St. Louis Park Public Schools

2025-2027

AGREEMENT

Between

INDEPENDENT SCHOOL DISTRICT NO. 283

St. Louis Park, Minnesota

and

PARK ASSOCIATION OF TEACHERS

Representing Teachers in the School District

Effective July 1, 2025 through June 30, 2027

Board Approved: 02/24/2026

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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, and the Park Association of Teachers, pursuant to and in compliance with the Public Employment Labor Relations Act of 1971, as amended, to provide the terms and conditions of employment for teachers during the duration of this Agreement.

ARTICLE 2 - DEFINITIONS

2.1. School District:
For purposes of this Agreement, the term "School District" or "District" shall mean the St. Louis Park Public Schools, Independent School District No. 283, St. Louis Park, Minnesota, its School Board or designated representative(s) of the Board.

2.2. Association:
For purposes of this Agreement, the term "Association" shall mean the Park Association of Teachers or its designated representative(s).

2.3. P.E.L.R.A.:
For purposes of this Agreement, the term "P.E.L.R.A." shall mean the Public Employment Labor Relations Act of 1971, as amended.

2.4. Terms and Conditions of Employment:
Terms and conditions of employment means the hours of employment, the compensation thereof, including fringe benefits except retirement contributions or benefits, and the employer's personnel policies affecting the working conditions of the employees. In the case of professional employees, the term does not mean educational policies of a District. The terms in both cases are subject to the provisions of Minn. Stat. § 179A.07 regarding the rights of public employers and the scope of negotiations.

2.5. Other Terms:
Terms not defined in this Agreement shall have those meanings as defined by 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 Park Association of Teachers as the exclusive representative of teachers employed by the District. The Association shall have those rights and duties as prescribed by P.E.L.R.A. and as described in the provisions of this Agreement.

3.2. Appropriate Unit:
The Association shall represent all teachers of Independent District No. 283, St. Louis Park, Minnesota, who are required to be and are licensed by the State Board of Education, including those on leave of absence who are guaranteed a position upon their return, but excluding the following: supervisory employees, confidential employees, Superintendent, assistant superintendent, principals and assistant principals who devote more than 50% of their time to administrative or supervisory duties, essential employees, and such other employees excluded by law.

ARTICLE 4 - DISTRICT RIGHTS

4.1. Inherent Managerial Rights:
The parties recognize that the 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 Board. Section 4.1. shall not be construed to limit the right of the Association to meet and confer with the District, pursuant to P.E.L.R.A., regarding policies and matters not included under terms and conditions of employment.

4.2. Management Responsibilities:
The parties recognize the right and obligation of the 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 teachers covered by this Agreement shall perform the teaching and reasonable teaching-related services prescribed by the District. The parties also recognize the right, obligation and duty of the 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 teachers 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 provisions 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 - TEACHER AND ASSOCIATION RIGHTS

5.1. Right to Views:
Nothing contained in this Agreement shall be construed to limit, impair or affect the right of any teacher or their 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 the exclusive representative.

5.2. Right to Join:
Teachers shall have the right to form and join labor or employee organizations, and shall have the right not to form and join such organizations.

5.3. Request for Dues Deduction:
Teachers shall have the right to request and be allowed dues check off for the exclusive representative of the teacher. Upon receipt of a properly executed authorization of the teacher involved (examples of which include paper authorization, electronic authorization or audio-recorded phone authorization), the District will deduct from the teacher's paycheck the dues that the teacher has agreed to pay to the exclusive representative during the period provided in said authorization. The Union will notify the School District of the dues to be deducted from each teacher’s paycheck and the correct institution to remit the dues payments. Deductions will be made each pay-period and transmitted to the designated exclusive representative. The District shall furnish to the exclusive representative (Park Association of Teacher’s Treasurer) monthly an alphabetized list of teachers from whom such deductions have been made. The District agrees to honor and implement all the terms of the dues-checkoff

authorizations submitted by the Union and agreed to by the teachers. The School District shall adhere to the specific provisions in each dues check-off authorization regarding the duration, renewal, procedure for revocation, amount of dues deducted, and all other provisions agreed to by the teacher as stated in the authorization, irrespective of the teacher's membership in the Union. The Union agrees that the District's only obligation is to deduct and remit the dues indicated by the Union to be deducted from each teacher's pay. The Union agrees to save the District harmless from any actions growing out of these deductions and assumes full responsibility for the disposition of funds so deducted once they have been remitted by the District.

5.4. Personnel Files:
All evaluations and files relating to each individual teacher shall be available to teachers in online systems or during regular school business hours to said teacher upon reasonable notice. The teacher shall have the right to reproduce any of the contents of the files at the teacher'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.

5.5. School Buildings and Facilities:
The Park Association of Teachers (PAT) shall have the right in accordance with established regulations to reasonable use of school buildings and facilities provided such use shall not interfere with normal school activities or functions. The District reserves the right to assess charges for additional custodial expense or for other additional operational expense beyond normal maintenance costs resulting from such use.

5.6. Information:
The parties agree that the Association shall have access, upon reasonable notice, to appropriate and available information, not deemed confidential, necessary for the Association to exercise its responsibilities as exclusive representative.

5.7. Direct Deposit:
The District shall allow direct deposits to eligible banking institutions of the teacher's choice that accept standard ACH deductions.

5.8. Private and Personal Life:
The private and personal life of a teacher is not within the appropriate concern of the District provided such private and personal life does not adversely affect the teacher's performance or ability to perform.

5.9. Meet and Confer:
The District shall meet and confer with the Association pursuant to P.E.L.R.A.

5.10. Union Business Leave:
PAT will have access to up to 50 days of Union Business Leave in a school year. Members of the Union who are authorized by the PAT President shall be granted paid leave to conduct union business up the 50-day limit. Union Leave days for contract negotiations and/or mediation sessions jointly scheduled by the District and PAT will not be deducted from the 50-day total. The Union shall reimburse the District for the cost of a substitute teacher for each day of Union Business Leave used, if a substitute is requested and works that day. The Union agrees to notify the teacher's immediate supervisor and District Administration by email at least three days prior to the use of any Union Business Leave. The District will submit an invoice to the Union for the cost of the substitute teachers.

5.11. Collaborative Review Committee:
The District and the PAT shall establish a Collaborative Review Committee ("Committee") to serve as a joint body between District administration and the bargaining unit. The purpose of the Committee is to promote effective communication and collaboration and to review, develop, study, and make recommendations on matters affecting the operation and continuous improvement of the District, consistent with applicable state and federal laws and mandates. Areas of focus may include, but are not limited to, Teacher Development and Evaluation (TD&E), Professional Development (PD), scheduling and the school calendar, digital resources and curriculum, and handbooks.

The Committee shall provide a forum to discuss, explore, and study issues or concerns referred by either party and to identify opportunities for collaborative problem-solving that support a mutually beneficial Collaborative Review Committee.

The Committee shall be advisory in nature and is authorized solely to make recommendations. The Committee shall have no authority to change, delete, or modify any provision of this Master Agreement, nor shall it have authority to settle grievances or engage in collective bargaining.

The Committee shall be composed of members appointed by the PAT and members appointed by the District. The number of members and procedures for appointment shall be mutually agreed upon by the parties.

ARTICLE 6 - THE SCHOOL YEAR

6.1. Teacher Duty Days:

Pursuant to M.S. §120A.40, the Board shall, prior to April 1 of each school year, establish the school calendar for the coming year, and the teacher shall perform services on those days as determined by the Board, including those legal holidays on which the Board is authorized to conduct school. The length of the school year shall consist of 185 duty days for returning teachers. Not more than 178 of such duty days shall be student days.

The District may add three (3) duty days for newly employed teachers. If additional days are added for training, newly employed teachers will be paid at the Schedule C Required Training Daily Rate for each day worked.

If the District adds two days for second-year probationary teachers, the first two days will be paid at the Schedule C Required Training Daily Rate for each day worked. If the District schedules a third day for second-year probationary teachers or any of the three additional staff development days for third-year probationary teachers, will be paid at the Extended Employment hourly rate of pay as provided in Schedule C-1, for such hours required by the District.

6.2. Modifications in Calendar, Length of School Days:

In the event of energy shortage, severe weather, or other catastrophe, the District reserves the right to modify the school calendar, and if school is closed on a normal duty day(s), the teacher shall perform duties on such other day(s) in lieu thereof as the Board or its designated representative shall determine, if any.

In the event of an order by authorized federal or state authority, the District may modify the duty day or duty week to place the District in compliance with such federal or state order, but with the understanding that the total number of hours shall not be increased, i.e., a four (4) day week with increased hours per day but the total weekly hours not more than the regular five (5) day week.

Meet and Confer: Prior to adjusting the calendar, duty day, or duty week in Section 6.2., the District shall afford the Association the opportunity to meet and confer on such matters, with the exception of catastrophes or weather-related school closings which must be made without time for the meet and confer.

ARTICLE 7 - THE SCHOOL DAY

7.1. Building Hours:

The specific hours at any individual building may vary according to the needs of the educational program of the District. The specific hours for each building shall be designated by the Superintendent. The regularly scheduled work day for teachers within their buildings shall be eight (8) hours per day with seven (7) hours and thirty (30) minutes of duty time and a 30-minute lunch specified in Art 7. 4.

7.2. Hours of Employment

A. Work day: The regularly scheduled work week for a "full-time teacher" is thirty-seven and a half hours. The regularly scheduled work day for teachers within their buildings shall be eight (8) hours per day with seven and a half hours of duty time and a 30-minute duty-free lunch specified in Article 7.4.

1. Teachers shall be scheduled for a maximum of five (5) and a half hours (330 minutes) of regular classroom student contact time and/or supervisory time within the teacher's basic day. Student contact time is defined as any time spent in direct instruction or supervision of students, exclusive of planning time and inclusive of passing time.
2. The remaining two (2) hours of the full-time teacher's basic day when the teacher is not assigned regular student contact and/or supervisory time shall be defined as non-contact time. Part-time teachers' non-contact time will be pro-rated to their individual FTE.
3. All meetings and collaborative team time will be scheduled within the teacher's duty day. If scheduled outside of the contractual day or duty year, teachers will be compensated at the extended employment rate, or flexible scheduling options will be provided.

B. Non-Contact Time:

1. Teacher Planning Time:
    a. Teacher planning time allows teachers to engage in individual instructional planning and reflect on student performance. Travel time, supervising students, conducting special education evaluations or re-evaluations, or attending IEP/504 meetings are not counted as teacher planning time.
    b. An Elementary teacher must be granted a minimum of fifty (50) minutes of uninterrupted planning time for each student day. This planning time will be scheduled as a single, uninterrupted block during the student day. It may be scheduled during times when students are receiving instruction from curriculum specialists (e.g., art, music, physical education, talent development).
        i. Elementary curriculum specialists, Special Education teachers, and Multilingual Learners instructors will receive a minimum of fifty (50) minutes of planning time during each student day. This planning time will be provided as a single, uninterrupted block; however, if that is not feasible, it may be divided into two (2) separate blocks, with each block comprising at least 25 minutes, unless an alternative schedule is mutually agreed upon by the affected teacher and their principal.
        ii. If an elementary classroom teacher's schedule does not include at least fifty (50) minutes of uninterrupted planning time within the defined student day, the principal shall review the schedule with the teacher and PAT before the school year begins or as circumstances change.
        iii. Additional planning or collaborative time will be provided when release time becomes available due to additional classes or instructional periods provided by curriculum specialists.
        iv. Due to existing schedules, this language will take effect in the 2026-2027 school year.
    c. Secondary Teacher, which includes all classroom, curriculum specialists, Special Education, and Multilingual Learners teachers:
        i. Middle School teachers shall be provided with at least forty-four (44) minutes of uninterrupted planning time during the student day.
        ii. High School teachers shall be provided with at least fifty (50) minutes of uninterrupted planning time during the student day. Due to the modified schedule on Wednesdays, High School teachers shall receive a minimum of forty (40) minutes of planning time on that day.

iii. This language is effective for the 2025-2026 school year. A Memorandum of Agreement will be drafted to address Teacher Planning Time for block scheduling for the 2026-2027 school year for Middle and High School teachers.

d. Flexibly scheduled teachers (counselors, deans, TOSAs, social workers, nurses, etc.) will be granted comparable non-student contact planning time as described in this article.

e. Special Education Teachers

i. Due Process: As part of the non-student contact time in Article 7.2., full-time special education teachers shall be entitled to a minimum thirty (30) minute block of time (pro-rata for part-time teachers) on student days to meet the requirements of their professional responsibilities related to due process. It is recognized that this block of time is not an individual planning time and may be occasionally interrupted due to student emergencies. Additional time may be granted upon approval of the relevant administrator.

ii. If there is time available and the professional development is not relevant for the special education teacher, as determined by the Director of Student Services, in consultation with the building principal, then special education teachers/providers may be provided designated time on professional development days to complete due process compliance requirements and/or meet with other special education teachers/providers.

iii. Additional Compensation for Duties Outside the Duty Day: Special education teachers who are required to attend special education due process meetings outside the duty day, and have received prior approval from their supervisor/principal, will be compensated at the Extended Employment rate of pay or provided with flexible scheduling options.

iv. Special Education Caseload Review: To address situations where special education teachers/providers must use their preparation and/or own time to meet caseload, assessment, and due process mandates, the following protocol will be used:

1. The Director of Student Services shall meet with the special education teacher/provider to discuss workload. The special education teacher will be required to outline the workload and what requires time during planning time or additional time outside the workday.
2. The Director of Student Services, the special education teacher/provider, and the administrator review workload analysis and brainstorm/recommend solutions to address the immediate situation;
3. If a mutually satisfactory solution to the workload issue cannot be found, then the case may be referred to the Executive Director of Student Services to determine if pay for lost preparation time is warranted or if other solutions to address the issue.

2. Teachers Meetings:

a. Regular Teacher Meetings, which can include staff meetings, professional development, CARE, or IB Meetings, department/grade/level/data meetings shall be held to a maximum of five (5) per month during the months school is in session and will typically be no more than one hour in duration.

b. Building administrators will release the annual schedule of staff meetings at the beginning of each school year or will provide a schedule at least two weeks in advance of changes to the meeting schedules.

c. Staff meetings typically will not start before the contracted Collective Bargaining Agreement (CBA) times. Meetings that are scheduled outside of the contract day will not be considered mandatory meetings.

d. Special Meetings: (For example: IEP meetings, parent/administrator/teacher meetings, etc.) Every attempt will be made to keep all special meetings as short as possible. Typical meetings will generally be scheduled for less than one hour. Complex meetings with multiple areas or requiring translation may be longer to meet the specific needs. Special meetings should be scheduled with advance notification for a mutually agreed-upon time/date by all parties.
e. If an IEP meeting occurs during a teacher's planning time during the student day, the teacher will be compensated for the loss of that planning time as outlined in Schedule C of this CBA, or they will be given an alternative planning time within the same week.
f. Every attempt will be made to avoid scheduling IEP meetings and other special meetings before or extending past contractual time unless agreed upon. If an IEP meeting needs to be scheduled outside of contractual hours, pre-approval is required from the Administrator before scheduling. Compensation at the extended employment rate or flexible scheduling options will be provided.
g. Due to the nature of flexibly scheduled teachers (counselors, deans, TOSAs, social workers, nurses, etc.), teacher meetings may be scheduled differently than what is listed above, based on the needs and requirements of these positions, but not to exceed what is generally required of other teachers covered by this agreement.
h. Emergency meetings: It is recognized that a longer teacher's day may occasionally be necessary for emergency meetings. The extension of the teacher's workday shall not occur regularly without mutual agreement between PAT and the District.

3. Reimbursement for Lost Planning Time or Duty-Free Lunch:
    a. When teachers lose planning time or duty-free lunch periods, they shall, after the principal/supervisor has had an opportunity to find alternative coverage, be paid the Teacher Extended Rate of pay for such lost time, as referenced in Schedule C-1.
4. Travel Time:
    a. Teachers assigned to more than one school on a given day will receive instructional time, lunch, and planning time in the same proportion as a teacher with a similar assignment at a single location. Additionally, adequate time will be provided for travel between locations. Traveling Teachers are assigned to a primary location and are required to attend meetings and PD for the given location.

7.3. Additional Activities:

In addition to the basic school day, teachers are obligated to reasonably participate in school activities beyond the basic building hours as is required by the District. Teachers may be required to participate in no more than two activities outside of the basic teacher workday per school year. Any additional required activities shall be compensated at the extended employment rate, except for the following events, which shall not count toward the two-activity limit. At any time, if events are changed or renamed, the District shall provide prior notice to the Union before such changes take effect.

- **Elementary School:** Meet Your Teacher; Curriculum/Welcome Night
- **Middle School:** Family Connect; Curriculum Night
- **High School:** Family Engagement Night; Graduation

Teachers are required to participate in scheduled conferences and/or family orientation activities as assigned by building leadership. Teachers shall be compensated for such participation as reflected on the School Board–approved school calendar.

7.4. Duty Free Lunch:

Except in cases of emergency, teachers shall have a thirty (30) minute duty free lunch period, unless otherwise agreed upon by the District and the Association.

ARTICLE 8 - BASIC COMPENSATION

8.1. Individual Contracts:
Individual contracts issued by the District shall be in the form as provided in Attachment D1. Teachers shall receive individual contracts upon initial employment. When there is a formal change in level of FTE, teachers will also be issued a new letter specifying new FTE level and salary in their online employee portal. Temporary overages and other temporary assignments that do not change the continuing contract rights will be made by letter of assignment from the Human Resource Department with the Extra Compensation/Assignment Form in Attachment D2.

8.2. Rates of Pay:
The salaries reflected in Schedule A, attached hereto, shall be a part of the Agreement for the 2025-26 school year and the salaries reflected in Schedule B, attached hereto, shall be a part of the Agreement for the 2026-27 school year. Teachers shall advance on the salary schedule one (1) step for the 2025-26 school year and one (1) step for the 2026-27 school year, subject to the right of the District to withhold salary increases for just cause or not having worked 90 days with SLP in the previous year. A salary increase shall not be withheld unless the teacher is notified of the deficiency in writing and given reasonable opportunity to correct such deficiency.

8.3. Status of Salary Schedule:
The salary schedule shall not be construed to be a part of the teacher's continuing contract. In the event a successor Agreement is not entered into prior to the commencement of school in 2027**,** a teacher shall be compensated according to the past year's compensation until such time that a successor Agreement is executed between the District and the Association.

8.4. Initial Placement - Experience Credit:
Newly employed teachers shall receive credit for each full year of licensed outside experience and placed on the salary schedule per years of teaching experience. For this Section 8.4., full years of licensed outside experience shall be defined as a licensed teacher serving for at least 90 days under contract. The Human Resource Department may offer additional step placement for positions deemed “Hard to Fill” to make a competitive offer. PAT and the District will agree as part of Meet and Confer that process for determining “Hard to Fill” positions and the agreed upon step placement discretion. Human Resource Department may consider up to four (4) Professional Development credits at initial placement to “round a person up” to the next lane in an attempt to make a competitive offer for “Hard to Fill” positions. This would be consistent with language in 8.7. Professional Growth Credits of up to four (4) for a lane change and 12 maximum. The Human Resource Department will provide a report to PAT denoting placements for “Hard to Fill” positions that exceed the standard new hire step placement.

Experience credit referred to herein shall be limited to that experience gained during the past (15) fifteen years. This provision shall not be retroactive.

Newly hired teachers who are employed before Feb 1 of that year shall be eligible for a year of service and step increase for that first year. Thereafter, returning teachers shall receive one year of experience credit for service in the St. Louis Park District each year of contracted service in which the teacher performs duties on at least 90 duty days.

8.5. Prior Approval:
Credits to be considered for lane advancement must be approved by the responsible administrator in writing prior to taking the course. In the event of a course cancellation, an amended request for approval shall be made by the teacher as soon as possible. A form for such purpose shall be provided by the District. Where graduate credits are specified in Section 8.6., it is understood that while normally graduate credits will be required, the Superintendent or designee, in their sole discretion, may make an exception and approve undergraduate credits. PAT and the District will create a list of courses that have historically been approved and will not need to be submitted to Human Resources prior to taking the course. This list may be amended from time to time by the Human Resource Department through meet and confer with the Association.

8.6. Training Levels:

For purposes of placement on the salary schedule, training levels are defined as follows:

DEGREE	TRAINING LEVEL FROM AN ACCREDITED COLLEGE OR UNIVERSITY
Bachelor's	At least a bachelor's degree
Bachelor's +10	At least 10 semester hours earned after the bachelor's degree, either graduate or undergraduate, which are in a field related to the teaching assignment
Bachelor's +20	At least 20 semester hours earned after the bachelor's degree, either graduate or undergraduate, which are in a field related to the teaching assignment
Bachelor's +30	At least 30 semester hours earned after the bachelor's degree, including no fewer than 10 graduate semester credits, which are in a field related to the teaching assignment
Bachelor's +40	At least 40 semester hours earned after the bachelor's degree, including no fewer than 20 graduate semester credits, which are in a field related to the teaching assignment
Master's	A master's degree in a field related to the teaching assignment
Master's +10	At least 10 semester hours of graduate credit earned after the master's degree which are in a field related to the teaching assignment
Master's +20	At least 20 semester hours of graduate credit earned after the master's degree which are in a field related to the teaching assignment
Master's +30	At least 30 semester hours of graduate credit earned after the master's degree which are in a field related to the teaching assignment
Master's +40	At least 40 semester hours of graduate credit earned after the master's degree which are in a field related to the teaching assignment
Specialist	A specialist degree in a field related to the teaching assignment
Doctorate	A doctorate degree in a field related to the teaching assignment

8.7. Professional Growth Credits:

Teachers who complete an approved in-service course shall be eligible for credit on the salary schedule on the basis of one (1) semester hour for each fifteen (15) hours of class time.

Teachers also shall be granted salary schedule credit, on the basis of one (1) semester hour for each fifteen (15) hours of participation, for successful completion of approved courses sponsored by outside agencies which meet the following criteria:

A. No academic credit is granted.
B. The experience must be in a field related to the teaching assignment.
C. Participation occurs outside the regular school day.
D. The participant's expenses are not paid by the District.

Salary schedule credits, earned through any means described in this Section 8.7., shall be limited to four (4) semester hours toward each block of ten (10) semester hours required for a lane change. A maximum of twelve (12) professional growth credits shall be considered for application on the salary schedule.

The District, at its discretion, may provide certain extensive professional development opportunities and offer these courses with the equivalent of college level credit hours that can be used toward a lane change as any other credits from an approved accredited college or university. These courses would be led as SLP Academy Courses for

and the college level credits upon completion would be specified in the course offering. Teachers offered these courses would not need preapproval specified in Art 8.5.

8.8. Lane Changes:

Lane changes will be processed once a year at the beginning of the school year. Teachers who have their lane change request turned in by September 1 with official transcripts will be processed by the September 30 paycheck. Teachers who turn in their lane change request by September 1 and do not have their transcripts available from their college, will have the lane change processed retro to the beginning of the school year on the next available paycheck after Human Resources received the official transcripts from the accredited college or university. The number of lane changes per year beyond the MA lane will be limited to one lane change per year unless the multiple lane changes are connected to receiving a new Specialist or Doctoral Degree.

8.9. National Board Certification:

Teachers who become certified by the National Board of Certification or hold a Certificate of Clinical Competence or other national or professional board certifications recognized by the District Human Resource Department will receive $2,500 annual stipend. Non-recertification shall result in the loss of the annual stipend at the end of that school year. It is the responsibility of the teacher to provide proper evidence that the teacher holds the certification. Certifications received by the Human Resource Department by September 1 will be eligible for the full stipend.

8.10. Method of Payment:

Teachers contracted for the regular basic duty year as described in Section 6.1. shall receive their salary in twenty-four (24) payments. Teachers contracted for more than the basic duty year described in, Section 6.1., shall also be paid in twenty-four (24) payments. The summer four checks over July and August each year will be based on the same salary schedule amounts as the previous September 15, through June 30th school year paychecks. New scheduled rates take effect on the first payroll of the new school year on September 15th.

Pay days shall be on the 15th and the last day of each month. In the event that a pay date falls on a weekend or legal holiday, the payday shall be the preceding day. The first payday shall be September 15 of each year. The District may choose to move payroll to 26 payments and pay every other Friday. In the event the District plans to move pay dates, it will give the Union not less than six (6) months of notice and meet and confer on the plan for implementing the change.

Extra compensation associated with additional services which appear on the basic contract of the teacher shall be paid pursuant to this Section 8.10. Payment for additional services based on a letter of assignment shall be paid at the conclusion of the activity or may be set up by Human Resources to be paid with regular pay dates over the course of the activity. Compensation for summer employment shall be paid in based on approved hours worked, to be submitted by the teacher in accordance with the District payroll calendar.

8.11. Deduction:

In the event that a teacher employed for the regular duty year as described in Section 6.1., is absent without leave and a pay deduction is to be made for such absence, the amount of the deduction shall be the teacher's basic annual contract salary, divided by the number of duty days, for each day's absence. In the event that a teacher's duty year is different than the regular duty year described in Section 6.1., the divisor shall be adjusted accordingly. In the event that a teacher leaves the district with deductions owed for using more leave than earned or school debt (lunches etc.), these deductions will be taken from the final paycheck.

