

Burnsville Education Association
Master Agreement Proposals
5/18/2021

<p>Item 1 Auth BEA</p>	<p style="text-align: center;">Update all appropriate sections with the correct dates. Sections include: Title Page and Table of Contents; ARTICLE IV, Section 11; ARTICLE V, Section 1; ARTICLE VIII, Section 12, Subd. 5; ARTICLE XII, Section 3; ARTICLE XVII, Section 1, SALARY Schedules; Re-adopted MOU's</p>
<p>Item 2 Auth BEA</p>	<p>Article V, Compensation <u>Section 10. Career Teacher Compensation</u> Subd. 6. To be eligible for career teacher compensation steps, the service must have been rendered in District 191. and Service outside District 191 before or after employment in District 191 shall not be counted for such placement. Years of service within the district do not need to be consecutive.</p>
<p>Item 3 Auth BEA</p>	<p>Article VIII, Leaves of Absence <u>Section 2. Personal Absence:</u> Subd. 3 At the beginning of each school year, each teacher shall be credited with two (2) days, cumulative to three (3) five (5) to be used for the teacher's personal absence. Part-time teachers shall accrue and be eligible for such benefits on a prorated basis. Subd. 4 Beginning in the 20th year 10th year (10) of employment with the district, each teacher shall be credited with three (3) days, cumulative to four (4) five (5) to be used for the teacher's personal absence.</p>
<p>Item 4 Auth BEA</p>	<p>Article IX, Hours of Service <u>Section 1.</u> A duty day consists of eight (8) consecutive hours including a duty free lunch a minimum of thirty (30) uninterrupted minutes, not including passing time. Within the eight (8) hour day, the School District shall set time for performance of duties, instructional preparation, and noon supervision and lunch.</p>
<p>Item 5 Auth BEA</p>	<p>Article IX, Hours of Service <u>Section 4.</u> Effective July 1, 2014 when a teacher agrees to give up prep time in response to a request by administration to cover a class during his/her prep time due to the shortage of substitute teachers, the teacher will receive one (1) hour of pay at their prorated rate of pay. Effective July 1, 2018 2021 when an elementary, grade level teacher is assigned by administration to cover another class combined with their own class for any amount of time due to the shortage of substitute teachers, the teacher will receive one (1) hour two (2) hours of pay at their prorated rate of pay.</p>
<p>Item 6 Auth BEA</p>	<p>ARTICLE XII, Retirement <u>Section 10. Matching Contribution Eligibility:</u> A District match to an approved 403(b) vendor is available to teachers hired on or after July 1, 1989, who are beginning in their fourth (4th) year of teaching in the district at a .5 FTE contract or more. Contributions as permitted by MS §356.24 will be made as follows: Subd. 1. Commencing with the 2021-2022 school year, the District will match up to \$500 to an approved 403(b) plan. Subd. 2. Commencing with the 2014-2015 2021-2022 school year, the District will match up to \$1,250 \$1,750 to an approved 403(b) plan. The match will begin in the teacher's 4th year of employment in the district. Subd. 3. Commencing with the 2014-2015 2021-2022 school year, the District will match up to</p>

	<p>\$1,750 \$2,250 per year to an approved 403(b) plan when the employee has completed ten years of satisfactory service in the District. The match will begin in the teacher's 11th year of employment in the District.</p> <p>Subd. 34. Commencing with the 2014-2015 2021-2022 school year, the district will match up to \$2,250 \$2,750 to an approved 403(b) plan. The match will begin in the teacher's 15th year of employment in the district.</p> <p>Subd. 5. Commencing with the 2021-2022 school year, the district will match up to \$3,250 to an approved 403(b) plan. The match will begin in the teacher's 20th year of employment in the district.</p>
<p>Item 7</p> <p>Auth BEA</p>	<p>ARTICLE XIV, INVOLUNTARY TRANSFERS / TRANSFER REQUESTS</p> <p>Section 3. If a teacher is scheduled to be involuntarily transferred to a new site for the upcoming school year, the teacher will be reassigned to their former building if a position for which the teacher is licensed becomes available and the teacher requests to be reassigned prior to August 15 of the same year. Building administration will be responsible for notifying the teacher who is being involuntarily transferred about open positions.</p> <p>Section 3. Section 4.</p> <p>Section 4. Section 5.</p> <p>Section 5. Section 6.</p>
<p>Item 8</p> <p>Auth BEA</p>	<p>Salary schedules & proposals need to be added.</p> <p>APPENDIX C-1 BEA Salary Schedule 2021-2022</p> <p>2.7 % increase</p> <p>APPENDIX C-2 BEA Salary Schedule 2022-2023</p> <p>3.0 % increase</p>
<p>Item 9</p> <p>Auth BEA</p>	<p>Article IV, Teacher Rights</p> <p>Section 13. Safety and Security</p> <p>The Burnsville Education Association and the Burnsville-Eagan-Savage Public School District care deeply about students' and staff safety and support the district's core values including setting a high bar for behavior expectations which allows for all to learn.</p> <p>Subd. 1. The district will provide adequate staff training on behavioral de-escalation techniques on a yearly basis. The training will take place prior to the end of first semester. The training will not take place during the first two weeks of school.</p> <p>Subd. 2. Anytime a staff member is harassed verbally, sexually, or physically by a student the incident will be documented on a mutually agreed upon standardized form by the staff member and the principal or principal's designee. Once a month the data, with student names redacted, will be sent to the BEA president and assistant superintendent for review. The district PBIS team will also review the data once per quarter.</p> <p>Subd. 3. In the event a building is evacuated and an administrator is not on site, an administrator will immediately be called to report to that site.</p>
<p>Item 10</p>	

Auth BEA	<p style="text-align: center;">MEMORANDUM OF UNDERSTANDING</p> <p>This Memorandum of Understanding is entered into between Independent School District 191 (hereinafter referred to as the School District) and The Burnsville Education Association (hereinafter referred to as the Union), representing the Teachers of the School District as follows:</p> <p>Proposals regarding the Virtual Academy will be shared with the district administration team once more information is shared with the BEA leadership. At this point, proposals are unable to be brought forth due to lack of shared information</p>
----------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------