

Tentative Agreement
6/18/2025 W. Sam

SAINT PAUL FEDERATION OF EDUCATORS
PROPOSAL #46
NOVEMBER 16, 2023
January 18, 2024 – District Counter
February 5, 2024 - SPFE Counter
February 5, 2024 - District Counter

D. Wells
SPFS

PETER KRAMER
SPFE

June 16, 2025 - This document clarifies Schedule C language for the 2023-2025 contract.

June 18, 2025 Changes from 2024 are now highlighted (HS - Cheerleader Coach changed from full year to per season stipend per MOA, and duplicate GSA stipend crossed out). The only other changes from 2024 are removing crossed out language and updating BU to \$420.

Licensed Staff Contract
SCSP Contract
EA Contract

APPENDIX C

The parties have agreed to the following Schedule C language and pay rates to be in effect at the beginning of the 2023-24 school year.

Schedule C-1

Extracurricular Athletic

Salaries provided for coaches shall be payable at the end of each season and shall be paid in addition to the amount due for regular teaching duties performed. Seasons for athletic coaches shall end with the school months of November, March, and June, and for intramural coaches shall end with the school months of December, March, and June. Salaries for coaches shall be payable after all state tournament play is completed or absent state tournament play, in the months indicated above, and provided that the coach has assembled a team meeting the established requirements and such team has competed in all games, contests or meets scheduled to determine championships. The stipends specified herein shall not become payable until all duties of the athletic sport season shall be completed, including the submission of reports.

Coaching duties may be terminated at the end of any school year or be reassigned to other staff members. The total number of sports per year that may be handled by any one coach shall be limited to three, except with the written approval of the Superintendent or designee.

A person may not be employed as head coach for more than one of the following: football/basketball/hockey/volleyball in the same year, except with the written approval of the Superintendent or designee. Coaches shall not be employed to coach more than one sport in the same season and may not perform multiple coaching positions simultaneously (e.g., Head Coach/Assistant Coach). The supervision of an extracurricular activity may be divided among coaches, but the total payment shall not exceed the amount set forth below.

High School Athletic Directors shall not be employed as a head coach or assistant coach. Athletic Department Specialists may coach after completion of all daily scheduled hours of work and with the approval of the building Athletic Director and building Principal to ensure appropriate levels of coverage and support are in place. Daily scheduled hours of work and coaching may not overlap.

Pay Calculations

Base Unit = \$420

Head Coach pay will be determined by multiplying the Base Unit (BU) by the number of weeks of competition as listed by the Minnesota State High School League (MSHSL). The stipend will not be affected by the actual number of weeks a team completes. Assistant Coaches pay will be 75% of Head Coach's pay.

Non-Coaching Athletic Positions

HS Athletic Directors and Athletic Department Specialists are full time. Middle School Athletic Directors are stipend-based positions.

HS - Athletic Director	16.25 x BU = \$6662.50
HS - Athletic Equipment Manager	8.75 x BU = \$3587.50
HS - Intramural Coordinator	4 x BU = \$1640
HS - Cheerleader Coach (full year Per Season)	4 x BU = \$1640
MS - Athletic Director	13.75 x BU = \$5637.50

MS Athletic Directors may not coach and perform athletic director duties simultaneously. Approval of a plan and a replacement MS Athletic Director shall be made by the Middle School Principal and District Wide Athletic Administrator, prior to the start of any coaching assignment.

HS - Swimming Coordinator 6 x BU = \$2460

HS - Gymnastics Spotter (not a coach) \$1,000.00 2.5 x BU

A teacher may be employed to assist the Athletic Director in the administration of scholastic athletic games, meets, or schedules, such employment to be compensated at a rate per season not to exceed the BU (currently \$420).

Each high school athletic director shall have available a budget of 2 x BU per year which may be used to employ assistants to help in conducting/supervising athletic games, meets, or schedules. The following conditions apply:

- Payment shall be at the rate of .075 x BU = \$30.75 per event.
- Payment shall be through the regular payroll system, at the end of the appropriate season as described in the introductory paragraph of Schedule C-2.
- Payment may not be made to the Athletic Director.

High school sports and their season length.