8.12. SLP Long-Term Substitute Teachers:

A Substitute teacher employed by the District to replace the same teacher for more than twenty (20) consecutive school days shall be considered long-term substitutes. Long-term substitutes employed by the District will be paid at the BA Lane Step 1 daily rate of pay.

Long-term substitute teachers are not eligible for District benefits, except as provided below. Long-term substitutes who have worked thirty (30) consecutive days to replace the same teacher will be eligible for union

membership and dues deduction in Article 5.3. If the assignment for the same teacher extends more than ninety (90) school days, then the substitute teacher's status will change and the employee will receive a Temporary Contract and be retroactively paid at the regular contract rate for days worked in that assignment.

The Long-term substitute will also be eligible for insurance benefits the first of the month following the 90th day. If the Human Resource Department knows that the assignment for the same teacher will be longer than 90 days, then the assignment will be set up with a Temporary Contract from the beginning and paid at the regular contract rate. If the Long-term substitute is subsequently hired by the District for the following fall of the next school year, that teacher shall be given experience credit for step placement as long as they worked 90 school days for the same teacher. The year will also be counted as the first year of probation if the long-term substitute worked 90 instructional days for the same teacher.

8.13. SLP Hired Building Substitute Teachers:

Building Substitute teachers are casual substitutes whose assignment will vary day to day. They are not the "teacher of record" for a classroom and cover classrooms where the teacher is out for one day or on a day-to-day basis, at most 20 consecutive days, replacing the same teacher. In the event that the District decides to hire a building substitute as an SLP employee, the building substitute will be paid at the BA Step 1 daily rate of pay for the assignment. Nothing in this contract changes the right of the District to contract with Teachers On Call or other vendors for substitute teachers.

Building Substitute teachers are not eligible for District benefits, except as provided below. Building substitutes who are fully licensed Tier 3 or 4 teachers, who have worked thirty (30) consecutive days will be eligible for union membership and dues deduction in Article 5.3. Building substitutes will accrue sick leave at the rate of one hour of sick leave for every 30 hours worked. If the building substitute is fully licensed and the assignment becomes changes from covering different classrooms to subbing for the same teacher for than 20 consecutive days, then the building substitute status will change to Long-Term Substitute status.

The building substitute assignments are typically month by month and may be ended by either the building substitute or the District at the end of any month. However, if the assignments last more than 90 consecutive days, then the employee will be eligible for insurance benefits the first of the month following the 90th consecutive day of the building substitute assignment. If the Human Resource Department knows that the assignment will be longer than 90 days, then the employee will be eligible for insurance benefits starting the first of the month after the start of the assignment. Building substitutes assignments are recognized as casual substitute assignments and as such the building substitute does not accrue seniority or any continuing contract rights as a teacher. If the building substitute is licensed as a MN teacher and is subsequently hired by the District in a teaching assignment for the following fall of the next school year, that teacher shall be given experience credit towards step placement for that year as long as they worked 90 consecutive school days in the same school.

8.14. Part-Time Teachers:

Except as otherwise expressly provided in this Agreement, teachers employed for less than an average of fourteen (14) hours per week and eighty-five (85) days per year shall be compensated pursuant to District policy and shall not be subject to the provisions of this Agreement for compensation purposes. However, compensation for such teachers shall not be less than that as provided in current policy.

ARTICLE 9 - EXTRA COMPENSATION AND ASSIGNMENT

9.1. Assignment of Extracurricular Duties:

The Superintendent or designee may assign the teacher to extracurricular assignments subject to established compensation for such services which exceed the teaching or nonteaching services prescribed in the basic contract. Such assignments shall not be made without the consent of the teacher except on a temporary basis when no qualified teacher is available to take the assignment. Said extracurricular assignment may or may not

appear in the individual contract. Extra assignments associated with additional compensation shall not be construed to be part of the continuing contract unless expressly so provided in the individual contract.

9.2. Extracurricular Compensation:
The salaries reflected in Schedules C-1, C-2, and C-3, attached hereto, shall be a part of this Agreement for the 2025-26 and 2026-27 school years.

The positions listed in Schedules C-1, C-2, and C-3, constitute the rates of pay for extracurricular positions. However, there is no obligation to make any particular assignment if the District determines it inappropriate to do so.

Certain basic expectations for the positions listed in Schedules C-1, C-2, and C-3, as delineated by the principals or administrator before contracts are signed, shall be a condition of the assignment.

9.3. Special Services Compensation:
The wages and salaries reflected in Schedule C-1, attached hereto, shall be a part of this Agreement for the 2025-26 and 2026-27 school years.

9.4. Department Heads/Elementary Grade Level Chairs:
Department heads/elementary grade level chairs shall be assigned by letter of assignment.

Certain basic expectations for a department head/grade level chair as delineated by the principal before an assignment is made shall be a condition of the assignment. A description of duties and expectations will be provided to any department head/elementary grade level chair candidate prior to agreeing to fulfill said position.

9.5. Extended Time Assignments:
Extended time beyond the regular school year as defined in Section 6.1., shall be assigned by letter of assignment and compensated pursuant to Schedule C-1, attached hereto. Extended time assignments shall be made only upon mutual agreement between the teacher and the responsible administrator.

9.6. Assigned Additional Days of Summer Work:
The following teaching positions may receive up to ten (10) additional days assigned work beyond the contractual 185 duty days; Counselors, Deans, Instructional Coaches. Digital Learning Specialists, IB Coordinators and the lead teacher who oversees college and career readiness at the High School; a district School Nurse and or School Social Worker may be assigned and receive up to five (5) days to process enrollments and deal with schedule conflicts, case management issues and complete other duties as delineated by the Principal or Student Services Director. These days shall be compensated at each individual's contract rate. These days shall be outside of their regular contracted number of days and not subject to continuing contract rights. Teachers will submit time weekly by voucher or timecard as time is worked and approved by the supervisor.

ARTICLE 10 - GROUP INSURANCE

10.1. Selection of Carrier:
The selection of the insurance carrier and policy shall be made by the School District. Opportunity shall be afforded to the Association to meet and confer on such matters. The District shall contribute toward a portion of the premium for health insurance for the 2025-27 Health 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 any of the Employee, Employee+1, or Family coverage options. The employee shall pay the difference through payroll deduction between the District contribution listed below and the total cost of the health plan coverage selected.

10.2. Eligibility:
A. A teacher shall be eligible for full benefits of Article 10 if employed .8-1.0 FTE.
B. A teacher employed less than full-time but at least an average of or .50 FTE shall be eligible for District contributions toward group insurance as follows:

- For teachers working .6 to .7999, the District will contribute 75% of the full-time level
- For teachers working .5 to .5999 FTE, the District will contribute 50% of the full-time level
- Teachers working less than .5 FTE, will not be eligible for medical insurance.

C. Teachers who are employed less than .5 FTE are not be eligible for the provisions of Article 10.

For purposes of qualifying for eligibility pursuant to this Section 10.2., the workload of a teacher as of September 15 and February 15 shall be deemed to be the workload for such period of time, notwithstanding any variation in work between said dates.

10.3A. District Health Insurance Program Non-Deductible/Standard:

District Contributions Standard-Plan A per month	July 1, 2025	July 1, 2026	July 1, 2027*
Employee Coverage	$600	$650	$670
Employee +1 Coverage	$1,126	$1,200	$1,225
Family Coverage	$1,567	$1,600	$1,625

10.3B. District Health Insurance Program Deductible/VEBA:

District Contributions VEBA-Plan B	July 1, 2025	July 1, 2026	July 1, 2027*
Employee Coverage	$725	$769	$794
Employee +1 Coverage	$1,475	$1,564	$1,589
Family Coverage	$1,970	$2,046	$2,071

*Contribution amounts for 7-1-2027 will be subject to bargaining in the 2027-2029 bargaining cycle.

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 the VEBA amount by September 1 each year.

10.4. Married Couples:

In the case of two District teachers covered by this agreement who are married to each other**,** the couple may elect to have both employees participate in the VEBA program separately with one health insurance policy coverage as long as this election is cost neutral or may create a cost savings for the District. For employees that are married to each other and participating in the VEBA program, the District shall contribute an additional amount toward the teacher contribution of an amount not to exceed the single VEBA contribution for that year.

10.5. Dental Insurance:

The District shall contribute toward a portion of the premium for dental insurance for the 2025-27 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	July 1, 2025	July 1, 2026	July 2027*
Employee Coverage	$56.35	$56.35	$56.35
Family Coverage	$110.00	$110.00	$110.00

In the event that a successor agreement has not been entered into by July 1, 2027, School District's contribution shall not exceed the dollar amount of the premium in effect as of July 1, 2026.

10.6. Group Income Protection (Long Term Disability or LTD):

The District shall pay the premium for the income protection insurance in force on the effective day of this Agreement for all eligible teachers who qualify for and are enrolled in the group income protection plan.

Subject to the provisions of the policy, the plan provides for a benefit of 2/3 of basic income as provided in Schedule A or Schedule B hereof. The plan shall include a cost-of-living adjustment factor.

When a teacher is placed on long-term disability under the provisions of Section 10.6., the District shall continue its contribution in the dollar amount in effect at such time for the disabled teacher toward the group medical

insurance plan as provided in Section 10.3 for a period of five (5) years from the date of placement on long-term disability, or the teacher reaches the age of Medicare eligibility, whichever occurs first.

10.7. Life Insurance:

The District shall provide a group term life insurance plan providing $50,000 of life insurance for each eligible teacher employed by the District who qualifies for and is enrolled in the life insurance plan.

10.8. District Medical Insurance Contribution for Eligible Retirees (hired prior to July 1, 2005):

A. Eligibility: Pursuant to Minn. Stat. §471.61, teachers eligible for retirement benefits from the State of Minnesota, who have completed at least fifteen (15) years of experience credit within the District, and who are at least fifty-five (55) years of age, or teachers regardless of age who have completed at least twenty-five (25) years of teaching credit with the Minnesota State Teachers Retirement Association at least fifteen (15) of which involve service in the St. Louis Park District, shall be eligible for medical insurance benefits pursuant to the provisions of Section 10.8., upon submission of a written resignation accepted by the Board. This benefit shall not be granted to any teacher who is discharged for cause by the District. To be eligible for the benefits of Section 10.8., a teacher must be regularly employed at least one-half (1/2) time and compensated on the basic salary schedule.

B. The teacher shall be eligible to continue participation in the District group medical insurance plan, if permitted by the terms of the policy with the insurance carrier. Except as otherwise provided in Section 10.8.C, the teacher shall pay the entire premium for such coverage.

C. The District shall contribute the dollar amount provided in Section 10.3.A-B in effect at the time of the teacher's retirement until the teacher reaches the age of Medicare eligibility or the expiration of five (5) years from the date of the teacher's retirement, whichever occurs first. The portion of the premium not contributed by the District shall be borne by the teacher. If a retired teacher is not eligible to continue to participate in the District's medical insurance plans because of geographical location, the District will contribute the dollar amount provided herein to a medical insurance plan for which the teacher is eligible and enrolled.

D. A teacher who has reached the age of Medicare eligibility and has maintained continuous coverage under Section 10.8., and has a spouse who is not Medicare eligible, shall be eligible to purchase group medical insurance at group rates covering such spouse by paying the entire premium for such coverage, until such time that the spouse becomes eligible for Medicare or upon the expiration of five (5) years from the date the teacher became eligible for Medicare, whichever occurs first.

E. It is the responsibility of the teacher to make arrangements with the vendor chosen by the District to pay such monthly premium amounts, payable by the teacher, in advance and on such date as determined by the District.

10.9. Health Care Savings Plan in Lieu of Retiree Health Insurance:

Employees hired after July 1, 2005 and eligible for health insurance coverage will participate in a Health Care Savings Plan (HCSP) in lieu of retiree health insurance in 10.8. Upon completing four years of service, employees will be automatically enrolled in the plan before the first contribution is made by the District on their behalf. Employees hired prior to July 1, 2005 and eligible for health insurance coverage who previously elected to participate in this HCSP may remain in this program with the understanding that it will not be retroactive and that there is no re-election of the retiree health insurance program (10.8.) in the future. Employees who have completed the number of full years of employment by June 30th of any year after 2005 and who are eligible for health insurance coverage will receive the following annual contribution from the District to be placed in the employee's HCSP account:

- $ 1,000 annually after the five (5) completed years in the District.
- $ 2,500 annually after the ten (10) completed years in the District.
- $ 5,000 annually after the fifteen (15) completed years in the District.

Eligibility: A teacher shall be eligible for benefits under Article 10.9. if employed 1.00-0.50 FTE. District contribution will be on a prorated basis for less than a full year worked (resignation prior to the end of school

year) An employee working .75 FTE or more will receive the full contributions above. Employees working .5 FTE but less than .75 FTE will receive ½ the contribution amounts in Article. 10.9.

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.

The maximum total District contribution that any employee can receive under this section is $50,000.

10.10. Group Medical Insurance Coverage for Retirees and Teachers on Unrequested Leave of Absence:
A teacher severing employment prior to Medicare eligibility but not eligible for the insurance contributions of Section 10.8, who is at least fifty-five (55) years of age, and has completed at least ten (10) years of continuous service in the District, shall be eligible for continued group medical insurance coverage, if permitted by the terms of the insurance policy, by paying the entire premium for such participation. The employee shall also be eligible for spouse coverage pursuant to Section 10.8.D.

Any teacher who is on unrequested leave of absence shall be eligible for continued group medical insurance coverage for as long as the teacher remains on unrequested leave of absence by paying the entire premium for such participation.

It is the responsibility of the teacher to make arrangements with the with the vendor chosen by the District to pay the monthly premium amounts in advance and on such date as determined by the District. The teacher's right to continue participation in such group insurance, however, shall discontinue upon the teacher's reaching the age of eligibility for Medicare. The right to participation pursuant to HCSP Section 10.9. shall not be retroactive in application.

10.11. Claims Against the District:
The District's only obligation under Article 10 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.

10.12. Duration of Insurance Contribution:
Except as otherwise provided in this agreement, a teacher is eligible for monthly District contributions as provided in Article 10 as long as the teacher is actively employed by the District. If termination of employment occurs before the end of the school year, all District contributions shall cease at the end of that month. However, a teacher who qualifies pursuant to Section 10.2. and who finishes the school year, shall be entitled to District contributions for medical, dental, and life insurance until the end of the insurance year on June 30 following termination.

ARTICLE 11 - LEAVES OF ABSENCE

11.1. Paid Leave Allowance:
Sick and Safe Leave (hereinafter referred to as "Sick Leave") will be available to all regular active employees covered by this agreement. Teachers will receive an advance of eleven (11) days of leave for the full school year. Leave not used during any school year may accumulate without limit. Individuals who are employed after the beginning of the school year or leave prior to the end of the school year shall receive sick leave on a pro-rata basis based on what they have accrued. Individuals leaving employment prior to end of the school year shall have their leave allowance pro-rated accordingly, and used but not yet earned sick leave shall be deducted from the employee's final check**.**

11.2. Sick Leave:

A. It is the responsibility of the teacher 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. If the teacher also requires a substitute for that absence, it is also their responsibility to request a substitute teacher for that day or days, if one is needed. Falsifying time off requests or repeatedly not entering time off after receiving notice may result in corrective action.

B. A teacher may use one (1) day of accumulated leave for each day of personal illness or disability. Sick leave pay shall be allowed by the District whenever a teacher's absence is found to have been due to illness or disability which prevented the teacher's attendance at school and the performance of duties on that day or days or as otherwise allowed in Section 11.2. A teacher may use one (1) day of accumulated sick leave for each day of illness or disability of the teacher's dependent child; dependent child shall be defined as twenty-three (23) years old and younger. Dependent child shall also include any child residing in or who has resided in the same household as the teacher for at least six (6) months.

C. For necessary absence because of illness or disability in the immediate family, the teacher may, upon approval of the responsible administrator, use up to six (6) of the days (48 hours) 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 and mother-in-law. In the case of a dependent child, a dependent child shall be defined as twenty-three (23) years or younger, refer to Section 11.2.B. The District may use its discretion to grant additional days if it deems it appropriate or necessary.

D. For necessary absence because of illness or disability in the close family, the teacher, upon approval of the responsible administrator, may use up to six (6) of the days (48 hours) from accumulated leave allowance in any one school year at no salary deduction. The close family shall be interpreted to mean grandparents, grandchildren, 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 teacher or who clearly stands in the same relationship with the teacher for at least six (6) months. The District may use its discretion to grant additional days if it deems it appropriate or necessary.

E. Use of sick leave with pay, beyond what is defined in Section 11.2.B-D, will be available to the employee based on MN State Statute 181.9413, up to a maximum of 160 hours of unused accumulated sick leave in any school year for eligible employees. Effective December 31, 2023, MN State Statute 181.9413 was repealed and replaced with MN State Statute 181.9445-8 (Earned Sick and Safe Time-ESST). Effective January 1, 2024, use of up to six (6.5) days (48 hours) of Sick and Safe leave with pay, beyond relationships and uses defined in this Article 11.2B-D, will be available to the employee based on definitions of uses described in MN State Statute 181.9445-8 for eligible employees (see Appendix D in the back of this contract). The Earned Sick and Safe leave described under MN State Statute 181. 9445-8 is contained within this contract's more generous leave provision of eleven (11) days within this Article 11 and not in addition to it.

F. The District may require a teacher to furnish a medical certificate as evidence of illness or disability, indicating such absence was due to illness or disability, in order to qualify for sick leave, pay. In the event that a medical certificate will be required, the teacher will be so advised. The District may require that a teacher furnish a medical certificate of evidence of illness or disability when taking leave for a member of their immediate family as defined by MN State Statute 181.9413 or 181.9445-8.

G. After accumulated leave has been used, and under conditions of a chronic or continuous illness or disability as certified by a medical doctor, an additional number of days of sick leave may be granted for the duration of such illness or disability in accordance with M.S. §122A.40, Subd. 12.

H. At the time a teacher becomes eligible to receive long-term disability compensation as provided in this Agreement, the teacher 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 teacher continues on long-term disability compensation.

I. When a teacher is injured on the job in the service of the District and is collecting worker's compensation insurance payments, the teacher 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 may be credited back based on the length of the Worker's Compensation Claim. Consult with Human Resources on use of sick time for work related injuries.

11.3. Paid Family Leave (PFML):

A. *Section 1:* 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. *Section 2.* 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%).

C. *Section 3:* Notification to the Employer Pursuant to Minnesota Statute Section 268B.085, employees taking Paid Family Medical Leave shall provide the employer with thirty (30) days' notice prior to the start of leave when possible. If 30 days' notice is not practicable because of a lack of knowledge of approximately when leave will be required to begin, a change in circumstances or a medical emergency, notice must be given as soon as practicable.

11.4. Personal Leave:

A. A regular active employee covered by this contract who is scheduled at least .5 FTE (four hours per day or more) shall be granted three (3) personal days that are not to be added or subtracted from accumulated Sick Leave time. Teachers may carry over up to two (2) personal leave days to have a maximum of five (5) days in any one year. Notification of the use of such leave must be made by requesting the time off in the District absence management system at least five (5) days in advance, except in cases of extraordinary circumstances.

B. If an extraordinary circumstance makes it impossible to submit a written notification in advance, the teacher will still enter the absence in the District absence management system as a Personal Day as soon as possible and before the school day begins. The teacher will also call their immediate supervisor or the Executive Director of Human Resources and then confirm the need for this absence in writing or email immediately upon the return of the teacher. The request shall state the reason for the proposed leave. Extraordinary circumstances which qualify for use of this leave allowance are those situations that arise requiring the teacher's attention which cannot be attended to when school is not in session and which are not covered under other policies. The Executive Director of Human Resources reserves the right to refuse to grant such leave. Personal leave days not set up in advance and used for extraordinary circumstances cannot be added to preapproved personal leave days to extend leaves, vacations, break periods or add to the normal number of personal leave days granted per day in 11.4.C.

C. Normally, the number of personal leave days granted shall not exceed two (2) per day in any elementary building, three (3) per day at the middle school and four (4) per day at the high school.

D. In case of religious holidays or emergency, additional leave with pay may be granted by the Human Resource Department. Additional personal days granted would be deducted from accumulated Sick Leave.

11.5. Bereavement Leave:

Employees eligible for sick leave 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 11.2.). 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 11.2.), 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.

11.6. Military Leave:

Military leave shall be granted pursuant to applicable laws.

11.7. Jury Duty Leave:

A teacher who serves on jury duty shall 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. In the event that the teacher in not needed or receives a call in the morning that they will not be needed, then the teacher should report to work for the remainder of the workday. The compensation received for jury duty service shall be retained by the teacher.

11.8. Sabbatical Leave:

A. A sabbatical leave of absence for professional study may be granted to a teacher in the District, subject to the provisions of Section 11.8.
B. In order to be eligible for sabbatical leave, a teacher must have completed at least seven (7) consecutive full school years of employment in the St. Louis Park Public Schools since the teacher's initial date of employment or the expiration of such teacher's last previous sabbatical leave.
C. The number of sabbatical leaves granted in any one year shall not exceed three (3); however, the district is not required to grant any sabbatical leaves in any year.
D. The proposed program of study must be approved in advance by the Superintendent of Schools. The professional study for which sabbatical leave is granted shall be related to the teacher's assignment, unless otherwise agreed to in writing.
E. The allowance granted to a teacher on sabbatical leave shall be one-half (1/2) of the basic contract salary (not including any extracurricular pay) of the individual for the school term in which the sabbatical leave is taken. Sabbatical leave will be granted for one regular school year.
F. A teacher receiving a sabbatical leave of absence must agree in writing to return to the District for at least two (2) years of service after completion of the sabbatical leave. A teacher who has received a sabbatical leave and fails to complete two (2) years of service with the District, for any reason other than placement on an unrequested leave of absence or incapacity to teach, shall refund monies received from the District for sabbatical leave and said monies shall be due and payable to the District forthwith upon the cessation of employment in the District.
G. Applications for sabbatical leave shall be submitted in writing to the Superintendent of schools no later than March 1 of the preceding school year. Additional information may be submitted up to March 15. Notice of action by the Superintendent and Board shall be given prior to April 15. The teacher must confirm acceptance of a sabbatical leave offer by May 1.
H. Upon satisfactory completion of a sabbatical leave, the teacher shall be assigned to a position commensurate with the one occupied prior to the leave.
I. A teacher shall be eligible to continue group insurance benefits, if permitted by the terms of the policy, including the District contribution, pursuant to Article 10.
J. A teacher returning to the District from sabbatical leave shall be entitled to placement on the salary schedule the same as if the teacher had been teaching during the year.

11.9. General Leaves of Absence:

A. Teachers in the District may apply for an unpaid leave of absence subject to the provisions of this Section 11.9. The granting of such leave shall be at the discretion of the District. Teachers should apply to the Human Resource Department by March 1 to allow time for the District to review staffing needs and factor in possible leave opportunities. The District may grant teachers with less than three (3) years of experience in the District leaves under unusual circumstances at the District's discretion.

B. Such leave may be granted by the District for overseas teaching, Peace Corps, Vista, National Teacher Corps, extended illness of the teacher, extended illness of the teacher's family, civic activities, alternative occupational experiences, employee organization activity, public office, or other reasons deemed appropriate by the District. Leaves to teach in another school district or charter school will not usually be granted unless it helps the district avoid laying off another teacher with that license area for the following school year.

C. A teacher on such leave shall notify the District in writing no later than March 1 of the teacher's intention to return at the conclusion of the leave or request an extension of the leave. A teacher will be notified at the time requesting the leave of this March 1 notice requirement as a condition of granting the leave. Failure of the teacher to notify the Human Resource Department will be processed as a resignation at the end of that school year. The Human Resource Department will contact PAT and the teacher between January 15 and February 15 reminding them of the end of the leave and need to notify the Human Resources Department by March 1. After March 1, the Human Resources Department will send one certified letter to the teacher's address on file notifying the teacher that they did not notify the District by March 1 and that by March 15, if they do not hear from the teacher, it well be deemed a resignation. The granting of an extension shall be at the discretion of the District. The District may also at its discretion waive the March 1 notice date if the District determines there are special circumstances involved.

11.10. Child Care Leave:

A. The District shall grant, upon request of the teacher, a child care leave, without pay, to one parent of a preschool age child, natural or adopted, subject to the provisions of Section 11.10. For purposes of Section 11.10., the term "child care" shall include but not be limited to the period of time when a teacher is pregnant.

B. In the event of pregnancy, a teacher may continue her duties until the onset of the disability and thereafter utilize disability leave with pay during the period of disability. Thereafter, a teacher may request a childcare leave. However, if the teacher requests a child care leave prior to the onset of disability, such child care leave shall be in effect from the date of commencement through the period of child birth and recovery.

C. In the interest of planning for staffing, a teacher seeking a child care leave shall notify the Human Resources office in writing, as soon as practicable, concerning the teacher's plans relating to the period of absence for the child care leave.

D. A teacher 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 teacher and the Superintendent, or designee, taking into account the continuity of the instructional program and the desires of the teacher.

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 teacher to return to their employment prior to the date designated in the approved child care leave.

