$17.51	\$18.03	\$20.09	\$21.77	\$22.87	\$23.87	\$24.87		
8	\$18.03	\$18.54	\$20.60	\$22.38	\$23.48	\$24.48	\$25.48		
9	\$18.54	\$19.06	\$21.12	\$23.18	\$24.21	\$25.21	\$26.21		
10	\$19.06	\$19.57	\$21.63	\$23.69	\$25.75	\$26.75	\$27.75		
11	\$19.31	\$19.83	\$23.18	\$24.72	\$27.30	\$28.30	\$29.30		
12	\$19.57	\$20.09	\$23.69	\$25.75	\$27.81	\$28.81	\$29.81		
13	\$19.57	\$20.09	\$23.69	\$25.75	\$27.81	\$28.81	\$29.81		
14	\$19.57	\$20.09	\$23.69	\$25.75	\$27.81	\$28.81	\$29.81	15 yr	
15	\$20.57	\$21.09	\$24.69	\$26.75	\$28.81	\$29.81	\$30.81	\$1.00	
16	\$20.57	\$21.09	\$24.69	\$26.75	\$28.81	\$29.81	\$30.81		
17	\$20.57	\$21.09	\$24.69	\$26.75	\$28.81	\$29.81	\$30.81		
18	\$20.57	\$21.09	\$24.69	\$26.75	\$28.81	\$29.81	\$30.81		
19	\$20.57	\$21.09	\$24.69	\$26.75	\$28.81	\$29.81	\$30.81	20 yr	
20	\$20.82	\$21.34	\$24.94	\$27.00	\$29.06	\$30.06	\$31.06	\$1.25	
21	\$20.82	\$21.34	\$24.94	\$27.00	\$29.06	\$30.06	\$31.06		
22	\$20.82	\$21.34	\$24.94	\$27.00	\$29.06	\$30.06	\$31.06		
23	\$20.82	\$21.34	\$24.94	\$27.00	\$29.06	\$30.06	\$31.06		
24	\$20.82	\$21.34	\$24.94	\$27.00	\$29.06	\$30.06	\$31.06	25 yr	
25	\$21.32	\$21.84	\$25.44	\$27.50	\$29.56	\$30.56	\$31.56	\$1.75	

CLS 1 and 2 continue to get \$.35/hr night shift premium in addition to rates shown above  
 CLS 5 Night Foremen in Large Buildings get \$1.00 premium over CLS 5 rates shown above  
 Small Building no Night Lead (Lennox) is still \$.35/hr over CLS 3 rates shown above

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See expanded Schedule with license premiums in the contract.

2024-25		Custodial Group							
STEP		CLS1	CLS2	CLS3	CLS4	CLS5	CLS6	CLS7	
		Previous Steps 1-4 deleted and steps renumbered.							
Old Step	New Step								
5	1	\$18.00	\$18.50	\$19.63	\$21.22	\$22.28	\$23.31	\$24.34	
6	2	\$18.25	\$18.78	\$20.16	\$21.79	\$22.93	\$23.96	\$24.99	
7	3	\$18.78	\$19.31	\$20.69	\$22.43	\$23.55	\$24.58	\$25.61	
8	4	\$19.31	\$19.84	\$21.22	\$23.05	\$24.19	\$25.22	\$26.25	
9	5	\$19.84	\$20.37	\$21.75	\$23.87	\$24.93	\$25.96	\$26.99	
10	6	\$20.37	\$20.90	\$22.28	\$24.40	\$26.52	\$27.55	\$28.58	
11	7	\$20.63	\$21.16	\$23.87	\$25.46	\$28.11	\$29.14	\$30.17	
12	8	\$20.90	\$21.43	\$24.40	\$26.52	\$28.64	\$29.67	\$30.70	
	9	\$21.15	\$21.68	\$24.65	\$26.77	\$28.89	\$29.92	\$30.95	10 yr
	10	\$21.65	\$22.18	\$25.15	\$27.27	\$29.39	\$30.42	\$31.45	\$0.50
	11	\$21.65	\$22.18	\$25.15	\$27.27	\$29.39	\$30.42	\$31.45	
	12	\$21.65	\$22.18	\$25.15	\$27.27	\$29.39	\$30.42	\$31.45	
	13	\$21.65	\$22.18	\$25.15	\$27.27	\$29.39	\$30.42	\$31.45	
	14	\$21.65	\$22.18	\$25.15	\$27.27	\$29.39	\$30.42	\$31.45	15 yr
15	15	\$22.40	\$22.93	\$25.90	\$28.02	\$30.14	\$31.17	\$32.20	\$1.25
16	16	\$22.40	\$22.93	\$25.90	\$28.02	\$30.14	\$31.17	\$32.20	
17	17	\$22.40	\$22.93	\$25.90	\$28.02	\$30.14	\$31.17	\$32.20	
18	18	\$22.40	\$22.93	\$25.90	\$28.02	\$30.14	\$31.17	\$32.20	
19	19	\$22.40	\$22.93	\$25.90	\$28.02	\$30.14	\$31.17	\$32.20	20 yr
20	20	\$22.90	\$23.43	\$26.40	\$28.52	\$30.64	\$31.67	\$32.70	\$1.75
21	21	\$22.90	\$23.43	\$26.40	\$28.52	\$30.64	\$31.67	\$32.70	
22	22	\$22.90	\$23.43	\$26.40	\$28.52	\$30.64	\$31.67	\$32.70	
23	23	\$22.90	\$23.43	\$26.40	\$28.52	\$30.64	\$31.67	\$32.70	
24	24	\$22.90	\$23.43	\$26.40	\$28.52	\$30.64	\$31.67	\$32.70	25 yr
25	25	\$23.15	\$23.68	\$26.65	\$28.77	\$30.89	\$31.92	\$32.95	\$2.00

CLS 1 and 2 separate \$.35/hr night shift premium ends and is built into the rates shown above  
 Night Foremen in Large Buildings moved to CLS 6 and separate \$1.00 premium ends  
 Small Building no Night Lead (Lennox) \$.35/hr becomes and annual Stipend of \$744/yr (\$31/check).

### Career Increment Increases 2023-25

CAREER INCREMENT LOOKUP			
	Yr0	Yr1	Yr2
0	\$ -	\$ -	\$ -
10		\$ -	\$ 0.50
11			
12			
15	\$ 0.50	\$ 1.00	\$ 1.25
20	\$ 1.00	\$ 1.25	\$ 1.75
25	\$ 1.50	\$ 1.75	\$ 2.00

  

	CI YR0	CI YR1	CI YR2	
	\$ 10,440	\$ 16,182	\$ 26,100	Base
		\$ 5,742	\$ 9,918	new cost
		55.0%	61.3%	% increase