



Pay Parity Proposal

MFT passed on December 9, 2021



MFT – MPS Tentative Agreement
Contract period 2021-2023

Proposed on Dec 9, 2021

MFT Proposal: Article 7.4 Basic Salaries, Rates of Pay, Other Assignments, Work, and Schedules

The following proposal was made by the Minneapolis Federation of Teachers, based on input from educators, parents, students, and/or community members, and is subject to modifications and additions throughout the bargaining and/or mediation process.

7.4 Placement on Salary Schedule: The following rules shall be applicable in determining placement of a teacher on the standard salary schedule:

7.4.1 Initial Placement:

a. Basis for Placement: Initial placement will be made directly onto the salary schedule for the upcoming year, based on approved college credits and qualifying years of experience at time of hire.

i.) Establish the following placements on the teachers contract:

- A Bachelor's degree that requires up to 120 semester credits (or its equivalent quarter credits) will be placed at BA (Lane A)
- Undergraduate Credits of 135-149 will be placed on BA+15 (Lane B)
- Undergraduate Credits of 150-164 will be placed on BA+30 (Lane C)
- Undergraduate Credits of 165-179 will be placed on BA+45 (Lane D)
- Undergraduate Credits of 180-194 will be placed on BA+60 (Lane E)
- Undergraduate Credits of 195+ will be placed on Lane F

ii.) Establish the following placements on the teachers contract

- A Master's degree that requires up to 30 semester credits (or its equivalent quarter credits) will be placed at MA (Lane G)
- Masters Credits of 40-49 will be placed at MA+15 (Lane I)
- Masters Credits of 50-59 will be placed at MA+30 (Lane K)
- Masters Credits of 60-69 will be placed at MA+45 (Lane M)
- Masters Credits of 70-79 will be placed at MA+60 (Lane O)
- Masters Credits of 80+ will be placed at Lane P

b. Written Notice Requirement: To ensure that teachers new to the District are granted full credit for prior teaching experience, academic preparation, and correct lane and step placement on the salary schedule, teachers shall be given written notice of this provision, guidelines for lane advancement, and Article 7, Basic Salaries, Rates Of Pay, Other Assignment, Work, And Schedules at their initial date of employment.

c. Hire Prior to Licensure: Persons hired without a valid Minnesota teaching license for positions for which a valid Minnesota teaching license is required shall be placed at step one (1) on the standard salary schedule lane appropriate to their educational credentials until an appropriate, valid Minnesota teaching license is placed on file with the District. In order to progress on the standard salary schedule, such persons shall provide



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evidence of reasonable progress toward an appropriate, valid Minnesota teaching license. Upon filing an appropriate, valid Minnesota teaching license, the teacher shall be placed on the step and lane appropriate to teaching experience in the District and applicable prior experience.

d. Appeal of Initial Placement: All teachers who disagree with the initial lane and step placement shall have 45 duty days to notify the Division of Human Resources in writing. The District's liability in a pay dispute concerning initial lane and step placement shall be limited to no more than one (1) year of retroactive pay.

e. Move eligible teachers to a higher lane in accordance with the credit requirements listed above in order to be completely moved to the new appropriate lane designation.

i.) Any movement to a higher lane shall be effective as of July 1, 2021.

ii.) Staff not eligible to be moved to a higher lane designation shall be held harmless.

7.4.2 Prior Experience:

a. Most Recent ten (10) Years: Experience earned in the ten (10) year period prior to employment shall be credited at the rate of one (1) year of credit for each year of teaching experience. For the purpose of giving this credit the following shall apply:

1. To be given consideration for experience credit, a teacher must have been eligible for a regular teaching license under Minnesota regulations in force at that time.

2. One complete semester of teaching in any one academic year in one accredited school system equals one full year of experience. No credit shall be given for teaching experience of less than one semester.

3. One full year of half-time teaching in one accredited school system equals one full year of experience. No credit shall be given for teaching experience of less than half-time.