Fall Sport	Weeks	Winter Sport	Weeks	Spring Sport	Weeks
Adapted Soccer	12	Adapted Floor Hockey	17	Adapted Bowling	11
Football	15	Alpine Skiing	14	Adapted Softball	13

XC-Boys	12	Nordic Skiing	14	Badminton	11
XC-Girls	12	Basketball-Boys	18	Baseball	13
Soccer-Boys	12	Basketball-Girls	18	Golf-Boys	13
Soccer-Girls	12	Gymnastics	15	Golf-Girls	13
Swimming-Girls	14	Hockey-Boys	17	Lacrosse-Boys	11
Tennis-Girls	11	Hockey-Girls	17	Lacrosse-Girls	11
Volleyball-Girls	13	Swimming-Boys	14	Softball	13
		Wrestling	15	Tennis-Boys	11
		Dance Team	17	Track & Field	13
				Volleyball-Boys	13

Middle school sports and their season lengths:

Fall Sport	Weeks	Winter Sport	Weeks	Spring Sport	Weeks
FLAG Football	8	Basketball-Boys	8	Badminton	8
Soccer-Boys	8	Basketball-Girls	8	Baseball	8
Soccer-Girls	8	Wrestling	8	Softball	8
Volleyball	8			Track & Field	8

All Middle School sports last eight weeks and coaches will be paid by multiplying the Base Unit by 8.

Number of Coaches per Sport Determination

All sports will be designated by one of three tiers.

Tier 1: Tier 1 sports have many specialized requirements and require more coaches. These are: Football, Track & Field.

Varsity Football will have a Head Coach and four assistant coaches. These five coaches will be responsible for both varsity and JV competition. There will also be an additional two coaches for each lower level team that practices on its own and has its own schedule of games. Track and Field will have a Head Coach and four assistant coaches. These five coaches will be responsible for both girls and boys track and field at all levels and competitions.

Tier 2: Tier 2 will require a Head Varsity coach, an Assistant Coach and a coach for each lower level team.

These are: Soccer (Adapted, Boys, Girls), Tennis (Boys, Girls), Volleyball (Boys, Girls), Adapted Floor Hockey, Basketball (Boys, Girls), Ice Hockey (Boys, Girls), Wrestling, Softball (Adapted, Girls), Badminton, Baseball, Lacrosse (Boys, Girls), **Dance Team (Girls)**

Tier 3: Tier 3 will require a Head Varsity coach and may have an Assistant with the approval of the Principal, Athletic Director, and the District Wide Athletic Administrator. Tier 3 sports have one team for all levels.

These are: Cross Country (Boys, Girls), Swimming (Boys, Girls), Skiing (Alpine, Nordic), Gymnastics, Adapted Bowling, Golf (Boys, Girls)

Determining Number of Teams:

Each sport will have a minimum and maximum number of participants as recommended by the district. This min/max will help determine the number of teams at a school. The purpose of the maximum number is not to leave student athletes out of participation, but to give guidance on when an additional team might be needed at a school and shall not be subject to the grievance procedure.

FALL SPORT	Minimum #/team	Maximum #/team
Adapted Soccer	7	15
Football	Varsity/JV-22, B/9th-15	50
XC-Boys	7	
XC-Girls	7	
Soccer-Boys	15	22
Soccer-Girls	15	22
Swimming-Girls	10	
Tennis-Girls	10	
Volleyball	10	25

WINTER SPORT	Minimum#/ team	Maximum #/team
Adapted Floor Hockey	6	18
Alpine Skiing	8	45
Nordic Skiing	10	45
Basketball-Boys	10	15
Basketball-Girls	10	15
Gymnastics	12	

Hockey--Boys	Varsity 15, JV 10	20
Hockey-Girls	Varsity 15, JV 10	20
Swimming-Boys	10	
Wrestling	7	28
Dance Team	High Kick 5; Jazz 5	High Kick 34; Jazz 26
SPRING SPORT	Minimum#/team	Maximum #/team
Adapted Bowling	1	No Limit
Adapted Softball	9	18
Badminton	7	20
Baseball	Varsity 15, JV/9th 12	
Golf-Boys	6	

Golf-Girls	6	
Lacrosse - Boys	16	25
Lacrosse - Girls	16	25
Softball	12	
Tennis - Boys	10	
Track & Field	10	no limit
Volleyball	10	25

