



**School Board Special Meeting
Tuesday, September 22, 2020, 5:00 PM
Hybrid Meeting**

I. Determination of Quorum and Call to Order

II. Action

A. Paraeducators Agreement

Description: Negotiations have resulted in a tentative agreement between the Minnesota School Employees Association, who represent our paraprofessional employees, and the district. The terms and conditions are for a two-year agreement to be effective July 1, 2020 through June 30, 2022. Members of the bargaining unit have approved the new contract terms and conditions.

Presenter(s): Nicole Tuescher, Director of Human Resources and Administrative Services

Recommendation: Approve the collective bargaining agreement with the Minnesota School Employee Association for the 2020-22 contract years.

III. Discussion

A. Leadership Equity Plans

Description: The 2020-2025 Strategic Plan calls for the Edina Public Schools to “Ensure an Equitable and Inclusive School Culture,” as stated in Strategy B. The Edina School Board met on August 6 to discuss Equity and reached starting points for the equity work, and has set a goal to pursue equitable learning.

Presenter(s): John W. Schultz, Superintendent; Erica Allenburg, Board Chair

B. Governing the Strategic Plan and Learning Models (2020-21)

Description: As the 2020-2021 school year begins, the Board will discuss a process for governing both the three learning models being used to deliver education in the COVID Pandemic and the Strategic Plan for this school year.

Presenter(s): John W. Schultz, Superintendent; Erica Allenburg, Board Chair

IV. Leadership Updates



Board Meeting Date: 9/22/20

TITLE: AGREEMENT – INDEPENDENT SCHOOL DISTRICT 273 AND THE MINNESOTA SCHOOL EMPLOYEE ASSOCIATION 2020-2022

TYPE: Action

PRESENTER(S): Nicole Tuescher, Director of Human Resources and Administrative Services

BACKGROUND: Negotiations have resulted in a tentative agreement between the Minnesota School Employees Association, who represent our paraprofessional employees, and the district. The terms and conditions are for a two-year agreement to be effective July 1, 2020 through June 30, 2022. Members of the bargaining unit have approved the new contract terms and conditions.

Collective bargaining agreement modifications include the following changes:

- The salary schedule has been modified to be increased by .5% in year one and 1.0% in year two of the contract.
- There will be no additional district contribution toward health insurance for year 1. Effective January 1, 2022, in year 2 of the contract, health insurance for single coverage was increased to \$669.10; employee + one coverage was increased to \$795.06; and family coverage was increased to \$1031.39.
- The technology paraprofessionals will receive an increase in their stipend to \$1.25/hour effective July 1, 2021.
- The security paraprofessionals will receive an increase in their stipend to \$3.20/hour effective July 1, 2020.
- Effective July 1, 2020, one additional day of sick leave can be used as a personal leave day.

The total compensation packet is 6.14% or \$384,705 over the term of the contract. It is within the guidelines communicated by the school board.

RECOMMENDATION: Approve the collective bargaining agreement with the Minnesota School Employee Association for the 2020-22 contract years.

ATTACHMENTS:

1. Paraprofessional Agreement 2020-22 Housekeeping Draft
2. Proposed Paraprofessional Agreement 2020-22

AGREEMENT

INDEPENDENT SCHOOL DISTRICT 273

EDINA, MINNESOTA

AND THE

MINNESOTA SCHOOL EMPLOYEES ASSOCIATION

JULY 1, ~~2018~~2020, THROUGH JUNE 30, ~~2020~~2022



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1. INTRODUCTION

1.1 Master Agreement

This Agreement is entered into between Independent School District No. 273, Edina Public Schools ("Employer"), and the Minnesota School Employees Association ("exclusive representative" or "Association") on behalf of the Edina Paraprofessionals, in accordance with the Public Employment Labor Relations Act of 1971 as amended ("PELRA") to provide the terms and conditions of employment for paraprofessionals.

1.2 Recognition of Exclusive Representative

1.2.1 Recognition

In accordance with PELRA, the Employer recognizes Minnesota School Employees Association as the exclusive representative for paraprofessionals employed by the Employer. The exclusive representative will have those rights and duties as prescribed by PELRA and as described in the provisions of this Agreement.

1.2.2 Appropriate Unit

The exclusive representative will represent all employees contained in the appropriate unit as defined in Section 1.3.2 of this Agreement and PELRA and in certification by the Commissioner of Mediation Services, if any.

1.3 Definitions

The following definitions are applicable to terms used in this Agreement:

1.3.1 Terms and Conditions of Employment

"Terms and conditions of employment" means the hours of employment, the compensation for employment including fringe benefits except retirement contributions or benefits other than Employer payment of, or contributions to, premiums for group insurance coverage of retired employees, deferred compensation or severance pay, and the Employer's personnel policies affecting the working conditions of the employees. "Terms and conditions of employment" is subject to the provisions of PELRA.

1.3.2 Description of Appropriate Unit

"Paraprofessionals" means all employees in the appropriate unit employed by the Employer in classifications excluding the following: (1) confidential employees; (2) supervisory employees; (3) essential employees; (4) part-time employees whose services do not exceed the lesser of 14 hours per week or 35 percent of the normal work week in the employees' bargaining unit; and (5) employees who hold positions of a temporary or seasonal character for a period not in excess of 67 working days in any calendar year unless those positions have already been filled in the same calendar year and the cumulative number of days in the same position by all employees exceeds 67 calendar days in that year and emergency employees.

1.3.3 Employer

"Employer" means the School Board or its designated representative.

1.3.4 Other Terms

Terms not defined in this Agreement will have those meanings as defined by PELRA.

1.4 Employer Rights

1.4.1 Inherent Managerial Rights

The exclusive representative recognizes that the Employer is not required to meet and negotiate on matters of inherent managerial policy, which include, but are not limited to, areas of discretion or policy as the functions and programs of the Employer; its overall budget; utilization of technology; the organizational structure; selection; direction; and number of employees.

