



# 2025 Tentative Agreement Summary and Overview

*This document provides a summary of the Tentative Agreement for all staff, prepared by the SLPTU Negotiations Committee. Individual salary details and impacts will be provided as needed to help each employee understand each individual situation.*

## **Salary Schedule A (2025-26):**

- Even percentage spread money throughout the schedule.
- Eliminate MA Step 11 – teachers will “step through” this blank space.
- Now a 15-step MA Schedule for teachers who are before Step 11.

## **Salary Schedule B (2026-27):**

- The District put targeted dollar amounts in places to improve competitiveness (early MA).
- They also placed money in other areas that were not evenly distributed.
- MA “step through” continues.

## **One-Time Payments:**

- Teachers outside of the BA Legacy Section who do not realize at least a 3.5% salary increase through step and/or cell improvement will receive a one-time payment equal to the difference needed to reach that 3.5% increase.
- For Year One, this 3.5% is from the 2025 base salary.
- For Year Two, this 3.5% is from the Schedule A salary.
- An eligible teacher could receive payment in Year 1, Year 2, or in both years depending on current step and lane position.
- The total one-time payment for **both** years will be issued on July 30th, 2027.
- A teacher who retires will receive the total amount owed at the time that they retire.

## **Insurance Contributions:**

### **Medical Insurance - Single and Family**

- There are increased monthly costs for members on the co-pay plans.
- VEBA contributions remain the same for the high deductible plans.
- Monthly costs for both high deductible plans will remain the same. The District will cover the 7% increase in premium costs for these plans.

### **Dental Insurance**

- No change to District contributions because rates remain the same.

## Salary Schedule C:

- Summer School Teaching (including ESY) and Homebound increases to \$40/hour.
- Required Training and Curriculum Writing increases to \$45/hour.
- District Recertification Committee pay remains the same for both years.
- All other Schedule C activities increase by 2% in 2025-26.

## Language Changes:

- Gender neutral language will replace s/he and his/her language in the contract.

## Change to contract Article 16.03 Amount of Matching Contribution

- 403(b) matching contribution and VEBA contribution remains the same.
- Changed contract language to further explain how the VEBA contribution is prorated based on an employee's 403(b) district match percentage.
- Employees with over 20 years of service receiving the full 403(b) match also receive the full VEBA contribution.

<b>16.03 AMOUNT OF MATCHING CONTRIBUTION:</b> The District shall match up to the first \$1250.00 (one thousand two hundred fifty dollars) of the teacher's contribution to the 403(b) plan per school year.  To be eligible for the VEBA contribution, an employee must be tenured, on salary schedule 20+, contributing to a 403(b), and be eligible to receive a district match as specified in the table. The amount of VEBA contribution received shall be prorated according to the percentage the employee is receiving with District 403(b) Matching Funds. To receive the full VEBA contribution, employees must receive the full district match. Examples: <ul style="list-style-type: none"><li>- An eligible teacher that contributes \$1250 (100%) to their 403(b) would receive a \$1250 (100%) match to their 403(b) and a \$1750 (100%) match to their VEBA</li><li>- An eligible teacher that contributes \$625 (50%) to their 403(b) would receive a \$625 (50%) match to their 403(b) and a \$875 (50%) match to their VEBA</li></ul> Commencing July 1, 2024, the amount of District contribution to 403(b) and VEBA accounts shall be according to the following table:			
Upon continuing contract (tenure), years of experience as granted on the salary schedule (step)	Employee Contribution (up to)	District 403(b) Match (up to)	VEBA District contribution (up to)
2-19	\$1250	\$1250	\$0
20+	\$1250	\$1250	\$1750

## ECFE and Pre-school Teachers:

- All teachers are now on the same Salary Schedule. Some language specific to these positions will continue in the contract. Other sections and wording specific to these positions will be removed.

## Salary Schedule F (Lead School Nurse):

- Increase all steps by 2.5% in Year 1
- Increase all steps by 3.0% in Year 2

	25 - 26	26 - 27
Step 1	\$37.41	\$38.53
Step 2	\$38.44	\$39.59
Step 3	\$39.46	\$40.65
Step 4	\$40.49	\$41.70
Step 5	\$41.51	\$42.75

**MOUs:** *A Memorandum of Understanding (MOU) is a legally binding agreement with the power of a contract. It has a specific sunset date and disappears. It can be renewed or placed into a future contract.*

There are 5 MOUs included in the contract.

