

MFT Filename: Salary and Benefits Compensation Proposal–Complement to previous proposals

*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.*

## **Attracting and Retaining High Quality Educators through Adequate Compensation and Benefits**

### **Item #1 - Salary & Wage Schedules**

#### **2017–2018:**

1. Salary Schedule A - 5% Increase on all Steps and Lanes (including redlined). Retroactive to July 1, 2017.
2. Increase Co-curricular Rates (Schedules C to C3) by 5%.
3. Increase Student Activities and Programs, Coaching and Coordinating (Schedules D to D3):
  - a. Half day/Evening Events from \$95 to \$100 per day/eve.
  - b. Full day events \$190/day to \$200/day
4. Increase Reserve Rates (Schedule E) as follows:
  - a. Short Call Reserve Teacher Rate from \$160/day to \$170/day
  - b. Reserve Cadre from \$180/day to \$190/day
  - c. Long Call Reserve Rate from \$170/day to \$180/day
5. Increase Schedule G - Staff Development, Other Hourly Rates, Stipends as follows:
  - a. Hourly Staff Development Rate from \$25/hr to \$28/hr
  - b. Staff Development Stipend from \$18/hr to \$20/hr, and \$85/day to \$95/day
  - c. Hourly Leadership Rate from \$30/hr to \$33/hr
  - d. Hourly Flat Rate from \$25/hr to \$28/hr
  - e. Additional Hourly Rate from \$18/hr to \$20/hr
  - f. Increase Homebound from \$28/hr to \$30/hr
6. Increase Schedule F - Resident, Dr. Ed., And Mentors, Locker Managers, School Patrol as follows:
  - a. Under 400 students from \$300 to \$315
  - b. 400 to 800 students from \$600 to \$630
  - c. 800 to 1200 students from \$900 to \$945
  - d. 1200 to 1600 students \$1200 to \$1260
  - e. 1600 to 2000 students \$1500 to \$1575
  - f. Over 2000 students \$1800 to \$1890

#### **2018–2019:**

1. Salary Schedule A - 5% Increase on all Steps and Lanes (including redlined), Effective July 1, 2018.
2. Increase Co-curricular Rates (Schedules C to C3) by 5%.

**Item #2 - ProPay Lane Changes:** Effective 7/1/17: Pay increases (equivalent to a Lane change in the Master's lanes) will also be permitted for teachers already on Lane U who submit 15 ProPay credits to receive a lane change (amend Article VII).

**Item #3 - Health Insurance: Article IX Proposal**  
**Articles and MOAs - Changes or Status Quo noted below - TBD**

**Section I. Agreement Relative To Terms And Conditions Of Employment**

- Article I. Collective Bargaining Agreement, Publication, Duration, Board Rights
- Article II. Teacher Assignments And Schedules
- Article III. Teacher Rights And Responsibilities
- Article IV. Shared Leadership For Continuous Improvement
- Addendum 1: School Performance Management Continuum
- Article V. Professional Development
- Addendum 1: Finding Time For The Professional Development Process
- Article VI. Student Behavior/Discipline
- Article VII. Basic Salaries, Rates Of Pay, Other Assignment, Work, And Schedules
- Article VIII. Reserve Teachers
- Article IX. Group Benefits
- Article X. Personal Injury/Property Benefits
- Article XI. Leaves Of Absence
- Article XII. Working Conditions
- Article XIII. Grievance Procedure
- Article XIV. Job Share Procedures
- Article XV. Transfer, Reassignment, And Recall
- Addendum 1: Assignment Scheduling Parameters
- Addendum 2: Guidelines For Transfer And Reassignment (Related Services)
- Article XVI. Technology
- Article XVII. Seniority

**Section II: Salary and Wage Schedules**

- Schedule A Salary Schedules
- Schedule C Curricular Pay Schedules
- Schedule C1 Senior High Athletics
- Schedule C2 Middle School Athletics
- Schedule C3 Events Supporting Personnel
- Schedule D Student Activities And Programs, Coaching And Coordinating
- Schedule D1 Academic Activities
- Schedule D2 Culture/Service Learning/Student Leadership/Activities
- Schedule D3 Intramural/Recreational/Sports Activities
- Schedule D4 Homework Hotline:
- Schedule E Reserve Teachers
- Schedule F Resident, Dr. Ed., And Mentors, Locker Mgrs, Sch. Patrol
- Schedule G Staff Development, Other Hourly Rates, Stipends

**Section IV. Memoranda Of Agreement (MOA) - TBD**