

# **Summary of Tentative Agreement: Language, Insurance, Salary**

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

For Contract Years July 1, 2017 through June  
30, 2019

Presented on  
October 5, 2017

# Language Changes for 2017-2019 Contract

## 1) New language for Article VI: Tuition Reimbursement for M.A. in content area

Teachers holding a license to teach at the high school level who pursue a Master of Arts degree in a content area that will allow them to teach a concurrent enrollment course will receive tuition reimbursement. The tuition reimbursement will occur upon completion of District paperwork, District approval, and course completion. Tuition reimbursement will not exceed 50% of the University of Minnesota tuition cost for the year in which the coursework was completed. Content areas will need prior approval by the District.

## 2) Initial Step Placement (Article VI, Section 9)

Licensed teaching experience is defined as teaching in a public **or charter** school in a position that requires a teaching license. Exceptions can be made only in consultation with and at the discretion of the Federation President and the Director of Human Resources.

## 3) Salary Payments (Article VII, Section 1)

~~Subd. 3. Extra-curricular and Coaching Increment Payments:~~ Teachers receiving payment for extra curricular and coaching ~~increment~~ assignments will receive such payment in ~~20 or 25~~ installments beginning with the second salary payment as established in Subd. 1 and dependent upon the regular salary option selected. **equal biweekly installments throughout the season in which they coach or advise (payments will begin no earlier than the first pay period of the school year).**

~~3.1. Teachers handling assignments of 19 weeks or fewer may request on a form provided by the School District, receiving such payment in installments each pay date during the time the activity takes place with the last installment paid on the pay date following the conclusion of the activity.~~

~~Section 2. Payment During Vacations:~~ When the date for a regular salary payment occurs during a vacation period, the payment will be made so that it is normally received on the scheduled date.

~~Subd. 1. If the scheduled payroll date falls on the Friday of the fall teacher conventions or Thanksgiving vacation, salary payments will be made on the last duty day before the convention or vacation break.~~

## 4) New language for Article XII, Section 11

**In the event that school is canceled due to inclement weather, teachers will have the option of reporting to their work site or working from home on grading, communication, preparing lessons, or ongoing professional development. The District reserves the right to limit the number of days worked from home and to schedule student make up days.**

## 5) Federation Leave (Article IX, Section 10)

Up to ~~30~~ **40** days during the contract period shall be granted upon the request to the Superintendent or designee by the Federation president for purposes related to the conduct of Federation business.

Federation leave days are not cumulative. **Federation Leave days will not be charged against the Federation for negotiations when both the District and the Federation agree to negotiate during the school day.**

## **6) Step Advancement (Article VI, Section 9)**

To be eligible to advance a step on the salary schedule, a teacher must be employed and on an active, paid status over at least 3/4 of the total number of student contact days ~~(for example: 3/4 of 172 days or 129 days in 2002-2003)~~ **(for example: 3/4 of 170 days or 128 days in 2016-2017)**. **Time spent on an approved leave pursuant to FMLA of not more than 12 weeks will not result in a teacher losing eligibility for step advancement pursuant to this Section 9, Subd. 2 as long as the teacher works 3/4 of the student contact days that the teacher is not on FMLA leave.**

## **7) New language for Training Academy payment for three courses.**

~~In order to receive payment, teachers must submit to Human Resources a Certificate of Completion signed by the Director of Curriculum, Instruction, and Assessment.~~

**Teachers will receive the payment after the Director of Curriculum submits evidence of successful completion of three sequential multi-year Training Academies. Payments will be made on a quarterly basis.**

**8) Job posting language on p. 48 moved to a separate section (currently a subdivision under Voluntary Transfers).**

## **9) Voluntary Transfer language (Article XVII, Section 6)**

People who want to transfer must notify the School District in writing by ~~May~~ **April 1** of their intentions. **All properly licensed continuing contract internal candidates must be granted an interview.**

## **10) Elementary Prep Time (Article XII, Section 6)**

Each full time elementary teacher shall have a minimum of 60 minutes of preparation time per day, or a minimum of 300 minutes of preparation time per week, in blocks of no less than 30 minutes, ~~unless mutually agreed upon between the teacher and building administrator.~~ Exceptions to this may be made by mutual agreement between the School District, ~~and~~ **and** the exclusive representative of the teachers, ~~and individual building faculties.~~