**Preparation Time:** Continued MOU on Preparation Time with no changes.

- Specifically provides 275 minutes/week of prep time for K-6 staff.

**Substitute Teaching:** Continued MOU on Substitute Teaching.

- In all schools, teachers who assume another teacher's class during the school day—during a period when they do not have a scheduled class—shall be compensated at a rate of \$35 per class period and/or subject.
- For K–4 Elementary coverage, teachers who assume the learning responsibilities of students from a split class, resulting in their total class size exceeding their regularly scheduled membership by more than seven (7) students, shall receive \$35 for a half day or \$70 for a full day.
- An additional provision has been added to ensure that Special Education center-based teachers receive \$35 per class when they assume responsibility for more than two (2) students from another teacher's scheduled class.

**Class and Case Load:**

Agree to meet and discuss class and caseload sizes in the District, inclusive of special education, twice per year. The focus of these meetings will be to:

- Understand how class and caseload sizes, including special education, are established as part of the District's annual staffing process;
- Understand current class and caseload size, including special education, within the District;
- In situations where caseloads or class sizes appear to be unreasonable, the District will engage in collaborative discussions with the affected staff and as appropriate, with the Union, to explore potential solutions and, when appropriate, develop a plan to address identified concerns.
- This group will include up to three SLPTU representatives identified by the union, the director of special education, the executive director of human resources, and other potential school district representatives as needed (i.e. principal, executive director of business services, etc.).

**(This new MOU appears at the end of this document.)**

### **Special Education Due Process Release Time:**

Each Special Education teacher whose assigned schedule consists of more than 50% teaching or intervention time will be provided one due process release day per trimester.

- This release day is designated for completing due process requirements and may be used on or off site.
- If a substitute is not available, the teacher may timesheet up to 8 hours per trimester in lieu of the release day.

**(This new MOU appears at the end of this document.)**

### **Graduate Program and Course Approval:**

Meet and discuss graduate and course approval program requests and approval process. The focus of these meetings will be to:

- a) Understand the District's graduate program and course approval process, including but not limited to:
  - Programs that are pre-approved
  - Criteria for approving programs and courses not included on the pre-approved program list
- b) Understand the range of programs and courses that have been requested by SLPTU members during the 2023-2025 contract period.
- This group will include up to three SLPTU representatives identified by the union and the executive director of human resources and other potential school district representatives as needed (i.e. Superintendent, Human Resources Coordinator, etc.)

**(This new MOU appears at the end of this document.)**

## Salary Schedule A (2025-26)

### SALARY SCHEDULE A

2025-2026

Semester Credits *	*One semester credit equals 1.5 quarter hour credits.						
	BA/BA+10	BA+20/BA+30			MA+10	MA+20	MA+30
STEP	BA(BS)/BA+15	BA+30/BA+45	STEP	MA/MS	MA+15	MA+30	MA+45
1	\$ 51,328	\$ 53,065	1	\$ 56,968	\$ 58,973	\$ 60,968	\$ 66,248
2	\$ 51,328	\$ 53,065	2	\$ 57,993	\$ 59,998	\$ 61,993	\$ 67,273
3	\$ 51,328	\$ 53,065	3	\$ 59,018	\$ 61,023	\$ 63,018	\$ 68,298
4	\$ 52,628	\$ 54,376	4	\$ 62,516	\$ 64,510	\$ 66,504	\$ 71,795
5	\$ 53,393	\$ 55,130	5	\$ 64,566	\$ 66,560	\$ 68,554	\$ 73,845
6	\$ 54,693	\$ 56,441	6	\$ 66,872	\$ 68,866	\$ 70,859	\$ 76,151
7	\$ 56,004	\$ 57,741	7	\$ 71,227	\$ 73,221	\$ 75,216	\$ 79,381
8	\$ 59,915	\$ 60,778	8	\$ 73,277	\$ 75,271	\$ 77,266	\$ 81,431
9	\$ 59,915	\$ 60,778	9	\$ 75,338	\$ 77,332	\$ 79,326	\$ 83,492
10	\$ 59,915	\$ 68,229	10	\$ 80,017	\$ 82,010	\$ 84,005	\$ 87,580
11	\$ 62,526	\$ 68,229	11				
12	\$ 62,526	\$ 72,261	12	\$ 81,395	\$ 83,351	\$ 85,408	\$ 89,447
Note: Effective July 1, 2021, step 12 is the top step of the schedule for all new hires with a Bachelor's degree.			13	\$ 82,946	\$ 84,902	\$ 86,857	\$ 91,086
			14	\$ 84,585	\$ 86,541	\$ 88,496	\$ 92,997
			15	\$ 86,224	\$ 88,180	\$ 90,135	\$ 94,636
			16	\$ 90,111	\$ 92,066	\$ 94,022	\$ 100,031