MIDDLE SCHOOL		
FALL SPORT	Minimum#/ team	Maximum #/team
FLAG Football	11	
Soccer-Boys	11	25
Soccer-Girls	11	25
Volleyball	12	25

WINTER SPORT	Minimum#/ team	Maximum #/team
Basketball-Boys	5	18
Basketball-Girls	5	18
Wrestling	7	30
SPRING SPORT	Minimum#/ team	Maximum #/team
Badminton	6	25
Baseball	9	
Softball	9	
Track & Field	10	no limit

EXTRACURRICULAR ACTIVITIES

Teachers shall be paid additional stipends, to be called extracurricular pay, for additional activities carried on outside their regular duties and outside the regular school day according to rules and regulations established by the Board, provided that such stipends shall not be paid if a teacher’s day or class load has been decreased because of such activities except as provided herein. Any extracurricular assignment and stipend may be terminated at the end of any school year and/or reassigned to another staff member. Any teacher may reject an assignment for which extracurricular pay is given.

Schedule C-2

Extracurricular Non-Athletic

Payment of Schedule C-1 stipends shall be made within three (3) weeks of the end of the District’s first and/or second semester, depending upon the completion date of the activity. The supervision of an extracurricular activity may be divided among teachers, but the total payment shall not exceed the amount set forth below. The payment for an extracurricular activity may vary depending upon the amount of work involved, but no payment shall be made in excess of the amount specified below.

Pay Calculations

Base Unit = \$420

Based on guidance from the Fair Labor Standards Act (FLSA), if any hourly employee including EAs perform these non-athletic extracurricular duties in addition to their regular job duties and outside their duty day, they will be paid at the hourly rate for “non-specific after-hours extra-curricular advisor” listed in this schedule. All hours worked by an hourly employee are subject to overtime under the Fair Labor Standards Act (FLSA) and are paid accordingly.

Job	Level/Notes	Stipend Formula
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Cafeteria Supervisor	May be paid on an hourly basis for time worked. Formula: stipend divided by number of days lunch is served during the school year = rate for one-half hour duty.	5.75 x BU = \$2357.5
Class Advisor	Sophomore Class	1.25 x BU = \$512.5

	Junior Class	3.75 x BU = \$1537.5
	Senior Class	3.75 x BU = \$1537.5
Chaperone (outside the duty day)	Hourly	(0.075 x BU) / hr = \$30.75/hr
Debate Coach	Middle School Minimum per team:8	.75 x (17 x BU) = \$5227.5
	HS - Head Debate Coach Minimum per team:8	17 x BU = \$6970
	HS - Asst. Debate Coach	.75 x (17 x BU) = \$5227.5
Destination ImagiNation Team Coach*	The minimum requirements for this stipend are: <ul style="list-style-type: none"> • One to three teams, formally competing in the full official school year season inter-district competition and tournament play. • The activities occur outside the professional workday for teachers. • After the first four (4) weeks of the season, the position and payment will be discontinued if full team competition is not to be completed. 	3 x BU = \$1230

Drivers Education Teacher (See Article 9, Section 6 for governing conditions)	Hourly	(0.075 x BU) / hr = \$30.75/hr
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Field Trip: School sponsored overnight field trip (not compensated by other means)	Nightly	0.25 x BU = \$102.5
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High School Future Educators of Saint Paul Coordinator	HS	7.5 x BU=\$3075
Hmong Dual Language Teacher		11 x BU=\$4510
Locker Manager	Per student (Based on 10/1 enrollment)	0.00439 x BU per student \$1.80 /student Minimum = 1 BU =\$410 No maximum
Mathematics Team Coach	Middle School: A minimum requirement for this stipend is at least 10 participants, and at least six scheduled events	3 x BU=\$1230
	High School: A minimum requirement for this stipend is at least 10 participants, and at least six scheduled events	5.25 x BU=\$2152.5
Mathematics Team Assistant Coach	A minimum requirement for this stipend is at least 15 participants after the first four (4) weeks of the season, and that the position and payment will be discontinued if participation is less than 15 students.	(.75 x 5.25) x BU =\$1614.375
Senior High National Honor Society Coordinator		7.5 x BU=\$3075
North Central Association Coordinator		3 x BU=\$1230