1.4.2 Management Responsibilities

The exclusive representative recognizes the right and obligation of the Employer to efficiently manage and conduct its operation within its legal limitations and with its primary obligation to provide educational opportunity for the students of the School District.

1.4.3 Effect of Laws, Rules and Regulations

The exclusive representative recognizes that employees covered by this Agreement will perform the services prescribed by the Employer —and will be governed by state and federal laws, Employer policies, rules, regulations, directives, and orders, issued by the Employer. The exclusive representative also recognizes the right, obligation and duty of the Employer to promulgate policies, rules, regulations, directives, and orders from time to time as deemed necessary by the Employer insofar as these policies, rules, regulations, directives, and orders are not inconsistent with the terms of this Agreement. Any provision of this Agreement found to be in violation of any state and federal law, will be null and void, severable, and without force and effect.

1.4.4 Reservation of Managerial Rights

The above enumeration of rights and duties will not be deemed to exclude other inherent management rights and management functions not expressly reserved above, and all management rights and management functions not expressly delegated in this Agreement are reserved to the Employer.

1.5 Employee Rights

1.5.1 Right to Express Views

Nothing in this Agreement limits, impairs, or affects the right of an employee or representative to the expression or communication of a view, grievance, complaint or opinion on any matter related to the conditions or compensation of public employment or his or her betterment, so long as the same is not designed to and does not interfere with the full, faithful, and proper performance of the duties of employment or circumvent the rights of the exclusive representative.

1.5.2 Right to Join

In accordance with PELRA, an employee will have the right to form and join labor or employee organizations, and will have the right not to form and join such organizations. An employee in an appropriate unit will have the right by secret ballot to designate an exclusive representative for the purpose of negotiating grievance procedures and the terms and conditions of employment for employees of this unit with the Employer.

1.5.3 Withholding Dues for Membership

Pursuant to Minn. Stat. § 179A.06, the Employer will deduct from the regular payroll: Association dues for those employees in the bargaining unit who are members of the Association and who have requested in writing to have their regular Association dues paid by payroll deduction; ~~and, for employees in the bargaining unit who have not requested to have Association dues deducted, the fair share fee in the amount certified in writing to the Employer by the Association.~~

1.5.3.1 Remission of Withheld Funds

The aggregate of funds deducted and withheld from all employees in the bargaining unit shall be remitted by the Employer together with an itemized statement to the Minnesota School Employees Association no later than ten (10) to fifteen (15) days following the end of each payroll period.

1.5.3.2 MSEA Lists

The Employer shall report to the Association the information on all employees including additions, deletions, and status changes within bargaining unit. The report shall be made on a monthly basis.

1.5.4 ~~Indemnification Clause~~~~Fair Share Fee Deduction~~

~~An employee who is not a member of the Association may be required by the Association to contribute a fair share fee for services rendered as exclusive representative. The Association will notify the payroll office and each employee of the amount of the fair share fee and certify that the fair share fee conforms to the requirements of PELRA.~~

~~A fair share fee deduction will be made for an individual employee upon written notice by the Association to the payroll office that the employee is not a member of the Association. The Employer will thereafter make deductions of the fair share fee from each paycheck occurring 30 days or more subsequent to the written notice. The Association will notify the payroll office in writing within ten days after any employee subject to a fair share fee deduction becomes a member of the Association, and no further fair share fee deductions for such employee will thereafter be made.~~

~~Any challenge by an employee or by a person aggrieved by the assessment will be filed in writing with the Commissioner of the~~

~~Bureau of Mediation Services, the Employer, and the Association within 30 days after receipt of the written notice of the fair share fee. All challenges will specify those portions of the assessment challenged and the reasons therefore, but the burden of proof relating to the amount of the fair share fee will be on the Association. In the event a challenge is filed, the deductions for a fair share fee will be held in escrow by the Employer pending a decision by the Commissioner or a court. Any fair share fair challenge will not be subject to the grievance procedure.~~

The Association will indemnify, defend and hold the Employer harmless against any claims made against and any suits instituted against the Employer, its officers or employees, by reason of the association dues ~~or fair share deductions~~ under Section 1.5.3 ~~and Section 1.5.4~~.

1.5.5 Employee's Personnel Files

An employee has the right to review the contents of his or her personnel file. An employee has the right to reproduce any of the contents of the file at his or her expense. The employee may submit any information in response to material in the file and the submitted information will become part of the personnel file.

1.5.6 Association Release Time

During each year covered under this Agreement, the Association will be allowed up to a total of 36 hours to be used by an employee who is an officer or agent of the Association. The Association agrees to notify the Superintendent or his/her designee, no less than five duty days in advance of the date of intended use for the requested leave.

2. DUTY DAYS, HOURS AND OVERTIME

2.1 Hours of Day

An employee will be assigned times and shifts as determined by the Employer. If a permanent change is made, a two--week prior written notice will be issued, except in cases of emergencies and temporary changes.

2.2 Emergency or Weather Closing

An employee will be paid as follows in the event that school is delayed in opening, cancelled or closes early.

School Cancelled	An employee is not required to work when school is cancelled <u>closed</u> . The employee receives pay for regularly scheduled hours for that day. The employee may be required to work an alternative day if school is subsequently rescheduled and worked without any additional pay.
Delayed Opening	An employee will adjust hours to announced starting time (e.g. if school starts late, report one hour later than usual). An employee receives pay for regularly scheduled hours for that day.
Early Closing	If <u>an employee is</u> sent home due to early closing, the employee receives pay for regularly scheduled hours for that day.

In the event schools operated during a building closure (e.g. operate virtually during a snow-related building closure), employees will be expected to be available to support virtual learning.

2.3 Overtime

All hours worked in excess of 40 hours per week will be paid at one and one-half times the regular rate of pay. Overtime will not be worked unless approved by the employee's supervisor in advance.

2.4 Replacement Pay

2.4.1 Eligibility

An employee who replaces another employee on a temporary basis for a period of up to five consecutive working days will be compensated at the employee's own rate of pay.