Longevity - 15 years in the District: \$1,000

Longevity - 20 years in the District: \$2,000

Longevity - 25 years in the District: \$2,000

Example: A teacher on MA+45, step 16 that has 25 years in the District would receive \$105,031.

#### BA Salary Schedule steps 13-24 for teachers hired prior to July 1, 2021

	Semester Credits *	BA+10	BA+20	BA+30
STEP	BA/BS	BA+15	BA+30	BA+45
13	\$ 62,526	\$ 62,526	\$ 72,261	\$ 72,261
14	\$ 62,526	\$ 62,526	\$ 72,261	\$ 72,261
15	\$ 62,526	\$ 62,526	\$ 72,261	\$ 72,261
16	\$ 62,526	\$ 62,526	\$ 72,261	\$ 72,261
17	\$ 62,526	\$ 62,526	\$ 72,261	\$ 72,261
18	\$ 62,526	\$ 62,526	\$ 72,261	\$ 72,261
19	\$ 63,240	\$ 66,438	\$ 72,261	\$ 75,924
20	\$ 63,240	\$ 66,438	\$ 72,261	\$ 75,924
21	\$ 63,240	\$ 66,438	\$ 72,261	\$ 75,924
22	\$ 63,240	\$ 66,438	\$ 72,261	\$ 75,924
23	\$ 63,240	\$ 66,438	\$ 72,261	\$ 75,924
24	\$ 69,209	\$ 72,407	\$ 77,629	\$ 81,893

Longevity - 15 years in the District: \$1,000

Longevity - 20 years in the District: \$2,000

Longevity - 25 years in the District: \$2,000

Example: A teacher on BA+45, step 24 that has 25 years in the District would receive \$86,893.

Effective for the 2025-2026 school year, any teacher whose schedule improvement is less than 3.5% will receive a one-time payment. Each teacher will receive a payment equal to the difference between 3.5% and their schedule improvement/step movement. Teachers in the BA Legacy schedule, steps 13 - 24 in the 2024-2025 school year, will not receive any one-time payments. A teacher hired, and new to the district, in the 2025-2026 school year or after will not receive any one-time payments. This payment will be issued in the fall of 2027.

Effective for the 2025-2026 school year, teachers in the BA Legacy schedule, step 24 in the 2024-2025 school year will receive a one-time payment of \$2,000.