School Fund Bursar Middle School	MS	5.25 x BU=\$2152.5
	HS	12.6 x BU=\$5166
School Newspaper	HS: Business Mgr.	2.5 x BU x 0.10 x #issues Maximum 10 issues \$102.5 per issue Max \$1025

	HS: Editorial Mgr.	10 x BU x 0.10 x #issues Maximum 10 issues \$410 per issue Max \$4100
School Patrol Supervisor	Elementary	5.75 x BU=\$2357.5
Science Olympiad Coach	The minimum requirements for this stipend are: <ul style="list-style-type: none"> • Compete in the full official school year season inter-district competition and tournament play. • The activities occur outside the professional workday for teachers. • After the first four (4) weeks of the season, the position and payment will be discontinued if full team competition is not to be completed. 	3 x BU=\$1230
Science Safety Manager	Secondary	1.5 x BU=\$615
GSA Program Advisor	Secondary	3.75 x BU=\$1537

SADD Program Advisor	Secondary	3.75 x BU=\$1537
Speech Activities Coach	HS - entrance in festival or equivalent and District Speech Festival	0.75 x BU x #events Max of 7, one of which is the District Speech Festival \$307.5 per event Max \$2152.5

Student Council Director	Secondary	7.5 x BU=\$3075
Technological Instructional Equipment Manager	Person manages inventory of all video/audio equipment not managed by Facilities. Examples are setting up speakers and projectors for meetings or programs. The per student basis for the yearly stipend for this function	0.0025 x BU x #students Minimum = 1 BU No Max \$1.025 per student Minimum \$410

	shall be determined for each school based on the official enrollment figures published by the District each October.	
iPad Manager (work outside regular day)	The per student basis for the yearly stipend for this determined for each school based on the official enrollment figures published by the District each October.	0.01 x BU x #students Minimum = 4 x BU No Max \$4.10 per student Minimum \$1640
Textbook Distributor	The per student basis for the yearly stipend for this function shall be determined for each school based on the official enrollment figures published by the District each October.	0.005 x BU x #students Minimum = 1.5 x BU \$2.05 per student Minimum \$615

Test Coordinator	The per student basis for the yearly stipend for this function shall be determined for each school based on the official enrollment figures published by the District each October.	0.01 x BU x #students Minimum = 3 x BU No Max \$4.10 per student Minimum \$1230
Yearbook	HS - Business Manager	2.5 x BU=\$1025
	HS - Editorial Manager	7.5 x BU=\$3075
Robotics Coach	Head Coach	10 x BU=\$4100

	Asst. Coach	7.5 x BU=\$3075
FFA Advisor		5 x BU=\$2050
WEB Coordinator		7.5 x BU=\$3075
Link Crew Advisor		7.5 x BU=\$3075
TECHNOVATION Challenge Coach	This is a Statewide, National, and International competition that works to get girls involved in STEM.	7.5 x BU=\$3075

Youth in Government Coach		5 x BU=\$2050
Youth Affinity Group Advisor	Examples GSA, Students of Color	5 x BU=\$2050

Non-specific after-hours extra-curricular advisor	This position is not covered in any other part of Schedule C. This position provides for newly needed extra-curricular positions as determined by the principal. All hours must be pre-approved by the principal.	(0.075 x BU) / hr \$30.75/hr
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*The existence of this stipend for coaches of the extra-curricular official competition activity is not intended to preclude or replace Destination ImagiNation activities which occur in many schools on a smaller scale or within students' school day and/or the teachers' professional workday.

EXTRACURRICULAR ACTIVITIES

Teachers shall be paid additional stipends, to be called extracurricular pay, for additional activities carried on outside their regular duties and outside the regular school day according to rules and regulations established by the Board, provided that such stipends shall not be paid if a teacher's day or class load has been decreased because of such activities except as provided herein. Any extracurricular assignment and stipend may be terminated at the end of any school year and/or reassigned to another staff member. Any teacher may reject an assignment for which extracurricular pay is given.

Schedule C-3

Extracurricular Performing Arts

Payment of Schedule C-3 stipends shall be made within three (3) weeks of the end of the District's first and/or second semester, depending upon the completion date of the activity. The supervision of an extracurricular activity may be divided among teachers, but the total payment shall not exceed the amount set forth below. The payment for an extracurricular activity may vary depending upon the amount of work involved, but no payment shall be made in excess of the amount specified below.