2.4.2 Compensation

An employee who is assigned on a temporary basis to a position with a higher classification for a period of more than five consecutive working days will be compensated at the higher rate of pay for the length of the assignment. Step placement will be determined by the Human Resources Department.

2.5 Breaks

An employee who works at least four hours but less than seven hours may take one fifteen--minute paid break per workday. An employee who works seven or more hours per day may take two fifteen--minute paid breaks per day.

The scheduling of all breaks must be with the approval of the supervisor or principal. An employee should arrange the scheduling of breaks with his or her supervisor.

If schedule arrangements cannot be agreed upon by the employee and the supervisor, an employee should bring this issue to the attention of the building administrator immediately. If the situation is still unresolved, the employee should contact the Human Resources Department and/or the union representative. Section 2.5 will not be subject to the grievance or arbitration procedure.

2.6 Playground and Lunchroom Hours

Hours worked supervising the playground or lunchroom will be paid at the employee's current classification and step relative to his or her assignment covered by this Agreement.

These hours will be included for credit toward experience credit, insurance items found in Article 5 and sick leave if the employee is also performing services in a position covered by this Agreement.

3. COMPENSATION

3.1 Wage Rates

The following wage rate schedules, effective as of July 1, 20~~2018~~, respectively, will be applicable to an employee covered by this Agreement:

Step	Instructional Assistant	Educational Associate
1	\$13.74	\$14.63
2	\$14.64	\$15.71
3	\$15.54	\$16.78
4	\$16.37	\$17.84
5	\$17.20	\$18.90
L1	\$18.50	\$20.20
L2	\$19.10	\$20.80

<u>Step</u>	<u>Instructional Assistant</u>	<u>Educational Associate</u>
<u>2</u>	\$ <u>16.02</u>	\$ <u>16.79</u>
<u>3</u>	\$ <u>16.92</u>	\$ <u>17.87</u>
<u>4</u>	\$ <u>17.76</u>	\$ <u>18.93</u>
<u>5</u>	\$ <u>18.59</u>	\$ <u>20.00</u>
<u>L1</u>	\$ <u>19.90</u>	\$ <u>21.31</u>
<u>L2</u>	\$ <u>20.50</u>	\$ <u>21.91</u>

The following wage rate schedules, effective as of July 1, 2021~~19~~, respectively, will be applicable to an employee covered by this Agreement:

Step	Instructional Assistant	Educational Associate
<u>1</u>	\$ <u>15.04</u>	\$ <u>15.63</u>
2 <u>2</u>	\$ 16.18 <u>15.94</u>	\$ 16.96 <u>17.1</u>
3 <u>3</u>	\$ 17.09 <u>16.84</u>	\$ 18.05 <u>17.78</u>
4 <u>4</u>	\$ 17.94 <u>16.7</u>	\$ 19.12 <u>18.84</u>
5 <u>5</u>	\$ 18.78 <u>18.50</u>	\$ 20.20 <u>19.90</u>
L1	\$ 20.10 <u>19.80</u>	\$ 21.52 <u>20</u>
L2	\$ 20.71 <u>20</u>	\$ 22.13 <u>21.80</u>

3.2 Placement on the Salary Schedule

Credit may be granted for appropriate outside experience at the time of initial hiring.

3.3 Experience Credit

Experience credit for purposes of salary increases and longevity pay will be determined as of July 1 each year. An employee hired prior to January 1 will be given credit for one year of experience.

3.4 Longevity

3.4.1 Completion of Seven Years

An employee who has completed seven years of service in the district as of July 1 of the given year will receive \$1.30 per hour in addition to the Step 5~~4~~ wage rate shown in Section 3.1.

3.4.2 Completion of 11 Years

An employee who has completed 11 years of service in the district as of July 1 of the given year will receive an additional \$.60 per hour in addition to the L1 wage rate shown in Section 3.1 (\$1.90 total longevity).

3.4.3 Completion of 17 Years

An employee who has completed 17 years of service in the district as of July 1 of the given year will receive an additional \$200 lump sum payment. The Employer will pay the lump sum payment to the employee in the first paycheck in January.

3.5 Summer Work

Section 3 ~~is will be~~ the only ~~section provision~~ that applies for bargaining unit members performing summer work.

3.6 Crossing Guard or Directing Traffic Stipend

An employee specifically assigned to work as a crossing guard or directing traffic will receive a stipend of ~~\$3.2050202.95~~ per hour for the actual time performing those duties. This stipend is in addition to the wage rate under Section 3.1 and any applicable longevity pay under Section 3.4.

3.7 Tech Paraprofessional Stipend

Beginning July 1, 20~~2018~~ and until June 30, 2021, an employee specifically assigned to work as a ~~t~~Tech ~~p~~Paraprofessional will receive a stipend of ~~\$1.0.50~~ per hour ~~from July 1, 2018 to June 30, 2019; \$1.00 per hour from July 1, 2019 to June 30, 2020~~ for the actual time performing those duties. This stipend is in addition to the wage rate under Section 3.1 and any applicable longevity pay under Section 3.4.

Beginning July 1, 2021, an employee specifically assigned to work as a tech paraprofessional will receive a stipend of \$1.25 per hour for the actual time performing those duties. This stipend is in addition to the wage rate under Section 3.1 and any applicable longevity pay under Section 3.4.

3.8 Lump Sum Payment

~~An eligible employee will receive from the Employer a lump sum payment equivalent to two (2) days of pay based on the employee's assignment as of December 31st of the given year. An eligible employee is an active employee already scheduled to be paid as of~~

~~December 31st of the given year. The Employer will pay the lump sum payment to the employee in the first paycheck in January.~~

~~Beginning July 1, 2019, a~~An eligible employee will receive from the Employer a lump sum payment equivalent to ~~three (3)~~ days of pay based on the employee's assignment as of December 31st of the given year. An eligible employee is an active employee already scheduled to be paid as of December 31st of the given year. The Employer will pay the lump sum payment to the employee in the first paycheck in January.

