



**TENTATIVE CONTRACT
AGREEMENT SUMMARY**

Effective July 1, 2019 through June 30, 2021 and thereafter until a new agreement is reached.



MINNEAPOLIS
PUBLIC SCHOOLS
Urban Education. Global Citizens.

Salary & Wage Schedule/Benefits:

2019-2020:

- Steps and lanes
- Add 1.0% to salary schedule, effective 7/1/19
- All other schedules unchanged
- Health Insurance – maintain current contract language

2020-2021:

- Steps and lanes
- Add 1.0% to salary schedule, effective 7/1/20
- All other schedules unchanged
- Retro will be paid within 60 days of ratification
- Health Insurance – maintain current contract language
- Schedule change adjustments:
 - One year MOA: 1.0 day of self-directed reflection, June 15 2021, eligible for telework, not required to be onsite.
 - Clarify contract language: consecutive 2.5 working days do not have to be in the first week but do have to be prior to when the students arrive

Articles and Memorandums of Agreement (MOAs)

- Article 2 Teachers Assignments and Schedules:
 - 2.5.1 – Starting Week
 - 2.5.6 – LMS Peer collaboration days
 - 2.5.9 – LSN Required Trainings Reimbursement
 - 2.5.10 – Specialists Peer collaboration
- Article 9 Group Benefits:
 - 9.6 – Life insurance increase from \$50k to \$100k (Eff. 1/1/21)
 - 9.12 – Match \$2000/year (Eff. 1/1/21)
 - 9.13.2 – MSRS exemption language
- Article 11 Leaves of Absence - 11.5.2 Bereavement/Critical Illness Leave
- Article 12 Working Conditions – 12.1 Environmental Health & Safety Language
- Article 15 Transfer - LIFO
- Article 16 Technology
- MOA – Designated Day of Self-Reflection June 15th
- MOA – Restorative Practices
- MOA – Retirement Incentive (Spring 2020)
- MOA – Streamlined I&S

Article 2 Teachers Assignments and Schedules

2.5.1 Teacher Duty Days:

a. The teacher duty year will be made up of 196 paid duty days, which include the six (6) paid holidays within the regular school year.

b. ~~**Opening Week Start of School:**~~ As part of the 196-day work year, teachers shall have two and one-half (2½) consecutive days set aside ~~in the opening week of the teacher's year at the start of the school year.~~ These days shall be uninterrupted to allow teachers to prepare and collaborate for the upcoming year. There shall be no meetings, staff development, or any other required meetings on these days.

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2.5.6 Work Year for Library Media Specialists, Peer Collaboration: Library Media Specialists shall be allowed four (4) duty days in addition to the school year for teachers to be used at the discretion of the Library Media Specialist for media center maintenance and management. These additional duty days will be paid at the Library Media Specialist's regular rate of pay extended. Library Media Specialists who are assigned to more than one (1) building shall not be allowed more than four (4) duty days in addition to the school year for teachers.

Library Media Specialists ~~will be~~ **are** allowed to use up to three (3) ~~District~~ Staff Development/Professional Development days per year to collaborate with **pre K-12 job-alike** peers **at the same time, when feasible,** on reading, research, information technology, curriculum development, **standards,** or other critical topics.

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2.5.9 Reimbursement for District-Required Training Expenses for Nurses

a. CPR. The District will provide reimbursement of up to \$60 for Licensed School Nurses for the purpose of renewing District-required CPR certifications. Reimbursement requires a receipt and proof of attendance and shall follow standard District reimbursement procedures.

b. First Aid. The District will provide reimbursement of up to \$50 for Licensed School Nurses for the purpose of renewing District-required first aid certifications. Reimbursement requires a receipt and proof of attendance and shall follow standard District reimbursement procedures.

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2.5.10 Art, Dance, Theater, Music (Instrumental, General, and Choral), and Physical Education teachers shall be allowed a minimum of one (1) Staff Development Professional Development day per year to collaborate with role-specific peers listed above peers at the same time on curriculum development, standards, or other critical topics, if a reserve teacher, if needed, is available to cover the teacher's classroom.

Article 9 Group Benefits

9.6 Life Insurance. (Note: Effective 1/1/21)

9.6.1 Basic Life Insurance: Insurance eligible teachers are automatically enrolled for ~~\$50,000~~ **\$100,000** (plus Accidental Death and Dismemberment of \$50,000) of District paid basic life insurance coverage. To have a named beneficiary, an enrollment beneficiary designation form must be on file with the District.

9.6.2 Supplemental Life: Insurance eligible teachers may purchase additional life insurance in \$10,000 increments up to the policy limits for coverage. Eligible employees may apply for supplemental life coverage at any time. Evidence of good health is not required for supplemental life if applied for during the first thirty (30) days of employment. Employees should be aware that life insurance from an employer in excess of ~~\$50,000~~ **\$100,000** is a taxable benefit under IRS rules and subject to payroll deductions as imputed income.

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9.1 General Information:

9.1.1 The following benefits are available to insurance eligible teachers. The District agrees to offer group insurance benefits that includes **include** health, dental, life, and long-term disability coverage

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9.12 Tax-Deferred Savings Plans:

9.12.1 Eligibility for District Match: Teachers enrolled in the State of Minnesota Deferred Compensation Plan (457) or the Special School District No. 1 403(b) Plan will be automatically eligible for the match.

9.12.2 District Annual Matching Payment: The District will make an employer matching payment to the tax-deferred savings plans, subject to the provisions in this article. The District Payment will be made to the State of Minnesota Deferred Compensation Plan (457), the Special School District No. 1 403(b) Plan or other approved District sponsored plans.

9.12.3 Plan Administration: In connection with the establishment and continuation of the 403(b) plan, the District and the Labor/Management Benefits Committee designed the plan, selected the plan's administrative and investment providers, is the exclusive manager of the plan's communications with employees, and is responsible for ongoing monitoring of the plan's investments and all administrative services provided to the plan.

9.12.4 Tax-Deferred Savings Plans: (Note: Effective 1/1/21)

~~**9.12.4 Match Requirements: a. The District match payment will be made on a per teacher maximum. \$1,600,000 divided by the prior calendar year's number of teacher tax-deferred savings plan participants minus the teachers no longer actively working. (The definition of teachers not actively working is comprised of teacher terminations and teachers who are on unpaid leave who have a return to work date after the current school year.)**~~

~~**b. Tax-deferred savings plan participants will be matched on a per pay period basis while they are deferring into the plan(s) until they reach the per teacher maximum for the calendar year.**~~

~~**c. Only deductions that employees defer during the match period (calendar year) shall be matched by the District.**~~

~~d. The teacher must have enrolled, elected to defer, and in fact deferred a qualifying amount during the calendar year, to qualify for the match.~~

~~e. Teachers on unpaid leave when the match is made on a per pay period basis will begin receiving their match when they return to paid status.~~

~~Amounts paid associated with health care or life insurance coverage choices shall not be used to meet the District Annual Match Payment requirement under this article.~~

a. The District match payment will pay an annual match payment of up to \$2,000 for participating employees.

b. Tax-deferred savings plan participants will be matched on a per pay period basis while they are deferring into the plan(s) until they reach their match for the qualifying calendar year.

c. Only deductions that employees defer during the match period (calendar year) shall be matched by the District.

d. The teacher must have enrolled, elected to defer, and in fact deferred a qualifying amount during the same qualifying calendar year, to qualify for the match.

e. Amounts paid associated with health care or life insurance coverage choices shall not be used to meet the District Annual Match Payment requirement under this article.

