

SAINT PAUL FEDERATION OF EDUCATORS
PROPOSAL # 17
JUNE 26, 2025

LICENSED STAFF CONTRACT
EA CONTRACT
SCSP CONTRACT

New section/subdivision in all contracts:
The employee shall not pay for any brokerage fee.

INSURANCE

All district contributions for all units increase by 6% year one, 6% year two.

LICENSED STAFF CONTRACT

- ARTICLE 10. TEACHER BENEFITS
SECTION 1. HEALTH AND LIFE INSURANCE
Subd. 3. Cafeteria Benefits Plan
3.2.2 District Contribution to Cafeteria Plan Credits: Eligible full-time teachers shall receive ~~\$870~~ **\$945** per month which they may spend in a District qualified cafeteria benefits plan. Any dollars remaining from this amount after enrollment in core and optional benefits will be returned to the employee as salary. Eligible full-time teachers with family or single-plus-one coverage shall receive ~~\$1200~~ **\$1,450**.
- 3.2.2.1 Effective January 1, ~~2024~~ **2026**, each eligible full-time teacher with single coverage shall receive ~~\$920~~ **\$1002** per month, which they may spend in a District qualified cafeteria benefits plan. Any dollars remaining from this amount after enrollment in core and optional benefits will be returned to the employee as salary. Eligible full-time teachers with family or single-plus-one coverage shall receive ~~\$1,375~~ **\$1537** per month.
- 3.2.2.2 Effective January 1, ~~2025~~ **2027**, each eligible full-time teacher with single coverage shall receive ~~\$945~~ **\$1062** per month, which they may spend in a District qualified cafeteria benefits plan. Any dollars remaining from this amount after enrollment in core and optional benefits will be returned to the employee as salary. Eligible full-time teachers with family or employee-plus-one coverage shall receive ~~\$1,450~~ **\$1630** per month.
- 3.2.2.3 Beginning January 1, ~~2026~~ **2028**, any costs for the increase in premiums shall be shared in the following way:

Any premium increase shall be shared equally by the district and the employee. This will expire on December 31, ~~2026~~ **2028** or when it is replaced by the subsequent bargaining agreement, whichever occurs first.

SCSP CONTRACT

- ARTICLE 10. EMPLOYEE BENEFITS
Subd. 4. Cafeteria Benefits Plan

4.2 Contribution to Cafeteria Plan Credits: Each eligible full-time employee with single coverage shall receive ~~\$870~~ **\$945** per month which may be spent in a District-qualified cafeteria benefits plan. Each eligible full-time employee with family or single+1 coverage shall receive ~~\$1,200~~ **\$1,450** per month which they may spend in a District-qualified cafeteria benefits plan. Any dollars remaining from this amount after enrollment in core and optional benefits will be returned to the employee as salary.

4.2.1 Effective January 1, ~~2024~~ **2026**, each eligible full-time employee with single coverage shall receive ~~\$920~~ **\$1002** per month, which they may spend in a District qualified cafeteria benefits plan. Any dollars remaining from this amount after enrollment in core and optional benefits will be returned to the employee as salary. Eligible full-time employees with family or single-plus-one coverage shall receive ~~\$1,375~~ **\$1537** per month.

4.2.2 Effective January 1, ~~2025~~ **2027**, each eligible full-time employee with single coverage shall receive ~~\$945~~ **\$1062** per month, which they may spend in a District qualified cafeteria benefits plan. Any dollars remaining from this amount after enrollment in core and optional benefits will be returned to the employee as salary. Eligible full-time employees with family or single-plus-one coverage shall receive ~~\$1,450~~ **\$1630** per month.

Beginning January 1, ~~2026~~ **2028**, any costs for the increase in premiums shall be shared in the following way:

Any premium increase shall be shared equally by the district and the employee. This will expire on December 31, ~~2026~~ **2028** or when it is replaced by the subsequent bargaining agreement, whichever occurs first.

EA CONTRACT

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:

Employees regularly assigned to work a biweekly minimum of:		Effective 1-1-24			
		<u>Monthly District Contribution</u>			
		<u>Single</u>	<u>Family</u>	<u>Dental</u>	<u>Life Insurance</u>
60—75 hours		\$743	\$1,405	\$40	\$50,000
40 hours, but less than 60 hours		\$372	\$703		\$50,000

Employees regularly assigned to work a biweekly minimum of:		Effective 1-1-25			
		<u>Monthly District Contribution</u>			
		<u>Single</u>	<u>Family</u>	<u>Dental</u>	<u>Life Insurance</u>
60 - 75 hours		\$825	\$1,475	\$40	\$50,000
40 hours, but less than 60 hours		\$413	\$770		\$50,000

