



2026 - 2028

TERMS AND CONDITIONS OF EMPLOYMENT

For

INDEPENDENT SCHOOL DISTRICT NO. 283

St. Louis Park, Minnesota

And

Technical Employee Group

Effective July 1, 2026 through June 30, 2028

Board Approved: 06/23/2026

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ARTICLE 1 - PURPOSE

1.1. Parties:

This agreement is entered into between the St. Louis Park Public Schools, Independent School District No. 283, St. Louis Park, Minnesota hereinafter referred to as the School Board or District, and the employees of St. Louis Park School and in compliance with the Public Employment Labor Relations Act of 1971, as amended, hereinafter referred to as P.E.L.R.A. of 1971 to provide the terms and conditions of employment for the non-supervisory technical group of employees during the duration of this agreement.

ARTICLE 2 - DEFINITIONS

2.1. School Board or District:

For purposes of this agreement, the terms District or School Board shall mean the School Board or its designated representative.

2.2. Technical Employees:

For purposes of this agreement, the term personnel or employees shall mean those employees included in this agreement and in positions listed in Appendix A.

2.3. Seniority:

For purposes of this agreement, the term seniority shall mean the accumulation of continuous years of service in a position covered by this Technical Employee Group agreement in positions regularly scheduled 20 or more hours per week. Seniority shall not apply to employees whose positions are funded by state and/or federal project grants (See Article 15.2 Seniority).

2.4. Appropriate Supervisor:

For purposes of this agreement, the term appropriate supervisor shall mean the building principal or other immediate supervisor as designated by the District.

2.5. Other Terms:

Terms not defined in this agreement shall have those meanings as defined by the P.E.L.R.A.

ARTICLE 3 - RECOGNITION OF EXCLUSIVE REPRESENTATIVE

3.1. Recognition:

In accordance with P.E.L.R.A., the District recognizes the Technical Employee Group as the exclusive representative of technicians and other technical employees, as defined in Section 3.2, employed by the District. The Technical Employee Group shall have those rights and duties to meet and confer on issues as prescribed by P.E.L.R.A. and as described in the provisions of this agreement.

3.2. Appropriate Unit:

The Technical Employee Group shall represent all non-supervisory technicians and other technical employees of Independent School District No. 283, St. Louis Park, Minnesota who are employed for more than fourteen (14) hours per week or thirty-five percent (35%) of the normal work week in the employee bargaining unit, and for more than sixty-seven (67) workdays per year, including those on leave of absence who are guaranteed a position upon their return. The current job titles, as of the ratification of this agreement, are listed in Appendix A.

ARTICLE 4 - SCHOOL DISTRICT RIGHTS

4.1. Inherent Managerial Rights:

In compliance with P.E.L.R.A. 179A. 07, Subd. 1, the parties recognize that the School Board is not required to meet and negotiate on matters of inherent managerial policy, which include, but are not limited to, such areas of discretion or policy as the functions and programs of the employer, its overall budget, utilization of technology, the organizational structure and selection and direction and number of personnel, and that all management rights and management functions not expressly delegated in this agreement are reserved to the District.

4.2. Management Responsibilities:

The parties recognize the right and obligation of the School Board to efficiently manage and conduct the operation of the District within its legal limitations and with its primary obligation to provide educational opportunity for the students of the District.

4.3. Effect of Laws, Rules and Regulations:

The parties recognize that all employees covered by this agreement shall perform the services prescribed by the District in their job descriptions. The parties also recognize the right, obligation and duty of the School Board and its duly designated officials to promulgate reasonable rules, regulations, directives and orders from time to time as deemed necessary insofar as such reasonable rules, regulations, directives and orders are not inconsistent with the terms of this agreement. The parties further recognize that the District, all employees covered by this agreement, and all provisions of this agreement are subject to the laws of the State of Minnesota, federal laws, rules and regulations of the Minnesota Department of Education and valid rules, regulations and orders of state and federal governmental agencies. Any provision of this agreement found to be in violation of any such laws, rules, regulations, directives and orders shall be null and void and without force and effect.

ARTICLE 5 - EMPLOYEE RIGHTS

5.1. Right to Views:

In compliance with P.E.L.R.A. 179A.06, Subd. 1, nothing contained in this agreement shall be construed to limit, impair or affect the right of any employee or that employee's representative to the expression or communication of a view, grievance, complaint or opinion on any matter related to the conditions or compensation of public employment or their betterment, so long as the same is not designed to and does not interfere with the full, faithful and proper performance of the duties of employment or circumvent the rights of employees in this group.

5.2. Personnel Files:

All evaluations and files generated within the District relating to each employee shall be available during regular school business hours to each individual employee upon reasonable notice. The employee shall have the right to reproduce any of the contents of the files at the employee's expense, and to submit for inclusion in the file written information in response to any material contained therein. The District may destroy such files as provided by law.

ARTICLE 6 - THE WORK YEAR

6.1. Employee Duty Days:

The employee shall perform services on those days as determined by the District, including those legal holidays on which the District is authorized to conduct school, and pursuant to such authority has determined to conduct school.

6.2. Employee Duty Year:

The duty year for all full-time technicians shall be twelve (12) months (typically 260 duty days or more). Part-time technicians, employed less than twelve (12) months per year, shall receive a pro-rated salary and benefits.

6.3. School Closings:

When District buildings are closed to students due to extreme weather or other emergency conditions, employees are required to report for duty unless the District has announced that operations are closed for all employees. In the event of a school closing, employees shall report for duty unless otherwise notified by their direct supervisor.

Employees who are not directed to report for duty shall receive their regular pay for up to five (5) days of school closing, or such days shall be made up if all other employees are required to make up those days.

If the School Board or its designated representative determines that days lost due to school closings must be made up, employees shall be required to work the designated make-up days without additional compensation, as they have already received payment for those days.

6.4. No Call/No Show:

Unless exigent circumstances exist, employees who fail to report to work for three (3) consecutive work days who are not on an approved leave of absence and who have not notified their supervisor will be given notice, via email and US Mail, that without contact to their supervisor or Human Resources they will be considered resigned five workdays from the date the letter is postmarked. The date of the 5th workday will be specified in the letter, and the letter will be sent to the address the employee has on file with Human Resources.

6.5. Holidays:

- A. Eligibility: In order to be eligible for holiday pay, an employee must be employed at least 20 hours per week and have worked the employee's regular work day before and after the holiday, unless the employee is on paid leave or vacation under the provisions of this agreement. Employees who work less than full-time or less than 12-month schedules will have their holidays prorated accordingly.
- B. Holidays shall include: Independence Day (July 4) *, Labor Day, Thanksgiving Day, the day after Thanksgiving Day, Christmas Eve Day, Christmas Day, New Year's Eve Day, New Year's Day, Dr. Martin Luther King Jr. Day, Presidents Day, Spring Break Friday, Memorial Day and Juneteenth (June 19) *.
- C. Employees hired whose contract ends prior to summer, winter and/or spring break or are not scheduled to work over the breaks are not eligible to holiday pay for holidays during that break time. Independence Day and Juneteenth would not typically be a paid holiday for employees working less than 12-month work years, unless specifically designated in their work year. However, Juneteenth (June 19) and Independence Day (July 4) will be a paid holiday for an employee scheduled to work during the work-week that includes either of these designated holidays.
- D. School in Session: The District reserves the right, if school is in session to cancel any of the above holidays and establish another holiday in lieu thereof. Any scheduled holiday which falls within an employee's vacation period shall not be counted as a vacation day.
- E. Eligibility: In order to be eligible for holiday pay, an employee must have worked the employee's regular work day-before and after the holiday, unless the employee is on paid leave or vacation under the provisions of this agreement.