4. LEAVES OF ABSENCE

4.1 Family, Medical and Parental Leave

An eligible employee may be entitled up to 12 weeks of unpaid leave per twelve-month period consistent with law and the terms of the Employer's leave policy and procedure, as it may be amended from time to time at the sole discretion of the Employer.

Leaves taken under other sections of this article that also qualify as leave under the Family Medical Leave Act are coordinated and taken simultaneously.

4.2 Basic Leave Allowance

An employee receives a basic leave allowance of one day for each month worked up to a maximum of nine days for each school year. The basic leave allowance may be used for sick leave, family illness or bereavement leave, and personal leave under the terms and conditions set forth in Section 4.6. This leave is deducted from the employee's basic accumulated leave allowance. Basic leave not used during any school year accumulates without limit.

4.3 Sick Leave

One day of basic leave allowance may be used by an employee for each day of absence due to illness or injury.

An employee who has been absent may be required to present a statement from a physician verifying an illness and certifying that the employee has recovered sufficiently to return to normal duties. An employee absent more than five consecutive working days must present this certification. If the Employer requires a certification for an absence of less than six days, the Employer will designate the physician and is responsible for paying the cost of the physician's examination. For certification of absences greater than five consecutive working days, an employee will be responsible for paying the cost of the physician's examination unless the Employer requires examination by a specified physician, in which instance the Employer will be responsible for paying the cost of the examination.

4.4 Short-Term Disability Leave

The Employer will provide short-term disability leave coverage for an employee who has exhausted accumulated basic leave days prior to the commencement of income protection insurance benefits (long-term disability insurance).

4.4.1 Eligibility

An employee who has been employed by the Employer for one calendar year will become eligible for short-term disability leave coverage after the employee has been totally and continually disabled and unable to work for 15 consecutive duty days, as certified by a physician. An employee who receives disaster leave is ineligible to receive it again until 12 months after the date of the last payment.

4.4.2 Short-Term Disability Leave Allowance

Short-term disability leave payments will commence as of the 16th continuous duty day the employee is totally unable to work or after the last day of paid sick leave, whichever occurs last. Short-term disability leave will end after the employee has been unable to work for 65 consecutive duty days.

4.4.3 Short-Term Disability Leave Payments

Short-term disability leave payments will be 100% of an employee's daily rate of pay. If an employee works hours that vary, an average of the previous six weeks of pay will be used to determine the daily rate.

4.5 Family Illness or Bereavement Leave

An employee may use basic leave allowance provided by the Employer for absences due to an illness or injury to the employee's dependent child for reasonable periods as the employee's attendance with the dependent child may be necessary, on the same terms the employee is able to use accumulated basic leave allowance for the employee's own illness or injury. A "dependent child" means an individual under eighteen (18) years of age or an individual under age twenty-one (21) who is still attending secondary school. Leave allowance may be used in accordance with state and federal law, including but not limited to Minn. Stat. § 181.9413, for the illness of an adult child, spouse, sibling, parent, grandparents, or stepparent.

For necessary absence because of illness or death or illness in the employee's family, the employee may use accumulated basic leave at no salary deduction. Additionally, for necessary absence because of illness or death of any non-relative living in the employee's household, the employee may use accumulated basic leave at no salary deduction. For necessary absence because of the death of friends, the employee may use accumulated basic leave at no salary deduction. An employee may without deduction from pay or leave, also attend local funerals when the absence involves approximately two hours and when coverage can be arranged from other employees.

4.6 Personal Leave

Up to ~~four~~three days leave allowance during any one regular school year may be used by an employee for personal leave. The specific reason for the requested leave does not have to be given.

Requests for personal leave must be submitted in writing to the employee's immediate supervisor at least three duty days in advance except in cases of extreme emergency.

An employee making a timely request for use of personal leave may use this leave unless the employee is notified that his or her request is denied. Adequate staffing for buildings and departments must be ensured as determined by the supervisor.

The employee must ensure he or she has personal leave available. An employee is encouraged to check availability of personal leave by ~~logging into MyView~~ referring to the online employee system.

4.7 Religious Observance Leave

Up to three days leave will be granted to an employee for required religious observance. These days must be recognized religious holidays and will not be permitted for circumstances where personal alternative attendance options exist. Notification must be submitted in writing to the Human Resources Department at least two weeks prior to the requested absence.

4.8 Child Care Leave

An employee is eligible for a leave of absence without pay for a period of up to 12 months for child care.

The employee must submit an application for child care leave at least 60 calendar days before the requested leave is to begin. The 60-day requirement may be waived when an emergency makes this notice impossible. The child care leave will commence at a date agreed upon between the Employer and the employee.

Failure to return to work upon expiration of a leave of absence will result in termination of employment. Upon return to work, the employee will be reinstated to the employee's original job or to a paraprofessional position with no reduction of hourly pay and will retain all seniority and leave benefits accrued prior to taking the leave of absence.

4.9 Incentive Leave

One unrestricted incentive leave day with pay will be granted to any employee who completed the full prior school year without using any leave allowance for personal sick leave, family illness or bereavement leave, or personal leave, as provided for in Sections 4.2 through Section 4.7 of this Agreement. This incentive leave day may

be used upon three days written notice to the employee's supervisor. This day may not be accumulated from one year to the next year.

4.10 Judicial Leave

4.10.1 Court Appearances

An employee who is duly subpoenaed as a witness in any case in court will be entitled to leave with pay for that purpose provided that the employee is not a party in the case, and provided that the case is not the result of litigation undertaken by the employee or the Union against the Employer. In cases where the Employer is a party in the litigation, the employee will be entitled to pay while attending as a witness at the Employer's request or as a co-defendant in the case.

4.10.2 Required Jury Duty

An employee who is required to serve as a juror will be granted leave with pay while serving on jury duty contingent upon the employee paying to the Employer any fees received, minus travel allowance, for the jury service.