F. A teacher returning from childcare leave shall be reemployed in a teaching position for which the teacher is qualified.

G. All sites will provide a lactation room.

H. The applicable periods of probation for teachers as set forth in Minnesota Statutes are intended to be periods of actual service enabling the District to have opportunity to evaluate a teacher's performance. The parties agree, therefore, that periods of time for which the teacher is on child care leave shall not be counted in determining the completion of the probationary period. (For insurance, benefits and seniority, see Sections 11.11., 11.12., and 11.13.)

I. Adoption Leave: A teacher may also utilize accumulated leave allowance, not to exceed 30 days, with no salary deduction, for the necessary absences related to the adoption of a child.

J. Parental Leave: A parent, following the birth of the teacher's child, may use up to 30 days of accumulated sick leave. The birth mother may access additional parental leave in this section after the period of incapacitation and use of sick leave that occurred immediately following the birth of the child. The leave must commence within the first twelve (12) months of the birth. This provision applies to birth parents as well as parents whose child was born via a surrogate. A teacher accessing Adoption Leave in 11.10.I. is not also eligible to access the additional Parental Leave under this section.

11.11. Insurance Application:

A teacher on unpaid leave under Article 11 is eligible for up to eighteen (18) months to continue to participate in group insurance programs, if permitted under the insurance policy provisions, but shall pay the entire premium for such programs as the teacher wishes to retain commencing with the beginning of the leave. It is the responsibility of the teacher to make arrangements with vendor chosen by the District to pay the monthly premium amounts in advance and on such date as determined by the District. The right to continue participation in such group insurance programs, however, shall discontinue upon termination of employment or failure to pay the employee's portion of the premiums.

11.12. Accrued Benefits:

A teacher on unpaid leave under Article 11 shall retain such number of leave days, experience credit for pay purposes, and other accrued benefits, if any, at the time the teacher went on leave for use upon said teacher's return. No additional leave, experience credit for pay purposes, or other benefits shall accrue for the period of time that a teacher is on leave.

11.13. Seniority:

For purposes of seniority standing, a teacher on leave, pursuant to Article 11, shall continue to accrue seniority during such leaves of absence.

11.14. Eligibility:

The provisions of Article 11 shall apply to full-time teachers and on a pro rata basis for those teachers working at least an average of fourteen (14) hours per week and eighty-five (85) consecutive days per year. The benefits of Article 11 shall not apply to teachers working less than fourteen (14) hours per week and eighty-five (85) consecutive days per year.

11.15. Time Off for Public Office Meetings:

A teacher who has been elected to public office shall be permitted time off using either personal days or unpaid to attend meetings necessitated by the reason of the teacher's public office, in accordance with MN law.

ARTICLE 12 - VACANCIES AND TRANSFERS

12.1. Publishing of Notice of Vacancy:

The District shall publish written notice of vacancies in professional positions that occur in the District. The official posting shall be on the Human Resources online application process and available to all teachers. Vacancies shall not be filled until notice of such vacancy has been posted for at least ten (10) teacher working days. However, during the summer recess, ten (10) calendar days shall apply for purposes of notice as provided in Article 12.1. A position description and other pertinent information shall be accessible to all applicants. The District may fill vacancies temporarily pending the posting and processing of applications. Any vacancy occurring fewer than thirty (30) days prior to the first duty day of a given school year shall be posted, but the ten (10) day period shall be waived for such vacancies.

Any teacher possessing the necessary qualifications may apply for a vacancy and all qualified applications shall be considered. All applications shall be in conformance with prescribed application procedures for the particular vacancy.

Any teacher who wishes to receive notice of vacancies will be able to sign up for notification of postings through the Human Resource application and job posting system.

Unsuccessful candidates for a position shall be notified in writing within one (1) week of the filling of the vacancy.

12.2. Transfers – Voluntary:

Any teacher desiring a transfer shall submit a written request to the Superintendent or designee by March 15 of any school year stating the specific assignment or nature of the assignment and the school or schools preferred. Such request shall be acknowledged in writing.

Each transfer applicant shall be notified of the status of their application by May 15 of the school year in which the request is made.

12.3. Transfers – Involuntary:

A. Notice of involuntary transfer shall be given to the teacher involved as soon as practicable. A list of open teaching positions in the District shall be made available to all teachers being involuntarily transferred or reassigned. Such teachers may request the positions, in order of preference, to which they desire to be transferred.
B. An involuntary transfer shall be made only after a meeting between the teacher involved and the Superintendent or designee, at which time the teacher shall be notified, in writing, of the reasons for the transfer.

12.4. Waiver of Posting and Application Requirements:

A. In the event that two or more teachers mutually agree to an exchange of positions for a specified period of time not to exceed one (1) year, and make such request in writing to the Superintendent or designee, such an exchange may be approved by the Superintendent without reference to the posting, notice or other transfer procedures of Article 12.
B. Upon the expiration of the time period for the exchange, the two or more teachers shall return to their prior respective positions.
C. The approval of any such exchange of teaching positions as provided in Article 12.4 shall be in the sole discretion of the Superintendent or designee.

12.5. Policy:

The Superintendent shall promulgate a district-wide administrative regulation on transfers, supplementing the provisions of this article. The District shall meet and confer with the association regarding the administrative regulation. The administrative regulation shall be a part of District policy and shall not be a part of this contract.

ARTICLE 13 - UNREQUESTED LEAVE OF ABSENCE AND SENIORITY POLICY

13.1. Purpose:

The purpose of this article is to implement the provisions of M.S. 122A.40, Subd. 10., which shall constitute the required plan for ULA because of discontinuance of position, lack of pupils, financial limitations, or merger of classes caused by consolidation of Districts.

13.2. Definitions:

For purposes of this article, the terms defined shall have the meanings respectively ascribed to them.

A. *Teacher:* "Teacher" shall mean those members of the unit as defined by PELRA and this Agreement, except the provisions of this article shall not be applicable to any other bargaining unit member who is not a teacher as defined by M.S. 122A.40, Subd.1. or M.S. 122A.41 Subd.1(a).
B. *Qualified:* "Qualified" shall mean a teacher who is licensed in the subject matter category and who is currently teaching or has successfully taught such subject matter category within the past ten (10) years in this District.

C. *Seniority:* "Seniority" applies only to Tier 3 and Tier 4 qualified teachers and commences with the first day of continuous teaching service (contracted in a Tier 3 or Tier 4 license) in the District. Tier 1 and Tier 2, AE and ECFE teachers will not have seniority for the purpose of this Article.

Teachers employed as District-wide TOSA, coordinators, and other similar positions will maintain seniority in the area of licensure held in their previous SLP teaching assignment.

Teachers employed directly into District-wide coordinator and other specialist roles will be considered for seniority purposes as part of the subject matter area most closely related to the teacher's current assignment and teacher licensure as determined by the District.

School Nurse, School Psychologists, Occupational Therapists, Physical Therapists, Speech Therapists, School Counselors, School Social Workers, Deans and other similar positions will maintain seniority within their position's group.

AE/ECFE teachers have seniority based on Article 19.4 and not the provisions of this section, even if they hold a valid MN K-12 teaching license in addition to their AE or ECFE license, unless they had previously taught in that K-12 license in SLP within the past 10 years.

13.3. Unrequested Leave of Absence (ULA):

A. *Terms:* The Board may place on ULA such teachers as may be necessary because of discontinuance of position, lack of pupils, financial limitations, or merger of classes. Such leave of absence shall continue for a period of up to three (3) years, after which the right to reinstatement shall terminate; provided the teacher's right to reinstatement shall also terminate if the teacher fails to file with the Executive Director of Human Resources by March 1st of each year, a written statement requesting reinstatement. Such leave shall be effective no later than the close of the school year or at such earlier time as mutually agreed upon by the Union and the Board.

B. *Notice:* The District will notify individual teachers and PAT President by district email of the intention to discontinue positions and recommend the teacher for unrequested leave of absence, before the actual action is presented to the Board. The District's notice to the individual teacher proposed for placement on unrequested leave of absence will include the following elements:
   1) state the applicable grounds for the proposed placement;
   2) provides notice to the teacher of their right to request a meeting with the District and PAT representative to review the proposed placement within 10 working days from the receipt of the notice, and;
   3) provides notice to the teacher that failure to request this meeting will be deemed acquiescence to the District's proposed placement action.

C. *Right for Hearing and Decision:* If the teacher requests a hearing, teachers proposed for placement on unrequested leave of absence pursuant to school board action shall be entitled to a meeting with the Superintendent or designee and PAT Representatives to challenge the proposed action, review facts and ensure that the proposed actions are consistent with this ULA process. If the District and PAT agree that the process was correctly followed, then the District's decision will stand. If the District and PAT disagree on the proposed actions, then the District will secure an Administrative Law Judge for a hearing of the facts presented by PAT and the District and a determination of the appropriate action. The ALJ hearing will be within 10 days of the initial review meeting. The ALJs determination on the matter presented will be final.

D. *Final Notice to Teachers:* Final school board action to place a teacher on unrequested leave of absence must take place prior to July 1. Final school board action must not occur before notice to the teacher as required in 13.3.B and if needed final decision in 13.3.C above. Individual teachers will receive a letter of final notice of the School Board's action to place them on unrequested leave pursuant to this ULA process.

E. *Placement on ULA:* Teachers shall be placed on ULA in inverse order of seniority in the field and subject matter employed with the following exceptions:
   1. No teacher shall be placed on ULA if any other qualified teacher employed in the same field and subject matter is on a "Teacher Improvement Plan" as provided for in the "Teacher Evaluation and

Peer Review Process" required in M.S. 122A.40, Subd. 8. The teacher on the "Teacher Improvement Plan would be considered least senior and be the teacher placed on ULA.

2. Teachers who are qualified to teach advanced placement courses, concurrent enrollment courses, or other similar specialized courses and Teachers on Special Assignment may be held exempt from the ULA process outlined in this article at the sole discretion of the District administration.
3. The District may retain a junior teacher as an exception to the seniority provisions of this article on the basis of programmatic needs if the operation of the seniority provisions would significantly impair the effectiveness of the educational program. In order to make an exception to the seniority provisions herein, the burden is on the District to demonstrate that the operation of the seniority provisions would have an adverse effect upon the educational program due to lack of particular or unique skills on the part of the senior teacher for a particular position requiring particular skills, qualifications and experience.
    a. The exception shall not apply if the adversely affected teacher can demonstrate that the particular or unique skills required can be acquired by that teacher within the following school year. The exception allowed in this Article 13.6 also would not apply to extracurricular assignments in nonacademic areas.
    b. The District shall notify the teacher affected, with a copy to the association, of any determination to make such exceptions to the seniority provisions of this article by February 15 of the year in which the proposed unrequested leave of absence action will occur. Upon appeal of such decision by any teacher who, as a result of such action, would be placed on unrequested leave of absence, and without said exception would not be so affected, the Superintendent shall meet with the appealing teacher within seven (7) calendar days to consider the appeal of such matter. At such meeting, the District shall present its evidence in support of the exception. The decision of the Superintendent shall be rendered in writing to the appealing teacher within ten (10) calendar days after the meeting.
    c. If the appealing teacher is not satisfied with the decision of the Superintendent, the matter may be submitted immediately to arbitration, provided a request for arbitration is made within seven (7) calendar days after receipt of the Superintendent's decision. The parties agree that they will engage an arbitrator to rule on the District's determination within twenty (20) calendar days after selection of the arbitrator. The arbitration process shall be consistent with the provisions of the arbitration clause of the grievance procedure, except the full cost of the arbitrator's fees and expenses, if any, shall be borne by the District.
    d. Notwithstanding the provisions of article/subdivision 13.3, if reducing a probationary teacher would prevent students from having access to effective teachers who are members of populations underrepresented among licensed teachers in the district or school, the District may retain the probationary teacher over any other probationary teacher. This exception will only be available to teachers holding Tier 3 or Tier 4 licenses, and will not be available to any teacher holding a Tier 2 or Tier 1 license.

F. *Affirmative Action Program:* This section shall not apply if its application will result in any violation of the District's affirmative action program which shall include ethnicity, race, color, or sex; and any teacher employed in an affirmative action program may be retained in the same field or subject matter of a teacher with greater seniority if such retention is necessary to effectuate the purposes of such affirmative action program.

G. *Tie-Breaker:* In the event a reduction in number of teachers creates a situation requiring that a choice be made among teachers who have equal seniority, the selection of the teacher(s) for purposes of reduction shall be at the discretion of the District based on criteria including performance, training, experience, skills in special assignments, special or advanced certifications obtained in the teacher's field and subject matter employed, and other relevant factors.

H. *Years of Service:* Any teacher placed on such leave may engage in teaching or any other occupation during such period and may be eligible for re-employment insurance if otherwise eligible for such compensation

under that law, and such leave will not result in a loss of credit for years of service in the District earned prior to the commencement of such leave.

I. *Benefits While on ULA:* Teachers placed on unrequested leave of absence shall remain eligible for participation in the school district's group insurance programs at their own expense for the duration of their reinstatement period.

J. *Continuing Contract Rights and Service Credits While on ULA*: The unrequested leave of absence must not impair the continuing contract rights of a teacher or result in a loss of credit for previous years of service. A teacher's continuing contract must remain in full force and effect, except as modified by mutual consent of the board and the teacher. Any agreement to mutually modify continuing contract rights must be in writing and can only occur after the teacher is provided with an explanation of their rights under the continuing contract statute and an opportunity to consult with the exclusive representative. The School District agrees to provide notice to the exclusive representative of all mutual modifications of continuing contracts prior to the modifications being finalized.

K. *Annual Notification of Desire to Return:* The teacher shall be required to notify the District Human Resource Director by March 1st of each year of their continued interest in being reinstated to a position for the following fall school year. Notification will be an emailed statement requesting reinstatement from the unrequested leave of absence.

13.4. Realignment:

For purposes of placement on ULA or recall from ULA, nothing in this article, shall require the District to reassign a senior teacher to a different position for which that teacher is not qualified, as defined in 13.2 above, reassign a senior teacher to a different subject matter category to accommodate the seniority claims of a junior teacher, nor shall it require the District to assign a senior teacher to a substantially different grade level assignment to accommodate the seniority claims of a junior teacher.

13.5. Dropping of License:

A teacher shall not be permitted to exercise seniority to displace another teacher in a different licensure area by dropping the license in the subject matter in which the teacher is currently assigned by the District in order to acquire a different assignment through the ULA process. If a teacher drops the license which qualified the teacher for the teacher's current assignment, the District may place the teacher on ULA, and the teacher shall have no bumping rights nor realignment rights in another licensure area.

13.6. Reinstatement:

A. *Process:* No new teacher shall be employed by the District while any qualified teacher is on ULA in the same field and subject matter. Teachers placed on ULA shall be reinstated to the positions from which they have been given leave or any other available positions in the District in the fields in which they are qualified as such positions become available. The order of reinstatement shall be in inverse order in which teachers were placed on ULA.

B. *Notices:* When placed on ULA, a teacher must file their name, current address and email address, to which any notice of reinstatement or availability of position shall be emailed, by the District Human Resource Department. Proof of service by the person in the District sending such notice to the teacher at the last known email address shall be sufficient, and the teacher on ULA shall be responsible to provide for forwarding or updating of email and contact information. Failure of a notice to reach a teacher shall not be the responsibility of the District if any notice has been emailed as provided in this Article.

C. *Acceptance of Reemployment:* If a position becomes available for a qualified teacher on ULA, the District shall send a certified letter to the teacher and email the notice to the PAT President and the teacher. The teacher shall have ten (10) days from the date of such email notice to accept the reemployment. Failure to accept, in writing (email reply shall be deemed sufficient), within such ten (10) day period shall constitute a waiver on the part of the teacher to any further rights of employment or reinstatement, and that teacher shall forfeit any future reinstatement or employment rights. If the position is for a lesser FTE than the full

reinstatement rights provide, the teacher will retain rights to recall to full position for the full period specified in 13.6.E.

D. *Substitute Assignments:* If a teacher on the recall list is offered and accepts a substitute position, the teacher shall retain reinstatement rights to a teaching position for the period specified in 13.6.E.
E. *Reinstatement Rights:* Reinstatement rights shall automatically cease three (3) years from the date ULA was commenced, and no further rights to reinstatement shall exist unless extended by written mutual consent of the Board and the qualified teacher.

13.7. Establishment of Seniority List:

A. Preparation: The Human Resource Director shall annually cause a seniority list (by name, date of employment, qualification, and subject matter or field) to be prepared from its records by February 1 of each year. The Human Resource Department will share the seniority list with the Union President and make it available for review by teachers.
B. Request for Change: Any teacher whose name appears on the seniority list and who may disagree with the order of seniority on the list shall have ten (10) days from the date seniority list is shared with the PAT President and made available to teachers to supply written documentation, proof, and request for seniority change to the Human Resource Director or Superintendent.
C. Final List: Within ten (10) days thereafter, the District shall evaluate any and all such written communications regarding the order of seniority contained in said list and may make such changes the District deems warranted. A final seniority list shall thereupon be prepared by the District and shared with the Union. The final agreed upon seniority list shall become the official list and is binding on the District and any teacher.

13.8. Filing of Licenses:

In any year in which a reduction of teaching positions is occurring and the Board is placing teachers on ULA, only those licenses active with the Professional Licensing and Standards Board (PELSB) or other proper teacher licensing agency as of February 1 that year shall be considered for purposes of determining lay-off within areas of licensure for the following school year. A license filed after February 1 shall be considered for purposes of recall but not for the current reduction.

13.9. Effect:

This Article governs the seniority and layoff rights for teachers and does not also imply any continuing contract rights under M.S. 122A.40 that are not provided by that statute.

13.10. Resolution of Disputes:

Any challenge by a teacher who is proposed for placement on ULA or recall therefrom shall be subject to the hearing and review procedures as provided in 13.3.C of this ULA process and, therefore, shall not be subject to the grievance procedure.

ARTICLE 14 - DEFERRED COMPENSATION

14.1. Deferred Compensation Matching Program:

A. All benefit eligible teachers as defined in Article 10.2., may participate in the District's Deferred Compensation Program. The District will match the amount the teacher is contributing up to the amounts and based on years of service in the District defined in Section 14. D. Teachers hired on or after July 1, 1998 will be eligible for the District match. Teachers who receive this District deferred compensation match will not be eligible to participate in the District's former severance program (Appendix).
B. Eligible teachers 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 change.
C. The District will pay its matching share of FICA and TRA taxes as provided in Minnesota Deferred Compensation legislation until legislation changes.

D. The District will match eligible teacher contributions teacher salary schedule earnings including any Career Increments based on the schedule below:
    a. 0-2 years of service completed = up to 1.0%
    b. 3 or more years of service completed = up to 3.25%
E. 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.
F. Teachers hired prior to July 1, 1998 and who elected by June 30, 2004 can continue to participate in the Deferred Compensation program on a voluntary basis, but will not be eligible in both the Deferred Compensation and the former Severance plan. Teachers who elected to participate in this program on or before June 30, 2004 may continue with this program and cannot change back to the District's severance matching plan.

ARTICLE 15 - TEACHER EVALUATION

15.1. Evaluation:
All formal evaluations of teachers shall be conducted openly and with full knowledge of the teacher concerned by an administrator or supervisor of the District. It is understood that formal evaluations of teachers shall not be performed by a member of the appropriate unit.

15.2. Procedure:
All formal evaluations of teachers shall be in writing. Evaluations will be done in the District's online Teacher Development and Evaluation program. The teacher will review and sign online and may print a copy or access later online. In the event that the teacher feels the evaluation was incomplete or unjust, they may put their objections in writing within the system, which will be maintained as part of their evaluation and personnel file. If a paper system is used instead of online, then two (2) paper copies of the written evaluation shall be submitted to the teacher at the time of 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 teacher. The paper evaluation will be scanned and maintained within the online system. All evaluations shall be based upon valid criteria.

ARTICLE 16 - CORRECTIVE ACTION

16.1. Corrective Action:
The District recognizes the concept of progressive discipline. The purpose of the taking corrective action through progressive steps of coaching and 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 informal coaching conversations and of formal actions of: 1) oral reprimand, 2) written reprimand, 3) suspension without pay, and 4) discharge. The teacher shall be allowed representation at any stage of formal discipline. A conference between the teacher and their supervisor shall be held prior to the imposition of written reprimand, suspension without pay or discharge. 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 suspension without pay or discharge.

16.2. Grounds for Disciplinary Action:
The imposition of an oral reprimand shall not be subject to the grievance procedure. A teacher may challenge the contents of any written materials pursuant to the provisions of Minn. Stat. §122A.40, Subd. 19. A teacher shall be suspended without pay only for just cause and such action shall be subject to the grievance procedure. A teacher

who is the subject of a discharge shall be governed by Minn. Stat. §122A.40, and such action shall not be subject to the provisions of Article 16.

16.3. Subject to Arbitration:
Suspension without pay shall take effect only after written notification from the Superintendent to the teacher stating the grounds for suspension without pay. The teacher shall have the right to invoke the grievance procedures set forth in this Agreement at the arbitration level, provided written notification requesting arbitration is sent to the Superintendent within five (5) working days after receipt of the written notice of suspension without pay. The arbitrator's authority shall include a review of whether the suspension without pay, and length thereof, was appropriate considering all circumstances surrounding the action.

16.4. Suspension Without Pay:
Suspension without pay shall take effect upon receipt by the teacher 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.

16.5. 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. The suspension with pay would have the same standing in the steps of progressive discipline as if the suspension had been without pay.

16.6. Application of Suspension Without Pay:
Suspension without pay shall not apply to a teacher who is removed from duty pending investigation of allegations, which period shall be covered by a paid suspension and which shall not be subject to the grievance procedure.

ARTICLE 17 - GRIEVANCE PROCEDURE

17.1. Grievance Definition:
A "grievance" shall mean an allegation by a teacher or a group of teachers resulting from a dispute or disagreement as to the interpretation or application of any term or terms of this agreement.

17.2. Representatives:

A. The teacher or group of teachers may be represented during any step of this procedure by the association.
B. The District may be represented during any step of this procedure by it designated representative.

17.3. Purpose and Procedures:
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 a staff member and their principal or other immediate supervisor to resolve grievances informally. 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.

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 teaching schedules.

17.4. Definitions and Interpretations:

A. The term "teacher," except where otherwise indicated, is considered to apply to all members of the appropriate unit.
B. An "aggrieved teacher" or "grievant" is the teacher or teachers making the claim.
C. The time limits provided in the grievance procedure shall be strictly observed but may be extended by written 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. 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 state law.
E. 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 this event the period runs until the end of the next day which is not a Saturday, Sunday or legal holiday.
F. The filing or service of any notice or document herein shall be timely if it is personally served or if it bears a certified postmark of the United States Postal Service or a District email timestamp within the time period.
G. A form for filing of grievances shall be provided by the District (found in the back of this contract). Such forms shall be readily accessible online.
H. The District shall provide the Association with copies of all grievances, answers thereto and any other correspondence between the grievant and the District relating to the processing of a grievance.

17.5. Adjustment of Grievance, Time Limitation and Waiver:

The parties shall attempt to adjust all grievances which may arise during the course of employment of any teacher within the District in the following manner: If a teacher believes there has been a grievance, they shall discuss the matter with the responsible administrator in an attempt to arrive at a satisfactory solution. If the grievance is not resolved as a result of this meeting, the grievance shall be put in writing, setting forth the facts and the specific provisions of the agreement allegedly violated, and the particular relief sought with Human Resources.

An alleged grievance must be presented in writing as promptly as possible and within twenty (20) days of the occurrence of the act or within twenty (20) days after the teacher acquired or should have acquired, through the use of reasonable diligence, knowledge of the alleged violation. Failure to file a grievance within such period 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.

Any written grievance submitted will be with the consent of the Association. A teacher filing a written grievance without the consent of the Association will bear all costs of the grievance. Any decision on any grievance at any level without the presence of the Association will have no bearing on this Agreement, nor will it set any precedent on this Agreement, or on any future grievance so filed with the consent of the Association.

A. The parties shall attempt to adjust all grievances which may arise during the course of employment of any teacher within the District in the following manner: Informal Discussions: If a teacher believes there has been a grievance, they shall discuss the matter with the responsible administrator in an attempt to arrive at a satisfactory solution. Suppose the grievance is not resolved as a result of this meeting. In that case, the grievance shall be reduced to writing, setting forth the facts and the specific provisions of the Agreement allegedly violated, and the particular relief sought.
B. *Level I:* The written grievance, signed by the teacher involved must be presented to the responsible administrator within the time limits provided in Section 17.5. The responsible administrator shall meet with the teacher within ten (10) days after receipt of the written grievance and give a written answer to the grievance within ten (10) days of the meeting. The teacher has ten (10) days in which to either accept the answer or appeal it in writing to the next level.
C. *Level II:* If the grievance has not been resolved in Level I, it may then be processed to Level II by presenting the written grievance to the Superintendent. The Superintendent or designee shall meet within ten (10)

days after receipt of the written appeal to discuss the problem with the teacher. Within ten (10) days of the meeting, the Superintendent or designee shall submit their written answer to the grievant. The teacher 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.

