

**SAINT PAUL FEDERATION OF EDUCATORS
PROPOSAL #31
December 12, 2019**

WAGES AND BENEFITS

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

Teacher Contract:

Effective Retroactive to 7/1/19:

- Maintain Step and Lane progression
- Increase salary schedule by 3.4%

Effective 7/1/20:

- Maintain Step and Lane progression
- Increase salary schedule by 2%

SCSP Contract:

Effective Retroactive to 7/1/19:

- Eliminate Step 1 and 2
- Maintain Step and Lane progression
- Increase salary schedule by 3.4%

Effective 7/1/20:

- Maintain Step and Lane progression
- Increase salary schedule by 2%

EA Contract:

Effective Retroactive to 7/1/19:

- Eliminate Step 4 and 5 on EA1 and EA2 schedule
- Maintain Step and Lane progression
- Increase salary schedules by \$1.25/hour
- Increase 25 Year Longevity from \$1.85/hour to \$2/hour

Effective 7/1/20:

- Maintain Step and Lane progression
- Increase salary schedules by 2%

Effective January 1, 2020:

Teacher Contract: Article 10 Teacher Benefits

Single Coverage Cafeteria Plan Contribution: \$840
Single +1 Coverage Cafeteria Plan Contribution: \$1,155
Family Cafeteria Plan Contribution: \$1,155

SCSP Contract: Article 10 Employee Benefits

Single Coverage Cafeteria Plan Contribution: \$865
Single +1 Coverage Cafeteria Plan Contribution: \$1,159
Family Cafeteria Plan Contribution: \$1,159

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 1-1-20

<u>Employees regularly assigned to work a biweekly minimum of:</u>	<u>Single</u>	<u>Single + 1</u>	<u>Family</u>	<u>Dental</u>	<u>Life Insurance</u>
60-75 Hours	\$700	\$1360	\$1,360	\$40	\$50,000
40 Hours, but less than 60 hours	\$350	\$680	\$680		\$10,000

Effective January 1, 2021:

Teacher Contract: Article 10 Teacher Benefits

Single Coverage Cafeteria Plan Contribution: \$857
Single +1 Coverage Cafeteria Plan Contribution: \$1,178
Family Cafeteria Plan Contribution: \$1,178

SCSP Contract: Article 10 Employee Benefits

Single Coverage Cafeteria Plan Contribution: \$882

Single +1 Coverage Cafeteria Plan Contribution: \$1,182

Family Cafeteria Plan Contribution: \$1,182

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 1-1-20

<u>Employees regularly assigned to work a biweekly minimum of:</u>	<u>Single</u>	<u>Single + 1</u>	<u>Family</u>	<u>Dental</u>	<u>Life Insurance</u>
60-75 Hours	\$750	\$1387	\$1387	\$40	\$50,000
40 Hours, but less than 60 hours	\$375	\$693.5	\$693.5		\$10,000

After the premium has been paid, any remaining amount from the District's bargained contribution shall be contributed to the individual's HSA, but will not exceed the HSA contribution limits.

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