

Spring Lake Park Teachers United

Members,

The teacher contract for 2025-2027 continues to be negotiated as we begin the 2025-2026 school year. This has raised some questions that we want to make sure are addressed. These answers have been developed in collaboration with the school district.

What step/lane am I at during an unsettled contract period? Until a new contract is settled, teachers will continue to be paid at their 2024-2025 lane and step (*Article 9.02, Status of Salary Schedule, page 7*). You can find your current lane and step placement in your annual Notice of Assignment, which is posted in Skyward under Employee Information > Personal Information > Employee Letters.

Have my benefits (Insurance, 403(b), VEBA contribution) changed? While SLPTU and the district continue to negotiate, your benefits remain in place. Your 403(b) match remains the same as the amounts in the 2023-2025 agreement. The district's current contributions toward your insurance premiums and VEBA may have changed (see additional information below).

Please note: health insurance premium costs have increased by 7 percent for the 2025-2026 school year. These increases will be reflected in any pay checks and VEBA contributions issued before an agreement is reached. Once a new contract has been ratified, any changes made to district contributions for the 2025-2027 contract will be retroactive to July 1, 2025. You can access your current benefits costs in your Skyward account under the Online Open Enrollment tab or by contacting Human Resources. You can also find current insurance benefit costs in the attached benefits summary sheet.

Can I still apply for lane changes during an unsettled contract period? Until a new contract is settled, you will continue to be paid at your current lane and step. We encourage you to continue to submit transcripts for your completed, approved coursework and to apply for a lane change when you are eligible. Lane change requests are due by January 15 annually (*Article 9.03, Placement on the Salary Schedule, item G, page 8*) and are regularly processed in February. Any lane changes submitted by January 15 will be processed once a new contract has been settled. Once lane changes are processed, you will be paid for your new lane placement retroactive to the beginning of the school year.

What is the status of my leave days? Do they still accrue during this time period? Your sick and personal day allocations for the 2025-2026 school year have already been added to your balance, and you continue to have access to your full balance of accrued days while the district and SLPTU continue to negotiate a new contract. You can view your current balances by logging into your Frontline account. If you are having difficulty finding your balance or accessing Frontline, please contact the Human Resources team.

Will I miss out on my potential income because the contract is unsettled? Will the district include retro-pay as compensation when a contract has been settled? While the negotiations process continues, you will continue to be paid at your current lane and step placement. The teacher contract includes a Retroactivity Clause (*Article 18.07, page 27*) which provides teachers with pay at their new salary schedule placement retroactive to the start of the year. This clause in the contract has historically been renewed as part of prior negotiations cycles and currently remains open for negotiation in this cycle.