

Highlights of the Tentative Agreement with the Shakopee Education Association 2021-2023 School Years

(Additions to the contract are underlined and subtractions are ~~strike through~~)

Issue	Year One	Year Two
<p>Salary Schedule Transformation</p>	<p>SEA and District negotiating teams worked to make cell by cell adjustments to the salary schedule with the goal of making teacher salaries competitive with comparison districts. Existing budgets and funds from question 2 of the levy referendum allowed us to move our teachers to the average range of comparison districts.</p> <p>1% was added to the adjusted schedule.</p> <p>Implementation of the schedule transformation and 1% increase is delayed until April 22, 2022.</p>	<p>3% is added to the new salary schedule with a delayed implementation until April 7, 2023.</p>
<p>Health Insurance</p>	<p>Increase of 3.5% to the District's contribution for the whole year.</p>	<p>Increase of 4.5% to the District's contribution for the whole year.</p>
<p>Total Settlement</p>		<p>7.33% - MSBA Calculation</p>

The MSBA Method is used by the majority of school districts.