

MFT Filename - MOA - \$15 Now Proposal

The following proposals made by the Minneapolis Federation of Teachers, based on input from educators, parents, students, and community members, are subject to modifications and additions throughout the bargaining process. It is mutually understood that all dates will be updated in the contract as part of any agreement.

Memorandum of Agreement

\$15 Now!

The District and MFT agree that the District shall be committed to investing in all employees by paying a living wage. MPS employees are not just bus drivers, educators, food servers, secretaries and engineers; they are also our neighbors and parents of our students.

Quality relationships between colleagues and between staff and students are built best when staff are retained at school sites, which will only happen if the district maintains pay equity with other large employers in the area, including St. Paul Public Schools, who have agreed to increase their minimum wage to \$15/hour by 2020.

The District and MFT acknowledge that many of the gaps in educational achievement come from discriminatory practices related to race, ethnicity, and other protected statuses as well as from income inequality.

As 62.6% of students in the District qualify for free and reduced lunch, many of these students and their families are affected by the lack of resources linked to income, such as stable housing, food security, and quality health care, among others.

The district and MFT agree that, although the district is exempt from adhering to the city statute requiring an increase in the minimum wage to \$15/hour, the district will act in the interest of all workers and commit to increasing the minimum wage for all employee groups to at least \$15/hour by 2020, the same year agreed to by the St. Paul Public School District.

As the district is one of the five largest employers in Minneapolis, the District and MFT agree that the district will follow the guidelines for increasing the minimum wage in the following increments to meet their goal of achieving a \$15 minimum wage by 2020.

July 1, 2018	\$11.50
July 1, 2019	\$13.25
July 1, 2020	\$15.00
July 1, 2021 and ongoing	\$15.00 minimum indexed to inflation

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