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9.13.2 Wellness Pay (Sick Leave Severance)

a. Program Description: Teachers who are eligible to retire shall have up to fifty (50) percent of their unused sick leave at their current daily rate of pay contributed to a Minnesota State Retirement System (MSRS) Post Retirement Health Care Savings Account following the end of the school year during which they retired. The following shall apply:

1. Teachers must be eligible to retire under the Teachers Retirement Association (TRA) at the time of separation from the Minneapolis Public Schools;
2. Teachers must be at least fifty-five (55) years of age or credited with thirty (30) years of service by the Teachers Retirement Association, or otherwise eligible for retirement as determined in consultation with the Teachers Retirement Association (TRA, 651-296-2409);
3. Any sick leave previously converted (i.e., through Career Transition Trust) shall be deducted from the final contribution in accordance with the Wellness formula (See formula and example calculations shown below);
4. Severance Pay Formula: Payroll uses the following agreed upon formula for calculating severance pay at retirement:

Step 1: Calculate the total number of your unused wellness (sick leave) days at your daily rate of pay at retirement (including any previously converted days under Career Transition Trust);

Step 2: Divide this dollar amount by 2 (Severance is paid at 50% of current pay rate),

Step 3: The balance is paid less any previously contributed dollars through Career Transition Trust.

b. Exception to Payment to Health Care Plan: ~~Pending IRS ruling, retirees who are enrolled in a non-district provided health insurance plan, or if both retirees were/are district employees or who are covered by a spouse/partner's plan, at the time their district health insurance contribution (that was earned while actively employed) ceases, will not receive a contribution~~

~~to the Minnesota State Retirement System's Post-Retirement Health Care Savings Plan, but will instead receive a severance amount as a cash payment, provided said retirees provide the required documentation.~~

If a retiring employee meets the criteria of exemption from the Post-Retirement Health Care Savings Plan (HCSP) according to Minnesota State Retirement System (MSRS) guidelines, the severance payment shall be placed into a 403(b)/457 account of the retiring employee's choice of the allowed district vendors. The decision regarding whether a retiree is exempt from the HCSP is solely determined by MSRS and shall not be grievable under the CBA grievance process. A request for exemption must be made prior to retirement.

[The parties agree that this will be incorporated into the 2019-2021 MFT/MPS Teachers Collective Bargaining Agreement upon ratification.]

Article 11 Leaves of Absence

11.5.2 Death in Family or Critical Illness:

a. Death In The Family: Teachers, including those assigned as long-call or cadre reserve teachers, may be granted a leave of absence for up to five (5) consecutive days per event for the death of the teacher's mother, father, sister, brother, spouse, significant other, child, aunt, uncle, niece, nephew, grandparents, grandchildren, mother-in-law, father-in-law, son-in-law, daughter-in-law, sister-in-law/brother-in-law, parents of significant other, spouse's immediate family, anyone who has the position of parent or child, or any person who has been a member of the teacher's household immediately prior to the critical illness or death of the individual. Teachers traveling more than 2,000 miles one way will be granted up to two (2) additional consecutive days per event. Documentation may be requested.

If a teacher requests this leave to be taken intermittently, they will communicate a timeline for the anticipated bereavement leave days to their supervisor, which must occur within the same school year.

b. Critical Illness: Critical illness is defined as an illness where death is impending, but recovery is possible. Teachers, including those assigned as long-call or cadre reserve teachers, may be granted a leave of absence for up to five (5) consecutive days in the event of the critical illness of the teacher's mother, father, sister, brother, children, spouse, significant other, parents of spouse, or parents of significant other and anyone who has the position of parent or child, or any person who has been a member of the teacher's household immediately prior to the critical illness. Documentation may be requested.

If a teacher requests this leave to be taken intermittently, they will communicate a timeline for the anticipated bereavement leave days to their supervisor, which must occur within the same school year.

Article 12 Working Conditions

12.1 Environmental Health and Safety

12.1.1 Obligations and Commitments: Air quality, lighting, noise level, **temperature**, safety and security, and other environmental factors may greatly impact the performance of some students and staff in a school or other work location. The District has statutory obligations to maintain a safe working environment. Both the District and the Minneapolis Federation of Teachers are committed to continuing to work together to assess and develop the quality of school and other work environments so that students and staff may achieve their best performance. **When determining school or classroom closures due**

to temperature extremes, the District will consider the temperature inside buildings and classrooms in addition to the weather outside. The Minneapolis Federation of Teachers and the District have obligations under the Americans with Disabilities Act (ADA) to consider accommodation requests from disabled employees and make reasonable accommodation according to the statute.

12.1.2 Environmental and Personal Impact: Environmental issues are becoming an increasing concern for the health and safety of students and staff. An environment as free as possible of fragrances such as strong cleaning agents, perfumes, cologne, or scented lotions would be appreciated by those affected. While personal choice in the matter of scent is respected, the increasing number of students and staff who have an adverse reaction to these chemicals in their environment is growing. Cleaning agents, perfumes, colognes, scented lotions, and hair sprays can cause symptoms including breathing problems, lethargy/depression, headaches, irritability, hyperactivity, muscle aches. These reactions are not simply aversion or discomfort but are medical in nature and can cause loss of time at school or can even result in life-threatening situations. Compliance is voluntary in this matter.

12.1.3 Joint Committee:

a. Membership: The Minneapolis Federation of Teachers and the District **shall will** establish a joint committee consisting of members of the Minneapolis Federation of Teachers Environmental Health and Safety Committee and representatives from the District’s Office of Environmental Health and Safety, Facilities, Office of Equality and Civil Rights, Operational and Security Services Department, Division of Human Resources, and other groups the committee deems appropriate.

b. Meetings: The committee **shall will** meet a minimum of three times per year and thereafter as needed.

i. The committee will post the minutes and agenda of all meetings online.

c. Purpose: The purpose of the committee shall be to cooperatively review statistics of reported complaints and corrective actions taken by the District and solves problems involving but not limited to:

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|--------------------------------|---|
| Accident and injury reduction | Respiratory protection |
| Infectious waste | Forklift safety |
| Asbestos | Technology education (ergonomics) |
| Lead in construction and water | Hearing conservation |
| Blood borne pathogens | Underground storage tanks |
| Lockout/tag out | Indoor air quality |
| Chemical storage | Chemical hygiene |
| Minnesota Right-to-Know | Infectious disease |
| Compressed gas | Chemical sensitivity/allergies |
| Playground safety | <u>Pests such as cockroaches, ants, wasps, mice and rats</u> |
| Emergency preparedness | <u>Noxious fumes</u> |
| Radon | <u>Recurring Mold</u> |
| Employee safety and security | |

d. Resources: For more information, your MFT office has research and resources, or you can consult the Joint Labor Management Teachers Environmental Health and Safety Committee referred to in Section 12.2.1 above.

12.1.4 The District is committed to providing a clean, healthy and safe learning environment for all students and staff.

12.1.4-5 Notification Process for Major Work Site Construction: To ensure that **anticipated** major renovation and major repair work is being conducted safely and without significant disruption to education and the health and well being of children and staff, representatives from Facilities and/or the project

manager from the construction company shall inform staff through the site leadership team and building steward at least two weeks prior to the onset of the work. Regular, **timely and** relevant updates from construction meetings **may will** be shared with **all MFT site** staff through: written communication, and/or direct reports to **the all MFT site** staff ~~as needed~~, **especially when fumes or air particles are produced.**

12.1.~~5~~ **6** Non-retaliation: No teacher shall be discharged or in any way discriminated against because such teacher has filed a complaint or followed any procedures pursuant to the Minnesota Right-to-Know statute or Section 12.2.~~4~~ **7** of this article.

12.1.~~6~~ **7** Complaints Regarding Work Conditions: As environmental health, safety or ADA-related issues arise at the site, staff will use the following procedures to resolve the issue. ~~It is t~~ **The goal of this process is** to resolve issues related to health and safety.

Step 1: Inform the principal and head engineer **or senior custodian** of concerns in writing.

Step 2: If the matter is unresolved, the teacher and/or the principal are encouraged to submit a written report to the Office of Environmental Health and Safety and copy an MFT Business Agent at the same time. If the unresolved issue is such that the teacher reasonably believes it presents an imminent danger of death or serious harm to the teacher, the teacher must immediately report the danger to the principal or designee and make arrangements to ensure the safety of any children in that teacher's care. The teacher may leave the area of danger and/or the facility as needed.

Step 3: Any issue that arises under this section that needs further resolution shall be referred to the Associate Superintendent for the school or site for problem-solving. **The Associate Superintendent or site administration will acknowledge receipt of the issue in a timely manner and will provide ongoing timely communication on a resolution or problem-solving.**

12.1.~~7~~ **8** Reporting a Work Injury/**illness**:

a. Reporting an Injury/**Illness**: If a teacher receives an injury **or illness** that arises out of and in the course of employment, a First Report of Injury form will be completed by the employer once the employer is made aware by the teacher that the injury **or illness** is being claimed as work related. ~~If~~ **If** the injured teacher **is able, they** will file the First Report of Injury in the event the employer is not available to assist the teacher. **If the injury or illness prevents the teacher from immediately filling out the form, it is the responsibility of the administrative team to complete and file the form once they have been notified of the injury or illness.**

1. The First Report of Injury form is available in the site office or the report can be filed over the telephone by calling 1-866-261-5793. Assistance is also available through the Division of Human Resources. **The form is also available online to be printed.**

b. Events Requiring Reporting: A form must be filed for an injury or illness incurred at the work site or during a work-related activity, including but not limited to, physical accidents and assaults, exposure of infectious substances, and environmental factors.

c. Loss of Work Time: If loss of work time is incurred because of a work-related illness or injury the teacher will notify the Division of Human Resources at the District office and procedures will be followed as per state law.