4.11 Superintendent's Discretionary Leave

Other types of leaves are subject to the discretion of the Superintendent.

5. INSURANCE

5.1 Group Insurance

~~During the term of this Agreement, t~~The Employer will provide an eligible employee working a regular schedule of 30 or more hours per week throughout the year as determined by the Human Resources Department the opportunity to enroll in the program of group insurance benefits described in this Section. An eligible employee for purposes of this section, unless specified otherwise, is an employee with a school year assignment of 30 hours or more per week, as determined by the Human Resources Department.

5.2 Hospitalization-Medical Insurance

An eligible employee may enroll for either single, single plus one, or family coverage in the Employer's hospitalization-medical insurance program.

The maximum monthly Employer contribution toward the premium for the type of coverage in which an eligible employee is enrolled follows:

Type of Coverage	Effective 071-01-2018	Effective 1-1-2219	Effective 1-1-20
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Single	\$ 5487.10	\$669.10 \$487.10	\$587.10
Single + One	\$695.06	\$795.06 \$695.06	\$695.06
Family	\$891.39	\$1031.39 \$891.39	\$891.39

In the event, an eligible employee selects a hospitalization-medical insurance plan for which the monthly premium is less than the Employer's contribution, the Employer will deposit, into the employee's health savings plan, the difference between the Employer's contribution and the amount of the monthly premium.

An eligible employee enrolled in the program will contribute, through payroll deduction, any excess of the monthly premium over the maximum Employer contribution toward the type of coverage in which the employee is enrolled.

An eligible employee receiving wage replacement benefits from the Employer's workers' compensation carrier or the long-term disability carrier will remain eligible for the Employer's contribution for health and hospitalization-medical insurance.

5.3 Life Insurance

Effective the first day of the month following the enrollment period an eligible employee may participate in the Employer's group term life insurance program and will be provided \$20,000 of term life insurance. -The EmployerDistrict pays the entire premium for such coverage.

5.4 Income Protection

Eligible employees will be included in the District's income protection insurance program, with the EmployerDistrict paying the entire premium for such coverage.

5.5 Dental Insurance

The Employer will provide a dental insurance program for eligible employeesfull-time paraprofessionals. -Participation in this program is voluntary. -The Employer will contribute up to the following amounts toward the monthly premium for each paraprofessional enrolled in the coverages available.

Type of Coverage	Effective 07/01/ 2018
Single	\$25
Single + One	\$25
Family	\$25

A paraprofessional enrolled in the program will contribute through payroll deduction, any excess of monthly premium over the Employer contribution toward the type of coverage for which the paraprofessional is enrolled.

5.6 Accidental Death and Dismemberment Coverage

An eligible employee, ~~assigned to work 30 hours a week or more,~~ is eligible for accidental death and dismemberment insurance coverage in an amount equal to \$10,000. ~~The Employer pays the entire premium for this coverage.~~

5.7 Tax-Deferred Matching Contribution Plan

An employee may contribute a portion of his or her base salary to the employee's retirement contribution plans, either tax-deferred or not tax-deferred, subject to the following subsections.

5.7.1 Approved Plan

The employee's contribution plans must be district-approved and subject to applicable provisions of Minnesota Statutes and IRS Codes and any amendments thereto. A list of eligible plans is available on the district's website and in the business office.

5.7.2 Eligibility

An employee is eligible to participate in the tax-deferred 403(b) matching contribution plan if (1) the employee has completed five years of services with the Employer and (2) the employee is assigned to work 20 hours of more per week. ~~The Employer contribution is not payable unless the employee authorizes a matching salary reduction up to the amount he or she is eligible to receive under Section 5.7.3.~~

5.7.3 Matching Salary Deduction

The Employer contribution is not payable unless the employee authorizes a matching salary reduction up to the amount the employee ~~he or she~~ is eligible to receive under Section 5.7.4.

5.7.4 Employer Contribution

The amount of the Employer contribution will be up to 2.5 percent of the employee's hourly wage with a maximum Employer contribution of \$2,000 per year.

5.7.5 Employee and Employer Contribution

Contributions will be made to a district-approved company of the employee's choice, subject to the previous subsections. The employee is responsible for making all arrangements required with the vendor to ensure that proper payment can be made by the Employer.

5.8 Flexible Benefits Plan

An employee is eligible to participate in the Flexible Benefits Plan established by the Employer provided, however, that the employee meets all other requirements for eligibility set forth in the Plan.

5.9 Retiree Insurance

An eligible employee who retires and meets the eligibility requirements of Minn. Stat. § 471.61, Subd. 2b will be eligible to continue indefinitely, at ~~the employee's~~ own expense, participation in the Employer's group health and dental plan.

The Employer may offer a Medicare supplement health insurance plan for a retiree who is eligible for Medicare benefits. If a Medicare supplement plan is offered by the Employer, a Medicare eligible retiree will receive health insurance coverage only under the Medicare supplement plan. A retiree who becomes eligible for an employer-paid group medical plan elsewhere is ineligible to continue in the Employer's plan.

6. JOB POSTINGS

6.1 Notice of Job Postings

The Employer will post on the District's website for seven calendar days all non-temporary job openings not filled by reassignment. An employee wishing to be considered for posted vacancies must submit written requests to the Human Resources Department within the posting period. No requests will be carried from one posting to another. All decisions regarding reassignment, transfer, or promotion will be determined by the Employer.

7. DISCIPLINE, DISCHARGE AND PROBATIONARY PERIOD

7.1 Probationary Period

An employee under the provisions of this Agreement will serve a probationary period of 12 calendar months of continuous employment in the District during which time the Employer has the unqualified right to suspend without pay, discharge or otherwise discipline this employee; and during this probationary period, the employee has no recourse to the grievance procedure, insofar as suspension, discharge

or other discipline is concerned. However, a probationary employee has the right to bring a grievance on any other provisions of this Agreement alleged to have been violated.

