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| Meeting Norms | |
| 1. | Meetings should begin at the scheduled time. |
| 2. | Meetings will not exceed 2 hours in length unless both parties agree to extend the meeting. |
| 3. | All members of both teams will be at each meeting to the fullest extent possible, if unavailable, it is the responsibility of the team to catch the member up as issues will not be revisited. |
| 4. | Meetings will be purposeful, with a defined agenda. |
| 5. | Either side can request a short break to caucus or if the discussion becomes heated at any time. Parties will knock on the door before re-entering. |
| 6. | Progress will be tracked using a commonly formatted document with tentative agreements marked as such. |
| 7. | The party that was not the last party to either TA language, drop language, or provide a written proposal at the end of the last meeting will be the party to go first at the next meeting. This should be identified and agreed to at the end of each meeting. |
| 8. | All e-mails will be sent between Andy and Stacey. |
| 9. | Treat one another with courtesy and respect. |
| 10. | Stay focused on interests and issues rather than people. |
| 11. | Lead negotiators are the spokesperson for the party's position. |
| 12. | Questions from team members should be addressed to lead negotiator. |
| 13. | One person speaks at a time uninterrupted. |
| 14. | Commit to homework. |
| 15. | Listen for understanding and ask clarifying questions. |
| 16. | Be open and recognize differences of opinion. |
| 17. | Be discreet with sensitive information that is learned in sessions. |
| Update general dates | |
| Item 1 | <i>Update all appropriate sections with the correct dates. Sections include:</i> |
| 191 | <i>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 addressing C-3, Amplify and LTD.</i> |
| Item 1 | <i>Update all appropriate sections with the correct dates. Sections include:</i> |
| BEA | <i>and Table of Contents; ARTICLE IV, Section 11; ARTICLE V, Section 1; ARTICLE VIII, Section 12, Subd. 5; ARTICLE XII, Section 3;</i> |
| TA 5.18 | <i>ARTICLE XVII, Section 1, SALARY Schedules; Re-adopted MOU's</i> |
| Item 2 | ARTICLE V COMPENSATION Section 10. Career Teacher Compensation 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. A break in seniority will zero out the years of service credit. |
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| Item 2 | Article V, Compensation |
| BEA | Section 10. Career Teacher Compensation |
| | 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. |
| Item 3 | ARTICLE VI EXTRA COMPENSATION Section 3. Speech Pathologists: Speech Pathologists who provide the District with a copy of their Certificate of Clinical Competence issued by the American Speech and Hearing Association will be reimbursed receive a stipend of \$2,500 per school year, provided the copy is received by January 31 st of each year. |
| 191 | |
| TA 5.24 | |

