

**SAINT PAUL FEDERATION OF EDUCATORS
PROPOSAL # 18
November 18, 2021**

WAGES AND BENEFITS

**TEACHER CONTRACT, SCHOOL COMMUNITY AND PROFESSIONALS CONTRACT,
EDUCATIONAL ASSISTANT CONTRACT**

WAGES

Teacher Contract:

Effective Retroactive to 7/1/21:

- Maintain Step and Lane progression
- Increase salary schedule by 2.5%
- All other pay provisions and amounts in the contract will increase by 2.5%, unless specified otherwise in any other proposal/agreement

Effective 7/1/22:

- Maintain Step and Lane progression
- Increase salary schedule by 2.5%
- All other pay provisions and amounts in the contract will increase by 2.5%, unless specified otherwise in any other proposal/agreement

SCSP Contract:

Effective Retroactive to 7/1/21:

- Maintain Step and Lane progression
- Increase salary schedule by 2.5%
- All other pay provisions and amounts in the contract will increase by 2.5%, unless specified otherwise in any other proposal/agreement

Effective 7/1/22:

- Maintain Step and Lane progression
- Increase salary schedule by 2.5%
- All other pay provisions and amounts in the contract will increase by 2.5%, unless specified otherwise in any other proposal/agreement

EA Contract:

Effective Retroactive to 7/1/21:

- Maintain Step and Lane progression
- Eliminate EA1 schedule and move all EA1 positions to the EA2 schedule at the same step and lane.

- Rename the schedule EA1/EA2 Salary Schedule.
- Increase salary schedules by 2.5%
- Add BA+15 Lane (Lane 8) to EA1/ EA2 salary schedule that is 2.5% more than Lane 7
- All EA2s will maintain step progression and move over to Lane 3 or move over one Lane if they are currently at Lane 3 or higher.
- New EA2 hires shall receive minimum placement at Lane 3 or higher on the EA1/EA2 salary schedule.
- Any EA2 positions that require a BA will, at a minimum, start in the BA lane at Step 10 or higher.
- All other pay provisions and amounts in the contract will increase by 2.5%, unless specified otherwise in any other proposal/agreement

Effective 7/1/22:

- Maintain Step and Lane progression
- Increase salary schedules by 2.5%
- All other pay provisions and amounts in the contract will increase by 2.5%, unless specified otherwise in any other proposal/agreement

HEALTH INSURANCE BENEFITS

Effective January 1, 2022:

Teacher Contract: Article 10 Teacher Benefits, Subd. 3 Cafeteria Benefits

Single Coverage Cafeteria Plan Contribution: ~~\$800~~ **\$920**

Single +1 Coverage Cafeteria Plan Contribution: ~~\$1,100~~ **\$1265**

Family Cafeteria Plan Contribution: ~~\$1,100~~ **\$1265**

NEW LANGUAGE TO ARTICLE 10, SUBD. 3:

3.4 Employees who wish to maintain their current benefits from year to year will automatically be re-enrolled and not required to participate in active enrollment.

SCSP Contract: Article 10 Employee Benefits, Subd. 4 Cafeteria Benefits

Single Coverage Cafeteria Plan Contribution: ~~\$825~~ **\$990**

Single +1 Coverage Cafeteria Plan Contribution: ~~\$1,104~~ **\$1324**

Family Cafeteria Plan Contribution: ~~\$1,104~~ **\$1324**

NEW LANGUAGE TO ARTICLE 10, SUBD. 4:

4.4 Employees who wish to maintain their current benefit elections from year to year will automatically be re-enrolled and not required to participate in active enrollment.

EA Contract: Article 12 Insurance Benefits

12.3 District Contributions to Insurance Benefits.

12.3.1 The District will contribute toward the premiums of specified insurance coverages per the following schedule for eligible employees:

Effective 1-1-22

Employees regularly assigned to work a <u>biweekly minimum of:</u>				
	<u>Single</u>	<u>Family</u>	<u>Dental</u>	<u>Life Insurance</u>
60-75 Hours	\$635 \$730	\$1,295 \$ 1489	\$40	\$50,000
40 Hours, but less than 60 hours	\$325 \$370	\$660 \$700		\$10,000

NEW LANGUAGE TO ARTICLE 12:

12.3.2 Employees who wish to maintain their current benefits from year to year will automatically be re-enrolled and not required to participate in active enrollment.

