

TENTATIVE AGREEMENT SUMMARY

SPARK and SAINT LOUIS PARK PUBLIC SCHOOLS 2023-25 Terms and Conditions of Employment

Date of Proposal: 01-22-2024 - TA

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

SPARK Group Specific Proposals

1. Holidays (Art 6.3) Juneteeth for people with June 19th as part of their work year. Treated the same as July 4.
2. New Employee Step Advancement (Art 8.2) move date from Jan 15 to Feb 1 to be newly hired and get step increase credit for that first year.
3. Method of Payment (Art 8.3) Effective 7/1/2024, remove option for 24 pay option for people working 10 mo assignments. Current people on 24 pay option will be allowed to remain, unless systems change and no longer able to accommodate that pay schedule for 10mo hourly employees.
4. Deduction (Art 8.4) Excess time off/overpayments and unpaid debts like school lunch fund, to list of items that need to be repaid upon termination.
5. Step Placement (New Art 8.6 and 8.7) Added language to clarify how step placement works after a promotion or demotion.
6. Vacation (Art 10) Language improved to spell out how prorating for vacation accrual in 10.3 and also change vacation carryover language to be no more than 2x the employees vacation accrual amount in their vacation bank at any time. This actually extends the vacation carryover a little longer from January 31 to June 30th
7. Group Insurance (Art 11) Language improved to better describe eligibility and how contributions and VEBA amounts are prorated for less than 1.0 FTE
8. HealthCare Savings Plan (Art 11.9) Language clarified on how prorating works for less than full time based on Health Insurance Eligibility levels. Deleted the reference to paying quarterly because that was delaying payments to employees instead of providing one lump sum as earned. 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.
9. Sick Time (Art 12.2) Added reference that employees are responsible for entering their time off into the District time off system. Coordinated our sick leave plan with new MN leave laws so as not to add that on top of our system but they work together with each other like FMLA and sick leave. Remove reference to working at least 4 hours per day. Effective 1/1/2024, people working less than four hours per day would accrual vacation at the rate of 1 hour of sick leave for every 30 hours worked.
10. Sick Time (Art 12.2.M) Clarified how sick leave works with Worker's Compensation claims.
11. Personal Leave (Art 12.4) removed old references to 2021-20 school year.
12. Vacancies and Transfers (Art 13) Added language to spell out that employees can request a transfer to a demotional position (Class 6 to Class 5 for example) as well as to a position in the same title/classification.
13. Deferred Compensation (Art 16) Clarified 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 of there are discrepancies in the contribution amounts.
14. Personal Absence and Substitutes (Art 20.5) This section moved to Sick Leave Art 12.2.E
15. Salary Schedule and Career Increments: Agreed to an expanded salary matrix that includes Career Increments within the steps starting 2024-25.
16. Severance – payments cannot be directed to a Roth or other plan requiring payment of federal or state income tax.

The District reserves the correct clerical errors.

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Economics Proposal – Tentative Agreement 1-22-24

Employees Covered:

Wages:

2023-24: Average increase of 3% per year on schedule. Variable increases to provide more dollars to people getting less step increases at top step. It will be retroactive to July 1, 2023 (beginning of the contract for retirees after July 1, 2023 and people active on the payroll as of the date of ratification). Increase Career increments by \$.25/hr at 15 and 20 year and \$.50/hr at 25 years. See schedules attached.

2024-25: Average increase of 3% per year on schedule. Variable increases to provide more dollars to people getting less step increases at top step. For 2024-25 the career increments amounts will be listed as part of the salary schedule.

	SPARK CAREER INCREMENTS		
	2022-23	2023-24	2024-25
15	\$1.25	\$1.50	\$1.50
20	\$1.75	\$2.00	\$2.00
25	\$2.00	\$2.50	\$2.50

Health Insurance: [to be discussed as part of total economic proposal]

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	\$545	\$600	\$625
Employee + 1	\$940	\$1,265	\$1,280
Family	\$1,400	\$1,500	\$1,600

B. District Health Insurance Program Deductible/VEBA:

District Contributions VEBA-Plan B per month	July 1, 2023	July 1, 2024	July 1, 2025*
Employee	\$665	\$685	\$700
Employee + 1	\$1,340	\$1,410	\$1,430
Family	\$1,800	\$1,840	\$1,860

Tentative Agreement Date: 1/22/2024

Proposed Ratification Vote Date:

Proposed Board Approval Date: 2/13/2024

Target New Rates Date: 2/28/2024 check but not later than Mar 15 check

Target Backpay Date: 2/28/2024 check but not later than Mar 15 check

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PAY RATES FROM PROPOSAL ON 1/22/2024 - TA