12.1.~~8~~ **9** Reporting a Disability or Request for Reasonable Accommodation: Teachers who wish to report a disability or request accommodation should contact the ~~Office of Equality and Civil Rights~~ **ADA and Leave Coordinator.**

Article 15 Transfer, Reassignment, And Recall

15.2.5 Excessed Teachers:

a. Definition: Excessed status exists when there is a reduction in staffing at a school or site or when a teacher returns from a leave of absence of one (1) year or more; or when a teacher waives their right to return to a site prior to going on a leave of one (1) year. Because school programs are unique, it is important that teachers make informed decisions regarding their teaching assignments. To assure that excessed teachers apply for positions that fit their interests, experience, training, and skills, they shall participate in the interview process. **This process of excessing is a separate process from layoff.**

b. Staff Reductions: When staff reductions occur at the site/building, all teachers shall **first** be canvassed in seniority order within their specific licensure area/department to determine which teachers shall be excessed. The least senior teacher in the specific licensure areas/departments shall be excessed from the site/building if **one or** more senior teacher(s) decline the option of volunteering to be excessed.

i. Starting with the Spring 2021 Budget Tie-Out cycle, the District reserves the discretion for excessing at the site within the group of probationary teachers in the license area outside of seniority order. (See Article 15.9.2.d)

c. Participation in Transfer Process Requirement: All excessed teachers shall participate in the transfer process if there are positions posted for which they are appropriately licensed and qualified.

d. Interview Requirement: Excessed teachers who are in the top four (4) senior applicants or who are selected for an interview must participate in the interview process.

e. Unable to Secure a Position: Excessed teachers who are unable to secure a position through the transfer process or who did not participate in the transfer process must participate in a matching session which includes an interview.

f. Right to Return: Teachers ~~on a continuing contract~~ who are excessed at budget tie-out have the right **to return of recall** to a position at their site in the area in which they were excessed if a position reopens after the budget tie-out process.

a. Licensure: Teachers must have the required license for the position that reopens.

b. Time Limit: This right ~~of recall~~ shall extend through the end of July **immediately** following the most recent school year.

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15.5 Placement Rules for Excessed Teachers

15.5.1 Participation in Transfer Process: Teachers excessed or returning from leaves of absence of one (1) year or more shall participate in the transfer process if there are positions posted for which they are appropriately licensed and qualified.

15.5.2 Matching Session: Excessed teachers who are unable to secure a position through the transfer process or did not participate in the transfer process must participate in a matching session. Teachers will only be able to interview for positions in the specific licensure area/department in which they taught the previous year at the ~~m~~**M**atching session.

15.5.3 Placement of Unplaced Teachers: Teachers unable to secure a position during matching session(s) will be placed in a position at the discretion of the Labor/Management Placement Committee.

15.5.4 Other Placement Options: In lieu of being placed in a position the teacher does not want, an excessed teacher may request one of the following options if available:

a. Reserve Teacher: be placed as a reserve teacher subject to assignment by the district, with regular pay and benefits appropriate to the teacher's FTE.

Teachers working as reserve teachers shall continue over the summer and during the school year to participate in the interview process until they secure a position.

b. Mobility Leave: if eligible, apply for a three to five year mobility leave during which the district will pay for the employer and employee TRA contribution. Teachers who elect to return from the leave must repay the District's TRA contribution made on their behalf in full for the term of the mobility leave. This provision is at the district's discretion and subject to a district-determined dollar cap.

c. One-Time Payment for Separation: receive a one-time payment in return for submitting a non-rescindable retirement or resignation. The payment shall be deposited into a health care savings plan account (This is subject to approval from MSRS, see 9.13.2.b regarding MSRS Exemptions). This provision is at the district's discretion and subject to a district determined dollar cap.

~~These options~~ Options (a) (b) and (c) above are available at the district's discretion.

~~15.5.5—Unplaced Teachers: Teachers who are unable to secure a position will be considered~~
~~excessed during the next staffing cycle and shall participate in the transfer process.]~~

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15.9.2 Staff reduction.

a. Convassing for Reassignment: When it is necessary to reduce the number of teachers in a building beyond normal attrition for that building, those teachers in the department to be reduced shall, by seniority order, be canvassed to determine if they desire reassignment to a new position.

b. Teachers on PSP – Voluntary Excessing: Teachers on PSP may request to voluntarily excess themselves if there is a staff reduction. Requests shall be forwarded to contract administration for case by case determination.

c. Administration Approval: Teachers requesting reassignment pursuant to 15.9.2 of this article, must have the approval of the principal, supervisor or designee. Should the principal, supervisor or designee deny the request for reassignment, she/he must state in writing within five (5) days the specific educational reasons for the denial.

d. Involuntary Reassignment: Failing to secure the required reduction by the method described in Section 15.9.2 of this article, the reduction shall be accomplished by designating for reassignment the least senior teachers in the department.

i. Starting with the Spring 2021 Budget Tie-Out cycle, the District reserves the discretion for excessing at the site within the group of probationary teachers in the license area outside of seniority order.

e. Department – Definition: In secondary school units, department shall mean subject matter areas (Also see 15.9.6).

f. For reassignment purposes, exceptions to 15.9.2 of this article may be made by the appropriate Superintendent or administrator. The teacher seeking an exception shall initiate with the appropriate Superintendent or administrator a request in writing for the exception. In the event an exception is not approved the teacher shall be provided with a written communication from the appropriate Superintendent or administrator giving the reasons for the non-approval.

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15.10 Districtwide Layoff:

15.10.1 Layoff, Timing: The board may lay off, without pay or fringe benefits, as many teachers as may be necessary because of discontinuance of position, lack of pupils, financial limitations, or merger of classes caused by consolidation of districts. The layoff is effective at the close of the school year.

15.10.2 Tenure Status Definition, and Requirements as Applicable to Layoffs:

A teacher is considered tenured when meeting the requirements in Minnesota Statutes § 122A.41, or for those excluded from that statute, but are instead covered by Minnesota Statutes § 179A.03, subdivision 18(2) or Minnesota Statutes § 122A.26 (ECFE), when such teacher successfully completes the contractual Achievement of Tenure process (Article 5.5) if the teacher has also met the 120-days of teaching service requirement of the Tenure Act.

15.10.3 District Layoff Rights and Timing: If after Interview and Select, Matching, and Placement Committee, the Teacher has not secured a position for the full FTE entitlement, the District will first create an opening from probationary or non-tenured teachers in their first three years, then from non-tenured teachers with more than three years of service. In the event no such opening can be created, the District will then lay off the least senior teacher in the specific licensure/certification area in which the teacher was last assigned; or, if the unassigned teacher is the least senior teacher in that specific licensure/certification area, the District shall lay off the least senior teacher in any another licensure/certification area that the unassigned teacher holds.

15.10.4 In placing teachers on layoff, the District is governed by the following provisions:

a. Teachers who are ineligible to be in the bargaining unit must be discontinued in any department before any bargaining unit teachers.

b. All teachers teaching under an Out of Field Permission will be discontinued from that position prior to any licensed teachers. These teachers, however, will have rights to continue employment pursuant to this Article and be permitted to use any other license(s) they hold.

c. A tenured teacher must not be laid off while non-bargaining unit teachers, non-tenured licensed teachers, are retained in positions for which the tenured teacher who has earned greater seniority is licensed. Tenured teachers shall be placed on layoff in inverse order of seniority, as defined in 15.10.2.

15.10.5. Layoff Joint Labor Management Committee

The District and the Union will convene a new Layoff Joint Labor Management Committee by March 15, 2020 to review staffing data and proactively work to resolve potential layoff issues as they arise. The Committee shall meet annually, on a monthly basis, between March 1 to October 1, and shall consist of an equal number of members appointed by the President of the Minneapolis Federation of Teachers, Local 59 and the Superintendent.

