

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	<p><i>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 addressing C-3, Amplify and LTD.</i></p>
191	

Item 1	<p><i>Update all appropriate sections with the correct dates. Sections include: 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</i></p>
BEA	
TA 5.18	

Item 2	<p>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.</p>
191	
TA 6.21	

Item 2	<p>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. <i>Years of service within the district do not need to be consecutive.</i></p>
BEA	
Drop 6.21	

Item 3	<p>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 <i>receive a stipend of</i> \$2,500 per school year, provided the copy is received by January 31st of each year.</p>
191	
TA 5.24	

Item 4	<p>ARTICLE VII GROUP INSURANCE Section 1. Health and Hospitalization Insurance Options: Subd. 1. Effective July 1, 2011, for <i>All</i> 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.</p>
ISD 191	
Drop 6.21	

	<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 \$1,902 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 \$1,946 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. <u>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% \$1,666 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 \$1,704 monthly toward the composite premium. The balance shall be paid by the employee.</u></p> <p style="padding-left: 40px;">Exceptions as listed below receive health insurance contributions as per Subd. 2.</p> <ol 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 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.
Item 5	ARTICLE VIII LEAVES OF ABSENCE Section 2. Personal Absence: Subd. 4. Beginning in the 20th year of employment <u>as defined on the seniority list</u> with the district, each teacher shall be credited with three (3) days, cumulative to four (4) to be used for teacher's personal absence.
191	
TA 6.21	
Item 5	Article VIII, Leaves of Absence Section 2. Personal Absence:
BEA	Subd. 3 At the beginning of each school year, each teacher shall be credited with two (2) days, cumulative to three (3) <u>five (5)</u> to be used for the teacher's personal absence. Part-time teachers shall accrue and be eligible for such benefits on a prorated basis.
Drop 6.21	Subd. 4 Beginning in the 20th-year <u>10th year (10)</u> of employment with the district, each teacher shall be credited with three (3) days, cumulative to four (4) <u>five (5)</u> to be used for the teacher's personal absence.
Item 6	Article IX, Hours of Service Section 1.
BEA	A duty day consists of eight (8) consecutive hours including a duty free lunch <u>a minimum of thirty (30) uninterrupted minutes, not including passing time.</u> Within the eight (8) hour day, the School District shall set time for performance of duties, instructional preparation, and noon supervision and lunch.
Drop 6.21	
Item 7	ARTICLE IX HOURS OF SERVICE Section 3. <u>Effective July 1, 2017, A</u> 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.
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TA 6.21	Section 4. <u>Effective July 1, 2014 W</u> hen 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.
	Section 7. <u>Effective July 1, 2016, T</u> eachers 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.
Item 8	Article IX, Hours of Service Section 4. 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 <u>2021</u> 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 <u>two (2) hours</u> of pay at their prorated rate of pay.
BEA	
Drop	

6.21	
Item 9	ARTICLE XII RETIREMENT Section 9. 403(b) Vendor Selection: 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 . 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	
Item 9	XII RETIREMENT Section 9. 403(b) Vendor Selection: 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 Section 10. Matching Contribution Eligibility: Subd. 4. The Seniority list shall be used to determine years of teaching for 403(b) contributions.
191	
TA 6.21	
Item 10	ARTICLE XII, Retirement Section 10. Matching Contribution Eligibility:
BEA	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:
Drop 6.21	Subd. 1. Commencing with the 2021-2022 school year, the District will match up to \$500 to an approved 403(b) plan. Subd. 12. 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. 23. 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. 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. 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.
Item 10	ARTICLE XII, Retirement Section 10. Matching Contribution Eligibility:
TA 6.21	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 who have completed their probationary period with 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 2014-2015 2021-2022 school year, the District will match up to \$1,250 \$1,500 to an approved 403(b) plan. Subd. 2. Commencing with the 2014-2015 2021-2022 school year, the District will match up to \$1,750 \$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. 3. Commencing with the 2014-2015 2021-2022 school year, the district will match up to \$2,250 \$3,000 to an approved 403(b) plan. The match will begin in the teacher's 15th year of employment in the district. Subd. 4. The Seniority list shall be used to determine years of teaching for 403(b) contributions.
Item 11	ARTICLE XIII UNREQUESTED LEAVE OF ABSENCE PROCESS SENIORITY AGREEMENT Subd. 1. Definitions:
191	Board Priorities: 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.
Drop 6.21	Probationary Releases: 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. Qualified: For purposes of Article XIII and the placement of teachers on ULA, a teacher is "qualified" to teach in a "subject matter