7.2 Probationary Period; Change of Classification

In addition to the initial probationary period, an employee transferred or promoted to a different classification will serve a new probationary period of three calendar months in any such new classification. During this three month probationary period, the Employer or the employee may determine that the employee's performance in the new classification is unsatisfactory, the Employer has the right to reassign the employee to the next available position in the employee's former classification for which the employee is qualified, or the employee may request to be placed in the first available vacant position in the employee's former classification for which the employee is qualified.

7.3 Completion of Probationary Period

An employee who has completed the probationary period may be suspended without pay or discharged only for cause. An employee who has completed the probationary period and is suspended without pay or discharged has access to the grievance procedure.

7.4 Seniority Date

An employee will acquire seniority upon completion of the probationary period as defined in this Agreement and, upon acquiring seniority, the seniority date will relate back to the first date of continuous service in a position governed by this Agreement. If more than one employee commences work on the same date, the seniority ranking for such employees will be determined by the date and time such employee--initiated employment paperwork in the Human Resources Department.

8. LAYOFF AND RECALL

8.1 Recognition

The parties recognize the principle of seniority in the application of Section 8, subject to the restrictions and limitations stated below.

8.2 Definitions

8.2.1 Full-Time Employee

A "full-time employee" for purposes of Section 8 only is defined as a person who works 30 or more hours per week.

8.2.2 Part-Time Employee

A "part-time employee" for purposes of Section 8 only is defined as a person who works less than 30 hours per week.

8.3 Seniority Date

An employee within the appropriate unit acquires seniority upon completion of the probationary period as defined in this Agreement. Upon acquiring seniority, the seniority date relates back to the date of the original employment of continuous service within the appropriate unit and accumulative only within this appropriate unit.

8.4 Displacement Rights

8.4.1 Position Elimination or Reduction

An employee whose position is being eliminated or reduced from full-time to part-time will be sent written notice of the position elimination or reduction from full-time to part-time no less than 15 calendar days before the last working day in the full-time position. As an exception, notice of less than 15 days may be given with respect to special education positions. Copies of this notice must immediately be sent to the Human Resources Department and to union representative designated by the Association.

The affected employee may elect to displace, in accordance with Section 8.4.2, the employee with the least continuous service within the same or lower wage group, except as provided in Section 8.9. Each subsequently displaced employee may elect to displace the employee with the least continuous service within the same or lower wage group in like manner except that the 15-day advance notice requirement stated above does not apply when an employee is displaced pursuant to the provisions of this Section. In each of the above instances, the employee may displace another employee only if he or she has the necessary skills and qualifications required for that position as determined by the Employer.

8.4.2 Full-Time and Part-Time Delineation

If a position is eliminated or reduced from full-time to part-time, that employee may displace the least senior person in the following groups in the order listed, except that a part-time employee may not displace a full-time employee. For purposes of this procedure, an employee serving in more than one wage group will be considered as a member of the wage group in which the employee's regular assignment produces the greatest weekly earnings.

Educational Associates	Full-Time
Instructional Assistants	Full-Time
Educational Associates	Part-Time

8.4.3 Written Request to Displace

A written request to displace must be delivered to the Human Resources Department within five calendar days of the employee's receipt of notice of layoff.

8.5 Reduction in Assignment

In the event that a full-time employee's position is reduced, but as a result of that reduction continues to qualify as a full-time employee as defined in Section 8.2.1, this employee is not entitled to displace any other employee regardless of seniority.

In the event that a full-time employee's position is reduced to part-time as defined in Section 8.2.2, this employee may accept this reduced position or, except as provided in Section 8.9, may elect to displace the least senior employee in this appropriate unit in accordance with the provisions of Section 8.4.

8.6 Changes in Assignment

In the event that an employee's position is eliminated and another position is available within the employee's current wage group for which the employee has the necessary skills and qualifications as determined by the Employer, the Employer may transfer the employee to that assignment. An employee in this situation is not entitled to displace any other employee regardless of seniority.

8.7 Layoff Application

An employee on layoff retains the employee's ~~this or her~~ seniority and right to recall within an equal or lower wage group in seniority order for a period of one calendar year after the date of layoff, subject to the provisions of Section 8.8.

8.8 Recall

An employee will be recalled in order of seniority for a position within the same wage group held prior to layoff or a lower wage group for which the employee is qualified. If a position becomes available for a qualified employee who is on layoff, the Employer will mail by certified mail the notice to the employee who has seven calendar days from the date of mailing of this notice to accept reemployment.

If the employee's written acceptance of the available position is not received by the Human Resources Department within seven calendar days, it will constitute a waiver on the part of the employee to the position then available and the employee will forfeit any future reinstatement of employment rights. An employee on layoff may only reject reemployment without forfeiting any future reinstatement of employment rights if they were a full-time employee and are offered a part-time position.

8.9 One-to-One Paraprofessionals

Notwithstanding any provision of this Agreement to the contrary, an employee who is assigned to a one-to-one paraprofessional position for a child receiving District special education services may not be displaced by a senior employee under the above layoff and displacement procedures.

9. GRIEVANCE PROCEDURE

9.1 Definitions

A "grievance" is defined as a dispute or disagreement as to the interpretation or application of any term or terms of this contract.

A "calendar day" is defined as each day of the week, Sunday through Saturday. During the school year if the fourteenth day of the timeline is on a non-duty day, the timeline will be extended to the first duty day following the fourteenth day.

9.2 Procedure

9.2.1 Step I

Whenever an aggrieved employee or small group of aggrieved employees have a grievance, they will meet on an informal basis with the employee's or employees' building principal or supervisor in an attempt to resolve the matter within 14 calendar days after becoming aware of the incident giving rise to the grievance. If the parties are unable to resolve the dispute, the grievance will be reduced to writing by the exclusive representative and submitted to the Human Resources Department within 14 calendar days following the Step I meeting.

