



NEWS RELEASE

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Contact: George Sells

Saint Louis Public Schools

George.Sells@slps.org

Byron Clemens

American Federation of Teachers Local 420

bclemens@aftlocal420.org

Saint Louis Public Schools and American Federation of Teachers Local 420 Reach Groundbreaking Agreement

ST. LOUIS, MO - Saint Louis Public Schools' (SLPS) teachers and staff represented by the American Federation of Teachers (AFT) Local 420 have agreed to a contract that will see teachers receiving a 17% pay increase over the next three years. That's the largest pay increase in a single contract in almost two decades. This also extends what has been a national model of cooperation between labor and management in education. The Board of Education of the City of St. Louis approved the deal this evening.

The agreement comes under new District leadership, with Superintendent Dr. Keisha Scarlett stepping in and immediately working with the SLPS Human Resource and Finance teams to embrace Local 420 leadership in an effort to make salaries for teachers and staff more competitive.

"I would like to express my gratitude to Ray Cummings, the President of Local 420, for his genuine collaboration with our new SLPS team. His alignment with our vision for the District's future has been invaluable," said Dr. Scarlett. "My thanks also go to our Board of Education for their support as we implement these necessary improvements within SLPS. Our focus is on ensuring competitive salaries and fostering an environment where everyone can succeed. Today's achievements mark a significant milestone for our teachers, and consequently, a wonderful advancement for every child in St. Louis."

Members of the American Federation of Teachers, St. Louis, Local 420-AFLCIO overwhelmingly approved the wage reopener and adjusted Collective Bargaining Agreement.

"Unions are a Democracy and our members stood up, voted and approved the District's offer by 78%," Union President Ray Cummings said. "All categories of employees represented by our union will receive well deserved increases over the next three years."

"This agreement demonstrates a real, good faith, effort to recruit and retain our dedicated workforce," Cummings added. "We look forward to our continued partnership with Superintendent Scarlett and the elected St. Louis Board of Education. We are better together in the often very challenging but rewarding work of putting children and families of the City of St. Louis at the center of our endeavors. We really are better working together."

Specifics of the agreement include:

- The increase for teachers will start with a 7 percent jump in fiscal year 2025 and increase an additional 5 percent each of the following two years.
- Special education teachers will see an even greater bump, receiving a 10 percent pay increase for fiscal year 2025 and a total of 22 percent over the three-year term of the deal.
- All other employees represented by Local 420 will see significant bumps over the term of the contract, with everyone receiving at least a 10 percent increase over the three-year period.
- For the first time ever, this includes "trade" workers represented by the union.



- In another first, employees who previously had to go unpaid on inclement weather days will now be compensated. Full payment for two inclement weather days each year is included for those workers within the agreement.

These increases underscore Saint Louis Public Schools' commitment to fair compensation and retention of high-quality educators. The district recognizes the importance of attracting and retaining talented professionals who play an integral role in shaping the future of St. Louis.

Union members voted on the deal Monday night, moving it to the Board of Education for approval in a special meeting held this evening. The raises will take effect beginning on July 1, 2024, which marks the beginning of the new fiscal year for SLPS.