	<p>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>Realignment: 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"> a. 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. b. Non-qualified teachers. Teachers impacted by reductions who are not qualified per Subd. 1 will be placed on an Unrequested Leave of Absence. c. 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. d. 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 12	ARTICLE XIV, INVOLUNTARY TRANSFERS / TRANSFER REQUESTS
BEA	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.
Drop 5.24	Section-3. Section 4.
	Section-4. Section 5.
	Section-5. Section 6.

Item 12	ARTICLE XIV, INVOLUNTARY TRANSFERS / TRANSFER REQUESTS
191	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 positions will be posted. It is the responsibility of the teacher to apply to express interest.
5.18	Section-3. Section 4.
TA 5.24	Section-4. Section 5.
	Section-5. Section 6

Item 13	APPENDIX A Adult Basic Education (ABE) Early Childhood & Family Education (ECFE) Section 8. Group Insurance.
191	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.
Drop 6.21	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 \$1,902 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 \$1,946 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.

Item 14
191
TA 5.24

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.

Effective July 1, 2018 2021, 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.

Subd. 1. Commencing with the 2018-2019 2021-2022 school year, the District will match up to \$1,250 \$1,500 to an approved 403(b) plan.

Subd. 2. Commencing with the 2018-2019 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 11th year of employment in the -District.

Subd. 3. Commencing with the 2018-2019 2021-2022 school year, the District will match up to \$2,250 \$3,000 to an approved 403(b) plan when the employee has completed fourteen years of satisfactory service in the District. The match will begin in the teacher's 15th year of employment in the District.

Item 15
191
TA 5.24

ABE/ECFE Wage Schedule Changes COMPENSATION Effective July 1, 2020 2021:
Longevity Eligibility Criteria Longevity Pay Active Teacher

- 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.
- 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.
- 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.
- 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
- 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.
- 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.

Effective July 1, 2022:
Longevity Eligibility Criteria Longevity Pay Active Teacher

- 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.
- 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.
- 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.
- 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
- 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.
- 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
191
TA 5.24

APPENDIX B Title I, School Nurse, Occupational Therapist Section 4 Psychologist Interns Subd. 2. A full-time, full-year psychologist intern will earn ½ of the annual salary based on Lane 1, Step 1 of the teachers' salary schedule

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.

Item 17
191
Drop 6.21

APPENDIX C-1 BEA Salary Schedule Years in the District: The total number of years of employment in the District, in a licensed position or not as reflected on the seniority list.

Item 18	APPENDIX C-3 Co-Curricular Stipend Schedule
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TA 5.24	

