

**SAINT PAUL FEDERATION OF EDUCATORS
PROPOSAL #40
NOVEMBER 2, 2023**

EA Wages and Longevity

Year 1- \$5.43/hour added to all cells

Year 2- 7.5% added to all cells

14.1 Pay Schedule and Step Advancement.

14.1.1 The wages and salaries reflected in Appendix A, attached hereto, shall be a part of the Agreement.

14.1.1.1 Longevity Increments. Effective 7/1/23: Longevity is a fixed hourly amount paid beyond the maximum step at the beginning **ten (10)**, of fifteen (15), twenty (20), ~~or effective 1/1/2018~~ **thirty (30)** years of regular service in the District. The longevity increment shall be paid to all employees for all hours paid on the payroll, effective only at the beginning of a contract year. An employee does not have to have reached the top step of the schedule in order to be eligible for a longevity increment. See Appendix A.

Appendix A

Longevity Increments

~~Longevity is a fixed hourly amount paid beyond the maximum step at the beginning of fifteen (15), twenty (20) or effective 1/1/2018 twenty-five (25) years of regular service in the District. The amount of longevity shall be \$1.05 per hour for the fifteen (15) year increment and \$1.55 per hour for the twenty (20) year increment, and \$1.85 per hour for the twenty five (25) year increment. The longevity increment shall be paid to all employees for all hours paid on the payroll, effective only at the beginning of a contract year. An employee does not have to have reached the top step of the schedule in order to be eligible for a longevity increment.~~

Years of Service in SPPS	10 yrs	15 yrs	20 yrs	25 yrs	30 yrs
Amount of Longevity increment per hour	\$1.15	\$2.30	\$3.45	\$4.60	\$5.75

SCSP Wages and Longevity

Year 1- \$7500 added to all cells

Year 2- 7.5% added to all cells

SECTION 5. LONGEVITY STIPENDS

A longevity stipend is a specified annual dollar amount as indicated in this Section, beyond the employee's step of the salary schedule, and is allowed at the beginning of **ten (10) calendar years of experience in Saint Paul Public Schools**, fifteen (15) calendar years of experience in Saint Paul Public Schools, and at the beginning of twenty (20) calendar years of experience in Saint Paul Public Schools, and at the beginning of twenty-five (25) calendar years of experience in Saint Paul Public Schools, **and at beginning of thirty (30) calendar years of experience in Saint Paul Public Schools.** "Years of experience" shall mean active assignment in the Saint Paul Public Schools. Periods of non-compensatory leave or layoff shall not be counted for career increments.

An employee whose work schedule in any given year is on a part-time basis, and who is eligible for the longevity stipend, shall receive the same proportion of the longevity stipend as he/she receives of regular salary, proportionate to his/her part-time assignment. Longevity stipends become effective only at the beginning of a fiscal year.

Effective ~~July 1, 2016, new 25 year longevity step.~~ **July 1, 2023**

Lanes:	Base				
Completed Years of Saint Paul Experience:	10 yrs	15 yrs	20 yrs	25 yrs	30 yrs
Amounts In Addition to Salary Schedule:	\$1,300	\$1,300 \$2,600	\$1,600 \$3,900	\$1,800 5,200	\$6,500

Lanes:	BA				
Completed Years of Saint Paul Experience:	10 yrs	15 yrs	20 yrs	25 yrs	30 yrs
Amounts In Addition to Salary Schedule:	\$1,300	\$1,700 \$2,600	\$2,250 \$3,900	\$2,550 \$5,200	\$6,500

Lanes:	MA				
Completed Years of Saint Paul Experience:	10 yrs	15 yrs	20 yrs	25 yrs	30 yrs
Amounts In Addition to Salary Schedule:	\$1,300	\$2,200 \$2,600	\$3,200 \$3,900	\$3,700 \$5,200	\$6,500

Licensed Wages and Longevity

Year 1- \$7,500 added to all cells

Year 2- 7.5% added to all cells

SECTION 5. LONGEVITY STIPENDS. Longevity stipends as shown are specified annual dollar amounts as indicated in this section, beyond the teacher's step of the salary schedule.

Subd. 1. Eligibility Determination

Teachers will be eligible for longevity stipends at the beginning of their **tenth (10)** ~~25~~ year of experience in Saint Paul Public Schools.

"Years of experience" shall mean calendar years from July 1 through June 30 actively employed in the District. Periods of non-compensatory leave or layoff shall not be counted toward years of experience in determining eligibility for longevity pay. Years of experience is not related to FTE status during those years. Longevity stipend amounts will be prorated based on FTE for part-time employees.

1.1 Longevity stipends become effective at the beginning of a contract year. In instances where eligibility criteria are fulfilled during the first semester of a contract year, the stipend will be made effective at the first full pay period after the beginning of the second semester of that school year, and shall be prorated for the remainder of the school year.

1.2 Longevity stipends are not prorated for extended year contracts.

Subd. 2. Longevity Amounts

<u>Lanes:</u>	<u>3 through 6</u>	<u>7 through 14</u>
Required years of Saint Paul School District experience	25 years	25 years
Dollar amount above maximum step (Step 20) on schedule	\$500	\$1,200

Completed years of service in SPPS	10 yrs	15 yrs	20 yrs	25 yrs	30 yrs
Amounts in addition to salary schedule	\$1,300	\$2,600	\$3,900	\$5,200	\$6,500