In the event the MFT is in disagreement with the District's decision as to which teachers should be laid off, it has full access to the grievance procedure to resolve such disputes. The parties agree that if a dispute remains when the District takes action to place teachers on layoff, the MFT will be permitted to commence a grievance at the Employer Representative Level (Level II). The parties mutually agree to make every effort to resolve the grievance process prior to the teachers' first duty day of the upcoming school year.

15.10.6 Notice to teachers. Following District action placing teachers on layoff, each individual teacher laid off shall receive notice of the placement no later than July 1, with the understanding that the District will make every effort to notify teachers as early as possible:

- a. **states the applicable grounds for the proposed placement; and**
- b. **provides notice of the teacher's right to request the exclusive representative to file a grievance; and**
- c. **absent the filing of a grievance by the exclusive representative, the District's placement action shall stand.**

15.10.7 Reinstatement: A teacher placed on layoff shall have rights to reinstatement for a period of two (2) years per the recall procedure in this article or until the teacher is fully reinstated if that occurs first, at which time the right to reinstatement shall terminate. Teachers placed on layoff must be reinstated to the positions from which they have been laid off or, if not available, to other available positions in the school district in areas in which they are licensed at the time of layoff and maintain throughout the reinstatement period. In the event the teacher obtains a new license for which they wish to be considered for reinstatement, it's the teacher's obligation to notify the Division of Human Resources. Reinstatement must be in the inverse order of placement on lay off. A teacher on layoff does not forfeit the right to reinstatement when accepting or declining a position for less than the full FTE in any licensure area held by the teacher from which they were placed on leave.

A non-bargaining unit teacher or non-tenured licensed teacher must not be employed in a position in a license area while a tenured teacher in the same license area is eligible and available for reinstatement.

15.10.8 Vacancies and Notification: No teacher shall be hired nor will a license/permission be sought for any individual by the School District while any qualified teacher is on layoff in that field of licensure unless the teacher declines or fails to advise the school district of their desire to accept the position pursuant to the recall procedure in this Article (see below).

15.10.9 Seniority: Seniority is defined under Article 17: Seniority.

15.10.10 Filing of Additional Licenses and Preparation of Seniority Lists:

a. Filing of additional licenses: In any year in which the School District is placing teachers on layoff, only those teaching licenses that are filed and/or posted on the Teacher Licensing Board website by March 1 of that year will be considered for purposes of determining layoffs within areas of licensure. A license filed after March 1 will be considered for purposes of recall, but not for layoff only if the teacher has provided HR with notice of the new license. (See Article 15.10.9)

b. Preparation and posting of seniority and licensure lists: By the last day of the first, second, and third quarter of each school year, the School District shall create and post a seniority list by licensure area that will include teachers licensed to teach in that area. Additionally, the District will provide a list that will include the name of every currently employed teacher, seniority number, seniority date, tenure status, and licensure area(s), and tier. The list will be posted on the District's intranet and made available for download.

15.10.11 Vacancies and posting process: The District shall provide MFT a quarterly report of all district postings available for assignment on the District's website and send it via e-mail to MFT.

15.10.12 ~~15.10.1 Exemption from Layoff:~~ Exemption from layoff for designated programs: Teachers working in the following **schools and/or,** programs may be exempted from district-wide layoff outside of seniority order to ensure continuity of instruction to students at these sites based on the

difficulty in filling vacancies at these sites with staff who are appropriately licensed, certified and bi-literate in the appropriate language:

a. Autism

a. For SY 20-21 through SY22-23, the 15 Racially Isolated Schools (three year MDE designation) with the greatest concentrations of poverty. After which, the RIS schools with the greatest concentrations of poverty not to exceed 12.5% of the total student population.

b. Montessori

c. Immersion

d. Native and Heritage language literacy programs as identified **annually** at contract administration

e. **Grow Your Own Program:** Teachers who are graduates from the District's Grow Your Own programs may be exempted from District-wide seniority based layoff to support the District and the Union's commitment to grow our own staff.

15.10.2 Recall Procedure

~~15.10.3 Excessed:~~

15.10.13 Recall Procedure after Layoff:

15.10.14 ~~15.10.4~~ Separation Consideration for Other Positions: Teachers who have been **discharged laid off because of lack of pupils and discontinuance of position** and who retain rights to be recalled according to the Teacher Tenure Act MN Statute §122A.41 **or the provisions contained in this Agreement** shall receive first consideration for other positions in the District for which they are qualified.

15.10.15 ~~15.10.5~~ Notification of Opening: The **Board of Education District** shall notify **qualified** teachers of the availability of a position by first calling the teacher who will have until the end of the next business day to accept or decline the recall. If the teacher is not reached by phone, a certified letter addressed to the teacher's last known address will be sent offering the recall. Such notifications shall be sent to teachers in order of their seniority **in the department from which they were discharged.**

15.10.16 ~~15.10.6~~ Acceptance of Position: Within seven (7) days of the date of postmark of such notice, the teacher shall notify the Division of Human Resources of their intent to accept the offered position. No extension of time for recall shall be granted.

15.10.17 ~~15.10.7~~ Termination of Recall Rights: All rights of recall shall terminate upon the earlier of:

- a. a refusal to accept an offer of a position equivalent in FTE to that held at the time of layoff;
- b. failure to respond within seven (7) days of postmark of a notice of recall or **end of the next business day within 24 hours** after being reached by phone;
- c. twenty-four (24) calendar months following the first duty day of the school year following the date of discharge.

15.10.18 ~~15.10.8~~ Retention of Seniority and Other Rights: Teachers recalled to duty shall retain their seniority numbers, accumulated sick leave, salary schedule placement rights, and all other rights covered by this Agreement.

Article 17 Seniority

17.1 Definitions:

17.1.1 Year of Employment: For purposes of establishing seniority, a year of employment shall mean a school year of at least nine (9) months in which the teacher is employed by the Board of Education at least 75 percent of the time.

17.1.2 Seniority: Seniority means the greater number of years of consecutive employment as a ~~probationary and tenured~~ teacher in the Minneapolis Public Schools unless herein otherwise specified.

17.2 Seniority Rights:

17.2.1 Basis for Determination of Seniority: The information in the files of the Division of Human Resources of the administrative offices shall be the basis for determining seniority, and the Division of Human Resources shall be responsible for computing such seniority, which shall report upon request to a principal needing such information to decide upon a possible transfer, or to a teacher involved in such a decision, or to any other duly authorized person or group.

17.2.2 Establishment of Seniority Numbers:

a. Prior to August 29, 1973: All seniority numbers given to contract teachers prior to August 29, 1973 will stay the same.

b. After August 29, 1973: All those whose effective dates of employment are subsequent to August 28, 1973, including those with prior long-call reserve teacher experience*, will be assigned seniority numbers using the following priorities in the order in which they are listed:

1. Effective date of employment;
2. Date the contract, signed by the teacher, was received in the Division of Human Resources.
3. Time (hour and minute) the contract, signed by the teacher, was received in the Division of Human Resources.

(*At least twenty (20) consecutive days in the same assignment and without a 60 day break in employment.)

17.2.3 Leave of Absence:

a. Special Considerations: Sabbatical leave, military service in time of national emergency, or a call to active duty in the military forces shall count as full time in determining seniority.

b. Retention of Seniority: In all other cases of leaves of absence, teachers shall retain the seniority acquired at the time of taking leave, and a leave of absence shall not constitute a break in consecutive employment; but teachers who resign their positions and are later reemployed shall lose that seniority acquired before resignation.

c. Leaves of Absence Less than One (1) Year: In case of a leave of absence of less than one (1) year, or for a leave of absence of one year where the site held the position for that teacher to return, teachers shall also retain their seniority status in the building in which they were teaching at the time they went on leave.

The parties agree that this will be incorporated into the 2019-2021 MFT/MPS Teachers Collective Bargaining Agreement upon ratification.

Article 16 Technology

...

16.1.5 Primary objectives to achieve this vision and its goals will include:

...

H. Implementation of the ~~2008-2011~~ **District** Master Technology Plan will be continuously assessed and evaluated to ensure efficiency, effectiveness, and overall success as it impacts teaching and learning.

...

16.13 Standards of Technology Use:

...