If the grievance involves a matter, which substantially affects a large number of employees, the grievance will be reduced to writing by the exclusive representative and submitted to the Human Resources Department within 14 calendar days after becoming aware of the grievance.

9.2.2 Step II

The Director of Human Resources will meet with the exclusive representative within 14 calendar days after receipt of the written grievance and attempt to mutually resolve the dispute. The parties will be required to meet and negotiate in good faith at reasonable

times in an attempt to resolve the grievance. The terms of the resolution will be written on the grievance and signed by both parties.

If no agreement is reached, the Director of Human Resources will respond in writing to the exclusive representative within 14 calendar days. The exclusive representative must submit the unresolved grievance to the Superintendent within 14 calendar days after receipt of the Director of Human Resources' answer in writing.

9.2.3 Step III

The Superintendent or designee will meet with the designated official of the exclusive representative within 14 calendar days after receipt of the grievance to attempt to resolve the dispute. Upon resolution both parties will sign a memorandum setting out the disposition of the grievance. If the parties are unable to reach agreement within 14 calendar days after the Step III meeting, either party may then request, within another 14 calendar days, by written notice to the other party that the grievance be submitted to final and binding arbitration.

9.2.4 Step IV

The Employer and the exclusive representative will endeavor to select a mutually acceptable arbitrator to hear and decide the grievance. If the Employer and the exclusive representative are unable to agree on an arbitrator, they will request from the Director of the Bureau of Mediation Services, State of Minnesota, a list of five names of arbitrators. The parties will alternately strike names from the list of five arbitrators until only one name remains. The remaining arbitrator will hear and decide the grievance. If the parties are unable to agree on who will strike the first name, the question will be decided by a flip of the coin.

Each party will be responsible for equally compensating the arbitrator for any fees and necessary expenses. The arbitrator does not have the power to add, subtract, or modify in any way the terms of the existing contract.

The decision of the arbitrator is final and binding upon the parties. The decision will be issued to the parties by the arbitrator and a copy will be filed with the Bureau of Mediation Services, State of Minnesota.

The processing of all grievances will be during the regularly scheduled working hours and an employee will not lose wages due to necessary participation.

The parties by mutual written agreement may waive any step, and extend any time limits in the grievance procedure. However, failure, by the employee or the Association, to adhere to the time limits without mutual agreement to waive such limits, will result in a forfeit of the grievance. Failure of the Employer to act within the time limitations specified, without mutual agreement to waive such limits, will constitute a denial of the grievance and permit the grievant to proceed to the next step.

9.3 Selection of Remedies

A grievance may only be advanced to step IV (final and binding arbitration) provided that the employee has not elected to pursue a veteran's discharge hearing and the timeline for such hearing has been exhausted, if applicable.

10. PUBLIC OBLIGATION

The parties mutually recognize that their first obligation is to the public and that the right of students and residents of the District to the continuous and uninterrupted operation of the school is of paramount importance.

The exclusive representative agrees, therefore, that during the term of this Agreement, neither the exclusive representative nor any employee will engage in any strike. The term "strike" means concerted action in failing to report for duty, the willful absence from one's position, sympathy strike, the stoppage of work, slowdown, or the abstinence in whole or in part from the full, faithful and proper performance of the duties of employment for the purposes of inducing, influencing or coercing a change in the conditions or compensation or the rights, privileges, or obligations of employment. The parties agree that Section 10 is not subject to the grievance or arbitration procedure but is enforceable in the Courts.

11. DURATION

11.1 Term and Reopening Negotiations

This Agreement will remain in full force and effect for a period commencing on its date of execution, through June 30, 20~~22~~21~~8~~, and

thereafter as provided by the PELRA. If either party desires to modify or amend this Agreement commencing at its expiration, it will give written notice of such intent pursuant to PELRA. Unless otherwise mutually agreed, the parties will not commence negotiations more than 90 days prior to the expiration of this Agreement.

11.2 Effect

This Agreement constitutes the full and complete Agreement between the Employer and the exclusive representative representing the employees. The provisions herein relating to terms and conditions of employment supersede any and all prior agreements, resolutions, practices, District policies, rules or regulations concerning terms and conditions of employment inconsistent with these provisions. Nothing in this Agreement will be construed to obligate the Employer to continue or discontinue existing or past practices, or prohibit the Employer from exercising all management rights and prerogatives, except insofar as this exercise would be in express violation of any term or terms of this Agreement.

11.3 Finality

Any matters relating to the terms and conditions of employment, whether or not referred to in this Agreement, will not be open for negotiation during the term of this Agreement.

11.4 Severability

The provisions of this Agreement are severable.

12. DOCUMENT AUTHORIZATION

IN WITNESS WHEREOF, the parties have signed this Agreement this _____ day of _____, 202018.

FOR MINNESOTA SCHOOL EMPLOYEES
ASSOCIATION:

FOR INDEPENDENT SCHOOL DIST.
NO. 273:

President

Chairperson

MSEA Field Representative

Clerk

APPENDIX A
POSITION CLASSIFICATIONS

Instructional Assistant
Classroom
Playground Duty*

Educational Associate
Autism Spectrum Disorder
Technology
Deaf & Hard of Hearing
Developmental Cognitive Disability
Due Process Support
Early Childhood Special Education
Emotional or Behavior Disorder
English as a Second Language
Math (secondary)
Music (choral, instrumental & accompanist)
Other Health Disability
Options
Physically Impaired
Science (secondary)
Science/Math (elementary)
Security Monitor
Sign Language Interpreter
Sign Language Facilitator
Specific Learning Disability
Traumatic Brain Injury
Visually Impaired
World Language

*Persons who are employed only as playground/lunchroom supervisors are not paraprofessionals.