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| Item 4 | ARTICLE VII GROUP INSURANCE <u>Section 1. Health and Hospitalization Insurance Options:</u> |
| 191 | Subd. 1. <u>Effective July 1, 2011, for All teachers who have a full-time assignment, who are employed by the School District, who qualify for and are enrolled in the health care insurance plan, the School District will contribute the equivalent value of 95% of \$893 monthly toward the single, (composite) premium. The composite premium shall be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby the HRA and the in-network deductible equals the in-network out of pocket maximum. The composite premium will be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby \$1,000 annually shall be redirected by the district to the HRA. The remainder shall be borne by the employee. Effective July 1, 2022, all teachers who have a full-time assignment, who are employed by the School District, who qualify for and are enrolled in the health care insurance plan, the School District will contribute \$913 monthly toward the single, (composite) premium. The composite premium will be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby \$1,000 annually shall be redirected by the district to the HRA. The remainder shall be borne by the employee. Effective at the start of the 2006-2007 school year, full-time assignment, for insurance purposes as outlined in this Section, shall mean thirty (30) hours per week.</u> |
| | <p>Subd. 2. <u>Effective July 1, 2011, A teacher with dependent coverage shall contribute the equivalent value of 20% of the monthly, composite premium as defined in Subd. 1. For all teachers who have a full-time assignment, who are employed by the School District, who qualify for and are enrolled in the health care insurance plan, the School District will contribute \$1,890 monthly toward the family, (composite) premium. The composite premium will be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby \$2,000 annually shall be redirected by the district to the HRA. The balance of the premium shall be paid by the District-employee. Effective July 1, 2022, for all teachers who have a full-time assignment, who are employed by the School District, who qualify for and are enrolled in the health care insurance plan, the School District will contribute \$1,934 monthly toward the family, (composite) premium. The composite premium will be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby \$2,000 annually shall be redirected by the district to the HRA. The balance of the premium shall be paid by the employee.</u></p> <p>Subd. 4. Except as listed below, <u>for teachers working at least 20 hours per week but less than 30 hours per week the district shall contribute 30% \$1,654 toward the monthly of the (composite) premium for dependent coverage, effective July 1, 2006. Effective July 1, 2010, for teachers working at least 20 hours per week but less than 30 hours per week the district shall contribute the equivalent value of 30% \$1,654 toward the monthly of the composite premium for dependent coverage. The balance shall be paid by the District-employee. For this section, effective July 1, 2022, the district shall contribute \$1,692 monthly toward the composite premium. The balance shall be paid by the employee.</u></p> <p>Exceptions as listed below receive health insurance contributions as per Subd. 2.</p> <ul style="list-style-type: none"> a. teachers on parental leave, working at least .5 b. teachers hired prior to July 1, 2006 with a .5 or greater contract |

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| | <p>c. teachers with a .5 contract prior to July 1, 2006, who temporarily accept an assignment greater than .5, have the right to return to .5 with benefits as per a full-time employee as outlined in Subd. 2.</p> |
| Item 4 | <p>ARTICLE VII GROUP INSURANCE <u>Section 1. Health and Hospitalization Insurance Options:</u></p> |
| 191 | <p>Subd. 1. Effective July 1, 2011, for All teachers who have a full-time assignment, who are employed by the School District, who qualify for and are enrolled in the health care insurance plan, the School District will contribute the equivalent value of 95% of \$893 monthly toward the single, (composite) premium. The composite premium shall be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby the HRA and the in-network deductible equals the in-network out of pocket maximum. The composite premium will be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby \$1,000 annually shall be redirected by the district to the HRA. The remainder shall be borne by the employee. Effective July 1, 2022, all teachers who have a full-time assignment, who are employed by the School District, who qualify for and are enrolled in the health care insurance plan, the School District will contribute \$913 monthly toward the single, (composite) premium. The composite premium will be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby \$1,000 annually shall be redirected by the district to the HRA. The remainder shall be borne by the employee.</p> |
| 5.24 | <p>Effective at the start of the 2006-2007 school year, full-time assignment, for insurance purposes as outlined in this Section, shall mean thirty (30) hours per week.</p> <p>Subd. 2. Effective July 1, 2011, A teacher with dependent coverage shall contribute the equivalent value of 20% of the monthly, composite premium as defined in Subd. 1. For all teachers who have a full-time assignment, who are employed by the School District, who qualify for and are enrolled in the health care insurance plan, the School District will contribute \$1,896 monthly toward the family, (composite) premium. The composite premium will be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby \$2,000 annually shall be redirected by the district to the HRA. The balance of the premium shall be paid by the District-employee. Effective July 1, 2022, for all teachers who have a full-time assignment, who are employed by the School District, who qualify for and are enrolled in the health care insurance plan, the School District will contribute \$1,940 monthly toward the family, (composite) premium. The composite premium will be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby \$2,000 annually shall be redirected by the district to the HRA. The balance of the premium shall be paid by the employee.</p> <p>Subd. 4. Except as listed below, for teachers working at least 20 hours per week but less than 30 hours per week the district shall contribute 30% \$1,654 toward the monthly of the (composite) premium for dependent coverage, effective July 1, 2006. Effective July 1, 2010, for teachers working at least 20 hours per week but less than 30 hours per week the district shall contribute the equivalent value of 30% \$1,660 toward the monthly of the composite premium for dependent coverage. The balance shall be paid by the District-employee. For this section, effective July 1, 2022, the district shall contribute \$1,698 monthly toward the composite premium. The balance shall be paid by the employee.</p> |