ARTICLE 7 - THE WORK DAY**7.1. Work Day:**

Full-time employees are regularly assigned to work eight (8.0) hours per day, forty (40) hours per week and fifty-two (52) weeks per year with the understanding that more time may be needed to complete some tasks. The normal work day for full-time employees will be scheduled over 8.5 hours with a 30-minute duty free lunch period. Employees may be assigned a straight eight-hour shift based on the needs of the department.

7.2. Work Schedule:

The specific work hours for each employee may vary according to the needs of the District. Human Resources will create the overall work year calendar and hours for the employee. Employees shall be notified approximately two weeks prior to their assignment of the school year as to the assigned building, starting date, daily hours, wage rate,

and number of days employed, or as much of such information as has been determined at that time. The appropriate supervisor will designate the hours and may provide flexibility around the employee's actual work day calendar that benefits the program and the employee. In the event of a change in assignment, employees shall be given written notice of at least five (5) days. In an emergency, the District shall notify an employee of an assignment change and follow-up within five (5) days with the change in writing.

7.3. Work Week:

The normal scheduled work week for full-time employees shall be forty (40) hours per week and five (5) days per week.

7.4. Rest and Meal Breaks:

- A. Rest Breaks: Employees shall have a fifteen (15)-minute rest break, or to otherwise be relieved from work duties to utilize the nearest convenient restroom within each four (4) consecutive hours of work.
- B. Meal Break: Employees working six (6) or more consecutive hours are entitled to a duty-free lunch break of thirty (30) minutes without pay, at a time assigned by the supervisor, and occurring approximately at the midpoint of the shift.
- C. Stacking of Breaks: Employees cannot combine their break periods and/or lunch periods to create a longer lunch break period or to arrive late or leave early.

ARTICLE 8 - BASIC COMPENSATION

8.1. Rates of Pay:

- A. The wages and salaries reflected in Schedules A & B attached hereto, shall be part of the agreement for the 2026-27 and 2027-28 school years.
- B. Employees shall normally advance on the salary schedule one (1) step each year of the agreement subject to the right of the Board as defined in this Section to withhold increments for just cause. For the purpose of this section a returning employee also must have been actively paid on the payroll at least (a) 1000 hours if the employee is a 12-month, 40-hour per week employee, or (b) 50% of the hours for that person's FTE, if the employee is a less than 12-month or less than 40 hours per week employee.
- C. A step increment shall not be withheld unless the employee is notified of the deficiency in writing and given reasonable opportunity to correct the deficiency. An action withholding an increment shall be subject to the grievance procedure.

8.2. Method of Payment:

- A. Employees shall be paid in twenty-four (24) payments, such pay days to be on the fifteenth (15th) and last day of each month. The District may at its discretion choose to move payroll to paying every other Friday, instead of the 15th and last day of each month. In the event the District plans to move pay dates, it will notify employees covered by this agreement and meet and confer on the plan for implementing the change.
- B. In the event that pay dates fall on a weekend or holiday, the payday shall be the preceding workday.

8.3. Anniversary Date:

The anniversary date for all employees shall be July 1. To advance to the next step on the anniversary date, a twelve (12) month employee must have completed not less than six (6) months of service (1,000 paid hours or at least 50% of the employee's normal FTE) prior to the anniversary date. For new employees, the person must have been employed before February 1 of that year to receive a step increase on July 1 and be credited with one year of completed service.

8.4. Deduction:

In the event that an employee is absent without leave and a pay deduction is to be made for such absence, the amount of the deduction shall be one (1) hour of pay for each such hour of absence. Absences of less than one day that are covered by other paid leaves such as sick time or vacation may be made on an hour for hour basis as long as

the person has available leave time. If an employee leaves employment and has used more days than credited for sick leave or vacation or has unpaid debts, such as, school lunch account, then the pay deduction will be made from the final check.

8.5. Initial Placement:

New employees may be hired within the salary schedule based on experience and qualifications to be determined by Human Resources. Employees will then move one step on the schedule for each full year of service, subject to 8.1.B. This provision shall not be retroactive. The years of outside experience granted at the time of initial placement will be recorded and counted toward the total years of service completed in the District.

A Technical employee who has separated employment with the District and is rehired to a position covered by this agreement within the next 36 months from the separation date shall be allowed to return with salary placement on at least the step at which they left, or a higher appropriate step placement based on the experience and step advancement in this Article.

ARTICLE 9 - EXTRA COMPENSATION AND ASSIGNMENT

9.1. Overtime:

Scheduled overtime work after forty (40) hours per week and on Saturdays, Sundays, or designated holidays, shall be paid at the rate of time and one-half (1-1/2). The payment of overtime may be in salary or accrued and used as compensatory time off to be scheduled with the employee's supervisor.

9.2. Working Above Classification:

When an employee covered by this agreement, is officially assigned by their supervisor to fill in for the temporary absence of a higher classified employee in this bargaining unit for more than five (5) days, the employee assigned by their supervisor as the replacement shall be paid a premium starting on the sixth day of work in that assignment. The Working Above Classification Premium above the employee's current basic salary step rate shall be 5% for working one classification higher or 10% for working two or more classifications higher. In the event that the supervisor knows from the start that the assignment will be longer than five days, then the employee will receive the higher pay from the first day of the assignment in the higher classification. It is the responsibility of the supervisor to notify Human Resources of the starting date for the working out of classification assignment.

9.3. Jury Duty:

An employee who serves on jury duty will be granted the day or days necessary, as stipulated by the court to discharge this responsibility, without any salary deduction or loss of basic leave allowance. The compensation received for jury duty service shall be kept by the employee. If an employee is released from jury duty for a full or half day, the employee shall report back to work for the remainder of the day while on paid status.

9.4. Mileage Allowance:

Employees who are regularly required, as part of their assigned duties, to use a personal vehicle for authorized District business within the metropolitan area shall receive a travel allowance of One Hundred Dollars (\$100) per month of employment. The allowance shall be paid in equal installments of Fifty Dollars (\$50) per pay period.

Employees who do not receive the monthly mileage allowance under this section shall be eligible for mileage reimbursement for authorized use of a personal vehicle in connection with District business. Reimbursement shall be paid at the rate established by District policy and in accordance with IRS guidelines.

The employee's supervisor shall annually review and verify, no later than June 1, whether the employee qualifies for the monthly mileage allowance or should instead be compensated under the mileage reimbursement plan. Verification shall be submitted to Human Resources.

9.5. Expense Reimbursement:

In the event that the Technical employee is required to have a personal cell phone available and to be accessible for calls during the workday, then the employee may be reimbursed up to \$50/mo. in expenses for the use of the cell phone during working hours. The employee must provide receipts and will be reimbursed quarterly.

9.6. Retention Stipend:

An employee will qualify for a retention stipend above the salary schedule matrix rate after completing the designated number of full years of experience credits, as of July 1 of any year. The retention stipend is non-cumulative and will be divided among each check. The amounts below will be prorated for assignments of less than 12 months and 1.0 FTE.