## **11) Employee Match/Retirement Payout (Article XV)**

Those teachers who will be eligible for lump sum payments because they are too near retirement to receive all eligible monies and who have completed at least 12 years of service to ISD 197 and who are at least 55 years of age, or teachers less than 55 years of age and who have 30 years of total teaching service, will receive those monies in accordance with the Severance Allocation Plan. **This payout will be deposited in accordance with the Severance Allocation Plan within three months** ~~or about~~ **January 1 of the year following the teacher's official retirement date.** ~~provided such teacher submitted a written notice of retirement accepted by the School Board by the previous April 1.~~

**12) Move Site Leadership language to separate heading.**

**Insurance for 2017-2019 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 2017-2019. Insurance premiums have increased 0% the past two years.

**Current Insurance: Self Insured (Preferred One)**

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

**2) Dental Insurance**

**Single premium - \$42.80**

**Family premium - \$122.35**

## Salary/Monetary Changes for 2017-2019 Contract

- Steps and lanes each year
- Retro pay (usually takes 2-3 months)
- 3% new money on the salary schedule over two years (not on each cell)
  - 2.0% increase on cells that have 0% - .99% increase from previous step, except on some cells in the lower left of the salary schedule (BA – BA+60, Steps 9-14)
  - 1.50% increase on cells that have 1% - 1.99% increase from previous step
  - .50% increase on cells that have 2.00% or greater from previous step
  - 1.5% increase on Step 15 BA to BA+60 each year
  - 2.0% increase on Step 15 MA to MA+60 each year
  - 2.0% increase on Step 1 each year
- 1% increase on Schedule C and C-1 each year
- Additional \$200 stipend for athletic team coaches if team goes to State
- Increase in 403(b) District match contributions to \$700 Tier 1 and \$1400 Tier 2 effective 1/1/2018
- Increase in district maximum contribution in 403(b) to \$28,000
- Dental contribution increased from \$30/month to \$43/month effective 1/1/2018 (current cost \$42.80 for single plan)
- Special Supervisory assignment payment increased to \$27 and maximum payment removed effective 1/1/2018
- Training Academy costs capped at \$180,000 in our financial package (costs were over \$265,000 last year)

## 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 Schedule 2017-2018

| STEP | BA    | BA+15 | BA+30 | BA+45 | BA+60 | MA    | MA+15 | MA+30 | MA+45 | MA+60 |
|------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1    | 38799 | 39610 | 40170 | 41232 | 42313 | 43129 | 43942 | 44754 | 45564 | 46376 |
| 2    | 38873 | 39703 | 40320 | 41434 | 42534 | 43419 | 44236 | 45054 | 45922 | 46735 |
| 3    | 39196 | 40078 | 40667 | 42240 | 43314 | 44389 | 45470 | 46550 | 47625 | 48703 |
| 4    | 40923 | 41426 | 41998 | 43855 | 44931 | 46546 | 47353 | 48178 | 49779 | 51124 |
| 5    | 42109 | 42856 | 44048 | 45651 | 46728 | 48610 | 49688 | 51036 | 52112 | 53460 |
| 6    | 42346 | 44236 | 45816 | 47513 | 48863 | 50483 | 51834 | 52906 | 54789 | 56136 |
| 7    | 42673 | 45236 | 47923 | 49142 | 51113 | 53810 | 55066 | 56512 | 57969 | 59999 |
| 8    | 42830 | 45439 | 49445 | 51668 | 53853 | 56883 | 58166 | 59647 | 61136 | 63211 |
| 9    | 44078 | 47106 | 50706 | 54668 | 57094 | 60305 | 61665 | 63235 | 64812 | 67010 |
| 10   | 45228 | 48662 | 52927 | 57783 | 60263 | 63546 | 64936 | 66541 | 68154 | 70402 |
| 11   | 45917 | 49874 | 54466 | 59515 | 62070 | 65457 | 66887 | 68541 | 70202 | 72516 |
| 12   | 46767 | 50476 | 55501 | 60786 | 63694 | 67130 | 68591 | 70271 | 71957 | 74310 |
| 13   | 48097 | 51135 | 56210 | 61622 | 65203 | 68643 | 70101 | 71950 | 73641 | 75995 |
| 14   | 48590 | 51644 | 56623 | 62552 | 65212 | 69678 | 71158 | 73038 | 74754 | 77142 |
| 15   | 52698 | 55793 | 60647 | 68761 | 73631 | 78167 | 79964 | 81707 | 83470 | 88245 |

