



**2023-2025
Lakeville Teacher
Negotiations**

For the first time in Lakeville Area Schools history, district administration has decided to post negotiations documents and information online for public viewing. EML applauds the goal of public transparency, but is concerned that **posting of information is solely controlled by district administration.** District administration can selectively post what they want, how they want, etc. Education MN - Lakeville (EML) has no similar outlet to share their perspective with the public on the district website. This document aims to provide EML an opportunity to share their perspective.

District has posted...

Bargaining Proposals		
Total Package*	LAS (District)	EML (Union)
Proposal as of 12/06/23**	-	18.15%
Proposals as of 11/15/23	4.91%	19.15%
Proposal as of 9/13/23	-	25.72%

* Total package includes all increases to the overall cost of the contract to include, but not limited to: salary, additional payment options, benefits and insurance, and fringe benefits.
** The District did not counteroffer EML's Dec. 6 proposal and have since filed for mediation. Negotiations will continue once a mediator is present.

Fact or Fiction? The Whole Story?

FACT & FICTION...depends on point of view.

Based on EML's costing, it's initial proposal on 9-13-23 included a two-year total package increase of 21.99%. EML's second proposal on 11-15-23 was 18.70%. EML's third proposal on 12-6-23 was 17.24%.

MORE TO THE STORY

Percentages vary based on numbers used in costing the settlement package. EML and district administration disagree on the costing of certain proposals. Take bereavement leave, for example:

Currently teachers must use sick leave for bereavement. EML's proposal was to allow each member up to 5 days of bereavement leave, i.e. sick days would not be lost for bereavement. Even though only 375 total sick days for bereavement were used by EML's 780 members in FY23, the district costed this proposal as if all 780 teachers would use all 5 bereavement days (3,900 days), generating a substitute teacher cost of ~\$975,000. This gross overestimation (a nearly 1000% increase in usage) leads to different total settlement package percentages reported.

Percentages reported also vary when errors are made in costing. When EML pointed out that district administration incorrectly costed TRA contributions, district administration responded with, "the total cost of this expenditure does not significantly impact the total package proposed by Education Minnesota Lakeville." **EML believes the two-year, \$1,870,415 error to be significant,** and it makes a significant difference in total settlement package percentages reported.

District has posted...

LAS Proposed Salary Increase Ranges		
LAS (District) proposal as of 11/15/23 ensures all teachers, depending on their Lane/Step placement, will receive between 1% - 13.22% salary increase in year one and between 1% - 13.22% salary increase in year two.		
	23-24 School Year (increase from 22-23 SY)	24-25 School Year (increase from 23-24 SY)
Minimum Increase	1%	1%
Maximum Increase	13.22%	13.22%

MORE TO THE STORY

8 teachers out of 780 will see a 13.09% salary increase. 425 teachers out of 780 will see a 1% increase in salary...yes, over half of teachers will see a 1% increase in salary.

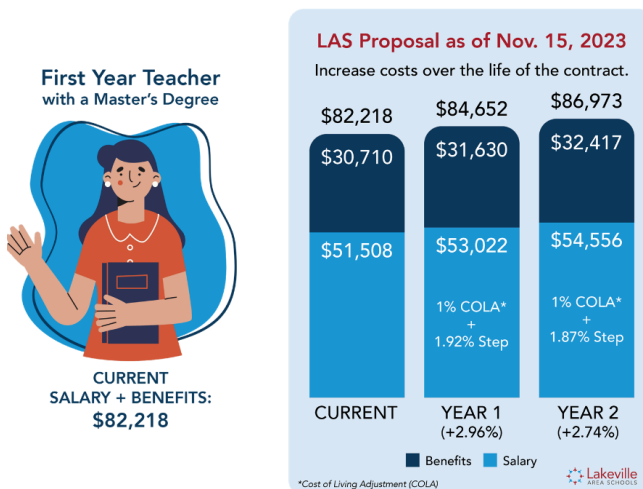
The average salary increase for EML's 780 teachers would be 2.3% under the district's current proposal. This includes "step increases," which are increases earned with each year of teaching experience.

Fact or Fiction? The Whole Story?

FACT (at least pretty close, but misleading)

With 1% added to EML's salary matrix, individual members will see between a 1% and a 13.09% increase in salary.

District has posted...



Fact or Fiction? The Whole Story?

More Information Needed & Misleading

Salary...FACT - \$51,508 is the salary for a first year teacher with a master's degree on the current salary matrix.

Benefits...Not Enough Information - Benefit costs of \$30,710 are not detailed. What type of health insurance is this example assuming? What type of dental insurance? Is the district considering FICA taxes as a benefit? What else is the district considering a benefit?