D. *Level III:* If the grievance remains unresolved at Level II, it may be presented to the Board for consideration and review. The Board reserves the right to review or not to review the grievance, but must make that decision within fifteen (15) days after receipt of the written appeal. In the event the Board chooses to review a grievance, the Board or a committee thereof shall within fifteen (15) days, meet to hear the grievance. After this meeting, the Board shall have a maximum of fifteen (15) days in which to answer the grievance in writing. If the matter is not resolved at this level, the teacher has fifteen (15) days in which to either accept the answer or appeal it to arbitration by filing such appeal in the office of the Superintendent. The Board reserves the right at its own instance to review any decision under Level I or Level II of this procedure, provided the Board serves notice within fifteen (15) days after the decision is issued. In the event the Board reviews a grievance under this subdivision, the Board reserves the right to affirm, reverse or modify such decision.

E. *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 teacher 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. This shall not relieve the District of its obligation to respond in writing at each level of this procedure.

F. *Step 3 Waiver:* Provided both parties agree in writing, Section 17.5.C may be bypassed and the grievance taken directly to arbitration.

17.6. Arbitration:

A. *Procedure:* In the event that the parties 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 parties shall, within five (5) days after the request to arbitrate, attempt to agree upon the selection of an arbitrator. If no agreement on an arbitrator is reached after five (5) days, the Union may request a list of seven (7) qualified arbitrators from the Bureau of Mediation Services (BMS) within fifteen days from the request for arbitration. 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. The request shall ask that the appointment be made within ten (10) days after the receipt of said request. Failure to request an arbitrator from the Bureau of Mediation Services 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 may be represented by association representative(s) and 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 which shall be based upon substantial and competent evidence presented at the hearing. All witnesses shall be sworn upon oath by the arbitrator.

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 which 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.

ARTICLE 18 - MISCELLANEOUS

18.1. Mileage Allowance:

Mileage allowance shall be paid for authorized use of personal cars in connection with District business in an amount as determined by District policy and in accordance with IRS guidelines. Employees must submit mileage expenses monthly. Claims submitted more than 60 days after the travel date will not be reimbursed.

18.2. Excess Automobile Liability Coverage:

The District shall provide automobile liability insurance coverage for teachers, as excess to the automobile liability coverage carried by individual teachers, when their personal automobiles are used for District business.

18.3. Publication of the Agreement:

Copies of this agreement shall be posted on the District website and available to all members of the appropriate unit within thirty (30) working days after the Agreement is executed. Further, the Association may print up to fifty (50) copies of the Agreement for its use.

18.4. Shared Positions:

Teachers sharing a position, if authorized by the District, shall participate in a shared position via the provisions of Board Policy GGAC, Shared Positions, and attendant administrative procedures.

ARTICLE 19 - ECFE AND AE TEACHERS

19.1. Application:

Effective upon the execution of this agreement, the provisions of this agreement shall apply to Early Childhood Family Education teachers (ECFE) and Adult Education teachers (AE), except as otherwise provided in this Article 19.

19.2. Duty Day/Duty Year:

A. Recognizing that the ECFE and AE teachers work a nontraditional duty day and duty year, the provisions of Article 6 - The School Year, and Article 7 - The School Day, shall not be applicable except that ECFE and AE teachers will have preparation time not less than that time provided in Article 7 proportional to their duty day (i.e., 30 minutes of non-student contact time for every hour of instructional time).
B. Hours of assignment shall be flexible as prescribed by the District and assigned on a semester basis
C. Procedure for the addition and reduction of hours of assignment for ECFE and AE teachers is as follows:
    1. When the total number of hours is reduced, the reduction in hours shall be from the workload of the least senior teacher first.
    2. When the total number of hours is increased through attrition or program expansion, such increased hours will be offered in seniority order to the most senior teacher whose current assignment as an AE or ECFE teacher is less than their entitlement. The offer of additional hours may be declined and the offer will then follow in decreasing order of seniority.
    3. "Entitlement" shall mean a level of employment/assignment equal to the highest number of hours the teacher has achieved as an AE or ECFE teacher on regular assignment in this district, but shall not exceed one full time equivalent (1.0 FTE). Any increase of entitlement, not to exceed 1.0 FTE, shall be by mutual agreement of the teacher and the District.

4. An AE or ECFE teacher's measure of full-time equivalent (FTE) shall be the ratio of the hours that teacher is employed to the total hours for a 1.0 FTE during a session. Total hours for a 1.0 FTE during a session shall be the number of session days times seven and one-half (7.5) hours. Session days shall include student contact days and other days when teachers are in attendance, such as in-service days and curriculum preparation days.

19.3. Unrequested Leave of Absence and Seniority Policy:

The provisions and procedures as outlined in Article 13 - Unrequested Leave of Absence and Seniority Policy, shall generally be applicable to ECFE and AE teachers, except ECFE teachers shall have a separate seniority list consisting only of ECFE teachers, and AE teachers shall have a separate seniority list consisting only of AE teachers. Seniority rights shall exist only within the particular categories; namely, a) regular K-12 teachers; b) ECFE teachers/ECFE Collaborative teachers; and c) AE teachers. A teacher in one of the three categories shall have no seniority rights in either of the other two categories.

19.4. AE/ECFE Deferred Compensation Matching Program:

A. All AE/ECFE teachers who are employed half-time (.5 FTE) or more, based the required years of service teaching in the St. Louis Park Public District will be eligible to participate in the matching. The District will match the amount the teacher is contributing up to the amounts defined in Section 19.4.D. District contributions will be on a pro-rata basis, based on eligibility definitions in Article 10.2 (Group Insurance).
B. Eligible AE/ECFE teachers 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 change.
C. The District will pay its matching share of FICA and TRA taxes as provided in Minnesota Deferred Compensation legislation until legislation changes.
D. The District will match eligible AE/ECFE teacher contributions based on the following schedule:
    a. 0-2 years of service completed – up to $750 per school year
    b. 3 or more years of service completed - up to $1,500 per school year.
E. 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 at least annually and notify the District promptly, if the employee feels the amount contributed is incorrect, so that it can be corrected.
F. The deferred compensation program outlined in Article 14 shall not apply to AE/ECFE teachers.

19.5. Health Care Savings Plan:

AE/ECFE teachers who are employed half time or more shall be included in the Health Care Savings Plan (HCSP) outlined in Sections 10.9 (Health Care Savings Plan) on a prorated basis based on their FTE level and eligibility definitions in Article 10.2 (Group Insurance).

19.6. Health Insurance Eligibility:

For full health insurance contributions, the eligibility will be based on the FTE or average hours scheduled per day as defined in Article 10.2 (Group Insurance).

19.7. Salary:

A. ECFE teachers and AE teachers shall be compensated on an hourly basis per the following schedules:

2025-26 AE/ECFE Schedule:

Step	BA	BA+10	BA+20	MA
1	$ 34.60	$ 35.19	$ 35.78	$ 37.82
2	$ 35.19	$ 36.41	$ 37.16	$ 39.20
3	$ 35.78	$ 37.74	$ 38.54	$ 40.58
4	$ 36.79	$ 38.33	$ 39.60	$ 41.64
5	$ 38.47	$ 40.11	$ 41.45	$ 43.49
6	$ 39.90	$ 41.84	$ 43.29	$ 45.33
7	$ 40.89	$ 43.31	$ 45.18	$ 47.22
8	$ 41.29	$ 44.30	$ 46.76	$ 48.80
9	$ 43.32	$ 44.73	$ 47.74	$ 49.78
10	$ 43.32	$ 46.93	$ 48.20	$ 50.24
11	$ 43.32	$ 46.93	$ 50.57	$ 52.61
12	$ 43.32	$ 46.93	$ 50.57	$ 52.61
13	$ 43.32	$ 46.93	$ 50.57	$ 52.61
14	$ 43.32	$ 46.93	$ 50.57	$ 52.61
15	$ 44.42	$ 48.03	$ 51.67	$ 53.71
16	$ 44.42	$ 48.03	$ 51.67	$ 53.71
17	$ 44.42	$ 48.03	$ 51.67	$ 53.71
18	$ 44.42	$ 48.03	$ 51.67	$ 53.71
19	$ 44.42	$ 48.03	$ 51.67	$ 53.71
20	$ 44.67	$ 48.28	$ 51.92	$ 53.96
21	$ 44.67	$ 48.28	$ 51.92	$ 53.96
22	$ 44.67	$ 48.28	$ 51.92	$ 53.96
23	$ 44.67	$ 48.28	$ 51.92	$ 53.96
24	$ 44.67	$ 48.28	$ 51.92	$ 53.96
25	$ 45.17	$ 48.78	$ 52.42	$ 54.46
26	$ 45.17	$ 48.78	$ 52.42	$ 54.46
27	$ 45.92	$ 49.53	$ 53.17	$ 55.21
28	$ 45.92	$ 49.53	$ 53.17	$ 55.21
29	$ 45.92	$ 49.53	$ 53.17	$ 55.21
30	$ 45.92	$ 49.53	$ 53.17	$ 55.21

2026-27 AE/ECFE Schedule:

Step	BA	BA+10	BA+20	MA
1	$ 35.29	$ 35.89	$ 36.50	$ 38.58
2	$ 35.89	$ 37.14	$ 37.90	$ 39.98
3	$ 36.50	$ 38.49	$ 39.31	$ 41.39
4	$ 37.53	$ 39.10	$ 40.39	$ 42.47
5	$ 39.24	$ 40.91	$ 42.28	$ 44.36
6	$ 40.70	$ 42.68	$ 44.15	$ 46.24
7	$ 41.71	$ 44.18	$ 46.08	$ 48.16
8	$ 42.12	$ 45.18	$ 47.69	$ 49.77
9	$ 44.19	$ 45.62	$ 48.69	$ 50.77
10	$ 44.19	$ 47.87	$ 49.16	$ 51.24
11	$ 44.19	$ 47.87	$ 51.58	$ 53.66
12	$ 44.19	$ 47.87	$ 51.58	$ 53.66
13	$ 44.19	$ 47.87	$ 51.58	$ 53.66
14	$ 44.19	$ 47.87	$ 51.58	$ 53.66
15	$ 45.39	$ 49.07	$ 52.78	$ 54.86
16	$ 45.39	$ 49.07	$ 52.78	$ 54.86
17	$ 45.39	$ 49.07	$ 52.78	$ 54.86
18	$ 45.39	$ 49.07	$ 52.78	$ 54.86
19	$ 45.39	$ 49.07	$ 52.78	$ 54.86
20	$ 45.64	$ 49.32	$ 53.03	$ 55.11
21	$ 45.64	$ 49.32	$ 53.03	$ 55.11
22	$ 45.64	$ 49.32	$ 53.03	$ 55.11
23	$ 45.64	$ 49.32	$ 53.03	$ 55.11
24	$ 45.64	$ 49.32	$ 53.03	$ 55.11
25	$ 46.14	$ 49.82	$ 53.53	$ 55.61
26	$ 46.14	$ 49.82	$ 53.53	$ 55.61
27	$ 46.89	$ 50.57	$ 54.28	$ 56.36
28	$ 46.89	$ 50.57	$ 54.28	$ 56.36
29	$ 46.89	$ 50.57	$ 54.28	$ 56.36
30	$ 46.89	$ 50.57	$ 54.28	$ 56.36

ARTICLE 20 - DURATION

20.1. Term and Reopening Negotiations:

This Agreement shall remain in full force and effect for a period commencing on July 1, 2025 and remain in effect until and including June 30, 2027 thereafter as provided by P.E.L.R.A. If either party desires to modify or amend this Agreement commencing on July 1, 2025 and terminating on June 30, 2027, it shall give written notice of such intent at least ninety (90) calendar days but not more than one hundred and eighty (180) calendar days prior to the termination of this contract. Unless otherwise mutually agreed, the parties shall not commence negotiations more than 120 days prior to the expiration of this Agreement.

20.2. Effect:

This Agreement constitutes the full and completed Agreement between the District and the exclusive representative representing the teachers of the district. The provisions herein relating to terms and conditions of employment supersede any and all prior Agreements, resolutions, practices, District policies, rules or regulations concerning terms and conditions of employment inconsistent with these provisions.

20.3. 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.

20.4. 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 parties have executed this Agreement as follows:

Park Association of Teachers
6425 W. 33rd Street
St. Louis Park, MN 55426

Authorized Representative

Authorized Representative

Authorized Representative

Authorized Representative

Authorized Representative

Dated: 2.24.26

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

Chair

Clerk

Superintendent

Director of Labor Relations

Executive Director of Human Resources

Dated: 02.24.2026

SCHEDULE A - 2025-26 SALARY SCHEDULE

Step	BA	BA+10	BA+20	BA+30	BA+40	MA	MA+10	MA+20	MA+30	MA+40	PhD
1	$ 48,007	$ 48,825	$ 49,643	$ 50,735	$ 51,825	$ 54,554	$ 55,644	$ 56,735	$ 58,372	$ 60,009	$ 62,190
2	$ 48,825	$ 50,598	$ 51,553	$ 53,190	$ 54,554	$ 57,008	$ 58,099	$ 59,463	$ 61,100	$ 62,736	$ 64,919
3	$ 49,643	$ 52,371	$ 53,462	$ 55,644	$ 57,281	$ 59,463	$ 60,554	$ 62,190	$ 63,828	$ 65,464	$ 67,646
4	$ 51,052	$ 53,188	$ 54,944	$ 56,698	$ 58,452	$ 60,203	$ 63,282	$ 65,464	$ 67,646	$ 68,737	$ 70,920
5	$ 53,384	$ 55,646	$ 57,521	$ 59,385	$ 61,252	$ 63,122	$ 66,555	$ 68,192	$ 70,101	$ 72,010	$ 74,193
6	$ 55,363	$ 58,052	$ 60,061	$ 62,039	$ 64,018	$ 66,001	$ 67,982	$ 69,965	$ 71,943	$ 73,926	$ 78,012
7	$ 56,743	$ 60,086	$ 62,686	$ 64,658	$ 66,750	$ 68,835	$ 70,934	$ 73,034	$ 75,131	$ 77,229	$ 79,690
8	$ 57,287	$ 61,466	$ 64,881	$ 67,230	$ 69,451	$ 71,614	$ 73,835	$ 76,057	$ 78,278	$ 80,498	$ 83,033
9	$ 60,105	$ 62,058	$ 66,237	$ 69,579	$ 71,880	$ 74,100	$ 76,401	$ 78,701	$ 81,000	$ 83,300	$ 85,889
10	$ 60,105	$ 65,113	$ 66,876	$ 76,057	$ 78,431	$ 80,717	$ 83,082	$ 85,457	$ 87,824	$ 90,195	$ 92,863
11	$ 60,105	$ 65,113	$ 70,172	$ 80,646	$ 83,171	$ 84,363	$ 85,581	$ 88,027	$ 90,468	$ 92,911	$ 95,662
12	$ 60,105	$ 65,113	$ 70,172	$ 81,775	$ 84,335	$ 90,456	$ 93,116	$ 95,782	$ 98,442	$ 101,103	$ 104,101
13	$ 60,105	$ 65,113	$ 70,172	$ 81,775	$ 84,335	$ 90,456	$ 93,116	$ 95,782	$ 98,442	$ 101,103	$ 104,101
14	$ 60,105	$ 65,113	$ 70,172	$ 81,775	$ 84,335	$ 90,456	$ 93,116	$ 95,782	$ 98,442	$ 101,103	$ 104,101
15	$ 61,905	$ 66,913	$ 71,972	$ 83,575	$ 86,135	$ 92,256	$ 94,916	$ 97,582	$ 100,242	$ 102,903	$ 105,901
16	$ 61,905	$ 66,913	$ 71,972	$ 83,575	$ 86,135	$ 92,256	$ 94,916	$ 97,582	$ 100,242	$ 102,903	$ 105,901
17	$ 61,905	$ 66,913	$ 71,972	$ 83,575	$ 86,135	$ 92,256	$ 94,916	$ 97,582	$ 100,242	$ 102,903	$ 105,901
18	$ 61,905	$ 66,913	$ 71,972	$ 83,575	$ 86,135	$ 92,256	$ 94,916	$ 97,582	$ 100,242	$ 102,903	$ 105,901
19	$ 61,905	$ 66,913	$ 71,972	$ 83,575	$ 86,135	$ 92,256	$ 94,916	$ 97,582	$ 100,242	$ 102,903	$ 105,901
20	$ 63,805	$ 68,813	$ 73,872	$ 85,475	$ 88,035	$ 94,156	$ 96,816	$ 99,482	$ 102,142	$ 104,803	$ 107,801
21	$ 63,805	$ 68,813	$ 73,872	$ 85,475	$ 88,035	$ 94,156	$ 96,816	$ 99,482	$ 102,142	$ 104,803	$ 107,801
22	$ 63,805	$ 68,813	$ 73,872	$ 85,475	$ 88,035	$ 94,156	$ 96,816	$ 99,482	$ 102,142	$ 104,803	$ 107,801
23	$ 63,805	$ 68,813	$ 73,872	$ 85,475	$ 88,035	$ 94,156	$ 96,816	$ 99,482	$ 102,142	$ 104,803	$ 107,801
24	$ 63,805	$ 68,813	$ 73,872	$ 85,475	$ 88,035	$ 94,156	$ 96,816	$ 99,482	$ 102,142	$ 104,803	$ 107,801
25	$ 65,805	$ 70,813	$ 75,872	$ 87,475	$ 90,035	$ 96,156	$ 98,816	$ 101,482	$ 104,142	$ 106,803	$ 109,801
26	$ 65,805	$ 70,813	$ 75,872	$ 87,475	$ 90,035	$ 96,156	$ 98,816	$ 101,482	$ 104,142	$ 106,803	$ 109,801
27	$ 67,905	$ 72,913	$ 77,972	$ 89,575	$ 92,135	$ 98,256	$ 100,916	$ 103,582	$ 106,242	$ 108,903	$ 111,901
28	$ 67,905	$ 72,913	$ 77,972	$ 89,575	$ 92,135	$ 98,256	$ 100,916	$ 103,582	$ 106,242	$ 108,903	$ 111,901
29	$ 70,905	$ 75,913	$ 80,972	$ 92,575	$ 95,135	$ 101,256	$ 103,916	$ 106,582	$ 109,242	$ 111,903	$ 114,901
30	$ 70,905	$ 75,913	$ 80,972	$ 92,575	$ 95,135	$ 101,256	$ 103,916	$ 106,582	$ 109,242	$ 111,903	$ 114,901

SCHEDULE B - 2026-27 SALARY SCHEDULE

Step	BA	BA+10	BA+20	BA+30	BA+40	MA	MA+10	MA+20	MA+30	MA+40	PhD
1	$ 48,967	$ 49,802	$ 50,636	$ 51,749	$ 52,862	$ 55,645	$ 56,757	$ 57,870	$ 59,539	$ 61,209	$ 63,434
2	$ 49,802	$ 51,610	$ 52,584	$ 54,254	$ 55,645	$ 58,148	$ 59,261	$ 60,652	$ 62,322	$ 63,991	$ 66,217
3	$ 50,636	$ 53,418	$ 54,532	$ 56,757	$ 58,427	$ 60,652	$ 61,765	$ 63,434	$ 65,104	$ 66,773	$ 68,999
4	$ 52,073	$ 54,252	$ 56,043	$ 57,832	$ 59,621	$ 61,408	$ 64,547	$ 66,773	$ 68,999	$ 70,112	$ 72,338
5	$ 54,451	$ 56,759	$ 58,671	$ 60,573	$ 62,477	$ 64,384	$ 67,886	$ 69,556	$ 71,503	$ 73,450	$ 75,677
6	$ 56,470	$ 59,213	$ 61,262	$ 63,280	$ 65,299	$ 67,321	$ 69,342	$ 71,364	$ 73,381	$ 75,404	$ 79,572
7	$ 57,877	$ 61,288	$ 63,940	$ 65,951	$ 68,085	$ 70,211	$ 72,353	$ 74,495	$ 76,634	$ 78,774	$ 81,283
8	$ 58,433	$ 62,696	$ 66,179	$ 68,575	$ 70,840	$ 73,046	$ 75,311	$ 77,578	$ 79,843	$ 82,108	$ 84,694
9	$ 61,307	$ 63,299	$ 67,561	$ 70,971	$ 73,318	$ 75,582	$ 77,929	$ 80,275	$ 82,620	$ 84,966	$ 87,607
10	$ 61,307	$ 66,415	$ 68,214	$ 77,578	$ 79,999	$ 82,331	$ 84,744	$ 87,166	$ 89,581	$ 91,998	$ 94,720
11	$ 61,307	$ 66,415	$ 71,575	$ 82,259	$ 84,834	$ 86,050	$ 87,293	$ 89,788	$ 92,277	$ 94,769	$ 97,575
12	$ 61,307	$ 66,415	$ 71,575	$ 83,411	$ 86,021	$ 92,265	$ 94,978	$ 97,698	$ 100,411	$ 103,125	$ 106,183
13	$ 61,307	$ 66,415	$ 71,575	$ 83,411	$ 86,021	$ 92,265	$ 94,978	$ 97,698	$ 100,411	$ 103,125	$ 106,183
14	$ 61,307	$ 66,415	$ 71,575	$ 83,411	$ 86,021	$ 92,265	$ 94,978	$ 97,698	$ 100,411	$ 103,125	$ 106,183
15	$ 63,307	$ 68,415	$ 73,575	$ 85,411	$ 88,021	$ 94,265	$ 96,978	$ 99,698	$ 102,411	$ 105,125	$ 108,183
16	$ 63,307	$ 68,415	$ 73,575	$ 85,411	$ 88,021	$ 94,265	$ 96,978	$ 99,698	$ 102,411	$ 105,125	$ 108,183
17	$ 63,307	$ 68,415	$ 73,575	$ 85,411	$ 88,021	$ 94,265	$ 96,978	$ 99,698	$ 102,411	$ 105,125	$ 108,183
18	$ 63,307	$ 68,415	$ 73,575	$ 85,411	$ 88,021	$ 94,265	$ 96,978	$ 99,698	$ 102,411	$ 105,125	$ 108,183
19	$ 63,307	$ 68,415	$ 73,575	$ 85,411	$ 88,021	$ 94,265	$ 96,978	$ 99,698	$ 102,411	$ 105,125	$ 108,183
20	$ 65,407	$ 70,515	$ 75,675	$ 87,511	$ 90,121	$ 96,365	$ 99,078	$ 101,798	$ 104,511	$ 107,225	$ 110,283
21	$ 65,407	$ 70,515	$ 75,675	$ 87,511	$ 90,121	$ 96,365	$ 99,078	$ 101,798	$ 104,511	$ 107,225	$ 110,283
22	$ 65,407	$ 70,515	$ 75,675	$ 87,511	$ 90,121	$ 96,365	$ 99,078	$ 101,798	$ 104,511	$ 107,225	$ 110,283
23	$ 65,407	$ 70,515	$ 75,675	$ 87,511	$ 90,121	$ 96,365	$ 99,078	$ 101,798	$ 104,511	$ 107,225	$ 110,283
24	$ 65,407	$ 70,515	$ 75,675	$ 87,511	$ 90,121	$ 96,365	$ 99,078	$ 101,798	$ 104,511	$ 107,225	$ 110,283
25	$ 67,607	$ 72,715	$ 77,875	$ 89,711	$ 92,321	$ 98,565	$ 101,278	$ 103,998	$ 106,711	$ 109,425	$ 112,483
26	$ 67,607	$ 72,715	$ 77,875	$ 89,711	$ 92,321	$ 98,565	$ 101,278	$ 103,998	$ 106,711	$ 109,425	$ 112,483
27	$ 69,907	$ 75,015	$ 80,175	$ 92,011	$ 94,621	$ 100,865	$ 103,578	$ 106,298	$ 109,011	$ 111,725	$ 114,783
28	$ 69,907	$ 75,015	$ 80,175	$ 92,011	$ 94,621	$ 100,865	$ 103,578	$ 106,298	$ 109,011	$ 111,725	$ 114,783
29	$ 72,907	$ 78,015	$ 83,175	$ 95,011	$ 97,621	$ 103,865	$ 106,578	$ 109,298	$ 112,011	$ 114,725	$ 117,783
30	$ 72,907	$ 78,015	$ 83,175	$ 95,011	$ 97,621	$ 103,865	$ 106,578	$ 109,298	$ 112,011	$ 114,725	$ 117,783

CAREER INCREMENTS-for Schedules A & B:

The basic salary schedule shall be considered Steps 1-12. Teachers will be placed on the main salary schedule in accordance with the initial step placement process in Article 8.4. In recognition for additional completed years of service beyond Step 12, teachers will continue to receive step movement in accordance with Article 8.2 Rates of Pay through the Career Increment section of Schedule A and Schedule B up through the CI Step 29 Increment.

After fourteen (14) years of experience credit (including outside experience granted as part of the initial salary placement process) a teacher shall qualify for a career increment of $1,800 above the teacher's scheduled Step 12 salary.

After nineteen (19) years of experience credit, a teacher shall qualify for an additional career increment of $1,900 above the teacher's scheduled salary ($3,300 total above Step 12).

After twenty-four (24) years of experience credit, a teacher shall qualify for an additional career increment of $2,000 above the teacher's scheduled salary ($5,100 total above Step 12).

