

Summary of Tentative Agreement: Language, Insurance, Salary

West St. Paul Federation of Teachers
and
Independent School District #197

For Contract Years July 1, 2015 through June
30, 2017

Presented on Thursday, December 10th, 2015

Language Changes for 2015-2017 Contract

1) Longevity Pay - language struck from Article VI, p. 5. Longevity pay (\$1650) added to Step 15 in the Base Year (2014-2015).

2) Personal Leave (Article IX, Section 3, p. 18)

A teacher will receive two (2) prearranged days each year. **Beginning July 1, 2016**, a teacher who has completed ~~fifteen (15)~~ **twelve (12)** or more years of service in ISD 197, excluding full year unpaid leaves of absence, will receive an additional day for a total of three (3) prearranged days each year. Personal days taken will not be charged against sick leave. Teachers who begin employment on or after the first day of the second half of the year will receive one (1) personal leave day. Teachers who are on an unpaid leave of absence status at the beginning of the school year and who do not return to a paid status until on or after the first day of the second half of the year, will receive one (1) personal leave day. Part-time teachers will earn amounts proportionate to the FTE they work.

3) Child Birth Leave (Article IX, Section 8 p. 22-24)

Section 8. Child Birth Leave: A teacher may request a child birth leave of absence in accordance with the provisions of this section. Sick leave may be used in accordance with Article IX, Section 1.

Subd. 1. Maternal/Paternal Use of Sick Leave: **Upon the birth or adoption of a child, a teacher** ~~A teacher who will be giving birth~~ may elect to use accumulated sick leave and be absent from duty for **the period not to exceed twelve (12) weeks as allowed by FMLA.** ~~during which she is judged by her attending physician to be medically unable to perform teaching duties and responsibilities.~~

1.1. A teacher shall provide, at the time of the requested child care leave, a statement from ~~her~~ **the** attending physician indicating the estimated date of delivery of the child.

1.2. The School District may adjust the proposed beginning date of a child care leave to coincide with a natural break in the school year.

1.3. The use of accumulated sick leave shall begin no later than the day of delivery or **placement of adoption.**

1.3.1. Use of sick leave, as determined by the teacher, of more than 10 duty days before the expected date of delivery will require certification by her attending physician.

1.4. The use of accumulated sick leave shall **not exceed twelve (12) weeks as allowed by FMLA.** ~~stop on the date the teacher is judged by her attending physician to be medically able to perform teaching duties and assume teaching responsibilities.~~

1.4.1. Verification of the date that the teacher is able to perform teaching duties and assume teaching responsibilities by the school health officer, in consultation with the attending physician, may be required by the School District.

1.5. Teachers electing to use sick leave shall return to duty on the date determined in 1.2 unless granted a general child care leave of absence without pay by the School Board effective on that date.

1.6. A teacher who fails to return to duty on the date determined in 1.2. shall waive and forfeit the right to reinstatement.

~~Subd. 2. Paternal Use of Sick Leave: A teacher must give written notice of a request for paternal leave at least 30 calendar days before the anticipated due date.~~

~~2.1 A teacher may elect to use up to ten accumulated sick leave days for the period not to exceed ten working days to care for the recuperating birth mother. Thereafter the teacher may request a general child care leave of absence without pay in accordance with Section 9.~~

Section 9. General Child Care Leave: Under no circumstances will a general child care leave, or child birth leave, be granted to a teacher for the next school year if that teacher would otherwise be non-renewed for budgetary or performance reasons. A non-probationary teacher shall be granted a general child care leave, including for adoption purposes, without pay not to exceed twelve (12) months by the School Board subject to the following regulations:

Subd. 1. A teacher shall give written notice requesting child care leave to the Superintendent or designee at least 3 calendar months before the beginning of the requested leave or within 24 hours of receipt of notice of arrival of an adopted child if notice is received less than 3 calendar months before this date. A teacher may elect to use up to **twelve (12) weeks of paid sick leave as allowed by FMLA** ~~ten accumulated sick leave days for the period not to exceed ten working days to care for the newly adopted child.~~

4) Grade Submission (Article XII, Section 3, p. 33)

Subd. 1 Grade Submission: Grades will be submitted by the end of the third day after the start of the new quarter (e.g.; if the new quarter begins on a Monday, grades are due at 3:30 p.m. on Wednesday).

5) Covering other Assignments in Emergencies (Article XII, Section 10, p. 34)

Subd. 1. When teachers are asked by the administration to cover such assignment during their preparation period, they will be reimbursed at the rate of ~~\$35.00~~ **\$36.00** per hour of extra assignment **effective January 1, 2016**. Administrators will generally not ask teachers to cover the assignment of a teacher absent for the entire day in this manner.

1.1. Administrators shall make efforts to avoid scheduling of standardized tests during the teacher's preparation period by rearranging a teacher's preparation period if possible. However, effective ~~September 1, 2006~~ **January 1, 2016**, when that is not possible, teachers will be reimbursed for the supervision of standardized tests at the rate of ~~\$35.00~~ **\$36.00** effective with their second loss of preparation period during the year for such standardized test supervision scheduled during their preparation period.