16.13.4 Shared Decision-Making: ~~At the site level, s~~Strategies should be in place to involve teachers in planning and decision-making about technology. ~~This can be done by a site technology committee or some other shared decision making body at the site.~~

...

16.16 Modernizing Technology:

The District shall provide advance notice to site staff of any change or upgrade to modernize technology forty-five (45) days prior to the change. If the forty-five (45) day timeline is not feasible, the District will provide notice as soon as possible. A change is understood to mean new modernized technologies are replacing the old technologies.

...

16.17 Access to Personal Information

Teachers shall not be required to provide their MPS username and password to anyone.

16.18 Technology Support - eHelpDesk: It is critical for teachers to have technology assistance available to carry out their professional responsibilities. The eHelpDesk discovery tickets and phonenumber (currently 612-668-0088) shall be staffed on all conference nights.

MEMORANDUM OF AGREEMENT (MOAS)

MOA - Designated Self-Reflection Day

Whereas, social-emotional language is one of the four designated priorities of Minneapolis Public Schools;

Whereas, Minneapolis Federation of Teachers and Educational Support Professionals, Local 59 (MFT) and Minneapolis Public Schools (District) both recognize the importance for attending to the social-emotional learning of both children and adults;

Whereas, educators in the District will face unprecedented and historic challenges during the 2020-2021 school year in light of the ongoing COVID-19 pandemic;

Be it resolved that the District and MFT designate June 15th 2021 as an educator self-directed reflection day for all staff under the Teachers contract;

Be it further resolved that the District and MFT will publicize, but not require use of, available district and union resources that support adult social emotional learning and reflection;

Be it further resolved that sites may be available to educators for this work and that educators may engage in their self-directed reflection via telework. Further, no educator shall be required to engage in this self-directed reflection day in the sites.

This MOA shall be in effect for the 2020-2021 school year only.

MOA - Restorative Practices

We recognize that interpersonal, institutional and structural racism and other systems of oppression are deeply embedded in our social institutions. These systems of oppression impact the climate of our schools and our district.

We acknowledge that each person has beliefs, conscious or unconscious, that perpetuate institutional and structural racism and other systems of oppression. We commit to ongoing learning, reflection and action to actively dismantle structural racism and oppressive behaviors at both the interpersonal and institutional levels. We will disrupt interpersonal and institutional racism and oppression to ensure we are not individually nor collectively perpetuating the cycle of systemic racism and oppression. By working in collaboration, the Minneapolis Federation of Teachers and the Minneapolis Public Schools will ensure equitable and well-supported learning and professional experiences for all persons served and employed by Minneapolis Public Schools.

We know that some of the factors that build and strengthen positive school cultures include supporting self-reflection and personal growth, recognizing diversity among students and staff as well as designing culturally-sustaining curriculum, instruction, assessments and interventions that address the various needs of students, staff, and learning communities.

We also acknowledge that district implementation of restorative practices thus far has been ineffective due to a wide variety of factors. As such, this Memorandum of Agreement (MOA) represents a new start to this work. The joint power of and dedication to the partnership between MFT and MPS in this work signals a deep commitment to restorative practices and represents a strategic shift in how we partner together and drive towards positive and improved outcomes for students.

Therefore, be it resolved that the Minneapolis Federation of Teachers and Minneapolis Public Schools will:

1. Develop a joint communication plan around restorative practices that includes a deliberate launch, monthly communications and opportunities for input and feedback by October 1, 2020.
2. Develop shared beliefs and common language as it relates to restorative practices by November 15, 2020.

3. Identify knowledge, skills, abilities, and existing and possible embedded school and community supports needed to effectively implement restorative practices across the district by December 15, 2020.
4. Develop an understanding of restorative practices that are currently being implemented across the district by site and map best practices across the district by March 1, 2021.
5. Identify opportunities to ensure student, family, and community voice is present in guiding restorative practices across the district during the 2020-2021 school year.
6. Develop a professional development plan and comprehensive implementation plan for restorative practices and trauma responsive and healing centered education for teachers for implementation no later than May 1, 2021.
 - a. Ensure restorative practices are included in New Teacher Orientation agendas.
 - b. Develop restorative practices professional development modules aligned to the identified knowledge, skills, abilities, and existing and possible use of embedded school and community supports to be offered at multiple and variable times throughout the duration of this MOA.
 - c. Offer a minimum of four ProPay Courses focused on restorative practices and trauma responsive and healing centered education during the 2020-2021 school year.
7. Continue the Restorative Practices Labor Management Committee focused on the implementation of restorative practices across the district in collaboration with the Sense of Safety and Acceptance Climate framework sub-committee and philosophically aligned with draft language proposals for negotiations of the 2021-2023 MFT Teachers Contract.

This MOA shall be in effect for the duration of the 2019-2021 collective bargaining agreements and shall be subject for renewal in successor agreements.

MOA - Retirement Incentive Program

WHEREAS, the Minneapolis Federation of Teachers (MFT) is the exclusive representative for certain employees employed by the Minneapolis Public Schools, Special School District No. 1, ("School District"); and

WHEREAS, the School District desires to offer a retirement incentive program with a one time \$15,000 severance payment; and

WHEREAS, in order to be eligible for the one-time severance payment an employee must be currently classified in a benefits-eligible status, have completed twenty-five (25) years of service in Minneapolis Public Schools by August 31, 2020, AND be 55 years of age or older as of August 31, 2020, AND be vested in a Minnesota State pension fund; and

WHEREAS, the one-time \$15,000 severance payment shall be deposited in a Minnesota State Retirement System (MSRS) Post-Retirement Health Care Account unless a retiring employee meets the criteria of exemption from the Post-Retirement Health Care Plan according to Minnesota State Retirement System guidelines, in which case the \$15,000 shall be placed into a 403(b)/457 account of the retiring employee's choice of the allowed district vendors;

NOW, THEREFORE, BE IT RESOLVED, the School District and Union agree as follows:

1. Any employees represented by Minneapolis Federation of Teachers who provide required documentation to the Benefits Office of the Division of Finance in the Davis Center, between Tuesday, March 17, 2020 and the end of business day (4:30pm) on Friday, May 1, 2020 of the employee's intent to retire at the end of the current duty year, will be eligible for a \$15,000 severance payment to be deposited in a Minnesota

State Retirement System (MSRS) Post-Retirement Health Care Account. The District shall make this contribution to MSRS by October 1, 2020.

2. If a retiring employee meets the criteria of exemption from the Post-Retirement Health Care Plan according to Minnesota State Retirement System guidelines, the severance payment shall be placed into a 403(b)/457 account of the retiring employee's choice of the allowed district vendors. The decision of MSRS shall not be grievable under the CBA grievance process.

3. In order to participate in this incentive program, the retiring employee must sign any waivers, notices, releases or other District-required documents by the program due date of Friday, May 15, 2020. Those forms are attached to this agreement.

4. The payments and benefits provided by this Incentive Program are subject to all legal requirements and obligations, including, but not limited to, severance pay limitations under Minnesota Statute Sections 465.72 and 465.722 and limitations on contributions toward health care savings and 403(b)/457 plans. Nothing in this Memorandum of Agreement shall be construed as requiring the District to provide a benefit or make a payment in violation of applicable state and federal laws, rules, or regulations.

BE IT FURTHER RESOLVED, that former employees who are no longer employees of the district on the date of the signing of this agreement or have previously retired from Minneapolis Public Schools and were subsequently rehired, or any employee who has previously retired or separated from the District and received a severance or retirement incentive payment including, but not limited to, sick leave severance, wellness, early notification bonus or any other retirement or severance payment other than wages or unused vacation, are not eligible for this retirement severance payment.

BE IT FURTHER RESOLVED, that any employee approved for participation in this program may not return to work for Minneapolis Public Schools in a benefit eligible appointment for a minimum of four (4) calendar years from date of separation (August 31, 2020).

BE IT FURTHER RESOLVED, that this Memorandum of Agreement shall not establish a precedent or require the District to offer the same or similar incentive in the future.

MOA – Streamlined Interview & Select Process

This Memorandum of Agreement (MOA) is entered into by and between Minneapolis Public Schools, Special District No. 1 (District,) and the Minneapolis Federation of teachers (Union,) to specify certain terms and conditions relating to the Interview & Select staffing process.

