

ST. CLOUD PRINCIPALS ASSOCIATION 2025-2027

We are pleased to report that we have a proposed settlement with the St. Cloud Principals Association. The proposed contract, if adopted, would represent a total settlement cost within the budgeting parameters established by the School Board for settlement with this group.

In considering and comparing the cost of settlement packages in our various bargaining and employee groups, it is important to note that costing percentages are composed of the sum of lane improvement, longevity, step improvement, salary schedule improvement, insurance and retirement contributions. Further, in addition to board authorized monies for contract settlement, employee groups may realign existing monies within their contract to achieve a tentative agreement.

The SCPA is a bargaining unit representing 29 Principals and Assistant Principals

Year One:

- Steps for eligible principals
- Increase District Insurance Contribution to Single Plans to \$640.00 per month effective October 1, 2025
- Caps on the Single EME Contribution (\$945.44/month) and the Family EME Contribution (\$2,181.90/month)
- Beginning January 1, 2026, add Paid Family and Medical Leave Statutory Contribution of .44% of wages
- Increase Longevity as follows: **5-9 yrs \$2,000, 10-12 yrs \$3,000, 13-15 yrs \$4,000, 16+ yrs \$5,000**
- Increase Salary Schedule as follows:

| | A | B | C | D | E | F |
|---|---------|---------|---------|---------|---------|---------|
| 1 | 131,425 | 125,325 | 122,275 | 112,075 | 109,025 | 105,975 |
| 2 | 134,425 | 128,325 | 125,275 | 113,575 | 110,525 | 107,475 |
| 3 | 137,425 | 131,325 | 128,275 | 115,075 | 112,025 | 108,975 |
| 4 | 140,425 | 134,325 | 131,275 | 116,575 | 113,525 | 110,475 |
| 5 | 143,425 | 137,325 | 134,275 | 118,075 | 115,025 | 111,975 |

Year Two:

- Steps for eligible principals
- Increase District Insurance Contribution to Single Plans to \$660.00 per month effective October 1, 2026
- Move longevity step schedule as follows: **5-7 yrs \$2,000, 8-10 yrs \$3,000, 11-13 yrs \$4,000, 14+ yrs \$5,000**
- Increase Salary Schedule as follows:

| | A | B | C | D | E | F |
|---|---------|---------|---------|---------|---------|---------|
| 1 | 132,600 | 126,450 | 123,375 | 112,975 | 109,900 | 106,825 |
| 2 | 135,600 | 129,450 | 126,375 | 114,475 | 111,400 | 108,325 |
| 3 | 138,600 | 132,450 | 129,375 | 115,975 | 112,900 | 109,825 |
| 4 | 141,600 | 135,450 | 132,375 | 117,475 | 114,400 | 111,325 |
| 5 | 144,600 | 138,450 | 135,375 | 118,975 | 115,900 | 112,825 |

Total 2-Year Cost: 5.99%

Scheduled for Board Approval: March 11, 2026