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| | <p>Exceptions as listed below receive health insurance contributions as per Subd. 2.</p> <ul style="list-style-type: none"> d. teachers on parental leave, working at least .5 e. teachers hired prior to July 1, 2006 with a .5 or greater contract f. teachers with a .5 contract prior to July 1, 2006, who temporarily accept an assignment greater than .5, have the right to return to .5 with benefits as per a full-time employee as outlined in Subd. 2. |
| Item 4 | |
| Item 5 | ARTICLE VIII LEAVES OF ABSENCE Section 2. Personal Absence: Subd. 4. Beginning in the 20th year of employment as defined on the seniority list with the district, each teacher shall be credited with three (3) days, cumulative to four (4) to be used for teacher's personal absence. |
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| Item 5 | Article VIII, Leaves of Absence <u>Section 2. Personal Absence:</u> |
| BEA | 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. |
| | 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. |
| Item 5 | |
| Item 6 | Article IX, Hours of Service <u>Section 1.</u> |
| BEA | 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. |
| Item 6 | |

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| Item 7 | ARTICLE IX HOURS OF SERVICE <u>Section 3.</u> Effective July 1, 2017, All kindergarten through grade five (5) elementary teachers shall receive fifty-two (52) minutes of uninterrupted conference and preparation time during the student day. The conference and preparation time for teachers in kindergarten through grade five (5) shall be consecutive. In the event that the School Board exercises its right to extend or shorten the school day, additional or less preparation time will be provided in the ratio of five minutes of preparation for every twenty-five minutes of instruction. |
| 191 | |
| | <p><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 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 of pay at their prorated rate of pay.</p> <p><u>Section 7.</u> Effective July 1, 2016, Teachers who work part-time schedules are required to attend all non-student contact days and applicable full day professional development trainings for the entire day. In all other instances where a professional development training or meeting is mandatory, the teacher's building administrator will provide 15 days advanced notice of the requirement to attend. For attendance, the teacher will be paid at their pro-rata rate of pay for a full-day minus their daily assignment amount.</p> |
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| Item 7 | |
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| Item 8 | Article IX, Hours of Service |
| BEA | <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 (±) hour two (2) hours of pay at their prorated rate of pay. |
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| Item 8 | |
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| Item 9 | ARTICLE XII RETIREMENT <u>Section 9. 403(b) Vendor Selection:</u> Subd. 2. Vendors: The committee recommended the following vendors and a majority of BEA members approved them, effective January 1, 2009. They are: Fidelity, Fidelity via Educator's Financial Services (E.S.I.), AXA (Equitable), and Lincoln Financial Services. |
| 191 | The committee will meet every three years to review performance. The addition or deletion of vendors will be as recommended by the committee and approved by the BEA. |

