



CONTRACT NEGOTIATIONS FACT SHEET

Roseville Area Schools is sharing this fact sheet to ensure our community has clear, consistent information about the facts and key factors shaping contract negotiations with Education Minnesota-Roseville (EMR). Providing a common understanding helps promote transparency, reduce misinformation, and support informed community engagement.

NEGOTIATIONS TIMELINE

- ▶ **May 2025:** Initial meeting for introductions
- ▶ **August 2025:** Negotiations begin
- ▶ **August-December 2025:** 13 sessions (55 hrs.)
- ▶ **January 7, 2026:** Shift to mediation*
- ▶ **January-February 2026:** 3 sessions (21 hours)

*Negotiations may move to mediation when talks reach an impasse. At the request of Education Minnesota-Roseville, the Bureau of Mediation Services provides a neutral third party to help both sides work toward a mutually acceptable agreement.

STATEWIDE SALARY COMPARISONS

There are 330 school districts and charters in the state of Minnesota. Out of those 330 districts, following is Roseville Area Schools' ranking of its teachers' salaries for the 2024-2025 school year:

- ▶ Starting Salary: **#59** out of 330
- ▶ Highest Salary: **#8** out of 330

WHY THIS MATTERS

We are committed to reaching a contract settlement that supports and values our staff while safeguarding the long-term health of Roseville Area Schools. By setting clear financial parameters aligned with the district's strategic plan, the negotiation process helps ensure resources are used responsibly to sustain programs, services, and staffing, while maintaining the flexibility needed to respond to future challenges and continue meeting student needs.

TEACHERS' SALARY COMPARABLES (2024-2025)

The following Minnesota school districts were selected based on location and/or similarities in student enrollment and demographics.

Minneapolis Public Schools

Starting Salary: \$53,629
Highest Salary: \$110,769
Settlement: 2% ↑ Year 1 / 2% ↑ Year 2

Mounds View Public Schools

Starting Salary: \$56,894
Highest Salary (experience + education): \$110,301
Settlement: 2% ↑ Year 1 / 3% ↑ Year 2

North St. Paul-Maplewood-Oakdale Schools

Starting Salary: \$47,179
Highest Salary (experience + education): \$106,400
Settlement: 3% ↑ Year 1 / 2.75% ↑ Year 2

Roseville Area Schools

Starting Salary: \$49,171
Highest Salary: \$110,676
Not settled

St. Paul Public Schools

Starting Salary: \$54,788
Highest Salary: \$111,199
Settlement: \$2,000 ↑ Year 1 / 2% ↑ Year 2

Spring Lake Park Area Schools

Starting Salary: \$50,076
Highest Salary: \$102,108
Settlement: 2.75% ↑ Year 1 / 3.03% ↑ Year 2

Stillwater Area Public Schools

Starting Salary: \$53,710
Highest Salary: \$109,991
Not settled

White Bear Lake Area Schools

Starting Salary: \$51,257
Highest Salary: \$108,739
Settlement: \$2,050 ↑ Year 1 / 2.3% ↑ Year 2

NEGOTIATION PROPOSALS

Total Salaries & Benefits Paid to Roseville Area Schools Teachers in 2024-2025: **\$69,788,504**

	Initial Proposals (10/25)	Financial Impact (10/25)	Proposals Prior to Mediation
Education Minnesota-Roseville	<ul style="list-style-type: none"> • 10% increase Year 1 • 10% increase Year 2 • 15% increase in health insurance contributions Year 1 • 15% increase in health insurance contributions Year 2 	<ul style="list-style-type: none"> • Year 1: \$9,360,137 • Year 2: \$9,431,084 • Total proposed increase: \$18,791,221 • Total increase in compensation package (salary + benefits) over 2 years: 26.93% 	<ul style="list-style-type: none"> • 4.61% increase Year 1 • 4.04% increase Year 2 • 10% increase in health insurance contributions Year 2 • Total proposed increase: \$9,988,968 <p style="text-align: right;"><i>December 16, 2025</i></p>
Roseville Area Schools	<ul style="list-style-type: none"> • 1.5% increase Year 1 • 1.5% increase Year 2 • 10% increase in health insurance contributions Year 2 	<ul style="list-style-type: none"> • Year 1: \$2,575,117 • Year 2: \$2,676,472 • Total proposed increase: \$5,251,589 • Total increase in compensation package (salary + benefits) over 2 years: 7.53% 	<ul style="list-style-type: none"> • 1.5% increase Year 1 • 1.5% increase Year 2 • Increase of \$50/month for single health insurance premium, \$100/month for family (effective February 2026 for Year 1) • 10% increase in health insurance contributions Year 2 • Total proposed increase: \$5,853,918 <p style="text-align: right;"><i>November 24, 2025</i></p>

CONTRACT NEGOTIATIONS: THE FACTS

Q: Does the district pay teachers for unused sick time when they retire? No. While unused sick leave is not paid out, the district opts to support long-term financial security by investing in three post-retirement benefits for teachers. The district contributes 2% of annual salary to a Retirement Health Care Savings Account, 1% of annual salary to teachers who are contributing to a 403(b) tax-sheltered annuity (a retirement savings plan), and a mandatory contribution of 9.81% of all wages to each teacher’s account with the Teachers Retirement Association (TRA).

Q: Why is there a disparity between state ranking for starting salary and most experienced salaries in Roseville Area Schools? Once Roseville Area Schools and EMR agree on an overall percentage salary increase, historically the union has determined how that additional funding is distributed among teachers based on years of experience and education.

Q: What is the district’s fund balance and why does it matter? A fund balance is the district’s financial reserve. Maintaining and growing this reserve is a key indicator of a financially healthy school district because it helps ensure stability, supports strong credit ratings, and allows the district to respond to unexpected costs or economic downturns without disrupting student services. As of January 2026, the district’s unassigned fund balance is projected to be 8.91% on June 30, compared with a statewide average of 22%.

Q: Did the district reduce classroom instruction spending while significantly increasing administrative payroll? No. That claim is inaccurate. From 2024-2025 to 2025-2026, Roseville Area Schools increased spending on instruction and student support by 0.8%, while administrative costs rose by 1.8%, reflecting modest growth in both areas rather than a reduction in classroom investment.