4. The District shall match the salary of teachers from other districts or private schools to the nearest comparable step and lane placement, not to exceed the highest step in the lane.

b. Beyond Ten (10) Years: ~~Experience earned before the ten-year period prior to employment shall be credited at the rate of one (1) year of credit for each two full years of teaching experience. Teaching experience of less than a year shall be ineligible.~~ Count any experience currently counted at one (1) step for every two (2) years as one (1) step per year, effective July 1, 2021, in order to attract and retain high quality educators.

c. Exceptions: In instances where an individual teacher is agreeable to an initial step placement other than that as provided above, such exceptions may be made by mutual agreement between the teacher and a representative of the Division of Human Resources. The Minneapolis Federation of Teachers shall be notified of all such agreements.

d. Credit for Non-Teaching Experience: In an effort to encourage individuals who move into teaching as a second career, experience may be credited at the rate of one (1) year of credit for each two full years of experience in the previous career, not to exceed ten years of credit, by mutual agreement between the teacher and a representative of the Division of Human Resources. The Minneapolis Federation of Teachers shall be notified of all such agreements.

7.4.3 Lane Placement and Reclassification:



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a. Certification Required: Teachers are encouraged to continuously improve their professional skills and knowledge through coursework and other professional development activities which enhance their instructional skills and help them meet the needs of the students they teach. Request for reclassification may be made at any time the teacher completes the required work. All requests must be accompanied by appropriate certification:

1. A certified transcript from an accredited training institution showing credits earned and credit hours completed and degree granted, if any,
2. A copy of the National Board Certificate (NBC) or a recognized equivalent national certificate as agreed upon by the Union and the District.

b. Lane Change Request Form: Certification must be submitted with the lane change request form to the Division of Human Resources for evaluation. When determining lane placement and reclassification, credits earned shall be converted, when necessary, and calculated as quarter credits.

c. Effective Date, Retroactive Pay Adjustments: Any increase in salary to which the individual is entitled by reason of reclassification will be made effective at the beginning of the payroll period following submission of all required documents. However, retroactive salary adjustments shall not exceed forty-five (45) days nor extend prior to the date of the confirmation of the degree or credits.

d. Additional Credits: Accredited college and university credits, MPS Credits, and National Board Certification (NBC) earned after an individual's initial Bachelor's Degree shall qualify such individual to advance on the salary schedule, which shall include the following lanes: BA15, BA30, BA45, BA60, MA, MA15, MA30, MA45, MA60, Educational Specialist, and PhD. Fifteen (15) ProPay credits will qualify an individual to advance on the salary schedule. Up to a maximum of two (2) lane changes per five (5) years are allowed using ProPay credits. Lane advancement based on ProPay credits shall be granted up to Lane U. (Also see Section 7.8. below regarding National Board Certification).

e. Guidelines: The guidelines for lane advancement will be provided upon request of Human Resources, and will be included in the materials provided at initial date of employment (Also see 7.4.1 Initial Placement, above). To ensure that teachers new to the District are granted full credit for prior teaching experience, academic preparation, and correct lane and step placement on the salary schedule, teachers shall be given written notice of this provision, guidelines for lane advancement, and Article 7, Basic Salaries, Rates Of Pay, Other Assignment, Work, And Schedules at their initial date of employment.

f. Montessori Credits: For purposes of this article only, a teacher who successfully completes a training program in a school accredited by the American Montessori Society or International Montessori Association shall receive (1) one quarter credit for each thirteen (13) classroom contact hours of instruction received without regard to college or university credits assigned by the training institution.

7.4.4 Allowance for Experience: Credit shall be allowed for teaching experience that has been acquired after the applicant has been fully licensed as a teacher. Teaching experience in the Peace Corps shall be given credit at the same rate as other teaching experience. Applicants for vocational teaching may meet this requirement by substitution of equivalents. The amount of credit given for experience will be included in the established standard salary schedule. No more than one year experience can be credited for any twelve month period of employment.