6) Minor language change from “School District” to “**Human Resources**” in several paragraphs.

Insurance for 2015-2017 Contract

1) Health Insurance

The cost of the plan may increase, but the percent contribution paid by the district and teacher will stay the **same** for 2015-2017. Insurance premiums have increased 1.5% the past two years.

Current Insurance: Self Insured (Preferred One)

Insurance type	Total Monthly Premium Cost	Total Yearly Cost	Current District Contribution	Current Teacher contribution per month
Custom- Single	\$667.78	\$8013.36	\$667.78 (100%)	\$0 (0%)
Custom- Two Party	\$1381.20	\$16574.40	\$1174.02 (85%)	\$207.18 (15%)
Custom- Family	\$1846.93	\$22163.16	\$1569.89 (85%)	\$277.04 (15%)
Open Access - Single	\$742.15	\$8905.80	\$705.04 (95%)	\$37.11 (5%)
Open Access - Two Party	\$1534.87	\$18418.44	\$1227.90 (80%)	\$306.97 (20%)
Open Access - Family	\$2052.34	\$24628.08	\$1641.87 (80%)	\$410.47 (20%)

Salary/Monetary Changes for 2015-2017 Contract

1) 2015 – 2016 Salary Schedule

- Steps and lanes
- Retro pay (usually takes 2-3 months)
- 2.13% new money on the salary schedule (not on each cell)
- Longevity pay (\$1650) added to Step 15 in the Base Year (2014-2015)
- Curriculum rate/Prep coverage - \$36/hour as of January 1, 2016

2) 2016 – 2017 Salary Schedule

- Steps and lanes
- 2.02% new money on the salary schedule (not on each cell)
- 1% increase on Schedule C, C-1, C-2, D
- Additional \$105 per co-curricular assignment for current and retired teachers
- Summer School and Targeted Services - \$30/hour
- Curriculum rate/Prep coverage - \$36/hour

3) Exemplary Attendance (Article XV, Section 7, p. 42 and Article XVI, Section 3, Subd. 3, p. 45)

Payment for accumulated sick leave days will be as follows:

200 days	\$500
220 days	\$750
240 days	\$1,000
260 days	\$1,250
280 days	\$1,500
300 days	\$1,750
320 days	\$2,000
340 days	\$2,250
360 days	\$2,500

150 - 199 days	\$500
200 - 249 days	\$1500
250 - 299 days	\$2000
300 – 349 days	\$3000
350+ days	\$3500

Salary Schedule 2013 – 2014

STEP	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60
1	35681	36469	37012	38043	39092	39885	40674	41461	42249	43036
2	36991	37781	38368	39623	40674	41726	42511	43297	44351	45136
3	38043	39092	39666	41201	42249	43297	44351	45405	46453	47505
4	39916	40407	40964	42776	43826	45401	46188	46992	48554	49866
5	40070	41802	42964	44528	45578	47414	48465	49780	50830	52145
6	40222	42721	44688	46344	47660	49241	50558	51604	53443	54756
7	40372	43046	46744	47695	49855	52486	53711	55122	56543	58523
8	40579	43100	47752	50398	52529	55483	56735	58179	59632	61655
9	43210	46177	49458	53323	55689	58821	60148	61679	63217	65361
10	43467	47466	51883	56361	58780	61983	63339	64904	66477	68670
11	43697	47696	52604	57479	59947	63217	64599	66195	67800	70035
12	45844	48750	53340	58419	60909	64195	65591	67198	68810	71060
13	45997	48902	53493	59222	61738	64994	66375	68126	69727	71955
14	46150	49056	53646	60400	62968	66286	67694	69483	71115	73387
15	48010	50926	54054	63147	67736	71649	73334	74969	76622	81100

Salary Schedule 2014 – 2015 (Base Year) Longevity pay (\$1650) was added to Step 15

STEP	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60
1	36038	36834	37382	38423	39483	40284	41081	41876	42671	43466
2	37361	38159	38752	40019	41081	42143	42936	43730	44795	45587
3	38423	39483	40063	41613	42671	43730	44795	45859	46918	47980
4	40315	40811	41374	43204	44264	45855	46650	47462	49040	50365
5	40471	42220	43394	44973	46034	47888	48950	50278	51338	52666
6	40624	43148	45135	46807	48137	49733	51064	52120	53977	55304
7	40776	43476	47211	48172	50354	53011	54248	55673	57108	59108
8	40985	43531	48230	50902	53054	56038	57302	58761	60228	62272
9	43642	46639	49953	53856	56246	59409	60749	62296	63849	66015
10	43902	47941	52402	56925	59368	62603	63972	65553	67142	69357
11	44134	48173	53130	58054	60546	63849	65245	66857	68478	70735
12	46302	49238	53873	59003	61518	64837	66247	67870	69498	71771
13	46457	49391	54028	59814	62355	65644	67039	68807	70424	72675
14	46612	49547	54182	61004	63598	66949	68371	70178	71826	74121
15	48010	50926	54054	63147	67736	71649	73334	74969	76622	81100
15 + Longevity	49660	52576	57150	64797	69386	73299	74984	76619	78272	82750