After twenty-six (26) years of experience credit, a teacher shall receive an additional career increment of $2,100 above the teacher’s scheduled salary ($7,000 above Step 12).

After twenty-eight (28) years of experience credit, a teacher shall receive an additional career increment of $3,000 above the teacher’s scheduled salary ($10,000 above Step 12).

All career increments shall be cumulative and added to the base salary on the salary schedule. The Career Increments (CI15, CI20, CI25 and CI27, CI29) are displayed in relation to the main salary schedule steps 1-12 in Schedule A and B above.

SCHEDULE C-1 - 2025-2027 MISCELLANEOUS SALARY SCHEDULE

Miscellaneous Rates:

Assignment/Stipend	2025-2026	2026-2027
Extended Employment (per hour)	$ 35.00	$ 36.40
Required Training Daily Rate (per Day beyond 185 duty days)	$ 159	$ 165

SCHEDULE C-2 - 2025-2027 DEPARTMENT/ACTIVITIES SALARY SCHEDULE

Department/Miscellaneous Assignments:

Assignment/Stipend	2025-2026	2026-2027	Allocation
BOLT-Building Operation Leadership Team	$ 980	$ 1,019	20
PLT- Pedagogical Leadership Team	$ 1,961	$ 2,039	40
Department Head 1.00 - 5.99 FTE	$ 2,451	$ 2,549	25
Department Head 6.00 - 12.99 FTE	1 Period per day	1 Period per day	
Department Head 13.00 + FTE	2 Period per day	2 Period per day	
Chemical Safety Officer	$ 1,300	$1,352	2
Auditorium Supervisor	$ 2,261	$ 2,351	2
Assessment Coordinator	$ 2,208	$ 2,296	6

* Rate applies at commencement of duties in August

** One period of release shall mean not more than fifty (50) minutes per day depending upon individual building daily schedules.

*** Guidelines for assignment of elementary chairpersons and elementary grade level chairs:

- 1-5.99 classroom FTEs at a grade level = 1 grade level chair;
- 6+ classroom FTEs at a grade level = 2 grade level chairs;
- two non-special education specialists (e.g. media, reading intervention, etc.) per building:
  - one for NSES that serves all students
  - one for NSES that serves students based on need
- one chairperson per building for special education

Elementary School Activities:

Assignment/Stipend	2025-2026	2026-2027	Allocation
Vocal Concerts	$ 220	$ 229	6
Instrumental Concerts	$ 220	$ 229	10
Student Council	$ 758	$ 788	4
Club or Building Activity	$ 758	$ 788	12

Middle School Activities:

Assignment/Stipend	2025-2026	2026-2027	Allocation
MS Band Director	$ 441	$ 459	3
MS Orchestra Director	$ 441	$ 459	3
MS Vocal Director	$ 441	$ 459	3
MS World Drumming	$ 441	$ 459	1
Technical Director	$ 669	$ 696	1
Newspaper Advisor	$ 1,291	$ 1,343	1
Yearbook Advisor	$ 910	$ 946	1
Club Sponsor A	$ 835	$ 868	4
Club Sponsor B	$ 669	$ 696	12

High School Activities:

High School Activity	2025-2026	2026-2027	Allocation
Winter Play Director	$ 4,415	$ 4,592	1
Winter Play Assistant	$ 2,208	$ 2,296	1
Spring Play Director	$ 4,415	$ 4,592	1
Spring Play Assistant	$ 2,208	$ 2,296	1
Head Director	$ 5,518	$ 5,739	1
Music Production Assistant	$ 2,932	$ 3,049	4
Concert Band Director	$ 669	$ 696	1
Pep Band Director	$ 4,032	$ 4,193	1
Freshman Band Dir.	$ 498	$ 518	1
Orchestra Director	$ 669	$ 696	1
Vocal Director	$ 2,590	$ 2,694	1
Jazz Ensemble Director	$ 669	$ 696	1
Debate Director	$ 3,877	$ 4,032	1
Debate Assistant	$ 2,590	$ 2,694	1
Speech Director	$ 4,032	$ 4,193	1
Speech Assistant	$ 2,590	$ 2,694	1
Math Team Advisor	$ 2,590	$ 2,694	1
Math Team Assistant	$ 1,706	$ 1,774	1
SOAR Advisor	$ 1,300	$ 1,352	1
Club Finances	$ 4,032	$ 4,193	1
Student Council	$ 5,208	$ 5,416	1
Special Event Sound	$ 2,590	$ 2,694	1
Newspaper Advisor	$ 5,208	$ 5,416	1
Yearbook Advisor	$ 5,208	$ 5,416	1
Robotics	$ 4,415	$ 4,592	1
eSports	$ 4,415	$ 4,592	1
Club Sponsors	$ 835	$ 868	10
DECA Coordinator	$ 5,208	$ 5,416	1
Park Tech	$ 817	$ 850	3
Parking Attendant	$ 1,500	$ 1,560	2
Art and Tech Advisor	$ 835	$ 868	2

SCHEDULE C-3 - 2025-2027 ATHLETICS SALARY SCHEDULE

Middle School Athletics:

Athletics Programs	Number of Coaches			2025-2026	2026-2027
	Joint	Girls	Boys		
Intramural Director (per year)	1			$3,907	$4,063
Equipment Manager (per year)		1	1	$4,266	$4,437
Basketball					
Basketball (6-8) Head		2	2	$3,089	$3,213
Basketball (6-8) Assistant		3	3	$2,737	$2,846
Cross Country					
Cross Country (6-8) Head	1			$3,089	$3,213
Cross Country (6-8) Assistant	1			$2,737	$2,846
Football					
Football (6-8) Head			2	$3,089	$3,213
Football (6-8) Assistant			5	$2,737	$2,846
Golf					
Golf	1			$2,129	$2,214
Lacrosse					
Lacrosse (6-8) Head		1		$3,089	$3,213
Lacrosse (6-8) Assistant		1		$2,737	$2,846
Golf					
Soccer (6-8) Head		1	1	$3,089	$3,213
Soccer (6-8) Assistant		1	1	$2,737	$2,846
Softball					
Softball (6-8) Head		1		$3,089	$3,213
Softball (6-8) Assistant		1		$2,737	$2,846
Swimming					
Swimming (6-8) Head			1	$3,089	$3,213
Swimming (6-8) Assistant			1	$2,737	$2,846
Tennis					
Tennis (6-8) Head		1	1	$3,089	$3,213
Tennis (6-8) Assistant		2	2	$2,737	$2,846
Track					
Track (6-8) Head		1	1	$3,089	$3,213
Track (6-8) Assistant		1	1	$2,737	$2,846
Volleyball					
Volleyball (6-8) Head		1		$3,089	$3,213
Volleyball (6-8) Assistant		1		$2,737	$2,846

High School Athletics:

Athletics Programs	Number of Coaches			2025-2026	2026-2027
	Joint	Girls	Boys		
Athletic Coordinator	1			$4,782	$4,973
Athletic Trainer	1			$6,755	$7,025
Baseball					
Baseball, Head			1	$5,742	$5,972
Baseball Assistant			4	$4,310	$4,482
Basketball					
Basketball, Head		1	1	$6,755	$7,025
Basketball Assistant		2	2	$5,069	$5,272
Basketball 9th Grade		2	2	$3,378	$3,513
Cross Country					
Cross Country, Head	1			$5,742	$5,972
Cross Country Assistant	3			$4,310	$4,482
Football					
Football, Head			1	$6,755	$7,025
Football Assistant			7	$5,069	$5,272
Football 9th – Head			1	$5,069	$5,272
Football 9th - Assistant			2	$3,042	$3,164
Golf					
Golf, Head		1	1	$5,380	$5,595
Golf Assistant		1	1	$4,034	$4,195
Gymnastics					
Gymnastics, Head		1		$5,742	$5,972
Gymnastics Assistant		2		$4,310	$4,482
Hockey					
Hockey, Head		1	1	$6,755	$7,025
Hockey Assistant		2	4	$5,069	$5,272
Skiing					
Skiing X-C, Head	1			$5,742	$5,972
Skiing X-C Assistant	3			$4,310	$4,482
Soccer					
Soccer, Head		1	1	$5,742	$5,972
Soccer Assistant		4	5	$4,310	$4,482
Softball					
Softball, Head		1		$5,742	$5,972
Softball Assistant		3		$4,310	$4,482
Swimming					
Swimming, Head		1	1	$5,742	$5,972
Swimming Assistant		1	1	$4,310	$4,482
Syn. Swimming, Head		1		$5,742	$5,972

Syn. Swimming Assistant		3		$4,310	$4,482
Tennis					
Tennis, Head		1	1	$5,380	$5,595
Tennis Assistant		1	1	$4,034	$4,195
Track					
Track, Head		1	1	$5,742	$5,972
Track Assistant	2	2	2	$4,310	$4,482
Volleyball					
Volleyball, Head		1		$5,742	$5,972
Volleyball Assistant		2		$4,310	$4,482
Volleyball 9th Grade		2		$2,871	$2,986
Lacrosse					
Lacrosse, Head		1	1	$5,380	$5,595
Lacrosse Assistant		2	2	$4,034	$4,195
Strength and Conditioning					
Strength & Conditioning, Head		1	1	$5,380	$5,595
Strength & Conditioning, Assistant		2	2	$2,871	$2,986

Schedule C Stipend Allocation and Assignment Authority:
The supervising administrator shall have the discretion to assign, combine, or divide Schedule C stipends among one or more coaches and/or activities, as operational needs require. The supervising administrator shall be responsible for providing timely written notice to Human Resources of all Schedule C assignments, including any combination or division of assignments or stipends. Such notice shall specify the individuals assigned, the applicable activities, and the method of allocation, including detailed calculations reflecting the portion of the stipend payable to each individual.

APPENDIX A: GRIEVANCE FORM

PARK ASSOCIATION OF TEACHERS
GRIEVANCE REPORT FORM
St. Louis Park Public Schools

Name: _____ **Building:** _____

Date Grievance Occurred: _____

Statement of Facts:

Specific Provisions of Agreement Allegedly Violated:

Particular Relief Sought:

_____

Signature of Grievant **Date**

APPENDIX B–CONTRACT PROVISIONS APPLY TO ACTIVE TEACHERS HIRED BEFORE SPECIFIED DATES

FORMER ARTICLE 8 - Section 9 Annuity Plan

A8.9. Tax-Sheltered Annuity (Applies to teachers hired prior to July 1, 1998):

The District shall participate in a matching tax-sheltered annuity program for all regularly employed teachers who are compensated on the basic salary schedule and employed one-half (1/2) time or more and who became employed in the District prior to July 1, 1998. The amount contributed by the District shall match the teacher's contribution, but such contribution shall not exceed one and one-half percent (1-1/2%) of the teacher's basic contract salary.

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 at least annually and notify the District promptly if the employee feels the amount contributed is incorrect, so that it can be corrected.

FORMER ARTICLE 14 - SEVERANCE PAY

A14.1. Eligibility (Applies to teachers hired prior to July 1, 1998) Also see the 2015 MOA on Teacher Severance Options for specific application:

Subject to M.S. §465.72, teachers who have completed at least fifteen (15) years of experience credit within the District, and who are at least fifty-five (55) years of age, or teachers, regardless of age, who have completed at least twenty-five (25) years of teaching credit with the Minnesota State Teachers Retirement Association, at least fifteen (15) of which involve service in the St. Louis Park District and were hired prior to July 1, 1998, shall be eligible for severance benefits, pursuant to the provisions of Article 14, upon submission of a written resignation accepted by the Board. Severance benefits shall not be granted to any teacher who is discharged for cause by the District. To be eligible for the benefits of Article 14, a teacher must be regularly employed at least one-half (1/2) time and compensated on the basic salary schedule.

A14.2. Number of Days:

A. An eligible teacher, upon severance, shall elect to have their severance pay based on one of the two following options:

   Option A: The teacher shall receive an amount representing 100 days' pay. In addition to the 100 days' pay, the teacher shall receive the amount obtained by multiplying the teacher's daily rate of pay by one-half (1/2) times their number of unused sick leave days, but in any event, not to exceed the number of days in the basic duty year, minus 100.

   -Or-

   Option B: The teacher shall receive an amount represented by multiplying the teacher's daily rate of pay times the number of accumulated unused leave days, such number of unused leave days not to exceed the number of days in the basic duty year.

B. In order to be eligible to receive severance benefits, the teacher must submit a letter indicating a choice of Option A or Option B. The letter must be submitted to the Executive Director of Human Resources prior to reaching age 55 or 15 full years of service, whichever occurs first. This election shall be irrevocable and will be paid according to the terms of Article 14. If a teacher fails to exercise a choice of options as provided in Subdivision 1 hereof within the time limits as provided, the teacher shall be deemed to have selected Option B.

A14.3. Daily Rate of Pay:
In applying these provisions, a teacher's daily rate of pay shall be the daily rate at the time of severance, as provided in the basic salary schedule for the regular school year, and shall not include any additional compensation for extracurricular activities, extended employment or other extra compensation.

A14.4. Payment:
The District shall provide payment equal to the value of the employee's severance pay directly into the employee's 403b custodial account or other tax-sheltered provision of the Internal Revenue Code, and employees will no longer receive any direct payment from the District for severance pay as provided in Article 14 of the collective bargaining agreement for any employee eligible for tax-sheltering of such funds pursuant to Minn. Stat. § 356.24 and the Internal Revenue Code.

The District's annual contribution into the employee's Traditional 403b custodial account or other tax-sheltered provision pursuant to Minn. Stat. § 356.24 and provisions of the Internal Revenue Code shall not exceed the annual IRS contribution limit for such contributions. No part of the severance payment will be made to a Roth 403b plan or other plan requiring the payment of additional payroll deductions, such as, FICA, TRA, PERA, etc.. If any part of the severance pay due to the employee exceeds the IRS contribution limits for a given year, any such amount shall be paid to an account on behalf of the employee for a health care savings plan as agreed upon by the District and the exclusive Representative for such plans pursuant to the provisions of Minn. Stat. § 356.24, consistent with IRS limitations and consistent with the payment schedule as provided in Article 14 of the collective bargaining agreement.

A14.5. Limitations:
Notwithstanding any other provisions of Article 14, the District's maximum obligation under Article 14 for members of the bargaining unit shall not exceed the sum of $475,000.00 or 5 years from the teachers' date of retirement in either of the two fiscal years covered by the terms of this Agreement.

In the event that applications of eligible teachers submitted pursuant to Article 14 would otherwise constitute a liability to the District in excess of the limitations as contained in Section 14.5., the amount each teacher would be eligible to receive under the terms of Article 14 shall be reduced to a proportionate share of the District's annual liability. However, those teachers, if any, receiving a reduced proportionate share in one fiscal year will have priority to receive the reduced amount in the following fiscal year prior to any teachers resigning and eligible in the subsequent year.

Any proration of benefits required by Section 14.5. shall be made on the basis of eligible teacher applications as submitted by March 1 of the school year at the end of which severance is to take place.

All reference to dollar amounts as contained in Article 14 shall refer to accrued liability of the District and implementation of the dollar amount limitation shall not be affected by payment schedules.

A14.6. Application:
Eligible teachers shall receive the benefits of Article 14 in the following order:

A. Teachers who submit a written statement of intent to resign on or before February 1 and a written resignation on or before March 1 of the year in which severance is to take place shall be first in eligibility.
B. In the event that a teacher resigns after March 1 and the resignation is caused by an emergency not reasonably foreseeable by the teacher, as determined by the District, such teacher shall be eligible for the benefits of Article 14 similarly to those in Section 14.6.1. if the limitation in Section 14.5.1. hereof has not been exceeded.
C. Teachers who do not meet the February 1 deadline but do meet the March 1 resignation deadline shall be second in eligibility. They shall receive full benefits if the dollar limitation in Section 14.5.1. has not been exceeded by the teachers in Section 14.6.1. or 14.6.2.

D. Teachers who do not meet the March 1 deadline but do resign before the 4th Monday in July shall be third in eligibility. They shall receive full benefits if the dollar limitation in Section 14.5.1. has not been exceeded by the teachers in Section 14.1., 14.2. or 14.3.
E. Teachers who resign after the 4th Monday in July shall be eligible for the benefits of Article 14 along with teachers who resign and are eligible in the following school year.
F. If a teacher becomes disabled and eligible for long-term disability after submitting a resignation pursuant to the March 1 date, but prior to the end of the school year, the teacher has the right to withdraw said resignation, up until the last duty day of the school year.

A14.7. Teachers hired on or after July 1, 1998:

A teacher hired after July 1, 1998 will not receive the 1 1/2 % TSA (Tax-Sheltered Annuity) matching contribution from the District, but will be eligible for the Deferred Compensation plan under Article 14.1 of the contract.

Note: The provisions of this Severance plan are modified and applied as specified in the 2015 MOA on Teacher Severance Options. This MOA resolves the questions on how the above severance language is to be applied to categories of teachers involved.

APPENDIX C: MINNESOTA EARNED SICK AND SAFE TIME EMPLOYEE NOTICE

DEPARTMENT OF LABOR AND INDUSTRY

Employees in Minnesota are entitled to earned sick and safe time, a form of paid leave. Employees must accrue at least one hour of earned sick and safe time for every 30 hours they work, up to at least 48 hours in a year. As a regular employee working at least four hours per day or more, the earned sick leave plan in your employee agreement is more generous than required in Minnesota Statutes § 181.9447, subdivision 9 and incorporates the definitions of time off under the statute. If you are a temporary employee or an employee who is scheduled to work less than four hours per day, then you will receive the earned sick and safe leave of one hour of earned sick and safe time for every 30 hours they work, up to at least 48 hours in a year as specified in Minnesota Statutes § 181.9447, subdivision 9. A year for purposes of the employee's earned sick and safe time accrual is: July 1st to June 30th each year.

The earned sick and safe time hours the employee has available, as well as those that have been used in the most recent pay period, must be indicated on the employee's earnings statement that they receive at the end of each pay period. Earned sick and safe time must be paid at the same hourly rate employees earn from employment. Employees are not required to seek or find a replacement for their shift to use earned sick and safe time. They may use earned sick and safe time for all or part of a shift, depending on their need.

Earned sick and safe time can be used for:

- an employee's mental or physical illness, treatment or preventive care;
- the mental or physical illness, treatment or preventive care of an employee's family member;
- absence due to domestic abuse, sexual assault or stalking of an employee or their family member;
- closure of an employee's workplace due to weather or public emergency or closure of their family member's school or care facility due to weather or public emergency; and
- when determined by a health authority or health care professional that an employee or their family member is at risk of infecting others with a communicable disease.
- to make arrangements for or attend funeral services or a memorial or address financial or legal matters that arise after the death of a family member.

Notifying employer, documentation

An employer can require their employees to provide up to seven days of advance notice when possible (for example, when an employee has a medical appointment scheduled in advance) before using sick and safe time. An employer can also require their employees to provide certain documentation regarding the reason for their use of earned sick and safe time if they use it for more than two consecutive scheduled workdays.

For regular full and part-time employees scheduled at least four hours per day or more, you should refer to your employee agreement about reporting sick time off. In general, you should report your time off using the district's online time off reporting system. If an employee plans to use earned sick and safe time for an appointment, preventive care or another permissible reason they know of in advance, they should enter that time off request in the online time off system as far in advance as possible, but at least two days in advance. In situations where an employee cannot provide advance notice, the employee should, should report that absence as soon as possible and before the start of your shift if possible.

For temporary employees who typically work less than four hours per day or casual employees who do not work five days per week on a regular basis, if you need to request time off you should notify your supervisor to record the time off as far in advance as possible. If a temporary employee plans to use earned sick and safe time for an appointment, preventive care or another permissible reason they know of in advance, they should notify their supervisor as far in advance as possible, but at least two days in advance. In situations where a temporary employee cannot provide

advance notice, the employee should, should report that absence to their supervisor as soon as possible and before the start of the shift that day, if possible.

Retaliation, right to file complaint

It is against the law for an employer to retaliate, or to take negative action, against an employee for using or requesting earned sick and safe time or otherwise exercising their earned sick and safe time rights under the law. If an employee believes they have been retaliated against or improperly denied earned sick and safe time, they can file a complaint with the Minnesota Department of Labor and Industry. They can also file a civil action in court for earned sick and safe time violations.

For more information

Contact the Minnesota Department of Labor and Industry's Labor Standards Division at 651-284-5075 or esst.dli@state.mn.us or visit the department's earned sick and safe time webpage at sickleave.mn.gov

This document contains important information about your employment. Check the box at the left and give it to Human Resources or your supervisor to receive the information in this language.

	Spanish/Español	Este documento contiene información importante sobre su empleo. Marque la casilla a la izquierda para recibir esta información en este idioma.
	Hmong/Hmoob	Daim ntawv no muaj cov xov tseem ceeb hais txog thaum koj ua hauj lwm. Khij lub npauv ntawm sab laug yog koj xav tau cov xov tseem ceeb no txhais ua lus Hmoob.
	Vietnamese/Việt ngữ	Tài liệu này chứa thông tin quan trọng về việc làm của quý vị. Đánh dấu vào ô bên trái để nhận thông tin này bằng Việt ngữ.
	Simp. Chinese/簡体中文	本文件包含与您的雇用相关的重要信息。勾选左边的方框将接收以这种语言提供的信息。
	Russian/русский	Данный документ содержит важную информацию о вашем трудоустройстве. Отметьте галочкой квадрат слева для получения этой информации на данном языке.
	Somali/Soomaali	Dukumentigan waxaa ku qoran macluumaad muhiim ah oo ku saabsan shaqadaada. Calaamadi sanduuqan haddii aad rabto inaad macluumaadkan ku hesho luqaddan.
	Laotian/ພາສາລາວ	ເອກະສານນີ້ມີຂໍ້ມູນທີ່ສຳຄັນກ່ຽວກັບການຈ້າງງານຂອງທ່ານ. ກວດເບິ່ງກ່ອງທີ່ຢູ່ເບື້ອງຊ້າຍເພື່ອຮັບຂໍ້ມູນນີ້ໃນພາສານີ້.
	Korean/한국어	이 문서에는 귀하의 고용 형태에 관련된 중요한 정보가 담겨있습니다. 이 언어로 이 정보를 받기를 원하시면 왼쪽 상자에 체크하여 주세요.
	Tagalog/Tagalog	Ang dokumentong ito ay nagtataglay ng mahalagang impormasyon tungkol sa iyong pagtatrabaho. Lagyan ng tsek ang kahon sa kaliwa upang matanggap ang impormasyong ito sa wikang ito.
	Oromo/Oromoo	Waraqaan kun waayee hojii keetii odeeffannoo barbaachisoo ta'an qabatee jira. Saaxinnii karaa bitaatti argamu kana irratti mallattoo godhi yoo afaan Kanaan barreeffama argachuu barbaadde.
	Amharic/አማርኛ	ይህ ዶኩመንት አቀጣጠሮን በሚመለከት አስፈላጊ መረጃ የያዘ ነው። ይህንን ዶኩመንት በስተግራ በኩል ባለው ቋንቋ ተተርጉሞ እንዲሰጦት ከፈለጉ በዛው በስተግራ በኩል ባለው ሳጥን ውስጥ ምልክት ያድርጉ።
	Karen / ကညီကျိာ်	လာ်ာတီလာ်ာမီတခါးခံးဟာ်ယာ်တာ်ဂ့ာ်တာ်ကျိုးအကါးခိဉ်လ၊းအဘဉ်ယးဒီးနတာ်ဖံးတာ်မ၊နွဉ်လီ၊. တိ၊နိဉ်တာ်ဒး၊လ၊းအခွဉ်တကပ၊လ၊တာ်ကဒိးန္ဉ်တာ်ဂ့ာ်တာ်ကျိုလ၊းကျိာ်တခါးခံးအဂီၤတက့ာ်.
	Arabic/ العربية	يحتوي هذا المستند على معلومات مهمة حول عملك. ضع علامة في المربع على اليمين للحصول على هذه المعلومات في هذه اللغة.

MEMORANDA AND ADDITIONAL INFORMATION

For information, this section includes the following MOA and MOU that are concurrent with this contract.

1. **MOA-ATPPS 2025-2027**
2. **MOA-LETRS Training Incentive 2025-2027**
3. **MOA-Middle School Lunchroom Supervision 2025-2027**
4. **MOA-Minnesota Teacher of the Year 2026-2027**
5. **MOA-Secondary Department Heads 2026-2027**
6. **MOA-Special Education Teacher Mentor 2025-2027**
7. **MOA-Teacher of Record for Online Learning 2026-2027**
8. **MOA-University of Minnesota NXT GEN Teacher Apprenticeship 2026-2028**
9. **MOU-Class Size and Caseload Committee 2025-2027**
10. **MOU-Elementary Schedule 2025-2026**
11. **MOU-Elementary Schedule 2026-2027**
12. **MOU-Intermittent Leave for Bonding- Minnesota Paid Leave 2025-2027**
13. **MOU-Secondary Block Schedule 2026-2027**
14. **MOU-Secondary Teacher Schedule 2025-2028**
15. **MOU-Teacher and Student Safety 2025-2027**

St. Louis Park Public Schools

Park Association of Teachers St. Louis Park

MEMORANDUM OF AGREEMENT
BETWEEN
THE PARK ASSOCIATION OF TEACHERS
AND
SAINT LOUIS PARK SCHOOLS
ATPPS-TEACHER PROFESSIONAL PAY SYSTEM AGREEMENT 2025 -2027

This Agreement is entered into pursuant to Minn. Stat. ¤ 122A.414 and the Public Employment Labor Relations Act (PELRA) of 1971, as amended, Minn. Stat. ¤ 179A.01, et seq., by and between Independent School District No. 283, St. Louis Park, Minnesota (hereinafter "District") as the public employer under the PELRA and the Park Association of Teachers (hereinafter "PAT") as the exclusive representative of teachers employed by the District under the PELRA, for the purpose of fully implementing the St. Louis Park Alternative Teacher Professional Pay System (hereinafter "SLPATPPS").