Employees regularly assigned to work a biweekly minimum of:		Effective 1-1-26			
		<u>Monthly District Contribution</u>			
		<u>Single</u>	<u>Family</u>	<u>Dental</u>	<u>Life Insurance</u>
60 - 75 hours		\$875	\$1564	\$40	\$50,000

40 hours, but less than 60 hours	\$438	\$816	\$50,000
----------------------------------	-------	-------	----------

Employees regularly assigned to work a biweekly minimum of:	Effective 1-1-27			
	<u>Monthly District Contribution</u>			
	<u>Single</u>	<u>Family</u>	<u>Dental</u>	<u>Life Insurance</u>
60 - 75 hours	\$927	\$1657	\$40	\$50,000
40 hours, but less than 60 hours	\$464	\$865		\$50,000

Beginning January 1, **2026 2028**, any costs for the increase in premiums shall be shared in the following way:

Any premium increase shall be shared equally by the district and the employee. This will expire on December 31, **2026 2028**, or when it is replaced by the subsequent bargaining agreement, whichever occurs first.

WAGES

SCSP/Licensed:

Year 1 increase effective July 1, 2025: \$3500 on all cells
Steps and lanes

Year 2 increase effective July 1, 2026: 3.5% on all cells
Steps and lanes

EA:

Year 1 increase effective July 1, 2025: \$2.28 on all cells
Steps and lanes

Year 2 increase effective July 1, 2026: 3.5% on all cells
Steps and lanes

EA Additional Lanes

BA+15 and BA+30

Grid attached is based on 24-25 school year pay rates, all cells will increase for year 1 and year 2 at the wage increase rates above.

EA 1	STEP	Base	+30 units	+45 units	+60 units	+75 units	BA	BA +15	BA +30
	6	\$21.94	\$22.35	\$22.76	\$23.30	\$23.48	\$23.87	\$24.23	\$24.59
	7	\$22.81	\$23.21	\$23.65	\$24.20	\$24.36	\$24.75	\$25.12	\$25.50
	8	\$23.28	\$23.68	\$24.12	\$24.69	\$24.91	\$25.29	\$25.67	\$26.05
	9	\$24.35	\$24.75	\$25.25	\$25.85	\$26.07	\$26.50	\$26.90	\$27.30
	10	\$25.45	\$25.83	\$26.36	\$27.01	\$27.24	\$27.67	\$28.09	\$28.51
	11	\$26.92	\$27.39	\$27.94	\$28.60	\$28.80	\$29.29	\$29.73	\$30.18
	12	\$27.53	\$28.00	\$28.56	\$29.24	\$29.43	\$29.93	\$30.38	\$30.83
	13	\$28.40	\$28.88	\$29.46	\$30.17	\$30.37	\$30.87	\$31.33	\$31.80
	14	\$29.22	\$29.71	\$30.33	\$31.30	\$31.49	\$32.02	\$32.50	\$32.99
EA 2	STEP	Base	+30 units	+45 units	+60 units	+75 units	BA	BA +15	BA +30
	6	\$25.04	\$25.44	\$25.76	\$26.05	\$26.37	\$27.16	\$27.57	\$27.98
	7	\$26.24	\$26.63	\$26.94	\$27.24	\$27.59	\$28.43	\$28.86	\$29.29
	8	\$26.75	\$27.18	\$27.48	\$27.79	\$28.09	\$29.02	\$29.46	\$29.90
	9	\$27.90	\$28.31	\$28.62	\$28.92	\$29.22	\$30.20	\$30.65	\$31.11
	10	\$29.03	\$29.41	\$29.74	\$30.05	\$30.34	\$31.37	\$31.84	\$32.32
	11	\$30.43	\$30.86	\$31.14	\$31.46	\$31.76	\$32.85	\$33.34	\$33.84
	12	\$31.61	\$32.00	\$32.33	\$32.57	\$32.94	\$34.05	\$34.56	\$35.08

	13	\$33.60	\$34.05	\$34.39	\$34.72	\$34.98	\$36.16	\$36.70	\$37.25
	14	\$34.67	\$35.09	\$35.44	\$35.78	\$36.06	\$37.27	\$37.83	\$38.40
	15	\$36.51	\$37.02	\$37.36	\$37.70	\$38.00	\$39.31	\$39.90	\$40.50

SCSP Additional Lanes

+15 for each schedule

Grid attached is based on 24-25 school year pay rates, all cells will increase for year 1 and year 2 at the wage increase rates above.

https://docs.google.com/spreadsheets/d/1BAp1boW6aah_wL0w4uSuq0_xM6R3LLaWY5ileKsgQSA/edit?gid=1218975435#gid=1218975435