- After completing 15 years of credited service with the District - \$ 3,300
- After completing 20 years of credited service with the District - \$ 4,300
- After completing 25 years of credited service with the District - \$ 5,300

ARTICLE 10 - VACATIONS**10.1. Eligibility:**

Full-time eligible employees shall accrue vacation each year based on years of service in the District according to the following schedule:

- During the first four (4) years of service (0-4 years completed) employees receive up to a maximum of fifteen (15) days in any one year.
- After completing five (5) years of service, up to a maximum of twenty (20) days in any one year.
- After completing 10 years of service, up to a maximum of twenty-five (25) days in any one year.
- After completing 15 years of service, up to a maximum of thirty (30) days in any one year.

Employees who work less than 12 months, but a minimum of ten (10) months per year and at least 6.0 hours per day will be entitled to ten (10) days of vacation.

10.2. Vacation Rules:

- A. Vacation days shall be allocated as of July 1, of each year.
- B. If an eligible employee starts in a position after July 1 or leaves employment before June 30, the employee will be given the prorated amount of vacation for the remainder of that year.
- C. For those employees working four (4) or more but less than eight (8) hours per day, vacation shall accrue on a pro-rata basis.
- D. An employee shall be reimbursed for all unused vacation to a maximum of 20 days, upon submission of a written resignation with 30 days of notice. An employee's daily rate of pay for the purpose of this payout shall be the daily rate (salary schedule rate plus career increments) in place at the time. If an employee fails to give leave, then vacation will not be paid out, unless there is an unusual circumstance that does not make it possible. The Executive Director of Human Resources will review these situations and may approve an exception.
- E. Employees must submit a written request for vacation to their supervisor at least four (4) days in advance. Request for vacation is subject to the approval of the supervisor.
- F. Employees accrue vacation during a particular fiscal year (July 1 to June 30). Unused vacation time as of June 30th each year will roll over to the next school year, up to a maximum of two times (2x) the employee's accrual rate in Article 10.1. The following July 1, when the new accrual is given, if the remaining days plus the new accrual amount exceeds 2x the accrual rate, then the excess days above 2x the accrual rate will be forfeited. Example, for employees who have an accrual rate of 20 days, they can never have more than 40 days in their vacation bank. If they have 25 days remaining, as of June 30th, when the new 20 days of vacation are given on July 1, the total balance would be 45 days and the five (5) excess days would be forfeited to bring the total back down to 40 days or 2x the accrual rate. This gives employees up to 24 months to use their vacation time.
- G. If the employee resigns before completing six (6) months of service, the employee shall not be entitled to any vacation pay and shall have the salary paid for any vacation days taken deducted from the employee's final

check. An employee who has completed at least six (6) months of service shall be entitled to receive the pro-rata pay for unused vacation time provided such employee provides the District with at least two (2) weeks of advance notice of the employee's resignation time, unless such termination is by reason of death or disability. If a person leaves mid-year and has used more vacation time than they have earned, the excess time paid will be deducted from their final check.

ARTICLE 11 - GROUP INSURANCE

11.1. Selection of Carrier:

The selection of the insurance carrier and policy shall be made by the District.

11.2. Insurance Eligibility:

For purposes of this Article, a "week" shall mean any five (5) days during which an employee is assigned to work. Full-time employment shall be defined as employees who are regularly employed for at least thirty (30) hours per week, or who are assigned a 0.75 to 1.00 FTE position. Full-time employees shall be eligible to participate in the group insurance plan. The District shall contribute up to the amounts set forth in Sections 11.3 through 11.10 toward the insurance coverage selected by eligible employees.

Part-time employment shall be defined as employees who are regularly employed for at least twenty (20) hours per week, or who are assigned a 0.50 FTE position, but who are employed less than thirty (30) hours per week or less than a 0.75 FTE position. Eligible part-time employees shall receive prorated insurance contributions as follows:

- A. The District contribution toward health insurance shall be one-half (1/2) of the applicable amounts stated in Sections 11.3A through 11.3C.
- B. The District contribution toward dental insurance shall be one-half (1/2) of the amount stated in Section 11.4.
- C. Group Income Protection (Long-Term Disability) insurance shall be provided as stated in Section 11.5.
- D. Life insurance coverage shall be provided at one-half (1/2) of the amount stated in Section 11.6.

11.3. Employer Contributions:

The District will contribute up to the following amounts to the coverage selected by eligible employees regularly scheduled to work 0.75 FTE or 30 hours:

District Health Insurance Program Non-Deductible/Standard Co-pay:

District Contributions Standard-Plan A per month	July 1, 2026	July 1, 2027	July 1, 2028*
Employee	\$680	\$680	\$680
Employee + 1	\$1,425	\$1,425	\$1,425
Family	\$1,845	\$1,845	\$1,845

District Health Insurance Program Deductible/VEBA:

District Contributions VEBA-Plan B per month	July 1, 2026	July 1, 2027	July 1, 2028*
Employee	\$800	\$880	\$925
Employee + 1	\$1,600	\$1,775	\$1,840
Family	\$2,100	\$2,350	\$2,450

*contribution amounts for 7-1-2026 will be subject to changes in the 2026-2028 plan year.

For eligible employees who select the \$1,000 Deductible Health Insurance Plan, the District will deposit \$1,000 annually into an employee-owned Health Reimbursement Account (HRA) during active employment. The District will deposit that amount by September 1 and no later than September 15 of the plan year. The eligibility and employer contributions for employees working at least four (4) hours (.50 FTE) but less than six (6) hours (.75 FTE) shall be 1/2 the amounts in this Section 11.3 including the VEBA contribution.

11.4. Dental Insurance:

The District shall contribute toward a portion of the premium for dental insurance for the 2017-2019 Dental Plans under the terms of the policies of insurance carried by the District for employees. The employee must enroll to receive

health plan coverage. Employees may enroll in either Employee or Family coverage options. The employee shall pay the difference between the District contribution and the total cost of the dental plan coverage selected.

District Dental Contributions per month	July 1, 2026	July 1, 2027	July 1, 2028*
Employee	\$57	\$57	\$57
Family	\$110	\$110	\$110

In the event that a successor agreement has not been entered into by July 1, 2027, District's contribution shall not exceed the dollar amount of the premium in effect as of July 1, 2027.

11.5. Group Income Protection – Long Term Disability (LTD):

- A. The District shall pay the premium for the LTD insurance in force on the effective date of this agreement for all employees who are eligible for and are enrolled in the LTD plan. Subject to the provisions of the policy, the plan provides for a benefit of 2/3 of income but with a monthly maximum of \$5,000.00 per month.
- B. Subject to the provisions of the policy, the plan provides for a benefit of 2/3 of income but with a monthly maximum of \$5,000.00 per month.
- C. An employee on LTD may coordinate available sick leave with LTD to offset the 1/3 unpaid portion, as defined in 12.2.K Sick Leave.

11.6. Life Insurance:

The District shall provide a group term life insurance plan providing \$50,000 annual salary of life insurance for each employee employed by the District who is eligible for and is enrolled in the life insurance plan. Upon retirement and until the age of 65, employees shall be eligible to continue participation in the group term life insurance plans, if permitted by the terms of the policy with the insurance carrier, by paying the entire premium for such coverage.

11.7. Health Care Savings Plan in Lieu of Retiree Health Insurance (Hired on or after 7-1-1990):

Employees hired on after July 1, 1990 and eligible for health insurance coverage will participate in a Health Care Savings Plan (HCSP) in lieu of retiree health insurance. Upon completing five years of service, employees will be automatically enrolled in the plan before the first contribution is made by the District on their behalf.

