

ST. CLOUD ADMINISTRATORS CONTRACT 2023-2025

We are pleased to report that we have a proposed settlement with the St. Cloud Administrators Association. The proposed contract, if adopted, would represent a total settlement cost within the budgeting parameters established by the School Board for settlement with this group.

In considering and comparing the cost of settlement packages in our various bargaining and employee groups, it is important to note that costing percentages are composed of the sum of lane improvement, longevity, step improvement, salary schedule improvement, insurance and retirement contributions. Further, in addition to board authorized monies for contract settlement, employee groups may realign existing monies within their contract to achieve a tentative agreement.

The SCAA is a bargaining unit representing 19 administrators, including Directors and Licensed Special Education Supervisors

Year One:

- \$4,000 salary increase for all eligible directors
- \$3,750 salary increase for all eligible supervisors
- Realign pay ranges and contract days to market and reset salaries for Directors of Special Education and Elementary Education
- Add Juneteenth holiday

Year Two:

- \$2,500 salary increase for all eligible directors
- \$2,250 salary increase for all eligible supervisors
- Add \$20,000 for administrative professional development fund
- One time pay of \$2,000 for administrators at the salary cap not making salary advancement

Total 2-Year Cost: 7.09%

Scheduled for Board Approval: November 15, 2023

JOB TITLE	DUTY DAYS	NON-DUTY DAYS	2023-2024	2024-2025
Director of Alternative Programs	230	30	115,000-130,000	115,000-130,000
Director of Early Childhood Education	230	30	115,000-130,000	115,000-130,000
Director of Care and Treatment Programs	230	30	105,000-130,000	110,000-130,000
Director of Elementary Special Education Programs	230	30	105,000-130,000	110,000-130,000
Director of Secondary Special Education Programs	230	30	105,000-130,000	110,000-130,000
Director of Elementary Education	230	30	105,000-130,000	110,000-130,000
Director of Secondary Education	230	30	105,000-130,000	110,000-130,000
Director of Innovation & Instructional Technology	230	30	95,000-125,000	95,000-125,000
Director of Equity	230	30	95,000-125,000	95,000-125,000
Director of Strategic Alignment & Student Success	230	30	95,000-125,000	95,000-125,000
Director of Communications	230	30	95,000-125,000	95,000-125,000
High School Activities Director	230	30	95,000-125,000	95,000-125,000
Special Education Supervisor	225	35	90,000-110,000	90,000-110,000