Item 19	APPENDIX C- 1&2 BEA Salary Schedule
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TA 6.21	Salary Schedule 2021-2022																																																																																																																								
	<table border="1"> <thead> <tr> <th>STEP</th> <th>BA</th> <th>BA20</th> <th>BA40</th> <th>BA 60 / MA</th> <th>MA 20</th> <th>MA 40</th> <th>MA60</th> </tr> </thead> <tbody> <tr><td>1</td><td>41,750</td><td>43,480</td><td>45,000</td><td>47,170</td><td>49,340</td><td>51,380</td><td>53,910</td></tr> <tr><td>2</td><td>41,770</td><td>43,510</td><td>45,030</td><td>47,200</td><td>49,390</td><td>51,410</td><td>53,940</td></tr> <tr><td>3</td><td>41,810</td><td>43,540</td><td>45,060</td><td>47,250</td><td>49,430</td><td>51,460</td><td>53,980</td></tr> <tr><td>4</td><td>42,390</td><td>43,860</td><td>45,790</td><td>49,430</td><td>53,240</td><td>54,110</td><td>56,770</td></tr> <tr><td>5</td><td>43,440</td><td>45,280</td><td>47,410</td><td>51,260</td><td>55,710</td><td>56,750</td><td>59,210</td></tr> <tr><td>6</td><td>46,030</td><td>47,910</td><td>50,260</td><td>54,170</td><td>56,800</td><td>59,460</td><td>62,590</td></tr> <tr><td>7</td><td>49,910</td><td>50,050</td><td>52,150</td><td>56,380</td><td>59,030</td><td>61,440</td><td>65,050</td></tr> <tr><td>8</td><td></td><td>54,050</td><td>54,570</td><td>58,860</td><td>61,260</td><td>64,390</td><td>67,530</td></tr> <tr><td>9</td><td></td><td></td><td>59,450</td><td>61,750</td><td>64,870</td><td>68,240</td><td>71,610</td></tr> <tr><td>10</td><td></td><td></td><td></td><td>65,310</td><td>68,450</td><td>71,810</td><td>75,430</td></tr> <tr><td>11</td><td></td><td></td><td></td><td>69,890</td><td>73,410</td><td>76,940</td><td>80,910</td></tr> <tr><td>12</td><td></td><td></td><td></td><td>75,920</td><td>79,570</td><td>83,380</td><td>87,440</td></tr> <tr><td>A*</td><td>52,750</td><td>57,850</td><td>63,850</td><td>80,270</td><td>84,430</td><td>88,790</td><td>94,000</td></tr> <tr><td>B**</td><td>56,730</td><td>61,200</td><td>67,890</td><td>83,700</td><td>88,370</td><td>93,310</td><td>100,060</td></tr> </tbody> </table>	STEP	BA	BA20	BA40	BA 60 / MA	MA 20	MA 40	MA60	1	41,750	43,480	45,000	47,170	49,340	51,380	53,910	2	41,770	43,510	45,030	47,200	49,390	51,410	53,940	3	41,810	43,540	45,060	47,250	49,430	51,460	53,980	4	42,390	43,860	45,790	49,430	53,240	54,110	56,770	5	43,440	45,280	47,410	51,260	55,710	56,750	59,210	6	46,030	47,910	50,260	54,170	56,800	59,460	62,590	7	49,910	50,050	52,150	56,380	59,030	61,440	65,050	8		54,050	54,570	58,860	61,260	64,390	67,530	9			59,450	61,750	64,870	68,240	71,610	10				65,310	68,450	71,810	75,430	11				69,890	73,410	76,940	80,910	12				75,920	79,570	83,380	87,440	A*	52,750	57,850	63,850	80,270	84,430	88,790	94,000	B**	56,730	61,200	67,890	83,700	88,370	93,310	100,060
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11				69,890	73,410	76,940	80,910																																																																																																																		
12				75,920	79,570	83,380	87,440																																																																																																																		
A*	52,750	57,850	63,850	80,270	84,430	88,790	94,000																																																																																																																		