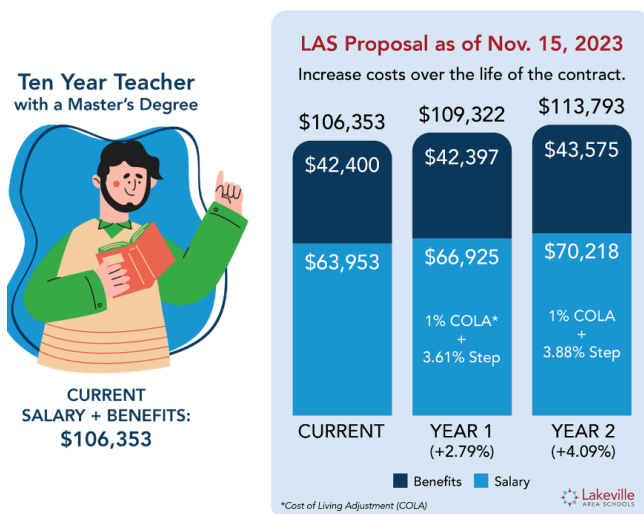
MORE TO THE STORY (need more benefit details in this scenario)

An interesting scenario to provide considering very few first year teachers' have their master's degree. The overwhelming majority of first year teachers will have just graduated with a bachelor's degree, currently earning a salary of \$47,557.

The overwhelming majority of first year teachers will take single medical and dental coverage, costing \$10,493.

\$47,557 salary + \$10,493 insurance = \$58,050, a far cry from the \$82,218 which the graphic makes it look like is the total compensation for a first year teacher. More information is needed from the district to clarify this scenario.

District has posted...



Fact or Fiction? The Whole Story?

More Information Needed & Misleading

Salary...FACT - \$63,953 is the salary for a ten year teacher with a master's degree on the current salary matrix.

Benefits...Not Enough Information - Benefit costs of \$42,400 are not detailed. What type of health insurance is this example assuming? What type of dental insurance? Is the district considering FICA taxes as a benefit? What else is the district considering a benefit?

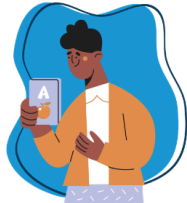
MORE TO THE STORY (need more benefit details in this scenario)

This is an interesting scenario to provide considering this is the example provided during a negotiations update at a School Board meeting in November. While quoted as "an example," it was very misleading to the public and Board Members for district administration to make the statement that a ten year teacher with a master's program makes \$80,000 when they actually make \$63,953.

Even if one were to assume the employee in this scenario utilizes family medical and dental insurance, along with a maximum 403(b) match, those benefits combined with salary total \$92,774. What are the additional \$13,579 (\$106,353-\$92,774) benefits? More information is needed from the district to clarify this scenario.

District has posted...

Top of the Salary Schedule
In Year 2, 59% of LAS teachers will be at the top of the salary schedule.



CURRENT
SALARY + BENEFITS:
\$142,531



Fact or Fiction? The Whole Story?

More Information Needed & Misleading

Salary...FACT - \$98,804 is the top of the salary schedule.

Benefits...Not Enough Information - Benefit costs of \$43,727 are not detailed. What type of health insurance is this example assuming? What type of dental insurance? Is the district considering FICA taxes as a benefit? What else is the district considering a benefit?

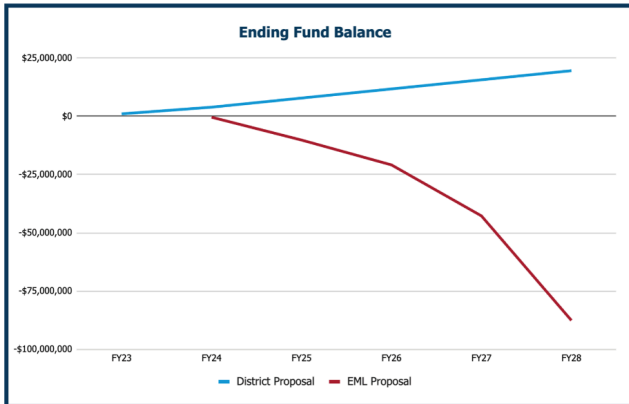
MORE TO THE STORY (need more benefit details in this scenario)

Salary...MISLEADING - The graphic describes the scenario as “Top of the Salary Schedule” but doesn’t give this context compared to the other scenarios provided on their negotiations website (and shown above). A teacher is at the “top of the salary schedule” if they have taught for 20 years in the district AND have earned 40 semester credits beyond a master’s degree.

The graphic also makes it appear that a teacher at the top of the salary schedule could earn an additional \$7,800 for longevity on top of the \$98,804 salary shown. The \$98,804 already includes \$7,800 for longevity.

Even if one were to assume at the top of the salary schedule utilizes family medical and dental insurance, along with a maximum 403(b) match, those benefits combined with salary total \$128,025. What are the additional \$14,506 (\$142,531-\$128,025) benefits? More information is needed from the district to clarify this scenario.

District has posted...



Fact or Fiction? The Whole Story?

More Information Needed & Misleading

The district sitting on nearly \$25,000,000 in FY28 is just as outrageous as claiming EML's proposal pushes the district's fund balance to nearly -\$100,000,000 by FY28.

Where is the work or explanation behind this graphic?

MORE TO THE STORY (or at least a question)

If the district can predict four years into the future that EML's proposal will put the district nearly \$100,000,000 in debt by FY28, how did a \$7 million deficit sneak up on the district in a matter of months in FY23?

Making this prediction and illustration is irresponsible and misleading considering state funding for FY26, FY27, and FY28 haven't been set, future contracts haven't been negotiated, etc.