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7.4.5 Credit for Trade Experience for Teachers of Vocational Subjects:

- a. Minimum Experience: In order to qualify trade, business, or professional experience shall be evaluated according to the following provisions
1. Five years of acceptable trade experience at the journeyman level, or its equivalent, in the field in which she/he is teaching, or
 2. Four years of combined supervisory experience and/or accredited college training or post high school training at a recognized trade school.
- b. Additional trade experience, which is not used to satisfy the minimum requirement, shall be credited as teaching experience. Each year of experience as a foreman or lead man shall be counted as equivalent to a year of teaching experience. Other trade experience shall be counted on the basis of two years in the trade for one year of teaching experience.
- c. Instructional Experience: Instruction in a technical college, trade school or experience in which a major portion of time was given to organized instruction in an appropriate field shall be considered as teaching experience.
- d. Lane Placement: The lane placement will be made by the Division of Human Resources up to BA+60. The teacher cannot move beyond the BA+60 lane until they have earned an MA degree except by earning a National Board Certificate as a tenured teacher, if available in the teaching or RSP field.
- e. No Recomputation: Teachers who have had credit for trade, business, or professional experience correctly computed under provisions in effect at time of employment, shall not have such credit recomputed. Basic Salaries, Rates of Pay, Other Assignment, Work, and Schedules

7.4.6 Credit for Military Experience: Military service prior to hiring shall be credited in lieu of teaching experience if the teacher completed her/his teacher training and met the Minnesota requirements for teaching before entering military service. The total amount of military service for which credit will be given shall not exceed four (4) years. A year of military service is considered to be twelve (12) calendar months computed from the date of induction to the date of general discharge. A fractional year of eight (8) months or more shall be counted as a full year. Teachers who have had, or could have had, credit for military service computed under military service credit provisions in effect prior to July 1, 1981, shall not have such credit recomputed.

7.4.7 Credit for Nursery School/Pre-K Teaching Experience: Lead teacher experience in a nursery school /pre-K program generally will be given full credit.

7.4.8 Credit for Experience Granted to School Social Workers: School Social Workers hired by Minneapolis Public Schools must be fully licensed as a School Social Worker. School Social Workers receive credit for experience in child guidance clinics, private family casework agencies, private children's casework agencies, public aid to dependent children's divisions, or public county child welfare divisions, depending on the School Social Worker's eligibility for licensure at the time of the experience. Experience in other agencies may be considered as credit for experience. The training the individual had at the time of experience, the type of



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supervision that was given on the job, and the rating of the agency, as well as a description of the services performed by the person while employed by this agency, will be evaluated. Such approved experience generally will be given full credit as teaching experience.

7.4.9 Credit for Experience as an Educational Support Professional (ESP): Teachers hired with previous experience earned in employment within the Minneapolis Public Schools as an Educational Assistant, Associate Educator, Special Education Assistant, Child Care Worker, Child Development Technician, or Bilingual Program Assistant, and whose work directly supported student instruction through contact with students and families shall be credited at the rate of one (1) year credit for each two (2) full years of employment in the district up to a maximum of five (5) years credit provided this experience is gained in the preceding ten (10) years.

7.4.10 Award teachers and related service professionals who obtain full or special licenses/certifications while employed by MPS, or who are hired with said credentials, (NBPTS for teachers, LISW/LICSW for SSWs, CCC for Speech Therapists, NCLEX/RN for LSNs, OTR/L for OTs, etc), two (2) lanes (i.e., columns), instead of one (1), on the Teachers Contract salary schedule, retroactive to July 1, 2021 in order to create parity with Propay courses offered by MPS.

7.4.11 Provide bilingual/multilingual staff opportunities to take the ACTFL assessment for free and compensate bilingual/multilingual teachers and related service professionals according to their proficiency level.

- a. Effective July 1, 2021, bilingual/multilingual staff take the ACTFL assessment by MPS for free, then are compensated on the pay scale according to their proficiency level.
- b. Bilingual/multilingual staff who receive an ACTFL Certified Rating of at least Advanced Low will receive a lane change on the teachers contract.

7.4.40 12 Annual Step Increments: The salary schedule provides for annual step increments after approval by the Board of Education. In order to qualify for a full step increment, an individual shall have been on the school payroll for not less than one semester, or 110 days in a prior school year. However, no more than one step increment can be earned in any one school year. Teachers on a PSP must successfully complete PSP requirements and return to PDP or GPDP status to get a step increase. The step will then be granted retroactive to the beginning of that school year once successfully completed. MPS will Update [HR Guidelines for Teacher Placement document](#) to reflect the above changes to the 21-23 contract.