	SPARK Group				
2022-23	Previous Contract Schedule				
	CLS3	CLS4	CLS5	CLS6	CLS7
1	\$ 16.61	\$ 17.54	\$ 18.13	\$ 19.65	\$ 21.65
2	\$ 17.17	\$ 18.12	\$ 18.73	\$ 20.31	\$ 22.31
3	\$ 17.85	\$ 18.85	\$ 19.48	\$ 21.12	\$ 23.12
4	\$ 18.58	\$ 19.62	\$ 20.28	\$ 21.98	\$ 23.98
5	\$ 19.16	\$ 20.26	\$ 20.93	\$ 22.70	\$ 24.70
6	\$ 19.69	\$ 20.83	\$ 21.53	\$ 23.36	\$ 25.36
7	\$ 20.23	\$ 21.41	\$ 22.12	\$ 24.03	\$ 26.03
8	\$ 20.92	\$ 22.14	\$ 22.88	\$ 24.84	\$ 26.84
9	\$ 21.52	\$ 22.97	\$ 23.98	\$ 25.65	\$ 27.65
10	\$ 22.93	\$ 24.39	\$ 25.41	\$ 27.10	\$ 29.10
July 1, 2023 - June 30, 2025			Salary Schedules		
2023-24	SPARK Group				
Step	CLS3	CLS4	CLS5	CLS6	CLS7
1	\$ 17.08	\$ 18.03	\$ 18.64	\$ 20.20	\$ 22.26
2	\$ 17.65	\$ 18.63	\$ 19.25	\$ 20.88	\$ 22.93
3	\$ 18.35	\$ 19.38	\$ 20.03	\$ 21.71	\$ 23.77
4	\$ 19.10	\$ 20.17	\$ 20.85	\$ 22.60	\$ 24.65
5	\$ 19.70	\$ 20.83	\$ 21.52	\$ 23.34	\$ 25.39
6	\$ 20.24	\$ 21.41	\$ 22.13	\$ 24.01	\$ 26.07
7	\$ 20.80	\$ 22.01	\$ 22.74	\$ 24.70	\$ 26.76
8	\$ 21.51	\$ 22.76	\$ 23.52	\$ 25.54	\$ 27.59
9	\$ 22.12	\$ 23.61	\$ 24.65	\$ 26.37	\$ 28.42
10	\$ 23.82	\$ 25.32	\$ 26.37	\$ 28.11	\$ 30.16

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July 1, 2023 - June 30, 2025						
2024-25	SPARK Group					
STEP	CLS3	CLS4	CLS5	CLS6	CLS7	
1	\$ 17.55	\$18.54	\$19.16	\$20.77	\$22.88	
2	\$18.14	\$19.15	\$19.79	\$21.46	\$23.58	
3	\$18.86	\$19.92	\$20.59	\$22.32	\$24.43	
4	\$19.64	\$20.73	\$21.43	\$23.23	\$25.34	
5	\$20.25	\$21.41	\$22.12	\$23.99	\$26.10	
6	\$20.81	\$22.01	\$22.75	\$24.69	\$26.80	
7	\$21.38	\$22.63	\$23.38	\$25.39	\$27.51	
8	\$22.11	\$23.40	\$24.18	\$26.25	\$28.36	
9	\$22.74	\$24.27	\$25.34	\$27.11	\$29.22	
10	\$24.74	\$26.28	\$27.36	\$29.15	\$31.26	
11	\$24.74	\$26.28	\$27.36	\$29.15	\$31.26	
12	\$24.74	\$26.28	\$27.36	\$29.15	\$31.26	
13	\$24.74	\$26.28	\$27.36	\$29.15	\$31.26	
14	\$24.74	\$26.28	\$27.36	\$29.15	\$31.26	15 yr
15	\$26.24	\$27.78	\$28.86	\$30.65	\$32.76	\$1.50
16	\$26.24	\$27.78	\$28.86	\$30.65	\$32.76	
17	\$26.24	\$27.78	\$28.86	\$30.65	\$32.76	
18	\$26.24	\$27.78	\$28.86	\$30.65	\$32.76	
19	\$26.24	\$27.78	\$28.86	\$30.65	\$32.76	20 yr
20	\$26.74	\$28.28	\$29.36	\$31.15	\$33.26	\$2.00
21	\$26.74	\$28.28	\$29.36	\$31.15	\$33.26	
22	\$26.74	\$28.28	\$29.36	\$31.15	\$33.26	
23	\$26.74	\$28.28	\$29.36	\$31.15	\$33.26	
24	\$26.74	\$28.28	\$29.36	\$31.15	\$33.26	25 yr
25	\$27.24	\$28.78	\$29.86	\$31.65	\$33.76	\$2.50

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