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| Item 9 | XII RETIREMENT <u>Section 9. 403(b) Vendor Selection:</u> Subd. 2. Vendors: The committee recommended the following vendors and a majority of BEA members approved them, effective January 1, 2009. They are: Fidelity, Fidelity via Educator's Financial Services (E.S.I.), and AXA (Equitable). and Lincoln Financial Services will only be available to those hired prior to March 1st, 2011. The committee will meet every three years to review performance. The addition or deletion of vendors will be as recommended by the committee and approved by the BEA. |
| 191 | |
| TA 5.24 | |
| Item 10 | ARTICLE XII RETIREMENT <u>Section 10. Matching Contribution Eligibility:</u> <u>Subd. 4. The Seniority list shall be used to determine years of teaching for 403(b) contributions.</u> |
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| Item 10 | ARTICLE XII, Retirement |
| BEA | <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: <u>Subd. 1. Commencing with the 2021-2022 school year, the District will match up to \$500 to an approved 403(b) plan.</u> 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. <u>The match will begin in the teacher's 4th year of employment in the district.</u> Subd. 3. Commencing with the 2014-2015 2021-2022 school year, the District will match up to \$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 11 th year of employment in the District. Subd. 4. 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. <u>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.</u> |
| Item 10 | |
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| Item 11 | ARTICLE XIII UNREQUESTED LEAVE OF ABSENCE PROCESS SENIORITY AGREEMENT |
| 191 | <u>Subd. 1. Definitions:</u> <u>Board Priorities:</u> The Board will approve, on an annual basis, staffing retention priorities in August of the current fiscal year using Appendix D-3. The identified priorities shall not be subject to the unrequested leave process. |

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| | <p><u>Probationary Releases:</u> The annual non-renewal of probationary teachers as identified by administration and approved by the Board shall follow MN122A.40 subd. 5. The identification, selection, and approval of probationary teachers to be released is solely at the Board’s discretion.</p> <p><u>Qualified:</u> For purposes of Article XIII and the placement of teachers on ULA, a teacher is “qualified” to teach in a “subject matter or field” if the teacher is licensed in that subject matter or field and has taught in that subject matter or field for at least 90 duty days or one (1) semester in the previous five (5) years and have acquired continuing contract rights.</p> <p><u>Realignment:</u> The District is not required, under any circumstance, to realign positions to different subject matters, fields, licensure areas, or other positions to accommodate the claims of another teacher. Consequently, the District is not required to realign any positions when placing teachers on ULA or when recalling any teachers from ULA.</p> <p><u>Subd. 2. Process:</u></p> <p>Unrequested leaves of absences shall occur in the following order for all teachers prior to May 15th:</p> <ol style="list-style-type: none"> Any teacher teaching under a Tier 1 or Tier 2 license or Out of Field exemption. Teachers impacted by reductions who are on a Tier 1 or Tier 2 license or Out of Field exemption will be placed on an Unrequested Leave of Absence if they are not qualified under a Tier 3 or higher license. Non-qualified teachers. Teachers impacted by reductions who are not qualified per Subd. 1 will be placed on an Unrequested Leave of Absence. Any qualified teacher with disciplinary action within the last three (3) years. Qualified teachers who have received disciplinary action within the last three (3) years will be placed on an Unrequested Leave of Absence. The least senior, qualified teacher. The least senior, qualified teacher within a department or license area will be placed on Unrequested Leave of Absence. |
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| Item 11 | |
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| Item 12 BEA | <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> |
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| Item 12 191 | <p>ARTICLE XIV, INVOLUNTARY TRANSFERS / TRANSFER REQUESTS</p> <p>Section 3. If a teacher is 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 1 of the same year. Open</p> |
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| 5.18 | positions will be posted. It is the responsibility of the teacher to apply to express interest. |
| TA | Section 3. Section 4. |
| 5.24 | Section 4. Section 5. |
| | Section 5. Section 6 |