Employees who have completed full years of employment by June 30th of any year after 2007 and who are eligible for health insurance coverage will receive the following District contributions to be placed in the employee's HCSP account:

- \$1,000 annually for five (5) to nine (9) completed years of service.
- \$2,500 annually for 10-14 completed years of service
- \$5,000 annually for 15 full years of service

District contributions are based on full-time employment and paid a pro-rated based for less than 1.0 FTE based on eligibility in Art 11.2 and also for less than the completion of a full-year. The District is only responsible for the required contributions amounts. In the event of a District error in making the contributions, the District will correct the amounts contributed but is not responsible for any estimated gains or losses in the funds values. It is also the responsibility of the employee to track contributions amounts at least annually and notify the District promptly if the employee feels the amount contributed is incorrect, so that it can be corrected. The maximum total District contributions to any employee's HCSP account will be \$50,000.

11.8. Claims Against the District:

It is understood that the District's only obligation under Article 11 is to purchase insurance policies and pay such premium amounts as agreed to herein, and no claim shall be made against the District as a result of a denial of insurance benefits.

11.9. Duration of Insurance Contribution:

An employee is eligible for monthly District contributions as provided in Article 11 as long as the employee is employed by the District in an eligible position covered by this agreement. Upon termination of employment, all District participation and contribution shall cease on the last day of the month in which the employee terminated.

11.10. Continued Coverage:

Employees shall be eligible to continue participation in the District health insurance plan through COBRA coverage, if permitted by the terms of the policy with the insurance carrier, by paying the entire premium for such insurance, under the following circumstances:

- A. The employee resigns or retires prior to the age of Medicare Eligibility;
- B. Is at least 55 years of age; and
- C. Has completed at least ten (10) years continuous service in the District.
- D. Does not have access to health insurance through another employer or spouse.

The employee's right to continue participation in such group insurance; however, shall discontinue upon reaching the age of Medicare Eligibility. The right to participation pursuant to this Section 11.10 shall not be retroactive in application.

11.11. Marital Status:

For employee plus one and family coverage, marriage is defined by state statute. (MN 2017 Statutes-Section 517.01)

ARTICLE 12 - LEAVES OF ABSENCE

12.1. Eligibility and Basic Leave Allowance:

Sick Leave shall accrue based on hours worked, as reflected in the payroll records. A 12-month assignment will receive a sick leave allowance of fifteen (15) days, and employees scheduled for less than 12 months will receive twelve (12) days. The leave allowance of paid days shall be granted for each full school year, July 1 to June 30. Leave not used during any school year shall accumulate without limit. Unused Sick Leave shall carry over from year to year and may accumulate without limitation. Employees who commence employment after July 1 of a school year shall receive Sick Leave on a pro rata basis, calculated in accordance with their date of hire. Employees who separate from employment prior to the conclusion of the school year shall have their Sick Leave entitlement prorated accordingly. Any Sick Leave used but not yet earned as of the date of separation shall be deducted from the employee's final paycheck.

12.2. Sick Leave:

- A. An employee may use one (1) day of accumulated leave for each day of personal illness. An employee may use one (1) day of accumulated sick leave for each day of illness or disability of the employee's child who is less than eighteen (18) years old, for such reasonable period as the employee's attendance with the child may be necessary, on the same terms the employee is able to use sick leave benefits for the employee's own illness.
- B. Basic accumulated leave pay shall be allowed by the District whenever an employee's absence is found to have been due to illness which prevented the employee's attendance at school and performance of duties on that day or days or as otherwise allowed in Section 12.2.
- C. It is the responsibility of the employee to enter requested sick leave into the District's online time off system as soon as possible, but typically before the start of the employee's scheduled shift start time. Falsifying time off requests or repeatedly not entering time off would be grounds for corrective action.
- D. The District may require an employee to furnish a medical certificate as evidence of illness, indicating such absence was due to illness, in order to qualify for basic accumulated leave, pay.
- E. In the event that a medical certificate will be required, the employee will be so advised in writing.
- F. For necessary absence because of illness in the immediate family, the employee, upon approval of the responsible administrator, may use up to six (6) of the days from accumulated leave allowance in any one school year at no salary deduction. The immediate family shall be interpreted to mean husband, wife, father, mother, brother, sister, son, daughter, father-in-law, mother-in-law, grandparents, grandchildren and step parents. In the case of a son or daughter less than eighteen (18) years old, refer to Section 12.2.A.
- G. For necessary absence because of illness in the close family, the employee, upon approval of the responsible administrator, may use up to six (6) of the days from accumulated leave allowance in any one school year at no salary deduction. The close family shall be interpreted to mean: son-in-law, daughter-in-law, brother-in-law

and sister-in-law. Close family shall also include any other person residing in or who has resided in the same household as the employee and who clearly stands in the same relationship with the employee.

- H. Eligible employees may access up to a maximum of 160 hours of accumulated and unused sick leave in a school year for the care of relatives in accordance with Minn. Stat. § 181.9413 and sections F, G, and K of this Article. Effective December 31, 2023, MN State Statute 181.9413 is repealed and replaced with MN State Statute 181.032 (Earned Sick and Safe Time-ESST). Effective January 1, 2024, use of Sick and Safe leave with pay, beyond relationships and uses defined in this Article 12.2 A-K, will be available to the employee based on definitions of uses described in MN State Statute 181.032 for eligible employees. The Earned Sick and Safe leave described under MN State Statute 181.032 is contained within this contract's more generous leave provision of 12-15 days within Article 12 and not in addition to it.
- I. In the event an employee, in a particular year, has fully utilized the number of days provided in Sections 12.2.E and 12.2.F for absence due to the illness of an immediate family member and/or close family member, the employee has accumulated leave allowance remaining, and an immediate or close family member requires additional care, an additional number of days, not exceeding five (5) days, may be granted by the Executive Director of Human Resources, if in the discretion of the Director, additional days are warranted.
- J. The employee may utilize up to twelve (12) work weeks per year of job-protected leave for:
 - a. Family Leave
 - i. The birth of a child of the employee and in order to care for such child.
 - ii. The placement of a child with the employee for adoption or foster care.
 - b. Medical Leave
 - i. To care for a family member who has a serious health condition.
 - ii. Treatment of a serious health condition that makes the employee unable to perform the functions of the position of such employee. The employee may elect to use accrued paid leave or may request a leave without pay or a combination of the two for the leave period. Such leave is subject to the provisions of Public Law 103-3, the Family and Medical Leave Act of 1993.
- K. Eligible employees may access up to a maximum of 160 hours of accumulated and unused sick leave in a school year for the care of relatives in accordance with Minn. Stat. § 181.9413 and sections A-K of this Article.

12.3. Long Term Disability Leave:

At the time an employee becomes eligible to receive long-term disability compensation as provided in this agreement, the employee will not also receive a regular check from the District for those same days, but may draw upon available Sick Leave to cover the employee cost of any insurance benefits as long as the employee continues on long-term disability compensation.

12.4. Worker's Compensation Leave:

When an employee is injured on the job in the service of the District and is collecting worker's compensation insurance payments, the employee will not also receive a regular check from the District for those same days, but may draw upon available Sick Leave to cover the employee cost of any insurance benefits. Prior to collecting pay from Worker's Compensation for a compensable work injury, employees will use available sick leave. Based on Worker's Compensation rules, some or all this used sick leave will be credited back based on the length of time off according to Worker's Compensation rules. Consult with Human Resources on use of sick time for work related injuries.

12.5. MN Paid Leave:

- A. Statutory authority Employees are eligible to participate in Paid Family Medical Leave (PFML) pursuant to MN Statutes 268B et seq., Family and Medical Benefits effective January 1, 2026., provides partial wage replacement and job protections to eligible staff. Upon implementation, staff shall follow the process prescribed by the State of Minnesota to request leave.