The terms of this Agreement are as follows:

ARTICLE I. AUTHORITY

Section 1. Laws: This Agreement has been negotiated pursuant to and in compliance with the provisions of Minn. Statutes 122A.414, 122A.4144 and 179A.01 et seq. The statutory authority specifically includes an exception to the PELRA in the form of an optional right to re-open negotiations regarding only the SLPATPPS.

Section 2. Informational Summary:

Subd. 1. What is ATPPS:

A bi-partisan legislative initiative to encourage reform in the professional pay system for teachers.

A system which is based on:

- Professional development
- Continuous improvement
- Collegial support
- Teacher leadership
- Opportunities for additional compensation
- Relevant, meaningful collegial evaluation system

A system which incorporates many aspects of our current program:

- Data driven decision-making
- School improvement plans
- Team and individual teacher goal setting
- Professional development determined by site teams
- Site-based instructional leadership teams (BILTeam at secondary sites and PLT and BOLT at elementary sites)

- Emphasis on student growth
- Commitment to continuous improvement

Subd. 2. What ATPPS is not:

- It is not merit pay – eligibility for compensation increases is determined by teachers working in grade level, department or job alike teams and establishing meaningful goals.
- It is not subject to quotas (compensation increase is available to all members of our bargaining unit i.e. teachers, deans, nurses, school psychologists and social workers).
- It is not competitive.
- It is not a pay system which is based on all students reaching a specific level of performance.

ARTICLE II. SCOPE OF AGREEMENT

Section 1. Effect:
This Agreement supersedes and replaces any salary or other provision of the PELRA Master Agreement that may currently be in effect between the District and PAT that is inconsistent with any provision of this Agreement, subject to the contingencies specified in this Article.

Section 2. Contingency:

Subd. 1. Effect of Contingencies: In the event that any contingency specified in this Section is not met, then this Agreement will have no force or effect and the terms and conditions of employment of the teachers employed by the District will be governed by the PELRA Master Agreement then in effect. Provided, however, that either party may re-open negotiations for the SLPATPPS agreement as permitted under law in an effort to cure any cause that has nullified this Agreement.

Subd. 2. MDE Approval: This Agreement was originally approved by the Minnesota Department of Education for the 2006-2007 school year and must be continually reapproved each year through acceptance of plan updates in Section 3 that become part of this agreement.

Subd. 3. Ratification: This Agreement is contingent upon by PAT and by the School Board.

Subd. 4. Continuing Revenue: This Agreement is contingent upon the initial and continuing receipt of revenue based upon at least two hundred and sixty dollars ($260.00) per pupil as specified in M.S. 122A.415, Subd.1 (2017).

Section 3. Notice of Amendments ("Escape Clause"):

In the event that the parties amend this Agreement, the Minnesota Department of Education must be apprised of the amendment(s). In the event that the MDE asserts that any amendment is illegal and that revenue for the SLPATPPS will be suspended, withheld, terminated or otherwise reduced, then this Agreement may be terminated effective with the date of the MDE's decisions regarding changes in revenue by either party giving written notice to the other party at its official business address.

Section 4. Budget Review:
The PAT President or his/her/they designee and District Superintendent or his/her/they designee will periodically meet (typically at least twice per year) and review the budget and expenditures for the SLPATPPS, through the established Meet and Confer process within the Master Agreement between PAT and District.

ARTICLE III. TEACHER PROFESSIONAL PAY SYSTEM

Section 1. Schedules:

Subd. 1. Professional Pay System Schedules are attached and incorporated by reference effective starting July 1, 2021. See Appendix 3.

Subd. 2. The parties originally agreed to a matrix of all unit members who were placed on the SLPATPPS salary schedules for 2011-12. That matrix was based on the location of members on the salary schedule for 2010-11. A copy of that matrix was provided to the PAT President and the Superintendent and was used to determine the initial location of each teacher in the matrix on the SLPATPPS salary schedule for 2011-12. Teachers hired thereafter will be placed on the matrix as provided in Section 2, Subd.1d of this Article and the Teacher Master Contract.

Subd. 3. Any change in location of a teacher on the matrix for subsequent fiscal years will be determined in accordance with the provisions of this Agreement. The parties will periodically update and agree upon the matrix as necessary to reflect the schedule advancement by staff. Any dispute regarding location on the matrix will be resolved only through the Grievance provision of the Master Agreement.

Section 2. Advancement Through the Career Ladder:

Subd. 1. Probationary Teachers:

a. St. Louis Park Probationary Teachers: Each probationary teacher who has all or part of a three-year probationary period of employment under the law must complete all of the applicable annual requirements of the District and state process in accordance with the District's standards in order to be eligible for consideration to receive non-probationary status.

b. Probationary Status: The District retains its managerial authority under the PELRA to evaluate and decide on the renewal or non-renewal of probationary teachers as provided by M.S. 122A.40

c. Initial Matrix Placement: Initial placement on the annual staff matrix specified in Article III, Section 1, Subds. 2 and 3 of this added contract language and will be consistent with Article 8, of the Master Contract.

d. Initial Contract: In the event of the occurrence of a contingency that voids this Agreement, salary stipends under the SLPATPPS will not be a part of any teacher's rights under the Continuing Contract statute. Salary rights will be determined pursuant to Article 8 of the Master Agreement.

Subd. 2. Advancement to Professional Status: A probationary teacher may be advanced by the District in an exercise of its management function from probationary to non-probationary status as provided by law. The parties characterize the advancement from probation to non-probationary status as moving to Professional status. Thereafter, a teacher may advance on the SLPATPPS schedule then in effect as provided in this Agreement.

Subd. 3. Non-probationary Career I and Career II Teachers:

a. Notice of Assignment: Each teacher's Notice of Assignment will be available in the Human Resource Employee Portal (currently PowerSchool Employee Access Center) and will specify the teacher's compensation information and FTE status consistent with contract language. However, any salary increases under the SLPATPPS will not be part of any teacher's Continuing Contract rights under M.S. 122A.40 (2017).

b. Contingencies: In the event of the occurrence of a contingency that voids this Agreement, salary under the SLPATPPS will not be a part of any teacher's rights under the Continuing Contract statute. Salary rights will be determined pursuant to Article 8 of the Master Agreement.

c. Standards: Any advancement on the matrix will be afforded to any St. Louis Park teacher in accordance with the standards of the Teacher Master Agreement.

d. Leadership Positions: Only Career II teachers or teachers deemed to be the equivalent will be eligible to hold Leadership Positions under the provisions of the SLPATPPS.

ARTICLE IV. SLP ATPPS DISPUTE RESOLUTION

Section 1. Limitations:

Subd.1. Scope: The dispute resolution mechanism of this Agreement extends only to disputes regarding a teacher's compliance with the standards of the SLPATPPS. A teacher placed on a Building or District Performance Improvement Plan retains any rights under the Grievance Procedure of the Master Contract.

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Subd. 2. Exclusive Remedy: The dispute resolution mechanism of this Agreement is the exclusive remedy for resolving disputes regarding a teacher's compliance with the standards and payments of the SLPATPPS system.

Section 2. Procedures:

Subd. 1. Disputes regarding the interpretation or application of the SLPATPPS must be submitted first to the ATPPS Coordinator, within ten (10) calendar days from the first date of the event giving rise to the dispute. The coordinator must review the matter and hear from the teacher within twenty (20) calendar days and a decision issued within five (5) working days of the conclusion of the review.

Subd. 2. The failure to timely file a dispute under the SLPATPPS constitutes a waiver of the claim and acquiescence to the original event unless the parties mutually agree to waive the timelines requirements.

Subd. 3. An adverse determination may be further appealed through the Grievance Procedure under the Master Contract within ten (10) calendar days from the date of the determination of the Coordinating Council. The teacher may appeal up to the Level 2, Superintendent review step of the Grievance procedure in Article 17.5 of the Master Agreement. The failure to timely appeal constitutes a waiver of the claim and acquiescence to the decision of the Coordinating Council. The Level 2 decision by the Superintendent or designee shall be final.

This Memorandum of Agreement will be in effect throughout the duration of the 2025-2027 contract and until such time as a successor agreement is reached.

All other terms and conditions of employment contained in the collective bargaining agreement shall remain in effect.

SIGNATURES:

INDEPENDENT SCHOOL DISTRICT NO. 283 St. Louis Park Public Schools

Dated: 03.06., **2026** **By:** _____
Executive Director of Human Resources

Dated: 3.6, **2026** **By:** _____
P.A.T. President

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ATPPS PROCESS AND PROCEDURES

APPENDIX 1 – ATPPS PROCESS AND PROCEDURES

Subd. 1. Teacher Responsibilities Summary:

a. Be a part of a collaborative team grade level, department, or job alike. Otherwise known as CARE Teams.
b. Write an annual goal following the format which has been developed to assist you. It is possible for a team to develop a goal which will be the same for all team members.
c. The **Instructional Coaches**, ATPPS Coordinator and the Principal will be responsible for leading their teachers through the SLP ATPPS process.
d. Each team member will be observed at least three times each year by a trained **Instructional Coaches, Principals** or another trained observer by mutual agreement. The principals are responsible for completing observations for tenured teachers.
e. **Principals** will make sure that all teachers have an acceptable CARE Team goal or researchable question for the care team cycles and remunerate teachers according to building proficiency.
f. The goal setting and observation templates, rubrics, and examples explain what teachers must do to be successful in the SLP ATPPS system

Subd. 2. Process:

Step One:

1. Every teacher in St. Louis Park Schools will be part of a collaborative CARE team either by grade level, department or job alike.
2. Each CARE team is expected to meet regularly.
3. The group of instructional leaders at each site comprise the Building Instructional Leadership Team (BILT, PLT and BOLT).
4. The BILT, PLT, BOLT and CARE Teams are engaged in ongoing work to support the professional development of their fellow team members and to lead the work of their team in increasing student performance.

Step Two:

1. The **Instructional Coaches, Principals** and other observers will be trained evaluators at each site.
2. **Instructional Coaches and Principal** will be responsible for describing the observation and development process to the teachers.
3. Teachers will work with the instructional coaches and Principals to grow in their understanding of Culturally Relevant Pedagogy as defined by the TD&E rubric.

Step Three:

1. Teachers will develop their CARE Team goals in September of each year and discuss them with their team members and **Instructional Coaches.**
2. After this discussion, the Instructional Coaches and other trained observers will coach their colleagues using the TD&E rubric. The Instructional Coaches and Principals will work with teachers to establish the timelines and process for coaching cycles to support teachers in their development.

3. Team discussions are critical in the establishment of the schedule of peer visitations and observations.
4. 100% of ATPPS Stipend payments are based on school achievement gains, reflection on implemented "best practices", creation of CARE Team Plan with CARE Cycle evidence, and teacher observations.

Step Four:

1. CARE Teams are expected to meet regularly to discuss/plan including but limited to progress on their goals, staff development, inter-rater reliability issues, etc.
2. These meetings are facilitated by the CARE members with support, as needed, from **Instructional Coaches** or other members of the Building Instructional Leadership Team (**Principal**, BILT, PLT or BOLT) members and establish the basis for the evaluation process.
3. The BILT, PLT or BOLT) members will be a resource to guide the process throughout the year for their CARE team.
4. Meeting schedules and agendas are recorded.

Step Five:

1. Each teacher in a collaborative CARE team will be observed at least three (3) times during the school year.
2. The **Instructional Coaches** will be responsible for leading/facilitating this process and assuring that observations are conducted, documented and the post-observation discussion/reflections are completed.
3. An observation rubric will be utilized for observer ratings
4. Teachers must be rated at "proficient" in each subdomain of the rubric by the end of the school year by the observer(s) in order to be eligible for compensation increases.

Step Six:

1. In May, each teacher completes the year-end reflection as part of their CARE Team Plan analysis, reflect, and discusses collaboratively as a care team.
2. After this discussion, the **Instructional Coaches or Principals** determine the success of the process.
3. This process results in a determination of whether or not goals have been attained, guides future professional development activities, and acts as a summative review of the year's SLPATPPS goal.
4. The observation participation payment will be a portion of the overall total amount that the teacher is eligible to receive. See appendix 3.
5. The total ATPPS stipend payment will be paid as a lump sum and received by the last day of June.

Subd. 3. Professional Development Observations and Peer Review

Initial Meeting

a. The teacher to be observed meets with the Instructional Coach or Principal to set learning goal.
b. The teacher to be observed delineates those aspects of lessons/learning activity which he/she would like the observer(s) to particularly notice
c. The observers ask questions which help clarify the teacher's desired outcome of instructional coaching.
d. The observation rubric applicable for that teacher assignment should be used as a starting point for the discussion and for the observation.

Peer Observation

a. At the teacher pre-arranged time, the observer (or observers) comes to the teacher's classroom or work area.
b. The lesson/learning activity takes place
c. The observer notes those aspects of the pedagogy which were discussed in the Initial meeting and any other aspects of pedagogy that would be helpful to the teacher or the observer.
d. No discussion need be held at this time-at the discretion of the teacher/observer
e. Instructional Coaches may observe teachers outside of the standard three (3) observations, by request from teacher or as part of coach's practice in the building.

Post-Observation Conference

a. The teacher describes aspects of their pedagogy and any reflections they generated.
b. The observer describes what he/she saw and what was helpful to his/her own practice
c. The professional discussion proceeds from this starting point and may take other directions
d. This post-observation conference is the most important part of the peer-review process: both observer and observed will take away a rich experience
e. The TD&E rubric can be used as a tool for reflection and development during the post observation conversation in order to further our District work on culturally relevant pedagogy.

Subd. 4. Calendar of Activities

Calendar: A calendar of SLPATPPS activities will be determined collaboratively on an annual basis, between PAT and the District through the meet and confer process or separate group designated for ATPPS activities. This calendar and an overview of the process will be distributed or made available online to all teachers covered by this ATPPS Agreement.

APPENDIX 2 – Comparison of ATPPS and TDE Components

	TDE Component	ATPPS Component
Peer Observation	x	x
CARE Team Plan	x	x
Student Engagement Survey and Reflection	x	
Principal or Administrator Observation	**X** Probationary all three years Tenured at least every three years – 2-3 pieces of evidence per component or domain	
District Goal	x	
Building Goal	x (same goal as ATPPS)	x

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APPENDIX 3 – ATPPS PAYMENTS and Special Circumstances

FTE/Status	Attaining Site Goal	CARE Team Plan Cycle 1	CARE Team Plan Cycle 2	Observation Coaching
Full Stipend (1.0 FTE max)	$200 if Site meets or exceeds the building level ATPPS goal for the year.	$350 if the teacher completes all components of the CARE Team Plan including writing the researchable questions and getting sign offs and writes a reflection	$350 if the teacher completes all components of CARE Team Plan including writing the researchable questions and getting sign offs and writes a reflection.	$1,100 the teacher must complete three observations and be proficient on all subdomain items to receive stipend
Approved Leave of Absence (maternity, military, medical, or other approved leave)	Pro-rated stipend based on % of time spent in the district during the school year + paid leave (EE% of 185 duty days)	Pro-rated stipend based on % of time spent in the district during the school year + paid (EE% of 185 duty days)	Pro-rated stipend based on % of time spent in the district during the school year + paid (EE% of 185 duty days)	Stipend pro-rated based on number of observation cycles completed and proficiency
Departing/Entering (coming or going part year)	Pro-rated stipend based on % of time spent in the district during the school year + paid leave (EE% of 185 duty days)	Pro-rated stipend based on % of time spent in the district during the school year + paid (EE% of 185 duty days)	Pro-rated stipend based on % of time spent in the district during the school year + paid (EE% of 185 duty days)	Stipend pro-rated based on number of observation cycles completed and proficiency
Part-time Position (full year but less than 1.0 FTE)	Pro-rated Stipend based on FTE allotment	Pro-rated Stipend based on FTE allotment	Pro-rated Stipend based on FTE allotment	Pro-rated stipend based on FTE allotment. Must complete three observations and be proficient on all items to receive stipend

FTE allotment and proficiency will be applied to all stipend dollar amounts

Example: *for Observation Coaching, a person who completes a full three observation cycles must be proficient on all sub domains. If the person was on leave or came later in the year and only completed two of the three observation cycles, they would need to be proficient on the domains observed in those two observations. They would not need to be marked proficient on all 12 subdomains, but if they were marked basic on any one, then they would not be eligible for the stipend.*

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MEMORANDUM OF AGREEMENT
BETWEEN
THE PARK ASSOCIATION OF TEACHERS
AND
SAINT LOUIS PARK SCHOOLS
INCENTIVE FOR STATE REQUIRED STRUCTURED LITERACY TRAINING 2025-2027

The Minnesota Reading to Ensure Academic Development (READ) Act
Minnesota Reading to Ensure Academic Development Act, known as the READ Act, was passed and signed into law by Governor Tim Walz on May 24, 2023. The goal of this legislation is to have every Minnesota child reading at or above grade level every year, beginning in kindergarten, and to support multilingual learners and students receiving special education services in achieving their individualized reading goals. The READ Act Replaces Read Well by Third Grade (RWBTG) and is in effect as of July, 1, 2023.

Professional Development Requirements in The READ Act
Beginning July 1, 2024, each district must provide teachers and instructional support staff with responsibility for teaching reading with training on evidence-based reading instruction that is approved by the Department of Education.

Phase 1 - Required staff to be completed by July 1, 2026:

- Pre-K Classroom Teachers – Pre-K classroom teachers include Voluntary Prekindergarten/School Readiness Plus, Early Childhood Special Education (Part B/619) responsible for early literacy/reading instruction and School Readiness
- K-3 Classroom Teachers
- K-12 Teachers holding English as a second language teaching licenses
- K-12 Reading Intervention Teachers
- K-12 Special Education Teachers responsible for foundational reading instruction
- Pre-K through grade five Curriculum Directors
- Employees who select literacy instructional materials for grades pre-K through grade five
- Fourth and fifth grade (Sixth grade depending on the structure of your elementary school) Classroom teachers may be included in Phase 1, if district/charter literacy data indicates the need for foundational reading skill instruction in these grades

Phase 2 - Required staff to be completed by July 1, 2027:

- Teachers who provide foundational reading instruction* to students in grades 4-12.
- Teachers who provide reading instruction to students in a state-approved alternative program.
- Teachers who provide reading instruction to students in dual language immersion programs (educators in pre-K through third grade should complete a Phase 1 training; educators in grades 4-12 should complete a Phase 2 training).
- Grades 6-12 Curriculum Directors.
- Employees who select literacy instructional materials for grades 6–12.

Any educator from Phase 2 who has already participated in Phase 1 professional development has met the requirement and would not qualify for a second training.

St. Louis Park Public Schools and the Park Association of Teachers will offer the following incentives for teachers completing the state required structured literacy training during the phase 1 and phase 2 school years per MDE and of this contract.

A. For teachers who had previously taken LETRS 3rd edition or newer training prior to the passage of the READ Act, paid for the course themselves and who had a passing score of 80% or higher, these teachers will be granted the equivalent of four (4) college credits from the district toward a lane change. If the teacher is already at the MA 40 lane or higher, the teacher can request a one-time payment of $800.

B. For teachers who signed up for the MDE sponsored LETRS training in 2022-2023, these teachers will be granted four (4) college credits toward a lane change if they have not already submitted the CEUS for the course and used them for a lane change under Article 8.7 Professional Growth Credits. If the teacher is already at the MA 40 lane or higher, the teacher can request a one-time payment of $800. As this was a new program for the teachers signing up first, the credits or stipend will be available to teachers even if the district provided release time or other supports to encourage this first round of training.

C. Teachers who successfully complete the state-required structured literacy training with a passing score of at least 80% shall be eligible to receive either four (4) college credits applicable toward a lane change or a one-time stipend of $800. Teachers who register through the SLP program and are provided a paid LETRS license must complete the coursework outside of the duty day or duty year to qualify for these incentives. Completion of the training shall also count toward license renewal CEUs as follows: 60 hours for LETRS, 30 hours for OL&LA and EC LETRS, and for the district-selected Phase 2 professional development approved by the state.

D. For teachers who sign up for LETRS through an approved LETRS provider (Lexia, MDE, Mankato State, etc.) after July 1, 2023 on their own and pay for the course themselves, if the course is offered for college credit through that institution, then the teacher will not also be eligible for the four (4) college credits toward a lane change or $800 stipend. The college level credits earned by the institution may be applied for a lane change.
If the course was offered for CEUs and not college level credits, then these teachers upon completion with a passing score of at least 80% will be granted the four (4) college credits toward a lane change. If the teacher is already at the MA 40 lane or higher, the teacher can request a one-time payment of $800. Teachers who sign up through another provider, must complete the LETRS training outside of the duty day or duty year, to receive credits or the stipend. The training also will count toward teacher license renewal CEUs.

E. For ML teachers, who complete the Online Language and Literacy Academy (OL&LA) training instead of LETRS with an 80% passing score will be granted the two (2) college credits toward a lane change. If the teacher is already at the MA 40 lane or higher, the teacher can request a one-time payment of $400. The difference in credits and stipend amounts is due to the shorter duration of the OL&LA training as compared with LETRS.
Other forms of training designated in the Read Act, such as, CARIALL or other courses will not qualify for the college credits equivalent offered by the district or the training stipend as part of this MOA, with the exception for ML teachers noted in section E) above. Other appropriate training, will continue to qualify towards a lane change as provided in Article 8 Basic Compensation and for the

processing of approved college credits and under Article 8.7 Professional Growth Credits in the teacher contract.
The $800 LETRS stipends and the $400 OL&LA stipends will typically be paid on the last check in June in the year in which the teacher completes the approved LETRS or OL&LA training course with the passing score of at least 80%.

The District will provide information to PAT and teachers on how to access Structured Literacy platforms (LETRS, and OL&LA). Teachers may contact Megan Pershica to get more information about the Structured Literacy training.

This Memorandum of Agreement represents a full and complete Agreement between the parties hereto and will remain in effect until June 30, 2027. There are no covenants, promises or undertakings outside of this Memorandum of Agreement other than as specifically set forth herein. The Memorandum of Agreement is non-precedent setting.

The undersigned, by execution hereof, state that they have read this Memorandum of Agreement and that they understand and fully agree to each, all and every provision of this Memorandum. Their signatures hereby acknowledge receipt of a copy of this Memorandum.

IN WITNESS WHEREOF, the Parties have executed this agreement as follows:

SIGNATURES:

INDEPENDENT SCHOOL DISTRICT
NO. 283 St. Louis Park Public Schools

Dated: 03-06-, **2026** **By:** _____
Executive Director of Human Resources

Dated: 3.6, **2026** **By:** _____
P.A.T. President

St. Louis Park Public Schools

Park Association of Teachers St. Louis Park

MEMORANDUM OF AGREEMENT
BETWEEN
THE PARK ASSOCIATION OF TEACHERS
AND
SAINT LOUIS PARK SCHOOLS
MIDDLE SCHOOL LUNCH ROOM SUPERVISION 2025-2027

WHEREAS, the Saint Louis Park Public Schools (District) and Park Association of Teachers (PAT) are negotiating a master collective bargaining agreement for 2025-2027 that covers extracurricular assignments in a Schedule C appendix;

WHEREAS, the District will continue the practice of utilizing teachers to cover lunchroom supervision at the middle school and paying the appropriate rate within the PAT Schedule C rates

THEREFORE, the parties agree to amend Schedule C of the 2025-2027 contract, effective for the 2025-2026 and 2026-2027 school years, by continuing this Schedule C assignment:

Teachers assigned to lunchroom supervision **outside of their contractual FTE duty time** will receive a **Schedule C stipend**. The following outlines the process and expectations for this stipend:

- **Assignment & Stipend Calculation**: Human Resources will calculate the number of lunch periods assigned and generate a **Schedule C stipend assignment** based on the anticipated coverage for the semester. The school principal is responsible for submitting the list of lunchroom supervisors.
- **Stipend Details**:
  - The stipend is **$1,250 per semester**.
  - It covers **½ hour per day**, for the duration of the semester.
  - The stipend amount assumes commitment to **one lunch period** per day.
  - A total of **8 staff members** will be assigned, with **2 staff per lunch period** over **4 lunch periods**.
- **Absences**: Teachers will **not** receive a pay deduction from the stipend for daily absences.
- **Additional Assignments**: If a teacher is later assigned and agrees to **a second, third, or fourth lunch period** for the **remainder of the semester**, Human Resources will **recalculate the stipend** and create a **new Schedule C assignment** accordingly.
  Commitment: Teachers must commit to supervising lunch for the **entire semester**.