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| Item 13 | APPENDIX A Adult Basic Education (ABE) Early Childhood & Family Education (ECFE) <u>Section 8. Group Insurance.</u> |
| 191 | <p>Subd. 1. Effective July 1, 2014 2021, for all teachers who are employed 736 hours or more, who are employed by the School District, who qualify for and are enrolled in the health care insurance plan, the School District will contribute the equivalent value of 95% of the \$893 monthly toward the single, (composite) premium. The composite premium shall be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby the HRA and the in-network deductible equals the in-network out-of-pocket maximum. The composite premium will be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby \$1,000 annually shall be redirected by the district to the HRA. The remainder shall be borne by the employee. Effective July 1, 2022, for all teachers who are employed 736 hours or more, who are employed by the School District, who qualify for and are enrolled in the health care insurance plan, the School District will contribute \$913 monthly toward the single, (composite) premium. The composite premium will be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby \$1,000 annually shall be redirected by the district to the HRA. The remainder shall be borne by the employee.</p> <p>Subd. 2. Effective July 1, 2014-2021, for a teacher with dependent coverage shall contribute the equivalent value of 20% of the monthly, composite premium as defined in Subd. 1. The balance of the premium shall be paid by the District. the School District will contribute \$1,890 monthly toward the family, (composite) premium. The composite premium will be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby \$2,000 annually shall be redirected by the district to the HRA. The balance of the premium shall be paid by the employee. Effective July 1, 2022, for all teachers who have a full-time assignment, who are employed by the School District, who qualify for and are enrolled in the health care insurance plan, the School District will contribute \$1,934 monthly toward the family, (composite) premium. The composite premium will be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby \$2,000 annually shall be redirected by the district to the HRA. The balance of the premium shall be paid by the employee.</p> |

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| Item 13 | APPENDIX A Adult Basic Education (ABE) Early Childhood & Family Education (ECFE) <u>Section 8. Group Insurance.</u> |
| 191 | <p>Subd. 1. Effective July 1, 2014 2021, for all teachers who are employed 736 hours or more, who are employed by the School District, who qualify for and are enrolled in the health care insurance plan, the School District will contribute the equivalent value of 95% of the \$893 monthly toward the single, (composite) premium. The composite premium shall be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby the HRA and the in-network deductible equals the</p> |
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| | <p>in-network out of pocket maximum. The composite premium will be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby \$1,000 annually shall be redirected by the district to the HRA. The remainder shall be borne by the employee. Effective July 1, 2022, for all teachers who are employed 736 hours or more, who are employed by the School District, who qualify for and are enrolled in the health care insurance plan, the School District will contribute \$913 monthly toward the single, (composite) premium. The composite premium will be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby \$1,000 annually shall be redirected by the district to the HRA. The remainder shall be borne by the employee.</p> <p>Subd. 2. Effective July 1, 2014-2021, for a teacher with dependent coverage shall contribute the equivalent value of 20% of the monthly, composite premium as defined in Subd. 1. The balance of the premium shall be paid by the District. the School District will contribute \$1,896 monthly toward the family, (composite) premium. The composite premium will be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby \$2,000 annually shall be redirected by the district to the HRA. The balance of the premium shall be paid by the employee. Effective July 1, 2022, for all teachers who have a full-time assignment, who are employed by the School District, who qualify for and are enrolled in the health care insurance plan, the School District will contribute \$1,940 monthly toward the family, (composite) premium. The composite premium will be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby \$2,000 annually shall be redirected by the district to the HRA. The balance of the premium shall be paid by the employee.</p> |
| <p>Item 13</p> | |
| <p>Item 14 191 TA 5.24</p> | <p>APPENDIX A Adult Basic Education (ABE) Early Childhood & Family Education (ECFE) Section 9. TSA Match. Effective July 1, 2008, a \$470.50 District match to an approved Minnesota deferred compensation program is available to teachers who are beginning their fourth year of teaching in the District at 736 hours or more. Contributions as permitted by MS 356.24 will be made.</p> <p>Effective July 1, 2018, a District match to an approved Minnesota deferred compensation program is available to teachers who are beginning their fourth year of teaching in the District at 736 hours or more. Contributions as permitted by MS 356.24 will be made.</p> |
| <p>Item 15 191 TA 5.24</p> | <p>ABE/ECFE Wage Schedule Changes COMPENSATION Effective July 1, 2020 2021: Longevity Eligibility Criteria Longevity Pay Active Teacher</p> <ul style="list-style-type: none"> a. 10-14 years with seniority date between 7-1-08 7/1/2007 and 6-30-13 6/30/2012 and at or below the BA+40 salary lane top step plus \$2.25 per hour. b. 15-19 years with seniority date between 7-1-03 7/1/2002 and 6-30-08 6/30/2007 and at or below the BA+40 salary lane top step plus \$3.25 per hour. c. 20+ Years with seniority date on or before 7-1-02 6/30/2002 and at or below the BA+40 salary lane top step plus \$4.25 per hour. d. 10-14 years with seniority date between 7-1-08 7/1/2007 and 6-30-13 6/30/2012 and at or above the MA/BA+60 salary lane top step plus \$4.25 per hour e. 15-19 years with seniority date between 7-1-03 7/1/2002 and 6-30-08 6/30/2007 and at or above the MA/BA+60 salary lane top step plus \$6.25 per hour. f. 20+ years with seniority date on or before 7-1-02 6/30/2002 and at or above the MA/BA+60 salary lane top step plus \$8.25 per hour. |