B**	56,730	61,200	67,890	83,700	88,370	93,310	100,060																																																																																																																		
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	<table border="1"> <thead> <tr> <th>STEP</th> <th>BA</th> <th>BA20</th> <th>BA40</th> <th>BA 60 / MA</th> <th>MA 20</th> <th>MA 40</th> <th>MA60</th> </tr> </thead> <tbody> <tr><td>1</td><td>42,570</td><td>44,330</td><td>45,880</td><td>48,090</td><td>50,310</td><td>52,390</td><td>54,970</td></tr> <tr><td>2</td><td>42,590</td><td>44,360</td><td>45,910</td><td>48,130</td><td>50,360</td><td>52,420</td><td>55,000</td></tr> <tr><td>3</td><td>42,630</td><td>44,390</td><td>45,940</td><td>48,180</td><td>50,400</td><td>52,470</td><td>55,040</td></tr> <tr><td>4</td><td>43,220</td><td>44,720</td><td>46,690</td><td>50,400</td><td>54,280</td><td>55,170</td><td>57,880</td></tr> <tr><td>5</td><td>44,290</td><td>46,170</td><td>48,340</td><td>52,260</td><td>56,800</td><td>57,860</td><td>60,370</td></tr> <tr><td>6</td><td>46,930</td><td>48,850</td><td>51,250</td><td>55,230</td><td>57,910</td><td>60,620</td><td>63,820</td></tr> <tr><td>7</td><td>50,890</td><td>51,030</td><td>53,170</td><td>57,480</td><td>60,190</td><td>62,640</td><td>66,320</td></tr> <tr><td>8</td><td></td><td>55,110</td><td>55,640</td><td>60,010</td><td>62,460</td><td>65,650</td><td>68,850</td></tr> <tr><td>9</td><td></td><td></td><td>60,610</td><td>62,960</td><td>66,140</td><td>69,580</td><td>73,010</td></tr> <tr><td>10</td><td></td><td></td><td></td><td>66,590</td><td>69,790</td><td>73,220</td><td>76,910</td></tr> <tr><td>11</td><td></td><td></td><td></td><td>71,260</td><td>74,850</td><td>78,450</td><td>82,490</td></tr> <tr><td>12</td><td></td><td></td><td></td><td>77,410</td><td>81,130</td><td>85,010</td><td>89,150</td></tr> <tr><td>A*</td><td>53,780</td><td>58,980</td><td>65,100</td><td>81,840</td><td>86,080</td><td>90,530</td><td>95,840</td></tr> <tr><td>B**</td><td>57,840</td><td>62,400</td><td>69,220</td><td>85,340</td><td>90,100</td><td>95,130</td><td>102,020</td></tr> </tbody> </table>	STEP	BA	BA20	BA40	BA 60 / MA	MA 20	MA 40	MA60	1	42,570	44,330	45,880	48,090	50,310	52,390	54,970	2	42,590	44,360	45,910	48,130	50,360	52,420	55,000	3	42,630	44,390	45,940	48,180	50,400	52,470	55,040	4	43,220	44,720	46,690	50,400	54,280	55,170	57,880	5	44,290	46,170	48,340	52,260	56,800	57,860	60,370	6	46,930	48,850	51,250	55,230	57,910	60,620	63,820	7	50,890	51,030	53,170	57,480	60,190	62,640	66,320	8		55,110	55,640	60,010	62,460	65,650	68,850	9			60,610	62,960	66,140	69,580	73,010	10				66,590	69,790	73,220	76,910	11				71,260	74,850	78,450	82,490	12				77,410	81,130	85,010	89,150	A*	53,780	58,980	65,100	81,840	86,080	90,530	95,840	B**	57,840	62,400	69,220	85,340	90,100	95,130	102,020
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Item 19	ABE/ECFE Wage Schedule COMPENSATION <u>2021-2022</u>
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STEP	BA	BA20	BA40	MA	MA20	MA40	MA60
1	\$ 28.28	\$ 29.13	\$ 29.95	\$ 30.82	\$ 31.45	\$ 32.08	\$ 32.73
2	\$ 29.13	\$ 29.95	\$ 30.82	\$ 31.66	\$ 32.30	\$ 32.95	\$ 33.61
3	\$ 29.95	\$ 30.82	\$ 31.66	\$ 32.51	\$ 33.16	\$ 33.83	\$ 34.52
4	\$ 30.82	\$ 31.66	\$ 32.51	\$ 33.37	\$ 34.06	\$ 34.92	\$ 35.42
5-9	\$ 31.66	\$ 32.51	\$ 33.37	\$ 34.22	\$ 34.90	\$ 35.60	\$ 36.31