## Salary Schedule B (2026-27)

### SALARY SCHEDULE B 2026-2027

Semester Credits *	*One semester credit equals 1.5 quarter hour credits.						
	BA/BA+10	BA+20/BA+30			MA+10	MA+20	MA+30
STEP	BA(BS)/ BA+15	BA+30/ BA+45	STEP	MA/MS	MA+15	MA+30	MA+45
1	\$ 53,228	\$ 54,965	1	\$ 60,118	\$ 62,123	\$ 64,118	\$ 69,398
2	\$ 53,428	\$ 55,165	2	\$ 61,143	\$ 63,148	\$ 65,143	\$ 70,423
3	\$ 54,028	\$ 55,765	3	\$ 62,168	\$ 64,173	\$ 66,168	\$ 71,448
4	\$ 54,728	\$ 56,476	4	\$ 65,666	\$ 67,660	\$ 69,654	\$ 74,945
5	\$ 55,493	\$ 57,230	5	\$ 67,716	\$ 69,710	\$ 71,704	\$ 76,995
6	\$ 56,793	\$ 58,541	6	\$ 70,022	\$ 72,016	\$ 74,009	\$ 79,301
7	\$ 58,104	\$ 59,841	7	\$ 73,127	\$ 75,121	\$ 77,116	\$ 81,281
8	\$ 61,815	\$ 62,678	8	\$ 75,177	\$ 77,171	\$ 79,166	\$ 83,331
9	\$ 61,815	\$ 62,678	9	\$ 77,238	\$ 79,232	\$ 81,226	\$ 85,392
10	\$ 61,815	\$ 70,129	10	\$ 80,067	\$ 82,060	\$ 84,055	\$ 87,630
11	\$ 64,426	\$ 70,129	11				
12	\$ 64,426	\$ 74,161	12	\$ 83,495	\$ 85,451	\$ 87,508	\$ 91,547
Note: Effective July 1, 2021, step 12 is the top step of the schedule for all new hires with a Bachelor's degree.			13	\$ 84,846	\$ 86,802	\$ 88,757	\$ 92,986
			14	\$ 86,485	\$ 88,441	\$ 90,396	\$ 94,897
			15	\$ 88,124	\$ 90,080	\$ 92,035	\$ 96,536
			16	\$ 92,861	\$ 94,816	\$ 96,772	\$ 102,781

Longevity - 15 years in the District: \$1,000

Longevity - 20 years in the District: \$2,000

Longevity - 25 years in the District: \$2,000

Example: A teacher on MA+45, step 16 that has 25 years in the District would receive \$107,781.

#### BA Salary Schedule steps 13-24 for teachers hired prior to July 1, 2021

	Semester Credits *	BA+10	BA+20	BA+30
STEP	BA/BS	BA+15	BA+30	BA+45
13	\$ 64,426	\$ 64,426	\$ 74,161	\$ 74,161
14	\$ 64,426	\$ 64,426	\$ 74,161	\$ 74,161
15	\$ 64,426	\$ 64,426	\$ 74,161	\$ 74,161
16	\$ 64,426	\$ 64,426	\$ 74,161	\$ 74,161
17	\$ 64,426	\$ 64,426	\$ 74,161	\$ 74,161
18	\$ 64,426	\$ 64,426	\$ 74,161	\$ 74,161
19	\$ 64,426	\$ 66,438	\$ 74,161	\$ 75,924
20	\$ 64,426	\$ 66,438	\$ 74,161	\$ 75,924
21	\$ 64,426	\$ 66,438	\$ 74,161	\$ 75,924
22	\$ 64,426	\$ 66,438	\$ 74,161	\$ 75,924
23	\$ 64,426	\$ 66,438	\$ 74,161	\$ 75,924
24	\$ 69,209	\$ 72,407	\$ 77,629	\$ 81,893

Effective for the 2026-2027 school year, any teacher whose schedule improvement is less than 3.5% will receive a one-time payment. Each teacher will receive a payment equal to the difference between 3.5% and their schedule improvement/step movement. Teachers in the BA Legacy schedule, steps 13 - 24 in the 2024-2025 school year, will not receive any one-time payments. A teacher hired, and new to the district, in the 2025-2026 school year or after will not receive any one-time payments. This payment will be issued in the fall of 2027.

Effective for the 2026-2027 school year, teachers in the BA Legacy schedule, step 24 in the 2024-2025 school year will receive a one-time payment of \$2,000.

Longevity - 15 years in the District: \$1,000

Longevity - 20 years in the District: \$2,000

Longevity - 25 years in the District: \$2,000

Example: A teacher on BA+45, step 24 that has 25 years in the District would receive \$86,893.