## Salary Schedule 2018-2019

| STEP | BA    | BA+15 | BA+30 | BA+45 | BA+60 | MA    | MA+15 | MA+30 | MA+45 | MA+60 |
|------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1    | 39575 | 40403 | 40973 | 42056 | 43159 | 43992 | 44821 | 45649 | 46476 | 47303 |
| 2    | 39651 | 40497 | 41126 | 42262 | 43385 | 44288 | 45121 | 45955 | 46841 | 47670 |
| 3    | 39787 | 40682 | 41280 | 42874 | 43531 | 44611 | 45697 | 46783 | 47863 | 48946 |
| 4    | 41128 | 41634 | 42208 | 44075 | 45156 | 46779 | 47590 | 48419 | 50028 | 51380 |
| 5    | 42321 | 43071 | 44268 | 45879 | 46962 | 48853 | 49936 | 51291 | 52372 | 53727 |
| 6    | 42521 | 44457 | 46045 | 47750 | 49107 | 50735 | 52093 | 53170 | 55063 | 56417 |
| 7    | 42823 | 45462 | 48163 | 49387 | 51369 | 54079 | 55341 | 56795 | 58259 | 60299 |
| 8    | 43080 | 45639 | 49693 | 51926 | 54122 | 57167 | 58457 | 59945 | 61442 | 63527 |
| 9    | 44078 | 47106 | 50961 | 54941 | 57380 | 60606 | 61973 | 63551 | 65136 | 67345 |
| 10   | 45228 | 48662 | 52927 | 58072 | 60564 | 63864 | 65261 | 66874 | 68495 | 70754 |
| 11   | 45917 | 49874 | 54466 | 59813 | 62381 | 65784 | 67222 | 68883 | 70553 | 72878 |
| 12   | 46767 | 50476 | 55501 | 60786 | 64014 | 67468 | 68936 | 70624 | 72319 | 74682 |
| 13   | 48097 | 51135 | 56210 | 61622 | 66181 | 69672 | 71153 | 73029 | 74745 | 77135 |
| 14   | 48590 | 51719 | 56723 | 62552 | 65507 | 70723 | 72225 | 74134 | 75875 | 78299 |
| 15   | 53489 | 56630 | 61556 | 69793 | 74736 | 79730 | 81563 | 83341 | 85139 | 90010 |

## Salary Increase Computation Worksheet

**Line 1:** Find your step and lane on the attached Schedule for 2016-2017.

Enter amount: \$ \_\_\_\_\_

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

Find your salary on the Schedule for 2017-2018.

Enter amount: \$ \_\_\_\_\_

**Line 3:** Subtract Line 1 salary from Line 2 salary. This is your **2017-2018 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 2018-2019.

Enter amount: \$ \_\_\_\_\_

**Line 5:** Subtract Line 4 salary from Line 2 salary. This is your **2018-2019 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) 17-18 salary                                    |  |
| 2) 16-17 salary                                    |  |
| Subtract to find dollar raise for Year One         |  |
| 3) 18-19 salary                                    |  |
| 4) 17-18 salary                                    |  |
| Subtract to find dollar raise for Year Two         |  |
| 5) 18-19 salary                                    |  |
| 6) 16-17 salary                                    |  |
| Subtract to find total dollar raise over two years |  |

## VOTING PROCEDURES

1. *VOTING WILL TAKE PLACE ALL DAY ON MONDAY, OCTOBER 9, 2017, TUESDAY, OCTOBER 10, 2017 AND WEDNESDAY, OCTOBER 11, 2017. 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 THE END OF THE STUDENT DAY ON WEDNESDAY, OCTOBER 11, 2017.*
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, OCTOBER 11, 2017. SEND ALL BALLOTS TO DIANE AS SOON AS THEY ARE TALLIED.*