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| | <p>Effective July 1, 2022:</p> <p>Longevity Eligibility Criteria Longevity Pay Active Teacher</p> <ul style="list-style-type: none"> a. 10-14 years with seniority date between 7/1/2008 and 6/30/2013 and at or below the BA+40 salary lane top step plus \$2.25 per hour. b. 15-19 years with seniority date between 7/1/2003 and 6/30/2008 and at or below the BA+40 salary lane top step plus \$3.25 per hour. c. 20+ Years with seniority date on or before 6/30/2003 and at or below the BA+40 salary lane top step plus \$4.25 per hour. d. 10-14 years with seniority date between 7/1/2008 and 6/30/2013 and at or above the MA/BA+60 salary lane top step plus \$4.25 per hour e. 15-19 years with seniority date between 7/1/2003 and 6/30/2008 and at or above the MA/BA+60 salary lane top step plus \$6.25 per hour. f. 20+ years with seniority date on or before 6/30/2003 and at or above the MA/BA+60 salary lane top step plus \$8.25 per hour. |
| Item 16 | APPENDIX B Title 1, School Nurse, Occupational Therapist Section 4 Psychologist Interns Subd. 2. A full-time, full year psychologist intern will earn 1/2 of the annual salary based on Lane 1, Step 1 of the teachers' salary schedule |
| 191 | Subd. 3. A psychologist intern will be provided with single health insurance and single dental insurance. They will accrue one sick day per month for income protection. No other benefits will accrue. |
| TA 5.24 | |
| Item 17 | APPENDIX C-1 BEA Salary Schedule <i>Years in the District</i> : The total number of years of employment in the District, in a licensed position or not <u>as reflected on the seniority list.</u> |
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| Item 17 | |
| Item 18 | APPENDIX C-3 Co-Curricular Stipend Schedule |
| 191 | Effective July 1, 2016 |
| TA 5.24 | |
| Item 19 | APPENDIX C- 1&2 BEA Salary Schedule |
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| Salary Schedule 2021-2022 | | | | | | | |
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| STEP | BA | BA20 | BA40 | BA 60 / MA | MA 20 | MA 40 | MA60 |
| 1 | 41,060 | 42,750 | 44,250 | 46,380 | 48,520 | 50,520 | 53,010 |
| 2 | 41,080 | 42,780 | 44,280 | 46,410 | 48,570 | 50,550 | 53,040 |
| 3 | 41,120 | 42,810 | 44,310 | 46,460 | 48,610 | 50,600 | 53,080 |
| 4 | 41,680 | 43,130 | 45,030 | 48,610 | 52,360 | 53,210 | 55,820 |
| 5 | 42,710 | 44,530 | 46,620 | 50,400 | 54,780 | 55,800 | 58,220 |
| 6 | 45,260 | 47,110 | 49,420 | 53,270 | 55,850 | 58,470 | 61,550 |
| 7 | 49,080 | 49,220 | 51,280 | 55,440 | 58,050 | 60,420 | 63,960 |
| 8 | | 53,150 | 53,660 | 57,880 | 60,240 | 63,310 | 66,400 |
| 9 | | | 58,460 | 60,720 | 63,780 | 67,100 | 70,420 |
| 10 | | | | 64,230 | 67,310 | 70,610 | 74,170 |
| 11 | | | | 68,730 | 72,180 | 75,650 | 79,560 |
| 12 | | | | 74,650 | 78,240 | 81,990 | 85,980 |
| A* | 51,870 | 56,890 | 62,780 | 78,930 | 83,020 | 87,310 | 92,440 |
| B** | 55,780 | 60,180 | 66,760 | 82,300 | 86,890 | 91,750 | 98,390 |

