

**DISTRICT - Saint Paul Public Schools
PROPOSAL # 3_TEACHERS
October 12, 2023**

The District offers the following wage and health insurance proposal.

Health Insurance year 1

Family Effective January 1, 2024 increase district contribution \$175.00/month

Family +1 Effective January 1, 2024 increase district contribution \$175.00/month

Single Effective January 1, 2024 increase district contribution \$25.00/month

Health Insurance year 2

Family Effective January 1, 2025 increase district contribution \$75.00/month

Family +1 Effective January 1, 2025 increase district contribution \$75.00/month

Single Effective January 1, 2025 increase district contribution \$25.00/month

Wages Year 1 Effective August 26, 2023

COLA 1% to all cells on the wage schedule

Steps 5, 6, 7, 8 and Lanes 3, 4, 5, 6 additional 1% increase to all cells in that defined area of the schedule effective August 26, 2023.

Eliminate 25-year longevity step. Make the current 20-year longevity step \$1200 which is the same as the current 25-year longevity step. This impacts 355 members and adds \$700/ year to their income. No impact to members currently at the 25-year step as they would now be included at the new 20-year longevity step.

Wages Year 2 Effective August 24, 2024

COLA 1.5% to all cells on the wage schedule