- B. Costs of PFML: The employer shall pay 50 percent of the total premium for Paid Family Medical Leave set by the Minnesota Department of Employment and Economic Development (DEED). Employees shall pay 50 percent of the total premium for Paid Family Medical Leave set by the Minnesota Department of Employment and Economic Development (DEED).
- C. Premiums: Upon implementation, as prescribed by statute, the School District will begin deducting the employee portion of the premiums from wages and submitting the wage deductions to the State of Minnesota. The employee portion is fifty percent (50%) of the premium costs. Any subsequent changes in premium will be split with the employer paying fifty percent (50%) and the employee paying fifty percent (50%).

12.6. Personal Leave:

- A. An employee scheduled at least four (4) or more hours per day may be granted personal leave at the discretion of their supervisor of no more than two (2) days per year, such leave to be deducted from the accumulated leave. Events which qualify for use of this leave allowance are those extraordinary situations that arise requiring the employee's immediate attention which cannot be attended to when school is not in session and which are not covered under other policies.
- B. Requests for such leave must be made to the immediate supervisor using the District's online time-off system at least two (2) days in advance, except in cases of emergency. If an emergency makes it impossible to submit an online request for personal leave in advance, an oral request shall be submitted to their supervisor and then confirmed submitting the request online immediately upon the return of the employee. The request shall state the reason for the proposed leave. The Executive Director of Human Resources reserves the right to refuse to grant such leave.
- C. A personal day normally shall not be granted for the days preceding or the day following holidays or vacations, and the first five (5) days and the last five (5) days of the school year.
- D. In case of religious holidays or extreme emergency, additional leave with pay may be granted by the Executive Director of Human Resources and such leave shall be deducted from the employee's basic accumulated leave.

12.7. Bereavement Leave:

Employees working at least .5 FTE or an average of four hours per day also may be granted up to five (5) days bereavement leave within a contract year for death in the immediate family or close family (as defined in Section 12.2). The amount of leave allowed under this provision is subject to the discretion of the Executive Director of Human Resources and may depend on circumstances such as distance, the individual's responsibility for the funeral arrangements, and the employee's responsibility for taking care of the estate of the deceased, and shall not be deducted from sick leave. Additional requests for Bereavement consistent with this section may be granted and days in excess of five Bereavement Leave (5) days would be deducted from available sick leave. Requests to be absent from work for other than immediate or close family (as defined in Section 12.2), may be granted based overall qualifying attendance and ability to cover the assignment. Any of these days granted would be deducted from available sick leave. Documentation, such as an obituary or funeral program, may be requested by the District for any bereavement leave request.

12.8. General Leaves of Absence:

- A. Employees scheduled at least four (4) or more hours per day may apply for an unpaid leave of absence subject to the provisions of Section 12.5. The granting of such leave shall be at the discretion of the District.
- B. Such leave may be granted by the District for Peace Corps, Vista, extended illness of the employee, extended illness of the employee's family, adoption, civic activities or other reasons deemed appropriate by the District.
- C. An employee on leave is eligible to participate in group insurance programs for which the employee is eligible if permitted under the insurance policy provisions, but shall pay the entire premium for such programs as the employee wishes to retain, commencing with the beginning of the leave. If the employee's unpaid leave is under the Family and Medical Leave Act of 1993, the District will continue their medical coverage contribution for up to twelve (12) weeks. It is the responsibility of the employee to make arrangements with the Benefits

Office to pay to the District the monthly premium amounts in advance and on such date as determined by the District.

- D. An employee on leave of absence under Section 12.5 shall retain such amount of accumulated leave days, experience credit, seniority and other accrued benefits which the employee had accrued, if any, at the time the employee went on leave for use upon the employee's return. No additional basic accumulated leave, experience credit, seniority or other benefits shall accrue for the period of time that an employee is on leave except as otherwise provided herein.
- E. Leaves of absence of thirty (30) days or less granted under Section 12.5 shall accrue basic accumulated leave, experience credit, seniority and other benefits as if continuously employed.
- F. An employee on leave of absence under Section 12.5 shall notify the District, in writing, of their intent to return to the District, at least two weeks prior to the expiration of the leave. Failure to so notify the District shall constitute a resignation. An employee granted a leave of absence under Section 12.5 of thirty (30) days or less shall return to their former position. An employee returning from a leave of absence under Section 12.5 of more than thirty (30) days, but less than one year, shall be re-employed in the position the employee had prior to taking the leave of absence or a comparable position for which the employee is qualified. Qualifications and assignment of employees returning from a leave of absence under Section 12.5 of more than thirty (30) days shall be determined by the District.

12.9. Child Care Leave:

- A. The District shall grant, upon request of the employee, a child care leave, without pay, to one parent of a child, natural or adopted, subject to the provisions of Section 12.6. For purposes of Section 12.6, the term child care shall include but not be limited to the period of time when an employee is pregnant.
- B. In the event of pregnancy, an employee may continue her duties until the onset of the disability and thereafter utilize sick leave. Thereafter, an employee may request a child care leave. However, if the employee requests a child care leave prior to the onset of disability, such child care leave shall be in effect for the date of commencement through the period of child birth and recovery.
- C. The employee shall notify Human Resources in writing not later than the end of the sixth month of her pregnancy and the expected dates of leave.
- D. An employee may take a child care leave of up to twelve (12) months. The commencement and return date of child care leave shall be determined by mutual agreement between the employee and the Superintendent or designee, taking into account the continuity of the administrative needs of the program and the desires of the employee.
- E. In approving a child care leave of absence, the District shall not be required to grant any leave more than twelve (12) months in duration or permit the employee to return to employment prior to the date designated in the approved child care leave.
- F. An employee returning from child care leave shall be re-employed in the same position and/or classification. In the event of staff reduction, an employee returning from child care leave is subject to ARTICLE 15 of this agreement.
- G. A father or same sex partner following the birth of their child, may use up to 48 hours (six full-time days) of ESST leave as part of accumulated sick leave. The leave must commence within the first twelve (12) months after the birth.
- H. An employee on child care leave is eligible to participate in those group insurance programs for which the employee was eligible when employed, if permitted under the insurance policy provisions, and shall pay the entire premium for such programs as the employee wishes to retain after the twelve (12) weeks leave permitted by the Family and Medical Leave Act of 1993. It is the responsibility of the employee to make arrangements with the Benefits Office to pay the District the monthly premium amounts in advance and on such dates as determined by the District. The right to continue participation in such group insurance programs, however, will terminate if the employee does not return to the District pursuant to Section 12.6.
- I. An employee on leave of absence under Section 12.6 shall retain such amounts of basic accumulated leave days, experience credit, and other accrued benefits which the employee accrued, if any, at the time the

employee went on leave for use upon the employee's return. No additional basic accumulated leave, experience credit or other benefits shall accrue for the period of time that an employee is on leave except as otherwise provided herein.

12.10. Military Leave:

Military leave shall be granted pursuant to applicable laws.