WHEREAS, the current collective bargaining agreement between the District and the Union specifies the Interview & Select process (See Article 15: Transfer, Reassignment, and Recall); and,

WHEREAS, the District and the Union have a shared interest to improve and streamline the Interview & Select process to provide the greatest opportunities for teachers to serve in assignments where they can be successful; and,

WHEREAS, the District and Union have a shared commitment to recruit and hire effective and diverse teachers; and,

WHEREAS, the District and the Union have committed to collaborate to create a refined Interview & Select process.

NOW THEREFORE, be it resolved that the parties agree to the following terms:

1. **Implementation of streamlined Interview & Select Process.** The streamlined Interview & Select process initiated by this MOA shall be in effect for the next two (2) staffing cycles during Spring 2020 and 2021, for the 2020-2021 and 2021-2022 school years.

2. Timeline for streamlined Interview & Select Process. The parties agree to create a streamlined Interview & Select process with the following components:

- a. The schedule for postings, interviews and transfers to occur will be reviewed at contract administration. Once finalized, the schedule will be posted online and emailed to staff.
- b. Within 10 duty days after the District's Budget Tie Out (BTO) deadline, the catalogue of open positions will be posted online for teachers to begin the application process. The catalogue will be sent to the Union and principals. The catalogue of open positions will be open for five (5) duty days. Candidates shall go online to upload their resume and sign up for interviews for positions.
- c. Candidate Pool: The interview pool shall consist of eight (8) candidates for each position which shall include the top four (4) senior applicants, two (2) applicants currently teaching in the District, and two (2) applicants to be selected by the site interview team which may include those who have signed early contracts to teach the following year.
 - i. In instances where there are fewer than six (6) current educators who have applied for a position, additional early contract educators can be chosen for interview, up to a total of eight (8) candidates.
 - ii. In instances where one candidate pool may be used to interview for multiple identical positions at a school, the total number of applicants who interview will be equal to or less than to sum of the total number of interview positions times eight and the candidate ratio from 2c shall be observed.
- d. One (1) Round, Central Location: Approximately five (5) duty days after the positions have been released and teachers have applied for interviews, there will be one (1) round of interviews. Interviews will be conducted in 1-2 days at a central location to be determined. As a courtesy to candidates and interview teams, the District will make a good faith effort to avoid arena style seating to ensure privacy and candor during interview sessions.
- e. Teachers will receive an email notification from the posting system informing them of the job offer. Teachers will have forty-eight (48) hours to accept or decline the job offer. Teachers shall go online to the posting system and accept or decline the position.
- f. Matching, Placement: Approximately five (5) duty days after the conclusion of Interview & Select, the District and the Union will initiate the Matching and Placement processes as designated in the collective bargaining agreement.

3. Teacher Movement. Teachers will be allowed to accept only one assignment (1) time during the streamlined Interview & Select process.

4. Interview Teams. The Union Stewards and site administration shall have flexibility to create interview teams to meet the needs of their interview schedules, such as using blended teams of teachers at various grade levels to accommodate a high volume of interviews during the interview period each round. The selection of teachers on the interview team shall be governed by the collective bargaining agreement.

5. Excessed Staff Participation in Interview Process: Because school programs are unique, it is important that teachers make informed decisions regarding their teaching assignments. To assure that excessed teachers apply for positions that fit their interests, experience, training, and skills, they shall participate in the interview process whenever positions in their licensure area(s) are available. The District and Union will collaborate to ensure that all excessed teachers participate in interviews or matching in order to reduce the need for placement.

6. Labor-Management Placement Committee. The Labor/Management Placement Committee (Placement Committee; made up of the District, Teachers' Union and Principals' Forum) will provide advice and counsel regarding the Interview & Select process, and help problem-solve issues relating to logistics and implementation.

Data: The Placement Committee will determine the scope of its work as needed. Annually, at a minimum, the Placement Committee shall be provided data by the District as follows:

- a. To determine whether sufficient vacancies were made available to accommodate all excessed staff identified at BTO, the District will provide a list of vacancies by site, licensure

area(s), FTE, staff who transferred, and other pertinent aggregate data as determined by the Placement Committee;

- b. To determine the effectiveness of this MOA, annually within 60 days of the conclusion of Interview & Select, the District will aggregate and provide transfer data for each license area indicating:
 - i. Whether the candidate who secured the position was:
 - 1. One of the top four (4) most senior candidates; or,
 - 2. One of the two (2) internal candidates currently working in the District; or
 - 3. One of the two (2) external candidates hired under an early contract for the following school year.
 - ii. Whether candidates who secured the position self identify as people of color and/or white.

7. All Other Terms and Conditions. All other terms and conditions of the collective bargaining agreement between the District and the Union relating to Interview & Select shall remain in force.

BE IT FURTHER RESOLVED, that to the extent this MOA is a deviation from the terms of the collective bargaining agreement between the District and the Union, it shall not form the basis for any precedent that may be cited for any grievance concerning any alleged violation of the contract.

This MOA shall expire on June 30, 2021.

SCHEDULE A: JULY 1, 2019 – JUNE 30, 2020 (1% EFF. JULY 1, 2019)

To check step/lane > MPS Homepage > "Careers" > "Internal" > Log in, Select "My Employee File" > click "Show more"