Base Unit = \$420

Extracurricular Position	Responsibilities	Stipend Formula
Talent Show Coordinator	Auditions, produces and dress rehearses a talent/performance show outside of the school day with students. Examples; Performance Night, Harding Idol, etc.	0.5 x BU = \$205 Maximum 1 per semester.

Performance Stipend	<p>Work any performance, exhibition, or showcase outside whose description in Schedule C-3 includes this stipend.</p> <p>This includes in-person or virtual set up and take down, pre-performance warm up, etc.</p>	<p>.375 x BU = \$153.75</p> <p><i>Maximum of 6 performances per of the school day in any role production. Additional performances must be approved by the principal.</i></p>
Event Stage Manager	<p>Managing the lights, sound, curtains, etc. for the stage/auditorium for a performance/event that occur outside of the school day. May also supervise Stage/Tech Crew Students</p>	<p>0.2 x BU = \$82 per performance.</p> <p>This stipend is only for performances that do not have a Technical Director.</p>

Pep Band Director	<p>Prepare and supervise the Pep Band to play at different athletic events, parades, and community events.</p>	<p>.375 x BU per event = \$153.75</p> <p><i>Maximum of 6 performances per athletic season. Additional performances must be approved by the principal.</i></p>
Instrument Inventory Manager	<p>Check in/out inventory, manage rental agreements/donations, maintain instruments, arrange repairs, inspect/clean/play/test instruments at year end, add and remove inventory, maintain Destiny records.</p>	<p>0.01 x BU x #instrumental students = (\$4.10 per student)</p> <p>Minimum = 1 BU</p> <p>Paid on a per instrumental music student basis.</p>
Extra Curricular Ensembles (Jazz Band, Jazz Choir, Chamber Ensembles, MSHSL Solo/Ensemble Contests, Improv Troupe, Dance Group, Marching Band, etc.)	<p>3-6 hours per week over an entire school year. Auditions, produces, directs, and rehearses in preparation of performances. Will be paid at the per "Performance Stipend" for each performance.</p>	<p>13 x BU = \$5330</p> <p><i>Maximum of 6 performances per semester. Additional performances must be approved by the principal.</i></p>
Extra Curricular Ensembles (Jazz Band, Jazz Choir, Chamber Ensembles, MSHSL Solo/Ensemble Contests, Improv Troupe, Dance	<p>Over 6 hours per week over an entire school year. Auditions, produces, directs, and rehearses in preparation of performances. Will be paid at the per "Performance Stipend" for each performance.</p>	<p>21 x BU = \$8610</p> <p><i>Maximum of 6 performances per semester. Additional performances must be approved by the principal.</i></p>

Group, Marching Band, etc.)		
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For the following stipends, each educator may receive up to one stipend per production for work that occurs outside of contract hours. For productions where all rehearsals occur during contract hours, an educator would only be eligible for the "Performance Stipend" for each performance.

Extracurricular Position	Responsibilities	Stipend Formula for Full Musical Production or Play (Full Length Broadway Musical or Play; over 2 hours in length)	Stipend Formula for Modified Musical Production or Play (Broadway Junior, shortened production, one-act play, or Musical Variety Show; 1-2 hours in length)	Stipend Formula for Short Musical Production or Plays (30-59 minutes in length)
Director of Musical	Auditions, produces, directs, rehearses a musical (including technical/dress rehearsals). Supervises technical director, choreographer, and vocal music directors.	14 x BU = \$5740 Director of Musical will also be paid at the per "Performance Stipend" for each performance of the musical. Maximum of 6 performances per production. Additional performances must be approved by principal.	8.5 X BU = \$3485 Director of Musical will also be paid at the per "Performance Stipend" for each performance of the musical. Maximum of 6 performances per production. Additional performances must be approved by principal.	
Vocal Music Director of Musical	Works alongside the Musical Director in providing vocal music direction for a musical. Vocal director assists with auditions, rehearsals, dress/technical rehearsals and performances as well.	7 x BU = \$2870 This person will also be paid at the per "Performance Stipend" for each performance of the musical. Maximum of 6 performances per production. Additional performances must be approved by principal.	4.5 X BU = \$1845 This person will also be paid at the per "Performance Stipend" for each performance of the musical. Maximum of 6 performances per production. Additional performances must be approved by principal.	