ARTICLE 13 – DEFERRED COMPENSATION**13.1. Deferred Compensation Matching Program:**

Eligible employees include (a) employees hired on or after July 1, 1990 and (b) employees hired prior to July 1, 1990 who previously elected this Deferred Compensation Matching Program and do not participate in the District Severance Pay Program (see Appendix C – Severance). All eligible employees as defined in this Section after having completed five years of service in the St. Louis Park Public District will be eligible to participate in the deferred compensation matching program. The District will match the amount a full-time employee contributes up to the amounts defined in Section 13.C. District contributions for employees less than full-time will be on a pro-rata basis for part years worked and FTE eligibility for health insurance in Art 11.2. An employee working .75 FTE or more will receive the full contributions below. Employees working .5 FTE but less than .75 FTE will receive ½ the contribution amounts in 13.1.C. Eligible employees must elect to participate in the deferred compensation program. Participation will continue at the same level until the Payroll Department is notified in writing of any changes.

- A. The District will pay its matching share of FICA taxes as provided in Minnesota Deferred Compensation legislation until legislation changes.
- B. The District will match eligible employee's contributions up to the following amounts annually:
 - \$750 maximum: Employees who have completed 0-4 years of service in the District.
 - \$1,000 maximum: Employees who have completed 5 years of service in the District.
 - \$1,250 maximum: Employees who have completed 10 years of service in the District.
 - \$1,500 maximum: Employees who have completed 15 years of service in the District.
 - \$2,000 maximum: Employees who have completed 20 years of service in the District.
- C. The District is only responsible for the required contributions amounts. In the event of a District error in making the contributions, the District will correct the amounts contributed but is not responsible for any estimated gains or losses in the fund's values. It is also the responsibility of the employee to track contributions amounts annually and notify the District promptly if the employee feels the amount contributed is incorrect, so that it can be corrected within the year the error was made.

ARTICLE 14 - VACANCIES AND TRANSFERS**14.1. Posting of Vacancies:**

All permanent vacancies will be posted on the District website for a minimum of ten (10) working days. A permanent vacancy is defined as one anticipated to last more than six (6) months. A position may be filled temporarily pending completion of posting and application procedures.

14.2. Application for Vacancies:

All employees under this agreement may submit an application in writing on the District's online employment application for any vacancy that is posted pursuant to Article 14.

14.3. Filling of Vacancies:

Notice of candidate selection shall be given within fifteen (15) working days after the selection has been made. All internal applicants will be given written notification by the District indicating whether or not they are successful candidates.

14.4. Outside Applicants:

The District reserves the right to fill any position with an outside applicant if no internal candidates apply or if internal candidates do not have the needed qualifications for the position.

14.5. Voluntary Transfers:

- A. Employees desiring a transfer shall submit a written request to the appropriate supervisor stating the specific assignment or nature of the assignment and the school or schools preferred. Such request shall be acknowledged in writing.
- B. Each transfer applicant shall be notified of the status of that application on or before June 1st of the school year in which the request is made.

14.6. Administrative Transfers:

The District reserves the right to transfer personnel as conditions may require. Seniority and posting shall not apply in an administrative transfer involving two permanent employees. Transfers of this nature will be discussed with the exclusive representative for the group prior to final disposition.

ARTICLE 15 - STAFF REDUCTION AND LAY OFF

15.1. Procedures:

In the event of staff reduction, personnel shall be laid off or have hours reduced pursuant to the provisions of this Article.

15.2. Seniority:

For the purpose of this Article, all personnel shall have seniority commensurate with their total continuous years of service in a job title within this Group. In the event that there is a tie in seniority that tie will be broken by the total seniority in the District. In the event that there still is a tie based on total District seniority, then the tie shall be broken by lot. This tie breaker shall apply only to lay off situations and shall not be applicable for any other purposes in this contract.

15.3. Layoffs and Recall:

Except in cases of the inability of the employee to perform the duties of the assignment or in cases of termination for cause, the selection of personnel for being laid off shall be made in reverse seniority order within the job title affected. In the event of a job series, such as, Technician 1, 2, 3, a person laid off in higher level title in the series would have bumping rights to the least senior person in a lower-level title within the series.

15.4. Recall Rights:

Laid off employees shall retain their seniority and right to recall for a period of eighteen (18) months after date of lay off.

- A. Recall rights shall terminate upon resignation or termination of an employee pursuant to this agreement or after eighteen (18) consecutive months, if terminated by reason of staff reduction. A benefit eligible employee who accepts a non-benefit eligible position retains recall rights for the remaining time within the 18 months from the initial lay-off.
- B. Displaced employees as a result of staff reduction who have accepted a position within a lower classification shall receive priority consideration in filling vacancies in their previous classification rights for the remaining time within the 18 months from the initial lay-off.
- C. Employees who have been laid off pursuant to Section 15.3 and have recall rights pursuant to Section 15.4 will be recalled in seniority order to any available position within the bargaining unit provided they are qualified for the positions that become available.

ARTICLE 16 - PROBATIONARY PERIOD

16.1. Probationary Period:

An employee under the provisions of this agreement shall serve a probationary period of twelve (12) months of continuous service in the District during which time the District shall have the unqualified right to suspend without pay, discharge or otherwise discipline such employee; and during this probationary period, the employee shall have no recourse to the grievance procedure, insofar as suspension, discharge or other discipline is concerned. However, a probationary employee shall have the right to bring a grievance on any other provisions of the contract alleged to have been violated.

The District believes that employees are our greatest asset in impacting the lives of students and the community we serve. We also want to ensure that new employees have the opportunity to develop to their full potential. Supervisors will provide feedback to probationary employees to set expectations and let employees know how they are doing. Supervisors will meet with probationary employees using the forms provided by Human Resources to review expectations, standards of performance and training options. Prior to any decision to release an employee during probation, the supervisor will discuss areas of concern with Human Resources for guidance. The supervisor will then meet with the employee to reinforce expectations and provide written feedback on any areas where the employee is not meeting performance standards and provide a reasonable time to correct the performance issues.

16.2. Probationary Period – Change of Classification:

In addition to the initial probationary period, an employee transferred or promoted to a different position shall serve a new probationary period of ninety (90) calendar days in any such new position. During this ninety (90) day probationary period, if it is determined by the District that the employee's performance in the new position is unsatisfactory, the District shall reassign the employee to their former position.

16.3. Completion of Probationary Period:

An employee who has completed the probationary period may be suspended without pay, discharged or disciplined only for just cause. An employee who has completed the probationary period and is suspended without pay, discharged or otherwise disciplined shall have access to the grievance procedure.

ARTICLE 17 - EVALUATION

17.1. Formal Evaluation:

All formal evaluations of personnel shall be conducted openly and with full knowledge of the employee concerned by an administrator or supervisor of the District.

17.2. Procedure:

All formal evaluations of personnel shall be online or in writing. The evaluation will be viewed online or two (2) copies of the written evaluation shall be submitted to the employee at the time of the personal conference or within five (5) working days thereafter, one (1) to be signed and returned to the administration, the other to be retained by the employee. When using an online evaluation process, the employee will be given access to the online evaluation and be able to review and sign online. In the event that the employee feels that the evaluation was incomplete or unjust, the employee may put those objections in writing and have them attached to the evaluation report to be placed in the employee's personnel file. In lieu thereof, the employee may file a grievance under the grievance procedure stating the evaluation was factually inaccurate. All evaluations shall be based upon the criteria established in the job description or by the District.

ARTICLE 18 - CORRECTIVE ACTION

18.1. Corrective Action:

The District recognizes the concept of progressive discipline. The purpose of taking corrective action through progressive steps of discipline is to inform the employee of the correct way to perform the job and of any consequences for not making needed changes. The corrective action process consists of informal and formal steps consisting of informal coaching conversations and of formal actions of: 1) oral reprimand, 2) written reprimand, 3) suspension without pay, and 4) termination. The employee shall be allowed representation at any stage of formal discipline. A conference between the employee and their supervisor shall be held prior to the imposition of any formal discipline. Normally, the District will utilize the levels of progressive discipline in order. However, in the case of more serious infractions, the District reserves the right to impose discipline, at any level, consistent with the seriousness of the infraction. Normally, a written warning and time to correct, when appropriate, will precede a suspension without pay or discharge.