	A (1) BA	B (2) BA15	C (3) BA30	D (4) BA45	E (5) BA60	F (6)	G (7) MA	H (8)	I (9) MA15	J (10)	K (11) MA30	L (12)	M (13) MA45	N (14)	O (15) MA60
1	44,040	45,161	46,282	47,402	48,523	49,643	50,764	51,885	53,006	54,126	55,247	56,368	57,489	58,609	59,730
2	45,161	46,282	47,402	48,523	49,643	50,764	51,885	53,006	54,126	55,247	56,368	57,489	58,609	59,730	60,851
3	46,282	47,402	48,523	49,643	50,764	51,885	53,006	54,126	55,247	56,368	57,489	58,609	59,730	60,851	61,971
4	47,402	48,523	49,643	50,764	51,885	53,006	54,126	55,247	56,368	57,489	58,609	59,730	60,851	61,971	63,092
5	48,523	49,643	50,764	51,885	53,006	54,126	55,247	56,368	57,489	58,609	59,730	60,851	61,971	63,092	64,213
6	49,643	50,764	51,885	53,006	54,126	55,247	56,368	57,489	58,609	59,730	60,851	61,971	63,092	64,213	65,334
7	51,885	53,006	54,126	55,247	56,368	57,489	58,609	59,730	60,851	61,971	63,092	64,213	65,334	66,455	67,575
8	57,489	58,609	59,730	60,851	61,971	63,092	64,213	65,334	66,455	67,575	68,695	69,817	70,937	72,058	73,178
9	60,851	61,971	63,092	64,213	65,334	66,455	67,575	68,695	69,817	70,937	72,058	73,178	74,299	75,421	76,541
10	63,092	64,213	65,334	66,455	67,575	68,695	69,817	70,937	72,058	73,178	74,299	75,421	76,541	77,662	78,782
11	64,213	65,334	66,455	67,575	68,695	69,817	70,937	72,058	73,178	74,299	75,421	76,541	77,662	78,782	79,902
12	64,213	65,334	66,455	67,575	68,695	69,817	70,937	72,058	73,178	74,299	75,421	76,541	77,662	78,782	79,902
13	64,213	65,334	66,455	67,575	68,695	69,817	70,937	72,058	73,178	74,299	75,421	76,541	77,662	78,782	79,902
14	65,334	66,455	67,575	68,695	69,817	70,937	72,058	73,178	74,299	75,421	76,541	77,662	78,782	79,902	81,024
15	65,334	66,455	67,575	68,695	69,817	70,937	72,058	73,178	74,299	75,421	76,541	77,662	78,782	79,902	81,024
16	65,334	66,455	67,575	68,695	69,817	70,937	72,058	73,178	74,299	75,421	76,541	77,662	78,782	79,902	81,024
17	66,455	67,575	68,695	69,817	70,937	72,058	73,178	74,299	75,421	76,541	77,662	78,782	79,902	81,024	82,144
18	66,455	67,575	68,695	69,817	70,937	72,058	73,178	74,299	75,421	76,541	77,662	78,782	79,902	81,024	82,144
19	66,455	67,575	68,695	69,817	70,937	72,058	73,178	74,299	75,421	76,541	77,662	78,782	79,902	81,024	82,144
20	67,575	68,695	69,817	70,937	72,058	73,178	74,299	75,421	76,541	77,662	78,782	79,902	81,024	82,144	83,265
21	67,575	68,695	69,817	70,937	72,058	73,178	74,299	75,421	76,541	77,662	78,782	79,902	81,024	82,144	83,265
22	67,575	68,695	69,817	70,937	72,058	73,178	74,299	75,421	76,541	77,662	78,782	79,902	81,024	82,144	83,265
23	68,695	69,817	70,937	72,058	73,178	74,299	75,421	76,541	77,662	78,782	79,902	81,024	82,144	83,265	84,386
24	68,695	69,817	70,937	72,058	73,178	74,299	75,421	76,541	77,662	78,782	79,902	81,024	82,144	83,265	84,386
25	68,695	69,817	70,937	72,058	73,178	74,299	75,421	76,541	77,662	78,782	79,902	81,024	82,144	83,265	84,386
26	69,817	70,937	72,058	73,178	74,299	75,421	76,541	77,662	78,782	79,902	81,024	82,144	83,265	84,386	85,506
27	69,817	70,937	72,058	73,178	74,299	75,421	76,541	77,662	78,782	79,902	81,024	82,144	83,265	84,386	85,506
28	69,817	70,937	72,058	73,178	74,299	75,421	76,541	77,662	78,782	79,902	81,024	82,144	83,265	84,386	85,506
29	70,937	72,058	73,178	74,299	75,421	76,541	77,662	78,782	79,902	81,024	82,144	83,265	84,386	85,506	86,628
30	70,937	72,058	73,178	74,299	75,421	76,541	77,662	78,782	79,902	81,024	82,144	83,265	84,386	85,506	86,628
31	70,937	72,058	73,178	74,299	75,421	76,541	77,662	78,782	79,902	81,024	82,144	83,265	84,386	85,506	86,628
32	72,058	73,178	74,299	75,421	76,541	77,662	78,782	79,902	81,024	82,144	83,265	84,386	85,506	86,628	87,749
33	72,058	73,178	74,299	75,421	76,541	77,662	78,782	79,902	81,024	82,144	83,265	84,386	85,506	86,628	87,749
34	72,058	73,178	74,299	75,421	76,541	77,662	78,782	79,902	81,024	82,144	83,265	84,386	85,506	86,628	87,749
35	73,178	74,299	75,421	76,541	77,662	78,782	79,902	81,024	82,144	83,265	84,386	85,506	86,628	87,749	88,869
36	73,178	74,299	75,421	76,541	77,662	78,782	79,902	81,024	82,144	83,265	84,386	85,506	86,628	87,749	88,869
37	73,178	74,299	75,421	76,541	77,662	78,782	79,902	81,024	82,144	83,265	84,386	85,506	86,628	87,749	88,869
38	74,299	75,421	76,541	77,662	78,782	79,902	81,024	82,144	83,265	84,386	85,506	86,628	87,749	88,869	89,989
39	74,299	75,421	76,541	77,662	78,782	79,902	81,024	82,144	83,265	84,386	85,506	86,628	87,749	88,869	89,989
40	74,299	75,421	76,541	77,662	78,782	79,902	81,024	82,144	83,265	84,386	85,506	86,628	87,749	88,869	89,989

SCHEDULE A: JULY 1, 2019 – JUNE 30, 2020 (1% EFF. JULY 1, 2019), CONTINUED

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	P (16)	Q (17) PHD or ED	R (18)	S (19) PHD & ED	T (20)	U (21)	V 22	W 23	X 24	Old Y (25)	Old Z (26)	Old AA (27)	Old BB (28)	Old CC (29)	Old DD (30)	Old EE (31)
1	60,851	61,971	63,092	64,213	65,334	66,455										
2	61,971	63,092	64,213	65,334	66,455	67,575										
3	63,092	64,213	65,334	66,455	67,575	68,695										
4	64,213	65,334	66,455	67,575	68,695	69,817										
5	65,334	66,455	67,575	68,695	69,817	70,937										
6	66,455	67,575	68,695	69,817	70,937	72,058										
7	68,695	69,817	70,937	72,058	73,178	74,299										
8	74,299	75,421	76,541	77,662	78,782	79,902										
9	77,662	78,782	79,902	81,024	82,144	83,265										
10	79,902	81,024	82,144	83,265	84,386	85,506										
11	81,024	82,144	83,265	84,386	85,506	86,628										
12	81,024	82,144	83,265	84,386	85,506	86,628										
13	81,024	82,144	83,265	84,386	85,506	86,628										
14	82,144	83,265	84,386	85,506	86,628	87,749										
15	82,144	83,265	84,386	85,506	86,628	87,749										
16	82,144	83,265	84,386	85,506	86,628	87,749										
17	83,265	84,386	85,506	86,628	87,749	88,869										
18	83,265	84,386	85,506	86,628	87,749	88,869										
19	83,265	84,386	85,506	86,628	87,749	88,869										
20	84,386	85,506	86,628	87,749	88,869	89,989										
21	84,386	85,506	86,628	87,749	88,869	89,989										
22	84,386	85,506	86,628	87,749	88,869	89,989										
23	85,506	86,628	87,749	88,869	89,989	91,110										96,936
24	85,506	86,628	87,749	88,869	89,989	91,110										96,936
25	85,506	86,628	87,749	88,869	89,989	91,110										96,936
26	86,628	87,749	88,869	89,989	91,110	92,231									96,936	98,014
27	86,628	87,749	88,869	89,989	91,110	92,231									96,936	98,014
28	86,628	87,749	88,869	89,989	91,110	92,231									96,936	98,014
29	87,749	88,869	89,989	91,110	92,231	93,352								96,936	98,014	99,091
30	87,749	88,869	89,989	91,110	92,231	93,352								96,936	98,014	99,091
31	87,749	88,869	89,989	91,110	92,231	93,352								96,936	98,014	99,091
32	88,869	89,989	91,110	92,231	93,352	94,472							96,936	98,014	99,091	100,169
33	88,869	89,989	91,110	92,231	93,352	94,472							96,936	98,014	99,091	100,169
34	88,869	89,989	91,110	92,231	93,352	94,472							96,936	98,014	99,091	100,169
35	89,989	91,110	92,231	93,352	94,472	95,593						96,936	98,014	99,091	100,169	101,245
36	89,989	91,110	92,231	93,352	94,472	95,593						96,936	98,014	99,091	100,169	101,245
37	89,989	91,110	92,231	93,352	94,472	95,593						96,936	98,014	99,091	100,169	101,245
38	91,110	92,231	93,352	94,472	95,593	96,714					96,936	98,014	99,091	100,169	101,245	102,322
39	91,110	92,231	93,352	94,472	95,593	96,714					96,936	98,014	99,091	100,169	101,245	102,322
40	91,110	92,231	93,352	94,472	95,593	96,714					96,936	98,014	99,091	100,169	101,245	102,322