<p>Musical Choreographer</p>	<p>Works alongside Musical Director, auditions, creates original/compatible choreography, and rehearses the musical (including technical/dress rehearsals).</p>	<p>7 x BU = \$2,870 At the discretion of the Director and approval of the principal, the musical choreographer will also be paid at the per "Performance Stipend" for each performance of the musical. Maximum of 6 performances per production. Additional performances must be approved by the principal.</p>	<p>4.5 X BU = \$1845 At the discretion of the Director and approval of the principal, the musical choreographer will also be paid at the per "Performance Stipend" for each performance of the musical. Maximum of 6 performances per production. Additional performances must be approved by the principal.</p>	
<p>Musical Accompanist</p>	<p>Works with the Musical Director and/or the Vocal Musical Director to accompany singers and dancers during rehearsals and performances.</p>	<p>7 x BU = \$2,870 At the discretion of the Director, the Musical Accompanist will also be paid at the per "Performance Stipend" for each performance of the musical or play. Maximum of 6 Performances per production. Additional performances must be approved by the principal.</p>	<p>4.5 X BU = \$1845 At the discretion of the Director, the Musical Accompanist will also be paid at the per "Performance Stipend" for each performance of the musical or play. Maximum of 6 Performances per production. Additional performances must be approved by the principal.</p>	

<p>Technical Director</p>	<p>Works alongside the musical or play directors. Provides theatrical technical direction and support for lights, sound, sets, costumes, props, and other production areas. May also supervise Stage/Tech Crew Students.</p>	<p>7 x BU = \$2,870 At the discretion of the Director and approval of the principal, the technical director will also be paid at the per "Performance Stipend" for each performance of the musical or play. This will be a Maximum of 6 Performances per production. Additional performances must be approved by the principal.</p>	<p>4.5 X BU = \$1845 At the discretion of the Director and approval of the principal, the technical director will also be paid at the per "Performance Stipend" for each performance of the musical or play. This will be a Maximum of 6 Performances per production. Additional performances must be approved by the principal.</p>	
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<p>Pit Orchestra Advisor for Musical</p>	<p>Advises the student pit conductor and supports the pit orchestra through auditions, rehearsals, dress rehearsals, and performances.</p>	<p>2 x BU = \$820 At the discretion of the Director and approval of the principal, the Pit Orchestra Advisor will also be paid at the per "Performance Stipend" for each performance of the musical or play. Maximum of 6 Performances per production. Additional performances must be approved by the principal.</p>	<p>1.5 X BU = \$615 At the discretion of the Director and approval of the principal, the Pit Orchestra Advisor will also be paid at the per "Performance Stipend" for each performance of the musical or play. Maximum of 6 Performances per production. Additional performances must be approved by the principal.</p>	
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<p>Pit Orchestra Conductor for Musical</p>	<p>Works alongside the Musical Director in providing pit orchestra music direction for a musical. Pit Orchestra Conductor assists with auditions, rehearsals, dress/technical rehearsals and performances as well.</p>	<p>7 x BU = \$2,870 Pit Orchestra Conductor will also be paid at the "Performance Stipend" for each performance of the musical. Maximum of 6 performances per production. Additional performances</p>	<p>4.5 X BU = \$1845 Pit Orchestra Conductor will also be paid at the "Performance Stipend" for each performance of the musical. Maximum of 6 performances per production.</p>	
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		must be approved by the principal.	Additional performances must be approved by the principal.	
Director of Play	Auditions, produces, directs, and rehearses a play (non musical) outside the school day. Supervises technical director.	10 x BU = \$4100 Director of Play will also be paid at the per "Performance Stipend" for each performance of the musical. Maximum of 6 performances per production. Additional performances must be approved by the principal.	6 X BU = \$2460 Director of Play will also be paid at the per "Performance Stipend" for each performance of the musical. Maximum of 6 performances per production. Additional performances must be approved by the principal.	
Short Musical Production or Play Assistant	Assistants to Short Musical Production or Play (choreographer, costumes, accompanist, etc.)			0.5 X BU = \$205