18.2. Grounds for Disciplinary Action:

The imposition of an oral reprimand shall not be subject to the grievance procedure. An employee may challenge the contents of any written materials pursuant to the provisions of Section 5.2 (Personnel Files). An employee shall receive a written reprimand, be suspended without pay or terminated only for just cause and such action shall be subject to the grievance procedure. This provision does not preclude or supersede the provision contained at Article 16.1 (Probationary Period).

18.3. Suspension Notification:

Suspension without pay shall take effect only after written notification from Human Resources to the employee and group representative stating the grounds for suspension without pay. The exclusive representative for employees in the group shall have the right to invoke the grievance procedures set forth in this agreement .

18.4. Time of Suspension:

Suspension without pay shall take effect upon receipt by the employee of the written notice of suspension or shall take effect as otherwise indicated in the written notice. The suspension shall continue in effect for the time period provided in the written notice of suspension without pay. The maximum suspension without pay shall not exceed the length of one school year.

18.5. Suspension with Pay:

The parties acknowledge that the District has the right to impose a suspension with pay as a disciplinary action under special circumstances. Such an action on the part of the District would be subject to the just cause standard as provided for suspensions without pay. If used, the suspension with pay shall have the same weight in the progressive process as the same length suspension without pay.

18.6. Application of Suspension Without Pay:

Suspension without pay shall not apply to an employee who is removed from duty pending investigation of allegations, which period shall be covered by a paid Administrative Leave and which shall not be subject to the grievance procedure.

ARTICLE 19 - GRIEVANCE PROCEDURE

19.1. Purpose and Procedure:

- A. Good morale is maintained, whenever problems arise, by the sincere efforts of all persons concerned working toward constructive solutions in an atmosphere of courtesy, cooperation and good faith. The parties acknowledge that it is desirable for an employee and the employee's immediate supervisor to informally resolve grievances. However, since all matters cannot be resolved satisfactorily in this manner, a formal

process must be provided as an alternative. Thus, this formal grievance procedure has been developed as a means of securing, at the lowest possible administrative level, prompt and equitable solutions to those disputes not settled on an informal basis.

- B. The parties agree that grievance proceedings shall be kept as informal and confidential as may be appropriate to any level of the procedure. Further, it is agreed that the investigation and processing of any grievance shall be conducted in a professional manner at such times as not to cause undue interruptions of established work schedules.

19.2. Representative:

The grievant shall be represented during all of this procedure by the Technical Employee Group representative. The District shall be represented during all steps of this procedure by its designated representative.

19.3. Grievance Definition:

A “grievance” shall mean an allegation by a member covered by this agreement resulting from a dispute or disagreement as to the interpretation or application of any term or terms of this agreement.

19.4. Definitions and Interpretations:

- A. The term “employee”, except where otherwise indicated, is considered to apply to all members of the appropriate unit.
- B. Grievant: An “aggrieved employee” or “grievant” is the employee or employees making the claim.
- C. Time Limits: The time limits provided in the grievance procedure shall be strictly observed, but may be extended by written mutual agreement of the parties concerned. In the event a grievance is filed after May 1, of any year, and strict adherence to the time limits may result in hardship to any party, the parties shall make reasonable efforts to process such grievance prior to the end of the school year.
- D. Working Days: Reference to “days” regarding time periods in this procedure shall refer to working days. A working day is defined as all days excluding Saturdays, Sundays and holidays as defined by this agreement.
- E. Computing Time: In computing any period of time prescribed or allowed by procedures herein, the date of the act, event, or default from which the designated period of time begins to run shall not be included. The last day of the period so computed shall be counted, unless it is a Saturday, Sunday, or a legal holiday, in which event the period runs until the end of the next day which is not a Saturday, Sunday, or legal holiday.
- F. Filing/Service of Process: The filing or service of any notice or document herein shall be timely if it is personally served or served by electronic means within the time period designated.
- G. Grievance Form: The grievance form that must be used for filing of grievances shall be provided by the District. Such form shall be readily accessible in all school buildings. (Appendix B).

19.5. Adjustment of Grievance, Time Limitation and Waiver:

The parties shall attempt to adjust all grievances that may arise during the course of employment of any employee within the District in the following manner:

Informal

If an employee or the exclusive representative believes there has been a grievance, the employee and representative shall discuss the matter with the responsible supervisor and/or the Executive Director of Human Resources within fifteen (15) days of the occurrence of the act which gives rise to the grievance or within fifteen (15) days after the employee and unit representative acquired or should have acquired knowledge of the facts which give rise to the grievance. If the grievance is not resolved as a result of this meeting, the employee and representative, written consent signed by employee and representative, may file a formal written grievance. Failure to grieve at the informal step within the time period set forth above shall be deemed a waiver thereof. Failure to appeal a grievance from one level to another within the periods hereafter provided shall also constitute a waiver of the grievance.

Formal

Level 1: The formal written grievance, signed by the employee involved and approved by the representative must be presented to the responsible supervisor within fifteen (15) days after the responsible supervisor and/or the Executive

Director of Human Resources respond to the grievance at the informal step. An employee and representative may file a formal written grievance within fifteen (15) days after the informal grievance submission, if no response has been received by that time. The responsible supervisor shall meet with the employee and representative within ten (10) days after receipt of the written grievance and give a written answer to the grievance to the representative within ten (10) days of the meeting. The unit representative has ten (10) days in which to either accept the answer or appeal it in writing to the next level.

Level 2: If the grievance has not been resolved in Level 1, it may then be processed to Level 2 by the employee and representative presenting the written grievance to the Superintendent. The Superintendent or their designee shall meet within fifteen (15) days after receipt of the written appeal to discuss the problem with the employee and their representative. Within ten (10) days of the meeting the Superintendent or their designee shall submit their written answer to the grievance. The unit representative has ten (10) days in which to either accept the answer or appeal it in writing to the next level. Such appeal shall be served in the office of the Superintendent.

Denial of Grievance: Failure by the District to issue a decision within the time periods provided herein shall constitute a denial of the grievance, and the unit representative may appeal it to the next level. This shall not negate the obligation of the District to respond in writing at each level of this procedure.

Mediation: Provided both parties (Technical Employee Group and the District) agree in writing, the grievance taken directly to Bureau of Mediation Services (BMS) Grievance Mediation or arbitration. Grievance mediation is optional and voluntary. If mediation is pursued, the contractual timelines for processing a grievance shall be delayed during the period of mediation. Should the matter be unable to be resolved in mediation, the parties retain the right to move to the Arbitration procedure outlined in Article 19.6.