Salary Schedule 2015-2016

STEP	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60
1	37038	37834	38382	39423	40483	41284	42080	42876	43671	44466
2	37548	38350	38945	40219	41286	42354	43151	43948	45019	45815
3	38807	39680	40263	41821	42884	43948	45019	46088	47153	48220
4	40517	41015	41581	43420	44486	46084	46883	47700	49285	50617
5	41280	42431	43611	45198	46264	48127	49195	50529	51595	52929
6	41437	43580	45361	47041	48378	49982	51319	52381	54247	55580
7	41592	44346	47447	48654	50606	53276	54519	55951	57394	59404
8	41804	44401	48712	51156	53320	56318	57589	59055	60529	62583
9	43860	46872	50203	54125	56528	59706	61053	62607	64168	66345
10	44780	48420	52664	57209	59665	62916	64292	65880	67478	69703
11	45016	49137	53927	58925	61454	64807	66223	67860	69505	71796
12	46534	49730	54681	59888	62441	65809	67241	68888	70541	72848
13	47387	50379	55108	60711	63290	66629	68045	69839	71480	73765
14	47563	50558	55287	61933	64566	67968	69412	71246	72920	75249
15	50653	53628	58293	66093	70774	74765	76484	78151	79837	84405

Salary Schedule 2016-2017

STEP	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60
1	38038	38834	39382	40423	41483	42284	43080	43876	44671	45466
2	38111	38925	39529	40621	41906	42778	43582	44388	45244	46044
3	39001	39879	40465	42030	43099	44168	45244	46318	47388	48460
4	40720	41220	41789	43637	44708	46314	47118	47938	49532	50870
5	41900	42643	43829	45424	46496	48368	49441	50782	51853	53194
6	42266	44015	45588	47277	48620	50232	51576	52642	54517	55857
7	42423	45011	47685	48897	50859	53542	54792	56231	57681	59701
8	42640	45289	49199	51411	53585	56600	57877	59350	60832	62896
9	44078	47106	50454	54396	56810	60005	61358	62921	64489	66677
10	45228	48662	52927	57495	59963	63230	64613	66210	67815	70052
11	45917	49874	54466	59219	61761	65131	66554	68200	69853	72155
12	46767	50476	55501	60786	63378	66796	68250	69922	71599	73940
13	48097	51135	56210	61622	64240	67628	69065	70886	72553	74872
14	48515	51569	56393	62552	65212	68648	70106	71959	73649	76002
15	51920	54968	59750	67745	72543	76634	78396	80105	81833	86515

Salary Increase Computation Worksheet

Line 1: Find your step and lane on the attached Schedule for 2014-2015.

Enter amount: \$ _____

Line 2: Add one step to **Line 1** salary and any lane changes you anticipate.

Find your salary on the Schedule for 2015-2016.

Enter amount: \$ _____

Line 3: Subtract Line 1 salary from Line 2 salary. This is your **2015-2016 dollar raise**.

Enter Difference: \$ _____

Line 4: Add one step to **Line 2** salary and any lane changes you anticipate.

Find your salary on the Schedule for 2016-2017.

Enter amount: \$ _____

Line 5: Subtract Line 4 salary from Line 2 salary. This is your **2016-2017 dollar raise**.

Enter Difference: \$ _____

To find the total dollar raise for both years, add the total from Line 5 and Line 3:

\$ _____

If you want to know the amount of each paycheck, divide by 21 or 26 paychecks.

1) 15-16 salary	
2) 14-15 salary	
Subtract to find dollar raise for Year One	
3) 16-17 salary	
4) 15-16 salary	
Subtract to find dollar raise for Year Two	
5) 16-17 salary	
6) 14-15 salary	
Subtract to find total dollar raise over two years	

VOTING PROCEDURES

1. *VOTING WILL TAKE PLACE ALL DAY ON MONDAY, DECEMBER 14, 2015 AND TUESDAY, DECEMBER 15, 2015, AND UNTIL NOON ON DECEMBER 16, 2015. BUILDING REPS WILL HAVE THE BALLOTS.*
2. *IN ORDER TO BE A VALID VOTE, COMPLETED BALLOTS MUST BE GIVEN DIRECTLY TO YOUR BUILDING REP BY NOON, WEDNESDAY, DECEMBER 16, 2015.*
3. *MEMBERS WHO CANNOT VOTE IN THEIR BUILDING ON MONDAY, TUESDAY, OR WEDNESDAY SHOULD CONTACT THEIR BUILDING REP.*
4. *BUILDING REPS SHOULD COUNT THE BALLOTS WITH A WITNESS. EMAIL THE FINAL TALLY TO DIANE BY 4:00 P.M. WEDNESDAY, DECEMBER 16, 2015. SEND ALL BALLOTS TO DIANE AS SOON AS THEY ARE TALLIED.*