STEP	Base 12mo	Base 12mo +15 credits	BA 12mo	BA 12mo +15 credits	MA 12mo	MA 12mo +15 credits	Base 12 Mo	Base 12 Mo +15 credits	BA 12 mo	BA 12 mo +15 credits	MA 12 mo	MA 12 mo +15 credits	Base 12 Mo	Base 12 Mo +15 credits	BA 12 mo	BA 12 mo +15 credits	MA 12 mo	MA 12 mo +15 credits
Schedule 1																		
1	\$50,530	\$51,081	\$52,199	\$52,765	\$53,913	\$54,479	\$58,026	\$58,791	\$60,344	\$61,006	\$62,349	\$63,011	\$67,762	\$68,666	\$70,501	\$71,258	\$72,795	\$73,552
2	\$53,020	\$53,598	\$54,772	\$55,369	\$56,582	\$57,179	\$59,660	\$60,430	\$61,992	\$62,659	\$64,013	\$64,680	\$69,623	\$70,530	\$72,372	\$73,155	\$74,746	\$75,529
3	\$55,642	\$56,252	\$57,489	\$58,117	\$59,392	\$60,020	\$61,329	\$62,106	\$63,683	\$64,356	\$65,721	\$66,394	\$71,497	\$72,409	\$74,262	\$75,085	\$76,757	\$77,580
4	\$58,406	\$59,046	\$60,344	\$61,006	\$62,349	\$63,011	\$63,057	\$63,839	\$65,427	\$66,104	\$67,480	\$68,157	\$73,477	\$74,396	\$76,262	\$77,108	\$78,825	\$79,671
5	\$59,994	\$60,653	\$61,992	\$62,659	\$64,014	\$64,681	\$64,832	\$65,619	\$67,216	\$67,900	\$69,290	\$69,974	\$75,172	\$76,638	\$78,517	\$79,322	\$80,956	\$81,761
6	\$61,630	\$62,307	\$63,682	\$64,355	\$65,721	\$66,394	\$66,655	\$67,448	\$69,059	\$69,750	\$71,154	\$71,845	\$77,917	\$78,852	\$80,749	\$81,561	\$83,210	\$84,022
7	\$63,313	\$64,011	\$65,427	\$66,105	\$67,481	\$68,159	\$68,537	\$69,336	\$70,959	\$71,654	\$73,064	\$73,759	\$80,251	\$81,196	\$83,115	\$83,934	\$85,598	\$86,417
8	\$65,045	\$65,762	\$67,219	\$67,902	\$69,290	\$69,973	\$70,466	\$71,273	\$72,910	\$73,613	\$75,040	\$75,743	\$82,989	\$83,946	\$85,889	\$86,723	\$88,415	\$89,249
9	\$66,824	\$67,562	\$69,059	\$69,750	\$71,154	\$71,845	\$72,453	\$73,265	\$74,914	\$75,624	\$77,065	\$77,775	\$86,023	\$86,993	\$88,963	\$89,812	\$91,536	\$92,385
10	\$73,144	\$73,416	\$73,969	\$74,646	\$76,020	\$76,697	\$80,101	\$80,357	\$80,876	\$81,574	\$82,992	\$83,690	\$94,400	\$94,620	\$95,068	\$95,813	\$97,326	\$98,071
11	\$73,144	\$73,962	\$75,623	\$76,366	\$77,875	\$78,618	\$80,101	\$80,992	\$82,800	\$83,572	\$85,138	\$85,910	\$94,400	\$95,454	\$97,594	\$98,509	\$100,366	\$101,281
12	\$73,144	\$74,860	\$78,344	\$79,115	\$80,679	\$81,450	\$80,101	\$81,979	\$85,791	\$86,591	\$88,214	\$89,014	\$94,400	\$96,625	\$101,143	\$102,090	\$104,014	\$104,961