#### **MEMORANDUM OF UNDERSTANDING – Class and Caseload Sizes**

This Memorandum of Understanding is entered into between Independent School District 16 (hereinafter referred to as the School District) and Spring Lake Park Teachers United (hereinafter referred to as the Union), representing the Teachers of the School District as follows:

1. The parties have entered into a collective bargaining agreement covering the period July 1, 2025, through June 30, 2027.
2. The union and the district have mutually agreed to meet and discuss class and caseload sizes in the district, inclusive of special education, twice per year.
3. The focus of these meetings will be to:
  - a) Understand how class and caseload sizes, including special education, are established as part of the district's annual staffing process;
  - b) Understand current class and caseload size, including special education, within the district;
  - c) In situations where caseloads or class sizes appear to be unreasonable, the District will engage in collaborative discussions with the affected staff and as appropriate, with the Union, to explore potential solutions and, when appropriate, develop a plan to address identified concerns.
4. This group will include up to three SLPTU representatives identified by the union, the director of special education, the executive director of human resources, and other potential school district representatives as needed (i.e. principal, executive director of business services, etc.).
5. This MOU will sunset on June 30, 2027.

Spring Lake Park Teachers United  
1415 81<sup>st</sup> Avenue NE  
Minneapolis, MN 55432

Independent School District 16  
1415 81<sup>st</sup> Avenue NE  
Minneapolis, MN 55432

\_\_\_\_\_  
Representative

\_\_\_\_\_  
Chair

\_\_\_\_\_  
Representative

\_\_\_\_\_  
Clerk

\_\_\_\_\_  
Dated

\_\_\_\_\_  
Dated

October 28, 2025



#### **MEMORANDUM OF UNDERSTANDING – Special Education Due Process Release Time**

This Memorandum of Understanding (MOU) is entered into between Independent School District 16 (hereinafter referred to as the School District) and Spring Lake Park Teachers United (hereinafter referred to as the Union), representing the Teachers of the School District as follows:

1. A full-time licensed special education teacher with more than 50% of their assigned schedule for teaching/intervention will be provided up to one day per trimester of release time to complete special education due process requirements. Approval may be granted based on availability of an appropriate substitute teacher and/or extent of due process requirements.
2. A special education teacher with less than 50% of their assigned schedule dedicated to teaching or intervention may also be eligible for a due process release day upon request, subject to administrative approval.
3. In the event that an appropriate substitute teacher is not available, the requesting teacher will be allowed to timesheet up to 8 hours per trimester to complete special education due process requirements.
4. Due process work may be completed on or off site, maintaining appropriate professional standards and data privacy.
5. Approval for a due process release day may be denied if another special education teacher in the same building has already been approved for release on that day.
6. Staff are encouraged to submit requests for due process release time at least five school days in advance. Requests made with shorter notice may still be considered at the discretion of the building or special education administrator.
7. Prior to approval, the requesting special education teacher will notify a building or special education administrator of the work that will be completed during the due process release day.
8. The MOU will sunset on June 30, 2027.

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\_\_\_\_\_  
Representative

\_\_\_\_\_  
Chair

\_\_\_\_\_  
Representative

\_\_\_\_\_  
Clerk

\_\_\_\_\_  
Dated

\_\_\_\_\_  
Dated

October 28, 2025





### **MEMORANDUM OF UNDERSTANDING – Graduate Program and Course Approval**

This Memorandum of Understanding is entered into between Independent School District 16 (hereinafter referred to as the School District) and Spring Lake Park Teachers United (hereinafter referred to as the Union), representing the Teachers of the School District as follows:

1. The parties have entered into a collective bargaining agreement covering the period July 1, 2025, through June 30, 2027.
2. The union and the district have mutually agreed to meet and discuss graduate and course approval program requests and approval process.
3. The focus of these meetings will be to:
  - a) Understand the district's graduate program and course approval process, including but not limited to:
    1. Programs that are preapproved
    2. Criteria for approving programs and courses not included on the preapproved program list
  - b) Understand the range of programs and courses that have been requested by SLPTU members during the 2023-2025 contract period.
4. This group will include up to three SLPTU representatives identified by the union and the executive director of human resources and other potential school district representatives as needed (i.e. Superintendent, Human Resources Coordinator, etc.)
5. This MOU will sunset on June 30, 2027.

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Independent School District 16  
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\_\_\_\_\_  
Representative

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Chair

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Representative

\_\_\_\_\_  
Clerk

\_\_\_\_\_  
Dated

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Dated

October 28, 2025