| Salary Schedule 2022-2023 | | | | | | | |
|---------------------------|--------|--------|--------|------------|--------|--------|--------|
| STEP | BA | BA20 | BA40 | BA 60 / MA | MA 20 | MA 40 | MA60 |
| 1 | 41,170 | 42,860 | 44,370 | 46,500 | 48,650 | 50,650 | 53,150 |
| 2 | 41,190 | 42,890 | 44,400 | 46,530 | 48,700 | 50,680 | 53,180 |
| 3 | 41,230 | 42,920 | 44,430 | 46,580 | 48,740 | 50,730 | 53,220 |
| 4 | 41,790 | 43,240 | 45,150 | 48,740 | 52,500 | 53,350 | 55,960 |
| 5 | 42,820 | 44,650 | 46,740 | 50,530 | 54,920 | 55,940 | 58,370 |
| 6 | 45,380 | 47,230 | 49,550 | 53,410 | 55,990 | 58,620 | 61,710 |
| 7 | 49,210 | 49,350 | 51,410 | 55,580 | 58,200 | 60,580 | 64,120 |
| 8 | | 53,290 | 53,800 | 58,030 | 60,400 | 63,470 | 66,570 |
| 9 | | | 58,610 | 60,880 | 63,940 | 67,270 | 70,600 |
| 10 | | | | 64,400 | 67,480 | 70,790 | 74,360 |
| 11 | | | | 68,910 | 72,370 | 75,840 | 79,760 |
| 12 | | | | 74,840 | 78,440 | 82,200 | 86,200 |
| A* | 52,000 | 57,040 | 62,940 | 79,130 | 83,230 | 87,530 | 92,680 |
| B** | 55,920 | 60,340 | 66,930 | 82,510 | 87,110 | 91,980 | 98,640 |

Item 19 Salary schedules & proposals need to be added.
APPENDIX C-1 BEA Salary Schedule 2021-2022

2.7 % increase

APPENDIX C-2 BEA Salary Schedule 2022-2023

3.0 % increase

Item 19

Item Article IV, Teacher Rights

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| 20 | Section 13. Safety and Security |
| BEA | 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. |
| | 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. |
| | 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. |
| | 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. |

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| Item 20 | |
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| Item 21 | MEMORANDUM OF UNDERSTANDING |
| BEA | 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: |
| | 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 |

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| Item 21 | |
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| Item 22 | MEMORANDUM OF UNDERSTANDING |
| BEA | 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: |
| | <ol style="list-style-type: none"> The parties have entered into a collective bargaining agreement covering the period July 1, 2021 through June 30, 2023. |

2. In the event that state funding is provided to fully fund the ABE and ECFE programs within the duration of the 2021-2023 Master Agreement, the District agrees to place the ABE and ECFE teachers on Schedule C. Step placement on Schedule C will reflect the step placement on the ABE/ECFE Wage schedule at the time funding commences. Lane placement will reflect current education experience.

This MEMORANDUM OF UNDERSTANDING shall be in full force and effect from the period of execution of this document through June 30, 2023.

Burnsville Education Association
Burnsville, MN 55337

Independent School Dist. 191
200 W. Burnsville Parkway
Burnsville, MN 55337

Union Representative Chair

Employer Representative

Dated: _____ 2021

Dated: _____ 2021

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