2022-2023

STEP	BA	BA20	BA40	MA	MA20	MA40	MA60
1	\$ 28.83	\$ 29.70	\$ 30.54	\$ 31.42	\$ 32.06	\$ 32.71	\$ 33.36
2	\$ 29.70	\$ 30.54	\$ 31.42	\$ 32.27	\$ 32.93	\$ 33.59	\$ 34.27
3	\$ 30.54	\$ 31.42	\$ 32.27	\$ 33.15	\$ 33.81	\$ 34.49	\$ 35.19
4	\$ 31.42	\$ 32.27	\$ 33.15	\$ 34.02	\$ 34.73	\$ 35.60	\$ 36.11
5-9	\$ 32.27	\$ 33.15	\$ 34.02	\$ 34.89	\$ 35.58	\$ 36.30	\$ 37.02

Item 20	Article IV, Teacher Rights
BEA	Section 13. Safety and Security 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.
Drop 6.21	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.

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:
Drop 6.21	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

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:		
Drop 6.21	<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. 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. <p>This MEMORANDUM OF UNDERSTANDING shall be in full force and effect from the period of execution of this document through June 30, 2023.</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; border: none;"> Burnsville Education Association Burnsville, MN 55337 _____ Union Representative Chair </td> <td style="width: 50%; border: none; text-align: right;"> Independent School Dist. 191 200 W. Burnsville Parkway Burnsville, MN 55337 _____ Employer Representative </td> </tr> </table>	Burnsville Education Association Burnsville, MN 55337 _____ Union Representative Chair	Independent School Dist. 191 200 W. Burnsville Parkway Burnsville, MN 55337 _____ Employer Representative
Burnsville Education Association Burnsville, MN 55337 _____ Union Representative Chair	Independent School Dist. 191 200 W. Burnsville Parkway Burnsville, MN 55337 _____ Employer Representative		

	Dated: _____ 2021	Dated: _____ 2021
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MEMORANDUM OF UNDERSTANDING

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:

1. The School District and Union are parties to a collective bargaining agreement governing Teachers for the period July 1, 2021 through June 30, 2023.
2. This MOU applies when school is not in session during the summer months to teachers required to attend workshops and professional development out of state.
3. The District agrees to pay \$150 per diem for full days as identified in **Regulation 412 Expense Reimbursement for Travel**. Partial days will be pro-rated by \$50 segments aligned to meal per diems. For example, if a travel day requires a per diem for lunch and dinner, then the teacher would receive \$100 per diem for salary reimbursement.
4. Required in-state professional development and workshops will be paid according to Appendix C-4 of the 2021-2023 Master Agreement. Additional expenses for mileage will be paid according to policy and IRS regulations.

This MEMORANDUM OF UNDERSTANDING shall be in effect July 1, 2021 through June 30, 2023.

Burnsville Education Association
Burnsville, MN 55337

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

Union Representative

Employer Representative

Dated: _____

Dated: _____

MEMORANDUM OF UNDERSTANDING

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:

1. The parties have entered into a collective bargaining agreement covering the period July 1, 2021 through June 30, 2023.
2. Notwithstanding Appendix C-3 of the 2019-2021 contract, the following employees shall receive the identified stipend for the activity listed as long as they hold the position or until the amount listed under Appendix C-3 is greater.

Last Name	First Name	Location Description	Description	Amount
BOCKLUND	TIMOTHY	BHS	ALPINE SKIING - HEAD	\$5,063.00
CARLSON	JAMES L	BHS	FOOTBALL - ASST	\$4,930.00
FRENCH	KEITH J	BHS	BAND, MARCHING (FALL)	\$4,006.80
MILLEA	ALLISON B	BHS	YEARBOOK	\$3,982.00
REYNOLDS	CHELSEA L	BHS	SWIMMING - ASST	\$4,708.00
SENTA	FRANK D	BHS	HOCKEY - ASST BOYS	\$5,202.00
STAUM	ANNE C	BHS	YEARBOOK - ASST	\$3,217.00
WEBBER	JEFFREY	BHS	TRACK - ASST BOYS	\$4,349.00

