

Negotiations continue with Independent School District 833 to settle the 2019-21 labor contract. The teachers have been working without a new contract since July 1, 2019.

It is our honor to teach the children of our communities. We thank you for your ongoing support. Please contact a school board member and tell them to settle the teachers' contract. Contact information for each board member can be found at www.sowashco.org/about_833/school_board/school_board_members.

Here are some relevant facts:

- **UTSWC ultimate goal:** To reach a fair settlement that will keep us competitive with other metro school districts in order to retain and attract quality teachers for the students of ISD #833.
- **History and status of bargaining:** The UTSWC and District 833 began negotiating in February of 2019. In October, both the union and district agreed to file for mediation. The first mediation session was held on November 15, 2019. There was one more mediation session held on December 3, 2019. That session ended with a Tentative Agreement. The UTSWC voted down that Tentative Agreement on December 19, 2019. Both parties agreed to meet outside of mediation on January 23, 2020. No agreement was reached so both parties went back to mediation on February 11, 2020. Negotiations are still on-going.
- **Teachers affected:** Approximately 1,400
- **Students affected:** Approximately 18,000
- **Cities affected:** Afton and Denmark Townships, Cottage Grove, Newport, St. Paul Park, Woodbury
- **Key point of disagreement:**
Salary: The teachers are asking for salary-schedule improvements that would keep them competitive with other metro school districts and keep the district competitive in the marketplace for recruiting and retaining quality teachers. The Tentative Agreement that was voted down in December was a 1.7% salary schedule improvement starting March 1, 2020 (so a .85% increase overall in the first year) and a 2.4% salary schedule improvement the second year.

	2019-20	2020-21
Tentative Agreement (12/3/2020)	.85%	2.4%
State average	2.13%	2.13%
North St. Paul-Maplewood-Oakdale	2.0%	2.0%
Stillwater	2.0%	2.0%
Hastings	2.0%	1.95%
Rosemount/Apple Valley/Eagan	2.55%	2.55%
Inver Grove Heights	2.0%	2.0%
South St. Paul	2.0%	2.0%