19.6. Arbitration:

- A. **Procedure:** In the event that the parties (Technical Employee Group and the District) are unable to resolve a grievance it may be submitted to arbitration as defined herein.
- B. **Selection of Arbitrator:** Upon submission of a grievance to arbitration under the terms of this procedure, the Union may request a list of seven (7) qualified arbitrators from the Bureau of Mediation Services (BMS). The District and the unit representative shall determine who is to strike the first name from the list by the toss of a coin. Each party will then alternately strike names until only one remains, who shall be the arbitrator who shall hear and decide the grievance. The unit representative and the District shall, within fifteen (15) days after getting the list from the BMS, meet to strike names or attempt to agree upon the selection of an arbitrator. Failure to request an arbitrator from the BMS within the time periods provided herein shall constitute a waiver of the grievance. Failure to request an arbitrator from the BMS within the time periods provided herein shall constitute a waiver of the grievance.
- C. **Hearing:** The grievance shall be heard by a single arbitrator. The grievant shall be represented by unit's representative. The parties shall have the right to a hearing at which time both parties will have the opportunity to submit evidence, offer testimony, present witnesses, and make oral or written arguments relating to the issues before the arbitrator.
- D. **Decision:** The decision by the arbitrator shall be rendered within thirty (30) days after the close of the hearing. Decisions by the arbitrator in cases properly before him/her shall be final and binding upon the parties, subject, however, to the limitations of arbitration decisions as provided in the P.E.L.R.A. The arbitrator shall issue a written decision and order including findings of fact that shall be based upon substantial and competent evidence presented at the hearing. The arbitrator shall swear all witnesses upon oath.
- E. **Expenses:** Each party shall bear its own expenses in connection with arbitration, including expenses relating to the party's representatives, witnesses, and any other expenses that the party incurs in connection with presenting its case in arbitration. A transcript or recording shall be made of the hearing at the request of either party. The parties shall share equally fees and expenses of the arbitrator, the cost of the transcript or recording if requested by either or both parties, and any other expenses which the parties mutually agree are necessary for the conduct of the arbitration. However, the party ordering a copy of the transcript shall pay for such copy.

- F. ***Restriction on Arbitrator:*** The arbitrator shall not have the power to add to, subtract from, or to modify the terms of the agreement.

19.7. Election of Remedies and Waiver:

A party instituting any action, proceeding or complaint in a federal or state court of law or before an administrative tribunal, federal agency, state agency, or seeking relief through any statutory process for which relief may be granted, the subject matter of which may constitute a grievance under this agreement, shall immediately thereupon waive any and all rights to pursue a grievance under article 19. Upon instituting a proceeding in another forum as outlined herein, the employee shall waive their right to initiate a grievance pursuant to Section 19, or, if the grievance is pending in the grievance procedure, the right to pursue it further shall be immediately waived. Section 19.7 shall not apply to actions to compel arbitration as provided in this agreement or to enforce the award of an arbitrator.

ARTICLE 20 - MISCELLANEOUS

20.1. Excess Liability Coverage:

The District shall provide automobile liability insurance coverage for secretarial/clerical employees as excess to the automobile liability coverage carried by the individual employee when their personal automobiles are used for District business.

20.2. Hold Harmless Clause:

The District agrees, subject to the provisions of this section, as a condition of this employment contract, that it shall defend, hold harmless, and indemnify employees from any and all demands, claims, suits, actions and legal proceedings brought against them in their individual capacity, or in their official capacity as agent and employee of the District, provided the incident arose while the employee was acting within the scope of their employment and acting in good faith.

20.3. Publication of the Agreement:

Copies of this agreement shall be made available to all members of this group by posting the agreement on the District's website within thirty (30) working days after the agreement is executed.

ARTICLE 21 - DURATION

21.1. Term:

This agreement shall remain in full force and effect for a period commencing on July 1, 2024 through June 30, 2026, and thereafter as provided by P.E.L.R.A.

21.2. Effect:

This agreement constitutes the full and complete agreement between the District and Technical Employee Group. The provisions herein relating to terms and conditions of employment supersede any and all prior agreement s, resolutions, practices, District policies, rules or regulations concerning terms and conditions of employment inconsistent with these provisions.

21.3. Finality:

Any matters relating to the current contract term, whether or not referred to in this agreement, shall not be open for negotiations during the term of this agreement unless mutually agreed to by both parties.

21.4. Severability:

The provisions of this agreement shall be severable, and if any provision thereof or the application of any such provision under any circumstances is held invalid, it shall not affect any other provision of this agreement or the application of any provision thereof.

SIGNATURES:

IN WITNESS WHEREOF, the Board approves and executes the terms and conditions of employment for employees within the Technical Employee Group:

Independent District No. 283
6300 Walker Street
St. Louis Park, MN 55416


Chairperson


Clerk


Superintendent


Director of Labor Relations


Executive Director of Human Resources

Dated this 23 day of June, 2026

SALARY SCHEDULES A: 2026-2027

Salary Schedule A – Technical Employees 2026-2027
Effective July 1, 2026

Old Step	New Step	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Range 7
5	1	\$22.15	\$23.21	\$24.25	\$25.31	\$26.06	\$29.91	\$31.91
6	2	\$22.79	\$23.87	\$24.96	\$26.05	\$26.88	\$30.79	\$32.91
7	3	\$23.44	\$24.54	\$25.66	\$26.79	\$27.69	\$31.68	\$33.92
8	4	\$24.08	\$25.23	\$26.37	\$27.52	\$28.51	\$32.57	\$34.92
9	5	\$24.72	\$25.91	\$27.07	\$28.25	\$29.33	\$33.45	\$35.92
10	6	\$25.38	\$26.59	\$27.78	\$28.99	\$30.15	\$34.25	\$36.72
11	7	\$26.28	\$27.53	\$28.77	\$30.03	\$31.28	\$35.05	\$37.52

SALARY SCHEDULES B: 2027-2028

Salary Schedule B – Technical Employees 2027-2028
Effective July 1, 2027

Step	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Range 7
1	\$22.60	\$23.67	\$24.73	\$25.81	\$26.58	\$30.50	\$32.54
2	\$23.24	\$24.35	\$25.46	\$26.57	\$27.41	\$31.41	\$33.56
3	\$23.91	\$25.03	\$26.18	\$27.32	\$28.25	\$32.31	\$34.59
4	\$24.56	\$25.74	\$26.89	\$28.07	\$29.08	\$33.22	\$35.62
5	\$25.22	\$26.43	\$27.61	\$28.82	\$29.91	\$34.11	\$36.64
6	\$25.89	\$27.12	\$28.34	\$29.57	\$30.75	\$34.94	\$37.45
7	\$26.80	\$28.08	\$29.35	\$30.63	\$31.91	\$35.75	\$38.27

Retention Stipend:

An employee will qualify for a retention stipend above the salary schedule matrix rate after completing the designated number of full years of experience credits, as of July 1 of any year. The retention stipend is non-cumulative and will be divided among each check. The amounts below will be prorated for assignments of less than 12 months and 1.0 FTE.

- After completing 15 years of credited service with the District - \$ 3,300
- After completing 20 years of credited service with the District - \$ 4,300
- After completing 25 years of credited service with the District - \$ 5,300

APPENDIX A: TECHNICAL JOB TITLES AND PAY GRADES:**Range 1:****Range 2:**

- Technology Help Desk

Range 3:**Range 4:**

- Assessment, Research and Evaluation Technician
- Academic Testing & Support Specialist
- Student Enrollment Associate
- Enrollment & Marketing Associate

Range 5:

- Human Resources Assistant
- Technology Support Technician

Range 6:**Range 7:**

- Accounting Technician
- Benefits Coordinator

APPENDIX B: GRIEVANCE REPORT FORM

**TECHNICAL EMPLOYEE
GRIEVANCE REPORT FORM**
St. Louis Park Public Schools

Name: _____ **Building:** _____

Date if Grievance Occurred: _____

Statement of Facts:

Specific Provisions of agreement Allegedly Violated:

Particular Relief Sought:

Particular Relief Sought:

Signature of Grievant

Date