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	A (1) BA	B (2) BA15	C (3) BA30	D (4) BA45	E (5) BA60	F (6)	G (7) MA	H (8)	I (9) MA15	J (10)	K (11) MA30	L (12)	M (13) MA45	N (14)	O (15) MA60
1	44,480	45,612	46,745	47,876	49,008	50,140	51,272	52,404	53,536	54,668	55,799	56,931	58,064	59,195	60,328
2	45,612	46,745	47,876	49,008	50,140	51,272	52,404	53,536	54,668	55,799	56,931	58,064	59,195	60,328	61,459
3	46,745	47,876	49,008	50,140	51,272	52,404	53,536	54,668	55,799	56,931	58,064	59,195	60,328	61,459	62,591
4	47,876	49,008	50,140	51,272	52,404	53,536	54,668	55,799	56,931	58,064	59,195	60,328	61,459	62,591	63,723
5	49,008	50,140	51,272	52,404	53,536	54,668	55,799	56,931	58,064	59,195	60,328	61,459	62,591	63,723	64,856
6	50,140	51,272	52,404	53,536	54,668	55,799	56,931	58,064	59,195	60,328	61,459	62,591	63,723	64,856	65,987
7	52,404	53,536	54,668	55,799	56,931	58,064	59,195	60,328	61,459	62,591	63,723	64,856	65,987	67,119	68,250
8	58,064	59,195	60,328	61,459	62,591	63,723	64,856	65,987	67,119	68,250	69,382	70,515	71,646	72,779	73,910
9	61,459	62,591	63,723	64,856	65,987	67,119	68,250	69,382	70,515	71,646	72,779	73,910	75,042	76,175	77,306
10	63,723	64,856	65,987	67,119	68,250	69,382	70,515	71,646	72,779	73,910	75,042	76,175	77,306	78,438	79,570
11	64,856	65,987	67,119	68,250	69,382	70,515	71,646	72,779	73,910	75,042	76,175	77,306	78,438	79,570	80,702
12	64,856	65,987	67,119	68,250	69,382	70,515	71,646	72,779	73,910	75,042	76,175	77,306	78,438	79,570	80,702
13	64,856	65,987	67,119	68,250	69,382	70,515	71,646	72,779	73,910	75,042	76,175	77,306	78,438	79,570	80,702
14	65,987	67,119	68,250	69,382	70,515	71,646	72,779	73,910	75,042	76,175	77,306	78,438	79,570	80,702	81,834
15	65,987	67,119	68,250	69,382	70,515	71,646	72,779	73,910	75,042	76,175	77,306	78,438	79,570	80,702	81,834
16	65,987	67,119	68,250	69,382	70,515	71,646	72,779	73,910	75,042	76,175	77,306	78,438	79,570	80,702	81,834
17	67,119	68,250	69,382	70,515	71,646	72,779	73,910	75,042	76,175	77,306	78,438	79,570	80,702	81,834	82,966
18	67,119	68,250	69,382	70,515	71,646	72,779	73,910	75,042	76,175	77,306	78,438	79,570	80,702	81,834	82,966
19	67,119	68,250	69,382	70,515	71,646	72,779	73,910	75,042	76,175	77,306	78,438	79,570	80,702	81,834	82,966
20	68,250	69,382	70,515	71,646	72,779	73,910	75,042	76,175	77,306	78,438	79,570	80,702	81,834	82,966	84,098
21	68,250	69,382	70,515	71,646	72,779	73,910	75,042	76,175	77,306	78,438	79,570	80,702	81,834	82,966	84,098
22	68,250	69,382	70,515	71,646	72,779	73,910	75,042	76,175	77,306	78,438	79,570	80,702	81,834	82,966	84,098
23	69,382	70,515	71,646	72,779	73,910	75,042	76,175	77,306	78,438	79,570	80,702	81,834	82,966	84,098	85,230
24	69,382	70,515	71,646	72,779	73,910	75,042	76,175	77,306	78,438	79,570	80,702	81,834	82,966	84,098	85,230
25	69,382	70,515	71,646	72,779	73,910	75,042	76,175	77,306	78,438	79,570	80,702	81,834	82,966	84,098	85,230
26	70,515	71,646	72,779	73,910	75,042	76,175	77,306	78,438	79,570	80,702	81,834	82,966	84,098	85,230	86,361
27	70,515	71,646	72,779	73,910	75,042	76,175	77,306	78,438	79,570	80,702	81,834	82,966	84,098	85,230	86,361
28	70,515	71,646	72,779	73,910	75,042	76,175	77,306	78,438	79,570	80,702	81,834	82,966	84,098	85,230	86,361
29	71,646	72,779	73,910	75,042	76,175	77,306	78,438	79,570	80,702	81,834	82,966	84,098	85,230	86,361	87,494
30	71,646	72,779	73,910	75,042	76,175	77,306	78,438	79,570	80,702	81,834	82,966	84,098	85,230	86,361	87,494
31	71,646	72,779	73,910	75,042	76,175	77,306	78,438	79,570	80,702	81,834	82,966	84,098	85,230	86,361	87,494
32	72,779	73,910	75,042	76,175	77,306	78,438	79,570	80,702	81,834	82,966	84,098	85,230	86,361	87,494	88,626
33	72,779	73,910	75,042	76,175	77,306	78,438	79,570	80,702	81,834	82,966	84,098	85,230	86,361	87,494	88,626
34	72,779	73,910	75,042	76,175	77,306	78,438	79,570	80,702	81,834	82,966	84,098	85,230	86,361	87,494	88,626
35	73,910	75,042	76,175	77,306	78,438	79,570	80,702	81,834	82,966	84,098	85,230	86,361	87,494	88,626	89,757
36	73,910	75,042	76,175	77,306	78,438	79,570	80,702	81,834	82,966	84,098	85,230	86,361	87,494	88,626	89,757
37	73,910	75,042	76,175	77,306	78,438	79,570	80,702	81,834	82,966	84,098	85,230	86,361	87,494	88,626	89,757
38	75,042	76,175	77,306	78,438	79,570	80,702	81,834	82,966	84,098	85,230	86,361	87,494	88,626	89,757	90,889
39	75,042	76,175	77,306	78,438	79,570	80,702	81,834	82,966	84,098	85,230	86,361	87,494	88,626	89,757	90,889
40	75,042	76,175	77,306	78,438	79,570	80,702	81,834	82,966	84,098	85,230	86,361	87,494	88,626	89,757	90,889

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	P (16)	Q (17) PHD or ED	R (18)	S (19) PHD & ED	T (20)	U (21)	V 22	W 23	X 24	Old Y (25)	Old Z (26)	Old AA (27)	Old BB (28)	Old CC (29)	Old DD (30)	Old EE (31)
1	61,459	62,591	63,723	64,856	65,987	67,119										
2	62,591	63,723	64,856	65,987	67,119	68,250										
3	63,723	64,856	65,987	67,119	68,250	69,382										
4	64,856	65,987	67,119	68,250	69,382	70,515										
5	65,987	67,119	68,250	69,382	70,515	71,646										
6	67,119	68,250	69,382	70,515	71,646	72,779										
7	69,382	70,515	71,646	72,779	73,910	75,042										
8	75,042	76,175	77,306	78,438	79,570	80,702										
9	78,438	79,570	80,702	81,834	82,966	84,098										
10	80,702	81,834	82,966	84,098	85,230	86,361										
11	81,834	82,966	84,098	85,230	86,361	87,494										
12	81,834	82,966	84,098	85,230	86,361	87,494										
13	81,834	82,966	84,098	85,230	86,361	87,494										
14	82,966	84,098	85,230	86,361	87,494	88,626										
15	82,966	84,098	85,230	86,361	87,494	88,626										
16	82,966	84,098	85,230	86,361	87,494	88,626										
17	84,098	85,230	86,361	87,494	88,626	89,757										
18	84,098	85,230	86,361	87,494	88,626	89,757										
19	84,098	85,230	86,361	87,494	88,626	89,757										
20	85,230	86,361	87,494	88,626	89,757	90,889										
21	85,230	86,361	87,494	88,626	89,757	90,889										
22	85,230	86,361	87,494	88,626	89,757	90,889										
23	86,361	87,494	88,626	89,757	90,889	92,021										
24	86,361	87,494	88,626	89,757	90,889	92,021										
25	86,361	87,494	88,626	89,757	90,889	92,021										
26	87,494	88,626	89,757	90,889	92,021	93,153										98,014
27	87,494	88,626	89,757	90,889	92,021	93,153										98,014
28	87,494	88,626	89,757	90,889	92,021	93,153										98,014
29	88,626	89,757	90,889	92,021	93,153	94,285									98,014	99,091
30	88,626	89,757	90,889	92,021	93,153	94,285									98,014	99,091
31	88,626	89,757	90,889	92,021	93,153	94,285									98,014	99,091
32	89,757	90,889	92,021	93,153	94,285	95,417								98,014	99,091	100,169
33	89,757	90,889	92,021	93,153	94,285	95,417								98,014	99,091	100,169
34	89,757	90,889	92,021	93,153	94,285	95,417								98,014	99,091	100,169
35	90,889	92,021	93,153	94,285	95,417	96,549							98,014	99,091	100,169	101,245
36	90,889	92,021	93,153	94,285	95,417	96,549							98,014	99,091	100,169	101,245
37	90,889	92,021	93,153	94,285	95,417	96,549							98,014	99,091	100,169	101,245
38	92,021	93,153	94,285	95,417	96,549	97,681						98,014	99,091	100,169	101,245	102,322
39	92,021	93,153	94,285	95,417	96,549	97,681						98,014	99,091	100,169	101,245	102,322
40	92,021	93,153	94,285	95,417	96,549	97,681						98,014	99,091	100,169	101,245	102,322