Effective January 1, 2023:

Teacher Contract: Article 10 Teacher Benefits

Single Coverage Cafeteria Plan Contribution: **\$1012**
Single +1 Coverage Cafeteria Plan Contribution: **\$1392**
Family Cafeteria Plan Contribution: **\$1392**

SCSP Contract: Article 10 Employee Benefits

Single Coverage Cafeteria Plan Contribution: **\$1089**
Single +1 Coverage Cafeteria Plan Contribution: **\$1457**
Family Cafeteria Plan Contribution: **\$1457**

EA Contract: Article 12 Insurance Benefits

12.3 District Contributions to Insurance Benefits.

12.3.1 The District will contribute toward the premiums of specified insurance coverages per the following schedule for eligible employees:

Effective 1-1-23

Employees regularly assigned to work a <u>biweekly</u> minimum of:				
	<u>Single</u>	<u>Family</u>	<u>Dental</u>	<u>Life Insurance</u>
60-75 Hours	\$803	\$1637	\$40	\$50,000
40 Hours, but less than 60 hours	\$407	\$770		\$10,000

DEFERRED COMPENSATION PLAN/403(B) DISTRICT MATCH

Teacher Contract

ARTICLE 10. EMPLOYEE BENEFITS

Subd. 5. Employees hired after January 1, 1996

5.1 Employees hired after January 1, 1996, are eligible to participate in an employer matched Minnesota Deferred Compensation Plan or District-approved 403(b) plan. The District will match up to ~~\$1000~~ **\$1,500** per year for eligible employees. Part-time employees working half time or more will be eligible for up to one half (50%) of the available District match. Approved non-compensatory leave shall not be counted in reaching the three (3) full years of consecutive active service and shall not be considered a break in service. Time worked in the City of Saint Paul will not be counted toward this three (3) year requirement.

Federal and state rules governing participation in the Minnesota Deferred Compensation Plan or a District-approved 403(b) plan shall apply. The employee, not the District, is solely responsible for determining his/her total maximum allowable annual contribution amount under IRS regulations.

The employee must initiate an application to participate through the District's specified procedures.

5.2 In addition to the amount which is described in Subd. 5.1, employees hired on or after January 1, 2014, shall be eligible for an additional ~~\$200~~ **\$300** per year employer match.

5.3 Employees hired after January 1, 2014, will receive a ~~\$200~~ **\$300** District contribution for each year of service toward a health care savings plan upon retirement.

SCSP Contract

ARTICLE 10. EMPLOYEE BENEFITS

Subd. 5. Employees hired after January 1, 1996, are eligible to participate in an Employer matched Minnesota Deferred Compensation Plan or District approved 403(b) plan. The District will match up to ~~\$1,000~~ **\$1,500** per year of consecutive active service. Part-time employees

working half-time, or more will be eligible for up to one half (50%) of the available District match. Time worked in the City of Saint Paul will not be counted toward this three (3) year requirement.

Federal and state rules governing participation in the Minnesota Deferred Compensation Plan and District approved 403(b) plan shall apply. The employee, not the District, is solely responsible for determining his/her total maximum allowable annual contribution amount under IRS regulations.

The employee must initiate an application to participate through the District's specified procedures.

5.1 Employees hired in the District on or after January 1, 2014, shall be eligible for ~~\$200~~ **\$300** per year employer match in addition to the match amount provided in this section for employees hired after January 1, 1996.

Additionally, Effective January 1, 2016, all employees hired in the District after January 1, 2014 will receive a ~~\$200~~ **\$300** per year district contribution toward a health care savings plan.

Educational Assistant Contract:

ARTICLE 12. INSURANCE BENEFITS

12.7.5 Employees hired after January 1, 1996, are eligible to participate in an Employer matched Minnesota Deferred Compensation Plan or District approved 403(b) plan. The District will match up to ~~\$1,000~~ **\$1,500** per year of consecutive active service.

Federal and state rules governing participation in the Minnesota Deferred Compensation Plan or District approved 403(b) plan shall apply. The employee, not the District, is solely responsible for determining his/her total maximum allowable annual contribution amount under IRS regulations.

The employee must initiate an application to participate in the 403(b) plan through the District's specified procedures.

Employees hired on or after January 1, 2014, shall be eligible for ~~\$200~~ **\$300** per year employer match in addition to the match amount provided in this section for employees hired after January 1, 1996.

Additionally, Effective January 1, 2016, all educational assistants hired after January 1, 2014 will receive a ~~\$200~~ **\$300** district contribution toward a health care savings plan.

ADDITIONAL CONTRACTUAL PAY PROVISIONS

Educational Assistant Contract

NEW LANGUAGE TO ARTICLE 8. PAID HOLIDAYS

8.1.5 If a holiday falls on a workday employees will be paid their regular hours that they would normally be scheduled to work that day.

Teacher Contract

APPENDIX D HOURLY RATES

These rates will increase annually by the same percent as regular pay.

RATE GROUPS

Professional Development	\$23.65 \$25.00 or In-service Credit
General Assignments: Saturday School, Curriculum Writing	\$23.65 \$25.00
Instructional Assignments: (ALC, EDL, ABE, Homebound) Tutoring	\$27.85 \$30.00
Instructional Assignments Loss of Preparation Time for classroom coverage¹ Preparation/Planning Time Providers	\$35.35 \$50.00 per hour

1 See [Article 9, Section 9](#), CONTRACT TEACHERS AS SUBSTITUTES, for governing conditions

The Federation reserves the right to add to or modify this proposal in the future.