This Memorandum of Agreement represents a full and complete Agreement between the parties hereto and will remain in effect until June 30, 2027. There are no covenants, promises or undertakings outside of this Memorandum of Agreement other than as specifically set forth herein. The Memorandum of Agreement is non-precedent setting.

St. Louis Park Public Schools

Park Association of Teachers St. Louis Park

The undersigned, by execution hereof, state that they have read this Memorandum of Agreement and that they understand and fully agree to each, all and every provision of this Memorandum. Their signatures hereby acknowledge receipt of a copy of this Memorandum.

IN WITNESS WHEREOF, the Parties have executed this agreement as follows:

SIGNATURES:

INDEPENDENT SCHOOL DISTRICT NO. 283 St. Louis Park Public Schools

Dated: 03.06., **2026** **By:** _____
Executive Director of Human Resources

Dated: 3.6, **2026** **By:** _____
P.A.T. President

Human Resources
6300 Walker Street, St. Louis Park, MN 55416 | Phone: 952-928-6000 | Fax: 952-928-6081 (Confidential HR Fax)

St. Louis Park Public Schools

Park Association of Teachers St. Louis Park

MEMORANDUM OF AGREEMENT
BETWEEN
THE PARK ASSOCIATION OF TEACHERS
AND
SAINT LOUIS PARK SCHOOLS
Teacher(s) Minnesota Teacher of the Year 2026-2027

THIS AGREEMENT is entered into between the St. Louis Park Public Schools, Independent School District 283 (District), and the Park Teachers Association (P.A.T), collectively referred to as the Parties.

WHEREAS the District and the P.A.T are parties to a Collective Bargaining Agreement (CBA) covering terms and conditions of employment; and

WHEREAS a teacher in St. Louis Park Schools has been named Minnesota Teacher of the Year (MN ToY), and said teacher will be nominated for National Teacher of the Year by the Minnesota Department of Education; and

WHEREAS the School District and the Association acknowledge that the MN ToY will be an ambassador for students, educators, the teaching profession, public education, and St. Louis Park Public Schools; and

WHEREAS the School District and the Association recognize that the time and resource commitment for the MN ToY is substantial; and

WHEREAS the School District and the Association understand the necessity of establishing a process for recognizing, compensating, and supporting the additional duties required of any teacher recognized under the Minnesota Teacher of the Year program;

NOW, THEREFORE, the School District and the Association hereby enter into the following agreement regarding any School District teacher selected as Minnesota Teacher of the Year:

1. For the duration of the school year in which a teacher is selected as the Minnesota Teacher of the Year, the Minnesota Teacher of the Year (MN ToY) shall be granted paid leave, at the discretion of the Superintendent or designee, to participate in official Teacher of the Year program activities. During this leave, the teacher shall continue to receive all salary, benefits, and other employment protections available to full-time teachers under the terms of the Association's Collective Bargaining Agreement with the District.
2. The MN ToY will coordinate the scheduling of speaking engagements and other public appearances. The MN ToY will inform their principal of these events in a timely manner and will coordinate with designated district staff to minimize disruptions to the teacher's work in the classroom.
3. Time spent at approved speaking engagements, public appearances, and other events related to the teacher's duties as Teacher of the Year will be considered paid professional leave, and no reduction of the teacher's leave balances shall result. The MN ToY's travel, mileage, and other expenses associated with the duties of MN ToY will be reimbursed by Education Minnesota unless the requesting organization agrees to directly reimburse the MN ToY or the expense results from a District-directed activity. Claimed expenses and reporting must meet the School District's criteria and comply with the School District's policies to be reimbursed.

4. During the school years that follow the MN ToY's term, additional paid professional leave shall be permitted for additional duties that do not provide compensation beyond reimbursement of travel expenses as requested by the MN ToY and approved by the Superintendent or their designee.
5. In recognition of the MN ToY's significant contributions to the reputation of the District, the teacher will receive an additional $2,000 compensation annually for the first two years after being named MN ToY. Beginning in the third year after serving as MN ToY and for each year as long as they are employed by the District as a teacher, they will receive a $1,000 stipend.
6. For the duration of the school year in which a teacher is selected as the Minnesota Teacher of the Year, if the MN ToY is requested by the District to serve as a keynote speaker at a District-sponsored event, the District shall compensate the teacher in the amount of $2,000 for each such keynote speaking engagement.

This Memorandum of Agreement represents a full and complete Agreement between the parties hereto and will remain in effect until June 30, 2027. There are no covenants, promises or undertakings outside of this Memorandum of Agreement other than as specifically set forth herein. The Memorandum of Agreement is non-precedent setting.

The undersigned, by execution hereof, state that they have read this Memorandum of Agreement and that they understand and fully agree to each, all and every provision of this Memorandum. Their signatures hereby acknowledge receipt of a copy of this Memorandum.

IN WITNESS WHEREOF, the Parties have executed this agreement as follows:

SIGNATURES:

INDEPENDENT SCHOOL DISTRICT NO. 283 St. Louis Park Public Schools

Dated: July 15, **2026** **By:** _____
Executive Director of Human Resources

Dated: July 15, **2026** **By:** _____
P.A.T. President

St. Louis Park Public Schools

Park Association of Teachers St. Louis Park

MEMORANDUM OF AGREEMENT
BETWEEN
THE PARK ASSOCIATION OF TEACHERS
AND
SAINT LOUIS PARK SCHOOLS
SECONDARY DEPARTMENT HEADS 2026-2027

THIS AGREEMENT is entered into between the St. Louis Park Public Schools, Independent School District 283 (District), and the Park Teachers Association (P.A.T), collectively referred to as the Parties.

WHEREAS the District and the P.A.T are parties to a Collective Bargaining Agreement (CBA) covering terms and conditions of employment; And

WHEREAS, the Parties desire to have a CBA that includes provisions within Schedule C-2 Department and Activities Salary Schedule; And

WHEREAS, Current Contract Language (For Reference)

Department Head compensation is currently structured as follows:

- Department Head 1.00 – 5.99 FTE
  - Annual stipend: $2,451–$2,549
- Department Head 6.00 – 12.99 FTE
  - Compensation: 1 release period per day
- Department Head 13.00+ FTE
  - Compensation: 2 release periods per day

NOW, THEREFORE, in consideration of the mutual work between the teachers and the administrators, the Parties agree as follows:

The purpose of this agreement is to revise the compensation structure for secondary Department Heads by eliminating release time and replacing it with a standardized annual stipend.

A. The provisions of this agreement shall take effect on July 1, 2026.
B. Elimination of Release Time; All contractual provisions granting release periods for secondary Department Heads shall be eliminated effective July 1, 2026.
C. Standardized Stipend; All secondary Department Heads, regardless of departmental Full-Time Equivalent (FTE), shall receive:
   - Annual Stipend: $5,000
   - Work Expectations; Department Head responsibilities will be performed in addition to the teacher's full instructional assignment, without release time.
   - Teachers assigned as Department Heads may request release from site-directed time up to nine (9) times per school year for the purpose of fulfilling department-specific duties. The scheduling of this release time must be mutually agreed upon by the teacher and the site administration.
   - Additional time may be granted subject to the approval of the administrator.

St. Louis Park Public Schools

Park Association of Teachers St. Louis Park

This Memorandum of Agreement represents a full and complete Agreement between the parties hereto and will remain in effect until June 30, 2027. There are no covenants, promises or undertakings outside of this Memorandum of Agreement other than as specifically set forth herein. The Memorandum of Agreement is non-precedent setting.

The undersigned, by execution hereof, state that they have read this Memorandum of Agreement and that they understand and fully agree to each, all and every provision of this Memorandum. Their signatures hereby acknowledge receipt of a copy of this Memorandum.

IN WITNESS WHEREOF, the Parties have executed this agreement as follows:

SIGNATURES:

INDEPENDENT SCHOOL DISTRICT NO. 283 St. Louis Park Public Schools

Dated: May 4 **, 2026**

By: _____
Executive Director of Human Resources

Dated: May 4 **, 2026**

By: _____
P.A.T. President

Human Resources
6300 Walker Street, St. Louis Park, MN 55416 | Phone: 952-928-6000 | Fax: 952-928-6081 (Confidential HR Fax)

St. Louis Park Public Schools

Park Association of Teachers St. Louis Park

MEMORANDUM OF AGREEMENT
BETWEEN
THE PARK ASSOCIATION OF TEACHERS
AND
SAINT LOUIS PARK SCHOOLS
SPECIAL EDUCATION TEACHER MENTOR PROGRAM 2025-2027

WHEREAS, Independent School District No. 283, St. Louis Park, Minnesota ("School District") and the Park Association of Teachers Union ("Union") are parties to a collective bargaining agreement covering the terms and conditions of employment for teachers from July 1, 2025 through June 30, 2027 ("CBA"); and

WHEREAS, the purpose of this Memorandum of Agreement ("MOA") is to define mentor eligibility, responsibilities, training requirements, documentation expectations, and compensation for participation in the St. Louis Park Special Educator Mentor Program ("Program"); and

WHEREAS, the Program is designed to facilitate positive growth experiences for new special educators, promote reflective practice and professional dialogue, and support the development and retention of high-quality special education professionals;

NOW, THEREFORE, IT IS HEREBY UNDERSTOOD AND AGREED by and between the School District and the Union as follows:

Program Participation and Acknowledgment:
Participation in the Special Educator Mentor Program is voluntary. Mentors selected for participation must formally acknowledge their understanding of an agreement to the expectations outlined in this MOA. This MOA shall serve as the formal acknowledgment of mentor expectations and responsibilities.

Mentor Training Requirement:
Mentors are required to attend district-provided mentor training prior to, or at the start of, participation in the Program. Additional training or collaboration sessions required by the School District during the term of the Program shall be considered part of the mentor role.

Mentor Responsibilities:
As a condition of participation in the Program, mentors agree to fulfill the following responsibilities:

- **Professional Relationship Development:** Establish and maintain a professional mentoring relationship with the assigned mentee that fosters trust, collegial support, and professional guidance.
- **Required Meetings:** Conduct regular meetings with the mentee as follows:
    - Weekly meetings during the first academic quarter of the mentee's participation; and
    - Monthly meetings following the first academic quarter.

Professional Dialogue and Support:

St. Louis Park Public Schools

Park Association of Teachers St. Louis Park

Facilitate structured professional discussions responsive to the mentee's individual experiences and needs. Such discussions shall:

- Align with applicable teaching standards and district expectations;
- Promote reflective practice and professional growth; and
- Encourage open, respectful dialogue within a professional school culture.

Professional discussions shall explicitly include, but are not limited to:

- Special education instructional practices;
- Due process requirements;
- Legal and procedural compliance; and
- District and state special education expectations.

Training and Collaboration:
Participate in all required mentor training sessions and collaborate with the mentee and district staff as directed to support successful induction into special education practice.

Documentation:
Maintain a Mentor/Mentee Meeting Log that documents:

- Dates of meetings;
- Topics addressed; and
- Action items and/or follow-up steps.

Mentor Compensation:
Mentors who fulfill the requirements of this MOA shall receive a stipend of One Thousand Dollars ($1,000). The stipend shall be paid over the course of the school year in accordance with district payroll practices.

Term of Agreement:
This MOA shall be in effect for the duration of the 2025–2027 collective bargaining agreement and shall remain in force until such time as a successor agreement is reached. All other terms and conditions of employment contained in the CBA shall remain in full force and effect unless expressly modified by this MOA.

IN WITNESS WHEREOF, the parties have entered into this Memorandum of Agreement on the dates indicated below.

This Memorandum of Agreement will be in effect throughout the duration of the 2025- 2027 contract and until such time as a successor agreement is reached. All other terms and conditions of employment contained in the collective bargaining agreement shall remain in effect.

SIGNATURES:

INDEPENDENT SCHOOL DISTRICT NO. 283 St. Louis Park Public Schools

Dated: 03.06., **2026** **By:** _____
Executive Director of Human Resources

Dated: 03.06 , **2026** **By:** _____
P.A.T. President

St. Louis Park Public Schools

Park Association of Teachers St. Louis Park

MEMORANDUM OF AGREEMENT
BETWEEN
THE PARK ASSOCIATION OF TEACHERS
AND
SAINT LOUIS PARK SCHOOLS
TEACHER OF RECORD FOR ONLINE LEARNING 2026-2027

THIS AGREEMENT is entered into between the St. Louis Park Public Schools, Independent School District 283 (District), and the Park Teachers Association (P.A.T), collectively referred to as the Parties.

WHEREAS, the District and the P.A.T are parties to a Collective Bargaining Agreement (CBA) covering terms and conditions of employment; And

WHEREAS, the purpose of establishing terms and conditions governing the assignment and compensation of Teachers of Record (TOR) supporting online learning opportunities for students; And

WHEREAS, The parties recognize the importance of expanding student access to online learning opportunities while maintaining instructional quality, supporting student success, and exercising fiscal responsibility. This agreement establishes a framework for assigning, supervising, and compensating Teachers of Record who provide oversight and support to students enrolled in online courses.

WHEREAS, the District and P.A.T. have an interest in working together on a fair and equitable resolution and avoiding any grievance resolution up to and including arbitration;

NOW, THEREFORE, in consideration of the mutual work between the teachers and the administrators, the Parties agree as follows:

Teacher of Record Responsibilities: Teachers assigned as a Teacher of Record (TOR) shall be responsible for monitoring student progress, providing academic support, maintaining communication with students and families as appropriate, assessing student learning when required, and ensuring students remain engaged and successful in their online coursework. Teachers of Record shall not be required to provide instructional support and monitoring to students who are not assigned to a St. Louis Park Online Learning (SLP OLL) high school course. Teachers of Record shall provide support to all students assigned to their SLP OLL term section, regardless of the specific course designation. The District shall determine specific duties and expectations associated with the TOR role consistent with applicable laws, policies, and collective bargaining agreements.

Compensation: Teachers serving as Teachers of Record shall receive compensation based on student enrollment according to the following schedule:

Students Assigned Per Term	Compensation Per Term
1–10 students	$250
11–20 students	$500
21–30 students	$750

Students Assigned Per Term	Compensation Per Term
31–40 students	$1,000

Compensation shall be paid at the conclusion of each academic term unless otherwise agreed upon by the parties. Enrollment counts shall be determined by the District using a consistent process established prior to each term.

Staffing and Supervision: To maximize existing staff capacity and avoid the need for additional Full-Time Equivalent (FTE) allocations:

- Teachers assigned as Teachers of Record shall utilize designated supervision periods to monitor, support, and assess online learners.
- Teachers assigned to these duties shall be scheduled into a supervision assignment for the purpose of carrying out TOR responsibilities. The Teacher's online supervision periods will be contained to online learners, and remain separate from general study hall spaces.
- Supervision periods may be structured into approximately forty (40) to forty-five (45) minute segments and would impact the teachers non-contact/prep time.
- Teacher preparation time may be adjusted by five (5) to ten (10) minutes, as operationally necessary, to support in-person online learning supervision and related duties at St. Louis Park High School.
- Any scheduling modifications shall remain consistent with the intent of the collective bargaining agreement and applicable state law.

Course Load Parameters: To maintain instructional quality and ensure meaningful support for students:

- No Teacher of Record shall be assigned more than forty (40) students total per term.
- The District shall make reasonable efforts to balance assignments equitably among participating staff.
- Additional assignments beyond the established maximum shall require mutual agreement between the District and the teacher.

Program Flexibility and Cost Efficiency: The parties acknowledge that this model:

- Expands access to online learning opportunities beyond core academic subject areas.
- Creates a sustainable infrastructure to support student scheduling needs, including unforeseen implementation challenges associated with block scheduling and four-term course enrollment options.
- Reduces the need to create additional sections within the master schedule that would otherwise require additional staffing allocations.
- Reduces reliance on external online providers, district online schools, and third-party vendors, which typically cost between $400 and $650 per credit.
- Supports students remaining connected to St. Louis Park Schools and receiving guidance from District teachers.

Student Enrollment with External Providers: Nothing in this agreement shall prohibit a student from enrolling with an external online provider when permitted by state law. In situations where a student elects or insists on enrolling with an external online provider, the District shall comply with all applicable Minnesota statutes and regulations governing such enrollment.

This Memorandum of Agreement represents a full and complete Agreement between the parties hereto and will remain in effect until June 30, 2027. There are no covenants, promises, or undertakings outside of this

St. Louis Park Public Schools

Park Association of Teachers St. Louis Park

Memorandum of Agreement other than as specifically set forth herein. The Memorandum of Agreement is non-precedent-setting.

The undersigned, by execution hereof, state that they have read this Memorandum of Agreement and that they understand and fully agree to each, all, and every provision of this Memorandum. Their signatures hereby acknowledge receipt of a copy of this Memorandum.

IN WITNESS WHEREOF, the Parties have executed this agreement as follows:

SIGNATURES:

INDEPENDENT SCHOOL DISTRICT NO. 283 St. Louis Park Public Schools

Dated: July 17, **2026** **By:** _____
Executive Director of Human Resources

Dated: July 17, **2026** **By:** _____
P.A.T. President

St. Louis Park Public Schools

Park Association of Teachers St. Louis Park

MEMORANDUM OF AGREEMENT
BETWEEN
THE PARK ASSOCIATION OF TEACHERS
AND
SAINT LOUIS PARK SCHOOLS
University of Minnesota- NXT GEN Teacher Apprenticeship 2026-2028

THIS AGREEMENT is entered into between the St. Louis Park Public Schools, Independent School District 283 ("District"), and the Park Teachers Association ("P.A.T"), collectively referred to as the "Parties."

WHEREAS, the District and P.A.T. are parties to a Collective Bargaining Agreement ("CBA") governing terms and conditions of employment; and

WHEREAS, this initiative represents a collaborative partnership between the Minnesota Teachers Joint Apprenticeship Training Committee (MNTJATC) as the registered apprenticeship sponsor, the University of Minnesota Next Generation Teacher Apprenticeship ("NXT GEN Teach") program, St. Louis Park Public Schools, and P.A.T.; and

WHEREAS, MNTJATC has secured funding sources to support tuition and administrative costs for participating staff during the covered school years; and

WHEREAS, the NXT GEN Teach program has been approved by the Professional Educator Licensing and Standards Board (PELSB) and is approved or in final approval stages with the Minnesota Department of Labor and Industry (DLI); and

WHEREAS, the program enables eligible internal staff to obtain a Bachelor's Degree and Minnesota Teaching License in Academic and Behavioral Strategist (ABS), Academic and Behavioral Strategist (ABS)/Emotional Behavioral Disorder (EBD) or Early Childhood Special Education (ECSE), resulting in highly qualified educators to serve district students and the community;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the District and P.A.T. agree to the following terms:

SECTION 1. TERM, DURATION & FUNDING CONTINGENCY

1. **Duration:** This Memorandum of Agreement ("MOA") shall take effect upon execution and remain in full force and effect through June 30, 2028, unless funding is discontinued or either party provides written notice to terminate the agreement pursuant to CBA procedures.
2. **Tuition & Program Funding:** Tuition due to the university partner shall be covered by MNTJATC on the teacher apprentice's behalf for the duration of the program, subject to available grant funding. A total lack or discontinuation of funding will result in the discontinuation of the program.

SECTION 2. SELECTION DISCRETION & PROGRAM COMMITMENT

1. **Selection Discretion:** The District maintains sole discretion to determine candidate qualifications, interview, and select participating Journey Workers (licensed teacher mentors) and Apprentices.
2. **Program Commitment:** Selected Journey Workers and Apprentices commit to participating in and completing all program requirements for two (2) consecutive school years.
3. **Performance & Attendance Metrics:** To remain in the program and qualify for progressive wage differentials or stipends, Apprentices must make continuous progress toward certification, maintain a 90% attendance rate in both Related Technical Instruction (RTI) and On-the-Job Training (OJT), and maintain passing grades that meet university academic standards.

SECTION 3. DEFINITION OF RTI, OJT, AND WORKING CONDITIONS

1. **Distinction of RTI vs. OJT:** Related Technical Instruction (RTI) is distinct from On-the-Job Training (OJT) and is recognized as required instructional coursework tied directly to state licensure completion. RTI shall not be treated as optional, "extra," or subject to worksite operational conditions.
2. **Virtual RTI Contingencies:** Apprentices are permitted to attend mandatory RTI coursework virtually on designated non-student/non-school calendar days, school closure days (e.g., inclement weather or emergency closures), or approved sick leave days.
3. **OJT Protection & Substituting Restrictions:** OJT is an essential experiential component. To preserve training consistency and instructional integrity, Apprentices will not be pulled regularly to substitute teach or cover class absences, nor reassigned away from their regular job duties.
4. **Collaboration:** Both Journey Workers and Apprentices shall collaborate with internal district staff and external university/sponsor partners as necessary to satisfy program expectations.

SECTION 4. PROTECTION OF RTI DURING LABOR DISPUTES & EMERGENCY CONTINGENCIES

1. **Continuation During Labor Action:** Because apprenticeship timelines are tightly bound to university degree schedules and state licensure approvals, mandatory RTI coursework shall continue uninterrupted during labor strikes, negotiations, or work stoppages so apprentices remain on track for graduation and licensure.
2. **Technology & Access Contingency Plan:** In the event district-issued devices, accounts, or platforms (e.g., laptops, district email, Google Drive) become offline or inaccessible during a labor dispute or technical emergency, the program will deploy alternative access options, such as university-provided devices, temporary non-district LMS logins, or alternate submission pathways, to prevent instructional disruption.

SECTION 5. DEDICATED APPRENTICESHIP COORDINATOR ROLE

1. The District commits to designating an Apprenticeship Coordinator/Administrator responsible for:
   - Navigating union-related, licensure-related, and timeline-based conflicts.
   - Acting as a direct liaison between the sponsor (MNTJATC), the District, the university partner, P.A.T., and participating apprentices/mentors.
   - Protecting overall program integrity and compliance when broader workforce or operational issues arise.

SECTION 6. APPRENTICE & JOURNEY WORKER COMPENSATION

1. **Apprentice Year 1 Compensation:** Apprentices in their first year shall earn their current hourly rate in accordance with the applicable EM SPARK Collective Bargaining Agreement.
2. **Apprentice Year 2 Compensation:** Apprentices in their second year shall receive an additional **$1.50 per hour wage differential** above their base hourly rate, in compliance with DLI progressive wage requirements.
3. **RTI Pay Structure:** Program schedules shall explicitly define paid versus unpaid RTI hours. In the event backpay or retroactive wage structures are negotiated, such terms shall apply to eligible RTI work hours accordingly.
4. **Journey Worker Compensation:** Participating Journey Workers shall receive a **$4,000 annual stipend** for each school year served (up to two years total), funded and disbursed through the University of Minnesota, subject to available funding and completion of role requirements.

SECTION 7. JOURNEY WORKER (MENTOR) RESPONSIBILITIES & OPERATIONS

1. **Assignment Limit:** A Journey Worker shall be paired with no more than two (2) Apprentices at any given time.
2. **Required Duties:** Journey Workers must:
    - Attend required program orientations and mentor training sessions.
    - Provide embedded coaching, observations, and structured mentoring during OJT.
    - Participate in program role evaluations.
    - Respect the Apprentice's obligation to complete required RTI during labor actions without coercion or pressure.

SECTION 8. DISCIPLINE, EMPLOYMENT STATUS, SENIORITY & REINSTATEMENT RIGHTS

1. **Failure to Meet Expectations:** If an Apprentice or Journey Worker is unwilling or unable to meet program requirements for coursework, mentorship, attendance, or work performance, the District reserves the right to end participation and prorate or adjust associated stipends and wage differentials.
2. **Employment Dependency:** Participation as an Apprentice is contingent upon continuous employment with the District. Termination of employment for any reason simultaneously terminates participation in the apprenticeship program.
3. **Seniority & Reinstatement Rights:** Apprentices shall retain and continue to accrue seniority and benefit eligibility under their original bargaining unit CBA during program participation. An employee who leaves or does not complete the apprenticeship program shall be dismissed from the apprenticeship but will remain employed in an open position within their original bargaining unit assignment pursuant to the CBA, without loss of accrued seniority or benefits.

SECTION 9. POST-COMPLETION SALARY PLACEMENT & SERVICE COMMITMENT

1. **Teacher Salary Schedule Placement:** Apprentices who successfully complete the two-year program, earn their Minnesota Teaching License in ABS, ABS/EBD, or ECSE, and are hired by St. Louis Park Public Schools into a licensed teaching position will receive credit for two (2) years on the teacher salary schedule and commence employment at **Step 3**.
2. **Post-Completion Service Commitment:** Newly licensed teachers hired through this program commit to remaining employed with St. Louis Park Public Schools for **three (3) years** following completion,

unless employment is terminated due to performance non-renewal, budgetary position elimination, or mutual agreement approved by the Superintendent.

This Memorandum of Agreement represents a full and complete Agreement between the parties hereto and will remain in effect until June 30, 2028. There are no covenants, promises or undertakings outside of this Memorandum of Agreement other than as specifically set forth herein. The Memorandum of Agreement is non-precedent setting.

The undersigned, by execution hereof, state that they have read this Memorandum of Agreement and that they understand and fully agree to each, all and every provision of this Memorandum. Their signatures hereby acknowledge receipt of a copy of this Memorandum.