STEP	Base 10 Mo	Base 10 Mo +15 credits	BA 10 mo	BA 10 mo +15 credits	MA 10 mo	MA 10 mo +15 credits	Base 10 Mo	Base 10 Mo +15 credits	BA 10 mo	BA 10 mo +15 credits	MA 10 mo	MA 10 mo +15 credits	Base 10 Mo	Base 10 Mo +15 credits	BA 10 mo	BA 10 mo +15 credits	MA 10 mo	MA 10 mo +15 credits
Schedule 1																		
1	\$39,609	\$40,033	\$40,893	\$41,328	\$42,212	\$42,647	\$45,375	\$45,964	\$47,159	\$47,668	\$48,701	\$49,210	\$52,865	\$53,560	\$54,971	\$55,553	\$56,736	\$57,318
2	\$41,525	\$41,970	\$42,872	\$43,331	\$44,264	\$44,723	\$46,632	\$47,224	\$48,427	\$48,940	\$49,991	\$50,494	\$54,296	\$54,994	\$56,411	\$57,014	\$58,237	\$58,840
3	\$43,542	\$44,011	\$44,962	\$45,445	\$46,427	\$46,910	\$47,916	\$48,514	\$49,728	\$50,245	\$51,295	\$51,812	\$55,738	\$56,440	\$57,865	\$58,498	\$59,784	\$60,417
4	\$45,668	\$46,160	\$47,159	\$47,668	\$48,701	\$49,210	\$49,245	\$49,847	\$51,069	\$51,590	\$52,648	\$53,169	\$57,260	\$57,967	\$59,403	\$60,054	\$61,375	\$62,026
5	\$46,890	\$47,397	\$48,427	\$48,940	\$49,982	\$50,495	\$50,611	\$51,216	\$52,444	\$52,962	\$54,040	\$54,566	\$58,980	\$59,692	\$61,137	\$61,756	\$63,014	\$63,633
6	\$48,149	\$48,670	\$49,727	\$50,244	\$51,295	\$51,812	\$52,021	\$52,623	\$53,863	\$54,395	\$55,474	\$56,006	\$60,677	\$61,395	\$62,854	\$63,479	\$64,748	\$65,373
7	\$49,443	\$49,980	\$51,069	\$51,590	\$52,649	\$53,170	\$53,461	\$54,062	\$55,324	\$55,858	\$56,943	\$57,477	\$62,471	\$63,198	\$64,674	\$65,305	\$66,585	\$67,216
8	\$50,775	\$51,327	\$52,447	\$52,973	\$54,040	\$54,566	\$54,945	\$55,565	\$56,825	\$57,366	\$58,464	\$59,005	\$64,578	\$65,315	\$66,810	\$67,451	\$68,751	\$69,392
9	\$52,144	\$52,711	\$53,863	\$54,395	\$55,474	\$56,006	\$56,473	\$57,098	\$58,367	\$58,912	\$60,020	\$60,565	\$66,912	\$67,658	\$69,172	\$69,826	\$71,153	\$71,807
10	\$57,006	\$57,215	\$57,640	\$58,160	\$59,217	\$59,737	\$62,356	\$62,553	\$62,952	\$63,489	\$64,580	\$65,117	\$73,355	\$73,525	\$73,870	\$74,443	\$75,607	\$76,180
11		\$58,911	\$59,483	\$60,044	\$61,216				\$64,432	\$65,025	\$66,230	\$66,823			\$75,812	\$76,516	\$77,945	\$78,649
12		\$61,005	\$61,597	\$62,800	\$63,392				\$66,734	\$67,349	\$68,597	\$69,212			\$78,542	\$79,271	\$80,751	\$81,480
Schedule 2																		
1	\$39,609	\$40,033	\$40,893	\$41,328	\$42,212	\$42,647	\$45,375	\$45,964	\$47,159	\$47,668	\$48,701	\$49,210	\$52,865	\$53,560	\$54,971	\$55,553	\$56,736	\$57,318
2	\$41,525	\$41,970	\$42,872	\$43,331	\$44,264	\$44,723	\$46,632	\$47,224	\$48,427	\$48,940	\$49,991	\$50,494	\$54,296	\$54,994	\$56,411	\$57,014	\$58,237	\$58,840
3	\$43,542	\$44,011	\$44,962	\$45,445	\$46,427	\$46,910	\$47,916	\$48,514	\$49,728	\$50,245	\$51,295	\$51,812	\$55,738	\$56,440	\$57,865	\$58,498	\$59,784	\$60,417
4	\$45,668	\$46,160	\$47,159	\$47,668	\$48,701	\$49,210	\$49,245	\$49,847	\$51,069	\$51,590	\$52,648	\$53,169	\$57,260	\$57,967	\$59,403	\$60,054	\$61,375	\$62,026
5	\$46,890	\$47,397	\$48,427	\$48,940	\$49,982	\$50,495	\$50,611	\$51,216	\$52,444	\$52,962	\$54,040	\$54,566	\$58,980	\$59,692	\$61,137	\$61,756	\$63,014	\$63,633
