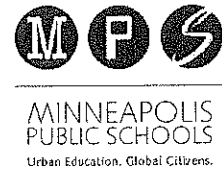




# Compensation Proposal



This compensation proposal shall not be considered final or binding until the completion of negotiations on all open contract items and is considered contingent on final agreement by both parties to a total package of proposals. Further, this agreement is contingent upon ratification by MFT Teachers and ratification by the Minneapolis Public Schools Board of Education.

## Salary & Wage Schedule/Benefits:

### **2019–2020:**

1. Steps and lanes.
2. Add **5.0%** to all steps and lanes, including those in red-lined area of the schedule, eff. 7/1/19.
3. Add **5.0%** to Schedules - C, D, and F, eff. 7/1/19.
4. Schedule E. Reserve Teachers:
  - a. Reserve Cadre Daily rate from \$180/day to \$190/day, eff. 7/1/19.
  - b. Short-Call Daily rate from \$160/day to \$170/day, eff. 7/1/19.
  - c. Long-Call rate from \$170/day \$3,400/month, to \$180/day \$3,600/month, eff. 7/1/19.
5. Schedule G. Staff Development, Other Hourly Rates, Stipends:
  - a. Flat Hourly rate from \$25/hr to \$30/hr, eff. 7/1/19.
  - b. Hourly Staff Development Rate: \$25/hr to \$30/hr, eff. 7/1/19.
6. Article 2.4.5 Reimbursement for Lost Preparation Time or Duty-Free Lunch:
  - a. Change rate from Flat Hourly \$25/hr to Direct Instruction (Pro-Rated Hourly) Rate, eff. 7/1/19.
7. Article 5.5.3 Professional Development Components of Achievement of Tenure
  - a. Teachers attending August NTO will be paid Pro-Rated Hourly Rate.
8. MOA - Health Insurance Coverage to Explore Transition to EE+1
  - a. Increase MPS contribution to Teachers with Dependent/Family health coverage, Couples Premium from \$5,650 to \$6,250, eff. 1/1/20.
9. Article 9.13.2 Wellness Pay (Sick Leave Severance): Unused sick leave will be paid at one-hundred percent (100%), effective 6/15/2019.
10. Retroactive pay and bi-weekly adjustments to occur on a regular paycheck within 60 days of ratification. with prior email notice of pay date when retro and any adjustments to bi-weekly salary will occur.
11. Article 10 Personal Injury/Property Benefits: The District will pay the employer portion of TRA contributions for teachers receiving worker's compensation benefits, effective 7/1/2018

**2020-2021:**

1. Steps and lanes.
2. Add **5.0 %** to all steps and lanes, including those in red-lined area of the schedule, eff. 7/1/20.
3. Pro-Pay/Lane U: For those already in Lane U who began a Pro-Pay course after 6/1/19 and complete a Pro-Pay course that includes an action research component (15 credit class) by 7/1/20 will receive a one-time payment of \$1,000.
4. Health Insurance:
  - a. Transition to new plan structure (EE+1) effective 7/1/21.
  - b. If unsuccessful to move to a new plan, increase MPS contribution to teachers with Dependent/Family health coverage or Couples Premium from \$6,250 to \$6,850, eff. 1/1/21.

MFT continues to reserve the right to add/amend this proposal later as long as final agreement has not been reached.