IN WITNESS WHEREOF, the Parties have executed this agreement as follows:

SIGNATURES:

INDEPENDENT SCHOOL DISTRICT NO. 283 St. Louis Park Public Schools

Dated: 08-26, **2026** **By:** _____
Executive Director of Human Resources

Dated: 08.26, **2026** **By:** _____
P.A.T. President

St. Louis Park Public Schools

Park Association of Teachers St. Louis Park

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE PARK ASSOCIATION OF TEACHERS
AND
SAINT LOUIS PARK SCHOOLS
CLASS SIZE AND CASELOAD MANAGEMENT 2025-2027

Purpose

The purpose of the provisions outlined below is to establish collaborative work between the District and PAT to recommend class size and caseload guidelines and to recommend procedures for addressing deviations from those guidelines.

District Class Size and Caseload Committee

The District and PAT shall establish a District Class Size and Caseload Committee to transparently review class size and caseload data, make recommendations to the Finance Advisory Committee (FAC), and review proposed resolutions to deviations from established guidelines.

The Class Size and Caseload Committee is charged with:

- Reviewing current class size and caseload guidelines, annual enrollment projections, and building-level staffing needs in order to recommend updated guidelines for the FAC.
- Reviewing expected and actual class sizes and caseloads after the School Board reviews the guidelines embedded in the FAC budget recommendations.
- Evaluating the effectiveness and feasibility of proposed resolutions to deviations from established guidelines.
- Reviewing deviation concerns that have not been resolved at the site level.

The Committee shall be composed of:

- Six (6) Union-appointed members, representing a balance of elementary, middle school, high school, general education, special education, and specialty educators.
- Six (6) District-appointed members, including at least one representative from Human Resources, and one from Business Services. Additional participants may include additional cabinet members and building principals.

Meetings

District Class Size and Caseload Committee meetings shall occur on a quarterly basis according to the following schedule:

- **By October 1:** Review current class size and caseload guidelines to identify questions and considerations for future recommendations as part of the annual budget process.
- **By December 31:** Finalize feedback for recommendations to be included in the FAC report to the School Board.
- **By March 30:** Review planned data, known deviations from guidelines, and planned resolutions prior to the School Board's adoption of the following year's budget.

- **By June 30:** Review unfolding data and deviations from guidelines, along with updated planned resolutions.
- **As Needed:** Meet more frequently as deemed necessary by the Committee or when a site is unable to resolve a class size or caseload concern.

Deviations

A "deviation" occurs when class size or caseload numbers fall below or exceed the guidelines adopted by the School Board. The parties acknowledge that circumstances may arise in which deviations are necessary.

Teachers with concerns regarding the size of their classes or caseloads shall bring such concerns to the site principal for review and resolution. The affected teacher shall not be asked to review or resolve concerns individually. Instead, the concern shall be brought to the site-based committee for resolution.

The site-based committee shall be composed of:

- The School Principal;
- The affected teacher or a PAT designee closely connected to the concern (e.g., department chair or team lead);
- A PAT representative, such as a building representative or PAT Executive Board member.

If a class size or caseload concern remains unresolved by the site-based committee, the teacher or PAT designee shall notify the principal and PAT representative via email of their intention to elevate the matter to the District Class Size and Caseload Committee for review.

Resolutions

In the event of class size or caseload deviations, by mutual agreement, one or more of the following options may be considered:

1. Co-teaching models
2. Adjustment to paraprofessional or instructional assistant support
3. Balancing class sizes among grade levels or subject area
4. Adjustment to licensed staff
5. Adjustment to non-instructional duties
6. Adjustment to weekly preparation time
7. Other methods created collaboratively by the site, District, and PAT including additional compensation

Implementation

If the recommendations have budget implications, the Superintendent or designee shall review the Committee's recommendations, to make a final determination. The Superintendent shall also ensure that approved recommendations with budget implications are implemented within a reasonable timeframe. The District shall maintain records of all Committee meetings, recommendations, and final decisions to support accountability and future planning.

Non budgetary recommendations will be implemented by the principal and the staff member(s) involved.

St. Louis Park Public Schools

Park Association of Teachers St. Louis Park

Non-Precedent Clause

Agreed-upon deviations from Targets or Maximums do not establish precedent.

This Memorandum of Understanding represents a full and complete Agreement between the parties hereto and will remain in effect until June 30, 2027. There are no covenants, promises or undertakings outside of this Memorandum of Understanding other than as specifically set forth herein. The Memorandum of Understanding is non-precedent setting.

The undersigned, by execution hereof, state that they have read this Memorandum of Understanding and that they understand and fully agree to each, all and every provision of this Memorandum. Their signatures hereby acknowledge receipt of a copy of this Memorandum.

IN WITNESS WHEREOF, the Parties have executed this agreement as follows:

SIGNATURES:

INDEPENDENT SCHOOL DISTRICT NO. 283 St. Louis Park Public Schools

Dated: 03.04, **2026** **By:** _____
Executive Director of Human Resources

Dated: 03.04, **2026** **By:** _____
P.A.T. President

Human Resources
6300 Walker Street, St. Louis Park, MN 55416 | Phone: 952-928-6000 | Fax: 952-928-6081 (Confidential HR Fax)

St. Louis Park Public Schools

Park Association of Teachers St. Louis Park

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE PARK ASSOCIATION OF TEACHERS
AND
SAINT LOUIS PARK SCHOOLS
ELEMENTARY SCHEDULE 2025-2026

WHEREAS, Independent School District No. 283, St. Louis Park, Minnesota ("School District") and Park Association of Teachers Union ("Union") are parties to a collective bargaining agreement covering the terms and conditions of employment for teachers ("CCBA");

WHEREAS, for the start times of elementary schools and during current contract negotiations, designated building hours and staff time in the work day building hours will remain in effect;

WHEREAS, pending the 2025-2027 contract negotiation and ratification, the School District and Union agree extending the 2023-2025 MOU specific hours for the four Elementary School Buildings pursuant to Article 7.1 (School Day, Building Hours);

WHEREAS, the School District and Union define the specific hours for the Elementary School Meetings pursuant to Article 7.2 (School Day, Additional Activities);

NOW, THEREFORE, IT IS HEREBY UNDERSTOOD AND AGREED by and between the School District and the Union as follows:

1. The building hours for the four Elementary Schools shall:
    a. Be modified to accommodate a weekly all-teacher Professional Development, CARE Team (Collaborative Action Research for Equity), for the purposes of discussing students and interventions, and Faculty Meetings;
    b. Be 7:20 a.m. to 3:35 p.m., exclusive of lunch, on Wednesdays;
    c. Be 7:20 a.m. to 3:05 p.m., exclusive of lunch, on Fridays;
    d. Be 7:20 a.m. to 3:20 p.m., exclusive of lunch, on Mondays, Tuesdays, and Thursdays;
2. In the event the weekly all-teacher meetings are terminated through mutual agreement between the parties at any of the schools prior to the end of the 2022-23 school year, the building hours for that Elementary School shall be 7:20 a.m. to 3:20 p.m., exclusive of lunch, Monday through Friday.
3. Although, the Superintendent has discretion to modify hours for individual buildings, the Superintendent cannot unilaterally further modify the hours of Elementary Schools over the duration of this MOU.
4. Any disputes regarding this agreement will be handled through the grievance process provided for in the CBA. This Memorandum of Agreement will begin for the 2025-2026 school year and be in effect until the ratification of the 2025-2027 contract. All other terms and conditions of employment contained in the collective bargaining agreement shall remain in effect

This Memorandum of Understanding represents a full and complete Agreement between the parties hereto and will remain in effect until June 30, 2026. There are no covenants, promises or undertakings outside of

this Memorandum of Understanding other than as specifically set forth herein. The Memorandum of Understanding is non-precedent setting.

The undersigned, by execution hereof, state that they have read this Memorandum of Understanding and that they understand and fully agree to each, all and every provision of this Memorandum. Their signatures hereby acknowledge receipt of a copy of this Memorandum.

IN WITNESS WHEREOF, the Parties have executed this agreement as follows:

SIGNATURES:

INDEPENDENT SCHOOL DISTRICT NO. 283 St. Louis Park Public Schools

Dated: 03.06, **2026**

By: _____
Executive Director of Human Resources

Dated: 3.6., **2026**

By: _____
P.A.T. President

St. Louis Park Public Schools

Park Association of Teachers St. Louis Park

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE PARK ASSOCIATION OF TEACHERS
AND
SAINT LOUIS PARK SCHOOLS
ELEMENTARY SCHEDULE 2026-2027

WHEREAS, Independent School District No. 283, St. Louis Park, Minnesota ("School District") and Park Association of Teachers Union ("Union") are parties to a collective bargaining agreement covering the terms and conditions of employment for teachers ("CCBA"); And

WHEREAS, the District and the P.A.T are parties to a Collective Bargaining Agreement (CBA) covering terms and conditions of employment; And

WHEREAS, the School District and Union are interested in designating the specific hours for the four Elementary School Buildings for the 2026-2027 school year pursuant to Article 7.1 (School Day, Building Hours); And

WHEREAS, the School District and Union define the specific hours for the Elementary School Meetings pursuant to Article 7.2 (School Day, Additional Activities);

NOW, THEREFORE, IT IS HEREBY UNDERSTOOD AND AGREED by and between the School District and the Union as follows:

The building hours for the four elementary shall be modified to accommodate weekly Professional Learning, CARE Team (Collaborative Action Research for Equity) meetings for the purpose of discussing students and interventions, and Faculty Meetings, as follows:

- Buildings may schedule CARE Team meetings by grade band (e.g., primary and intermediate) on weeks opposite Professional Learning/Faculty Meetings. These meetings may be held on Tuesdays, Wednesdays, or Thursdays as determined by the building.
- Teachers assigned to a Professional Development, CARE Team, or Faculty Meeting day shall have work hours of **7:15 a.m. to 3:30 p.m.**, exclusive of lunch.
- On Fridays, work hours shall be **7:15 a.m. to 3:00 p.m.**, exclusive of lunch.
- On all other workdays without assigned meetings, work hours shall be **7:15 a.m. to 3:15 p.m.**, exclusive of lunch.
- If the weekly all-teacher meeting structure is discontinued at an elementary school by mutual agreement of the parties before the conclusion of the 2026-2027 school year, the building hours for that school shall revert to **7:15 a.m. to 3:15 p.m.**, exclusive of lunch, Monday through Friday.
- The Superintendent may determine each building's meeting schedule and designate the applicable meeting day(s) consistent with this Memorandum of Understanding. The Superintendent shall not unilaterally modify the building hours established by this MOU during its term.

This Memorandum of Understanding represents a full and complete Agreement between the parties hereto and will remain in effect until June 30, 2027. There are no covenants, promises or undertakings outside of this

St. Louis Park Public Schools

Park Association of Teachers St. Louis Park

Memorandum of Understanding other than as specifically set forth herein. The Memorandum of Understanding is non-precedent setting.

The undersigned, by execution hereof, state that they have read this Memorandum of Understanding and that they understand and fully agree to each, all and every provision of this Memorandum. Their signatures hereby acknowledge receipt of a copy of this Memorandum.

IN WITNESS WHEREOF, the Parties have executed this agreement as follows:

SIGNATURES:

INDEPENDENT SCHOOL DISTRICT NO. 283 St. Louis Park Public Schools

Dated: 08-26, **2026** **By:** _____
Executive Director of Human Resources

Dated: 08. 26, **2026** **By:** _____
P.A.T. President

St. Louis Park Public Schools

Park Association of Teachers St. Louis Park

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE PARK ASSOCIATION OF TEACHERS
AND
SAINT LOUIS PARK SCHOOLS
INTERMITTENT LEAVE FOR BONDING-MINNESOTA PAID LEAVE 2025-2027

THIS AGREEMENT is entered into between the St. Louis Park Public Schools, Independent School District 283 (District) and the Park Teachers Association (P.A.T), collectively referred to as (the Parties).

WHEREAS the District and the P.A.T are parties to a Collective Bargaining Agreement (CBA) covering terms and conditions of employment; And

WHEREAS, the Minnesota Paid Leave Act will go into effect January 1, 2026; And

WHEREAS, the parties wish to clarify the definition and use of intermittent MPL for bonding purposes;

NOW, THEREFORE, in consideration of the mutual promises and benefits contained in this Memorandum of Understanding, the Parties agree as follows:

Intermittent Bonding Leave Definition For purpose of this MOU, "intermittent bonding leave" is define as an approved leave taken in separate, non-continuous increments for bonding pursuant to the Minnesota Paid Leave Act, Minn. Stat. Ch. 268B. Intermittent leave is scheduled in smaller blocks of time and may extend over a defined period.

Usage Intermittent bonding leave taken pursuant to the Minnesota Paid Leave Act shall be taken in increments of no less than one full duty day. For 1.0 FTE teachers this will be 8 hours. This minimum increment requirement applies only to leave pursuant to the Minnesota Paid Leave Act. under Minn. Stat. Ch. 268B for bonding and does not apply to the following:

- Leave taken pursuant to the federal Family and Medical Leave Act (FMLA). See 29 C.F.R. § 825.205(a)(1).
- Any MPL leave taken for eligible purposes other than bonding leave.
- Any other time off not designated as approved Paid Family Leave pursuant to Minn. Stat. Ch. 268B.

This Memorandum of Understanding represents a full and complete Agreement between the parties hereto and will remain in effect until June 30, 2027. There are no covenants, promises or undertakings outside of this Memorandum of Understanding other than as specifically set forth herein. The Memorandum of Understanding is non-precedent setting.

The undersigned, by execution hereof, state that they have read this Memorandum of Understanding and that they understand and fully agree to each, all and every provision of this Memorandum. Their signatures hereby acknowledge receipt of a copy of this Memorandum.

IN WITNESS WHEREOF, the Parties have executed this agreement as follows:

St. Louis Park Public Schools

Park Association of Teachers St. Louis Park

SIGNATURES:

INDEPENDENT SCHOOL DISTRICT
NO. 283 St. Louis Park Public Schools

Dated: 03.06., **2026** **By:** _____
Executive Director of Human Resources

Dated: 3.6, **2026** **By:** _____
P.A.T. President

Human Resources
6300 Walker Street, St. Louis Park, MN 55416 | Phone: 952-928-6000 | Fax: 952-928-6081 (Confidential HR Fax)

St. Louis Park Public Schools

Park Association of Teachers St. Louis Park

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE PARK ASSOCIATION OF TEACHERS
AND
SAINT LOUIS PARK SCHOOLS
SECONDARY BLOCK SCHEUDLE 2026-2027

THIS AGREEMENT is entered into between the St. Louis Park Public Schools, Independent School District 283 (District), and the Park Teachers Association (P.A.T), collectively referred to as the Parties.

WHEREAS the District and the P.A.T are parties to a Collective Bargaining Agreement (CBA) covering terms and conditions of employment; And

WHEREAS, the Parties desire to have a CBA that includes provisions within Article 7 for the school day; And

WHEREAS, P.A.T. and the District agree that the provisions in Article 7, Section 2 spell out the hours of employment. Also, Article 7, Section 2, Subd. A provides teachers with a defined maximum amount of student contact time within a teacher's basic day, and that in Art. 7, Section 2, Subd. B provides teachers with a defined non-contact time within the teacher's basic day, and that in Art. 7, Section 2, Subd. B.1 The teachers have defined non-contact time for planning time to engage in individual instructional planning and to reflect on student performance, and that in Art 7, Section 2, Subd. B.1c the secondary teachers are provided uninterrupted planning time within the student block day; And

WHEREAS, the District and P.A.T. have an interest in working together on a fair and equitable resolution and avoiding any grievance resolution up to and including arbitration;

NOW, THEREFORE, in consideration of the mutual work between the teachers and the administrators, the Parties agree as follows:

A. **Equivalency of Workload**
   1. The block schedule assignment shall not result in an increase in total instructional minutes or preparation responsibilities beyond that permitted under the CBA without appropriate compensation.
      a. The High School Block Schedule has two master schedules: 90-minute and 80-minute blocks.
         i. 90-minute schedule: 270 minutes of Instruction time, 20 minutes of passing time supervision, and 40 minutes of Site-Directed time;
         ii. 80-minute schedule: 240 minutes of Instruction time, 40 minutes of Park Connections/WIN time, 20 minutes of passing time supervision, and 30 minutes of Site-Directed time;
         iii. In no event shall the combined total of instructional time, supervision, site-directed duties, and Park Connect/WIN time exceed 330 minutes per day.
      b. The Middle School has one master block schedule:

i. 83-minute schedule: 249 minutes of Instruction time, 29 minutes of Advisory, 16 minutes of passing time supervision, and 30 minutes of Site-Directed time;
ii. In no event shall the combined total of instructional time, supervision, site-directed duties, and Advisory time exceed 330 minutes per day.

B. **Planning Time**
1. The Teacher shall receive preparation time consistent with Article 7 of the CBA. Block scheduling shall not reduce total contractual planning time.
   a. The High School teachers will be scheduled for a 50-minute, uninterrupted planning session each day for individual instructional planning and reflection on student performance.
   b. The Middle School teachers will be scheduled for a 53-minute, uninterrupted planning session each day for individual instructional planning and reflection on student performance.

C. **Definition of Site-Directed Time**
1. Site-Directed time is defined as Collaborative Team Time, Supervision, and/or Professional Development.
   a. Collaborative Team Time is defined as a recurring period during which grade- or department-level colleagues meet to work toward shared goals. The time is centered on pedagogy, student data, and instructional improvement.
      i. Collaborative Team Time may occasionally be interdisciplinary.
      ii. Collaborative Team Time is not for individual planning time.
   b. Supervision is defined as a study hall, hallways, and/or lunchroom supervision.

This Memorandum of Understanding represents a full and complete Agreement between the parties hereto and will remain in effect until June 30, 2027. There are no covenants, promises, or undertakings outside of this Memorandum of Understanding other than as specifically set forth herein. The Memorandum of Agreement is non-precedent-setting.

The undersigned, by execution hereof, state that they have read this Memorandum of Understanding and that they understand and fully agree to each, all, and every provision of this Memorandum. Their signatures hereby acknowledge receipt of a copy of this Memorandum.

IN WITNESS WHEREOF, the Parties have executed this agreement as follows:

SIGNATURES:

INDEPENDENT SCHOOL DISTRICT NO. 283 St. Louis Park Public Schools

Dated: April 24, **2026** **By:** _____
Executive Director of Human Resources

Dated: April 24, **2026** **By:** _____
P.A.T. President

St. Louis Park Public Schools

Park Association of Teachers St. Louis Park

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE PARK ASSOCIATION OF TEACHERS
AND
SAINT LOUIS PARK SCHOOLS
SECONDARY TEACHER SCHEDULE 2025-2028

WHEREAS, Independent School District No. 283, St. Louis Park, Minnesota ("School District") and Park Association of Teachers Union ("Union") are parties to a collective bargaining agreement covering the terms and conditions of employment for teachers from July 1, 2025 through June 30, 2027 ("CBA");

WHEREAS, the School District is committed to transiting to a block schedule starting in 2026-2027 school year.

WHEREAS, In the event that the School District discontinues, suspends, or is otherwise unable to implement the block schedule at the secondary level, the following provisions shall apply:

NOW, THEREFORE, IT IS HEREBY UNDERSTOOD AND AGREED by and between the School District and the Union as follows:

Maximum Instructional Load: If the District reverts to or implements a traditional period schedule, no secondary teacher shall be assigned more than five (5) instructional periods per day, nor shall the District increase any teacher's instructional assignment beyond five (5) periods—regardless of staffing levels, enrollment fluctuations, or programmatic changes—without mutual written agreement between the teacher and the Union. In such cases, any assignment beyond five (5) instructional periods shall require additional compensation at a rate mutually agreed upon by the District and the Union prior to the assignment being implemented.

Preparation Time Guarantee: Under a period schedule, each secondary teacher shall receive no fewer than one (1) whole period of preparation time per day, in addition to duty-free lunch.

Protection from Split or Partial Assignments: Teachers shall not be assigned partial sections, split-period assignments, or non-instructional supervisory periods in lieu of preparation time in order to increase their instructional load.

Non-Precedent Clause: Any voluntary agreement by an individual teacher to exceed the five-period limit shall be considered non-precedent-setting and shall not be used to justify increased workloads for any other teacher or future school years.

Meet and Confer Requirement: If the block schedule fails to proceed and the District intends to adopt a period schedule, the District shall notify the Union and meet within ten (10) contract days to review staffing and scheduling impacts before schedules are finalized.

St. Louis Park Public Schools

Park Association of Teachers St. Louis Park

This Memorandum of Understanding represents a full and complete Agreement between the parties hereto and will remain in effect until June 30, 2028. There are no covenants, promises or undertakings outside of this Memorandum of Understanding other than as specifically set forth herein. The Memorandum of Understanding is non-precedent setting.

The undersigned, by execution hereof, state that they have read this Memorandum of Understanding and that they understand and fully agree to each, all and every provision of this Memorandum. Their signatures hereby acknowledge receipt of a copy of this Memorandum.

IN WITNESS WHEREOF, the Parties have executed this agreement as follows:

SIGNATURES:

INDEPENDENT SCHOOL DISTRICT NO. 283 St. Louis Park Public Schools

Dated: 03-06, **2026** **By:** _____
Executive Director of Human Resources

Dated: 3.6, **2026** **By:** _____
P.A.T. President

Human Resources
6300 Walker Street, St. Louis Park, MN 55416 | Phone: 952-928-6000 | Fax: 952-928-6081 (Confidential HR Fax)

St. Louis Park Public Schools

Park Association of Teachers St. Louis Park

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE PARK ASSOCIATION OF TEACHERS
AND
SAINT LOUIS PARK SCHOOLS
TEACHER AND STUDENT SAFETY 2025-2027

WHEREAS, the Park Association of Teachers and the St. Louis Park Public School District care deeply about students and staff safety and support the SLP Mission to create a caring diverse work and learning community and provide a safe and nurturing environment that energizes and enhances the spirit. We together collaboratively agree to renew the following tenants on safety:

Subdivision 1. Teachers will not be required to work in unsafe conditions or to perform tasks that endanger their health, safety or wellbeing or that of students.

Subdivision 2. In order to maintain a safe classroom environment, teachers will utilize the best practice information on classroom management and create lessons in order to keep students engaged. Teachers should use appropriate de-escalation methods such as CPI or other professional development.
Teachers should document and keep required data on student behavior as appropriate for their job assignment and will be supported by District administration without any fear of keeping such information and using this information in a professionally appropriate manner.

Subdivision 3. In the event that a student has three behavior incidents within 30 calendar days where the student was restrained or caused injury to self or others reported to the health office, additional supports will be considered and implemented by the student's team (for example; IEP Team or Social Worker, student's teacher(s), Principal and other appropriate staff) as needed to keep both staff and students safe. Conduct a meeting within 5 School days after the third (3) incident to consider added supports. Schedule an additional meeting within 5 School days after the fifth (5) incident to consider alternative placement or intensified interventions.
In the case where two additional behavioral incidents occur where a student was restrained or an incident was reported to the health office, a meeting will be held between district administration and school staff who are part of the student's team to help facilitate a conversation to consider options which may include meet to discuss programming needs and supports, or additional services or other options.

Subdivision 4. Teachers are expected to report physical injuries to the health office as part of their job without fear of any retaliation. Required follow up with injured staff member with 24 hours. This ensures support and allows immediate safety adjustments.

Subdivision 5. In accordance with MN state statute and St. Louis Park School Board policy, all teachers and other district staff who work with a student who has a known history of violent behavior shall receive written notice from the administration about that student's history of violent behavior prior to working with the student.
Subdivision 6. Teachers have an obligation to create a safe learning environment and work to de-escalate behaviors as trained. The District and PAT will work with the District PD Committee to determine appropriate staff training for various job assignments.

- Refresher CPI Sessions twice a year for SPED and high incident elementary settings
- Scenario=based training with a focus on safe disengagement
- Clear enforcement of the right to refuse unsafe restraints

Subdivision 7. Any teacher that believes they do not have the physical means to separate a fight in process, staff will engage by other means (yelling, recording the fight on a cell phone, calling 911). Staff are not expected to intervene physically by breaking up a fight. A teacher may refuse to restrain or hold a student if he/she reasonably believes that doing so would be unsafe physically. The District will not retaliate for said refusal (reprimand, discipline or termination) even if the teacher was being directed to by an administrator and a reasonable person would have been fearful.

This Memorandum of Understanding represents a full and complete Agreement between the parties hereto and will remain in effect until June 30, 2027. There are no covenants, promises or undertakings outside of this Memorandum of Understanding other than as specifically set forth herein. The Memorandum of Understanding is non-precedent setting.

The undersigned, by execution hereof, state that they have read this Memorandum of Understanding and that they understand and fully agree to each, all and every provision of this Memorandum. Their signatures hereby acknowledge receipt of a copy of this Memorandum.

IN WITNESS WHEREOF, the Parties have executed this agreement as follows:

SIGNATURES:

INDEPENDENT SCHOOL DISTRICT
NO. 283 St. Louis Park Public Schools

Dated: 03.06, **2026**

By: _____
Executive Director of Human Resources

Dated: 3.6, **2026**

By: _____
P.A.T. President