6	\$48,149	\$48,670	\$49,727	\$50,244	\$51,295	\$51,812	\$52,021	\$52,623	\$53,863	\$54,395	\$55,474	\$56,006	\$60,677	\$61,395	\$62,854	\$63,479	\$64,748	\$65,373
7	\$49,443	\$49,980	\$51,069	\$51,590	\$52,649	\$53,170	\$53,461	\$54,062	\$55,324	\$55,858	\$56,943	\$57,477	\$62,471	\$63,198	\$64,674	\$65,305	\$66,585	\$67,216
8	\$50,775	\$51,327	\$52,447	\$52,973	\$54,040	\$54,566	\$54,945	\$55,565	\$56,825	\$57,366	\$58,464	\$59,005	\$64,578	\$65,315	\$66,810	\$67,451	\$68,751	\$69,392
9	\$52,144	\$52,711	\$53,863	\$54,395	\$55,474	\$56,006	\$56,473	\$57,098	\$58,367	\$58,912	\$60,020	\$60,565	\$66,912	\$67,658	\$69,172	\$69,826	\$71,153	\$71,807
10	\$57,006	\$57,215	\$57,640	\$58,160	\$59,217	\$59,737	\$62,356	\$62,553	\$62,952	\$63,489	\$64,580	\$65,117	\$73,355	\$73,525	\$73,870	\$74,443	\$75,607	\$76,180
11		\$58,911	\$59,483	\$60,044	\$61,216				\$64,432	\$65,025	\$66,230	\$66,823			\$75,812	\$76,516	\$77,945	\$78,649
12		\$61,005	\$61,597	\$62,800	\$63,392				\$66,734	\$67,349	\$68,597	\$69,212			\$78,542	\$79,271	\$80,751	\$81,480
Schedule 3																		
1	\$39,609	\$40,033	\$40,893	\$41,328	\$42,212	\$42,647	\$45,375	\$45,964	\$47,159	\$47,668	\$48,701	\$49,210	\$52,865	\$53,560	\$54,971	\$55,553	\$56,736	\$57,318
2	\$41,525	\$41,970	\$42,872	\$43,331	\$44,264	\$44,723	\$46,632	\$47,224	\$48,427	\$48,940	\$49,991	\$50,494	\$54,296	\$54,994	\$56,411	\$57,014	\$58,237	\$58,840
3	\$43,542	\$44,011	\$44,962	\$45,445	\$46,427	\$46,910	\$47,916	\$48,514	\$49,728	\$50,245	\$51,295	\$51,812	\$55,738	\$56,440	\$57,865	\$58,498	\$59,784	\$60,417
4	\$45,668	\$46,160	\$47,159	\$47,668	\$48,701	\$49,210	\$49,245	\$49,847	\$51,069	\$51,590	\$52,648	\$53,169	\$57,260	\$57,967	\$59,403	\$60,054	\$61,375	\$62,026
5	\$46,890	\$47,397	\$48,427	\$48,940	\$49,982	\$50,495	\$50,611	\$51,216	\$52,444	\$52,962	\$54,040	\$54,566	\$58,980	\$59,692	\$61,137	\$61,756	\$63,014	\$63,633
6	\$48,149	\$48,670	\$49,727	\$50,244	\$51,295	\$51,812	\$52,021	\$52,623	\$53,863	\$54,395	\$55,474	\$56,006	\$60,677	\$61,395	\$62,854	\$63,479	\$64,748	\$65,373
7	\$49,443	\$49,980	\$51,069	\$51,590	\$52,649	\$53,170	\$53,461	\$54,062	\$55,324	\$55,858	\$56,943	\$57,477	\$62,471	\$63,198	\$64,674	\$65,305	\$66,585	\$67,216
8	\$50,775	\$51,327	\$52,447	\$52,973	\$54,040	\$54,566	\$54,945	\$55,565	\$56,825	\$57,366	\$58,464	\$59,005	\$64,578	\$65,315	\$66,810	\$67,451	\$68,751	\$69,392
9	\$52,144	\$52,711	\$53,863	\$54,395	\$55,474	\$56,006	\$56,473	\$57,098	\$58,367	\$58,912	\$60,020	\$60,565	\$66,912	\$67,658	\$69,172	\$69,826	\$71,153	\$71,807
10	\$57,006	\$57,215	\$57,640	\$58,160	\$59,217	\$59,737	\$62,356	\$62,553	\$62,952	\$63,489	\$64,580	\$65,117	\$73,355	\$73,525	\$73,870	\$74,443	\$75,607	\$76,180
11		\$58,911	\$59,483	\$60,044	\$61,216				\$64,432	\$65,025	\$66,230	\$66,823			\$75,812	\$76,516	\$77,945	\$78,649
12		\$61,005	\$61,597	\$62,800	\$63,392				\$66,734	\$67,349	\$68,597	\$69,212			\$78,542	\$79,271	\$80,751	\$81,480