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: _____

Dated: _____

MEMORANDUM OF UNDERSTANDING

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:

1. The parties have entered into a collective bargaining agreement covering the period July 1, 2021 through June 30, 2023.
2. The Union and the School District agree the service provided by “Amplify” is an independent option for certain healthcare services separate from the District’s medical insurance plan. This service provides no aggregate value to the medical insurance coverage provided to district employees. The “Amplify” service was added to provide employee choice for care as an independent option to the medical insurance coverage and is completely dependent on “Amplify” being able to provide their services to district employees. This service is unrelated to the District’s medical insurance plan.
3. The School District may end its relationship with “Amplify” at any time and it is understood that the termination of that relationship does not impact the aggregate value of the District’s medical plan or negotiated employee benefits.

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

Employer Representative

Dated: _____

Dated: _____

MEMORANDUM OF UNDERSTANDING

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:

1. The parties have entered into a collective bargaining agreement covering the period July 1, 2021 through June 30, 2023.
2. In the event that the District changes its Long Term Disability Insurance plan to a plan that has a longer qualifying period than 30 working days, the District agrees to provide a Short Term Disability Plan with a qualifying period no more than 14 calendar days.
3. The District agrees that up to one-third (1/3) of a day of accrued sick leave may be used to supplement the Short Term Disability income per work day on leave.

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: _____

Dated: _____

MEMORANDUM OF UNDERSTANDING

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:

1. The parties have entered into a collective bargaining agreement covering the period July 1, 2021 through June 30, 2023.
2. Both parties have identified the following individuals and mutually agreed as a part of negotiations that they will be entitled to completing 14 years of experience within the district on the following dates.
3. The identified individuals will be entitled to benefits under Articles V, VIII, and XII based on the listed dates.
4. The Parties reserve the right to adjust the list before December 31, 2021 with the joint approval of the BEA President and the Executive Director of Human Resources.
5. Between July 1, 2021 and the identified date, a year of employment for career teacher compensation purposes shall be any year for which the teacher received step advancement under that Master Agreement or policy. If the employee does not advance a step, the identified date shall be adjusted back accordingly.
6. The MOU is not subject to grievance language.
7. Employees are only entitled to new benefits or pay effective July 1, 2021. There is no back pay for any disputed experience.

Employee	Date completing 14 years of service
Ashley Gravink	June 30, 2029
R. Jeff Pope	June 30, 2031
Jennifer Kennedy	June 30, 2027
Kellie Allman	June 30, 2026
Anne Staum	June 30, 2024
Bryneny Neal	June 30, 2023
Maryls Day	June 30, 2022
Jessica Rau	June 30, 2021

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: _____

Dated: _____

MEMORANDUM OF UNDERSTANDING

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:

1. The parties have entered into a collective bargaining agreement covering the period July 1, 2021 through June 30, 2023.
2. The Union and the School Board desire to identify and implement new strategies to recruit and retain staff of color.
3. Both parties understand that internal and external factors impact what can be done to reach this goal.
4. Both parties are committed to exploring options, which we have control over, through developing a joint committee of BEA members, identified by the Union president, and District representatives identified by the Superintendent.

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

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Dated: _____

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MEMORANDUM OF UNDERSTANDING

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:

1. The parties have entered into a collective bargaining agreement covering the period July 1, 2021 through June 30, 2023.
2. The District has been approved by MDE to have an online school, the Virtual Academy.
3. Both parties understand that students may choose to participate in on-line learning because of their experience this year or over continuing COVID concerns. This makes it difficult to anticipate the final enrollment numbers until it is implemented.
4. The District understands the additional pressure of trying to teach students both in person and on-line simultaneously. It will make every effort to avoid scheduling classes that are simultaneous to the extent possible.

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: _____

Dated: _____