AGREEMENT

INDEPENDENT SCHOOL DISTRICT 273

EDINA, MINNESOTA

AND THE

MINNESOTA SCHOOL EMPLOYEES ASSOCIATION

JULY 1, 2020 THROUGH JUNE 30, 2022



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1. INTRODUCTION

1.1 Master Agreement

This Agreement is entered into between Independent School District No. 273, Edina Public Schools ("Employer"), and the Minnesota School Employees Association ("exclusive representative" or "Association") on behalf of the Edina Paraprofessionals, in accordance with the Public Employment Labor Relations Act of 1971 as amended ("PELRA") to provide the terms and conditions of employment for paraprofessionals.

1.2 Recognition of Exclusive Representative

1.2.1 Recognition

In accordance with PELRA, the Employer recognizes Minnesota School Employees Association as the exclusive representative for paraprofessionals employed by the Employer. The exclusive representative will have those rights and duties as prescribed by PELRA and as described in the provisions of this Agreement.

1.2.2 Appropriate Unit

The exclusive representative will represent all employees contained in the appropriate unit as defined in Section 1.3.2 of this Agreement and PELRA and in certification by the Commissioner of Mediation Services, if any.

1.3 Definitions

The following definitions are applicable to terms used in this Agreement:

1.3.1 Terms and Conditions of Employment

"Terms and conditions of employment" means the hours of employment, the compensation for employment including fringe benefits except retirement contributions or benefits other than Employer payment of, or contributions to, premiums for group insurance coverage of retired employees, deferred compensation or severance pay, and the Employer's personnel policies affecting the working conditions of the employees. "Terms and conditions of employment" is subject to the provisions of PELRA.

1.3.2 Description of Appropriate Unit

"Paraprofessionals" means all employees in the appropriate unit employed by the Employer in classifications excluding the following: (1) confidential employees; (2) supervisory

employees; (3) essential employees; (4) part-time employees whose services do not exceed the lesser of 14 hours per week or 35 percent of the normal work week in the employees' bargaining unit; and (5) employees who hold positions of a temporary or seasonal character for a period not in excess of 67 working days in any calendar year unless those positions have already been filled in the same calendar year and the cumulative number of days in the same position by all employees exceeds 67 calendar days in that year and emergency employees.

1.3.3 Employer

"Employer" means the School Board or its designated representative.

1.3.4 Other Terms

Terms not defined in this Agreement will have those meanings as defined by PELRA.

1.4 Employer Rights

1.4.1 Inherent Managerial Rights

The exclusive representative recognizes that the Employer is not required to meet and negotiate on matters of inherent managerial policy, which include, but are not limited to, areas of discretion or policy as the functions and programs of the Employer; its overall budget; utilization of technology; the organizational structure; selection; direction; and number of employees.

1.4.2 Management Responsibilities

The exclusive representative recognizes the right and obligation of the Employer to efficiently manage and conduct its operation within its legal limitations and with its primary obligation to provide educational opportunity for the students of the School District.

1.4.3 Effect of Laws, Rules and Regulations

The exclusive representative recognizes that employees covered by this Agreement will perform the services prescribed by the Employer and will be governed by state and federal laws, Employer policies, rules, regulations, directives, and orders, issued by the Employer. The exclusive representative also

recognizes the right, obligation and duty of the Employer to promulgate policies, rules, regulations, directives, and orders from time to time as deemed necessary by the Employer insofar as these policies, rules, regulations, directives, and orders are not inconsistent with the terms of this Agreement. Any provision of this Agreement found to be in violation of any state and federal law, will be null and void, severable, and without force and effect.

1.4.4 Reservation of Managerial Rights

The above enumeration of rights and duties will not be deemed to exclude other inherent management rights and management functions not expressly reserved above, and all management rights and management functions not expressly delegated in this Agreement are reserved to the Employer.

1.5 Employee Rights

1.5.1 Right to Express Views

Nothing in this Agreement limits, impairs, or affects the right of an employee or representative to the expression or communication of a view, grievance, complaint or opinion on any matter related to the conditions or compensation of public employment or his or her betterment, so long as the same is not designed to and does not interfere with the full, faithful, and proper performance of the duties of employment or circumvent the rights of the exclusive representative.

1.5.2 Right to Join

In accordance with PELRA, an employee will have the right to form and join labor or employee organizations, and will have the right not to form and join such organizations. An employee in an appropriate unit will have the right by secret ballot to designate an exclusive representative for the purpose of negotiating grievance procedures and the terms and conditions of employment for employees of this unit with the Employer.

1.5.3 Withholding Dues for Membership

Pursuant to Minn. Stat. § 179A.06, the Employer will deduct from the regular payroll: Association dues for those employees in the bargaining unit who are members of the Association and who have requested in writing to have their regular Association dues paid by payroll deduction.

1.5.3.1 Remission of Withheld Funds

The aggregate of funds deducted and withheld from all employees in the bargaining unit shall be remitted by the Employer together with an itemized statement to the Minnesota School Employees Association no later than ten (10) to fifteen (15) days following the end of each payroll period.

1.5.3.2 MSEA Lists

The Employer shall report to the Association the information on all employees including additions, deletions, and status changes within bargaining unit. The report shall be made on a monthly basis.

1.5.4 Indemnification Clause

The Association will indemnify, defend and hold the Employer harmless against any claims made against and any suits instituted against the Employer, its officers or employees, by reason of the association dues under Section 1.5.3.

1.5.5 Employee's Personnel Files

An employee has the right to review the contents of his or her personnel file. An employee has the right to reproduce any of the contents of the file at his or her expense. The employee may submit any information in response to material in the file and the submitted information will become part of the personnel file.

1.5.6 Association Release Time

During each year covered under this Agreement, the Association will be allowed up to a total of 36 hours to be used by an employee who is an officer or agent of the Association. The Association agrees to notify the Superintendent or his/her

designee, no less than five duty days in advance of the date of intended use for the requested leave.

2. DUTY DAYS, HOURS AND OVERTIME

2.1 Hours of Day

An employee will be assigned times and shifts as determined by the Employer. If a permanent change is made, a two-week prior written notice will be issued, except in cases of emergencies and temporary changes.

2.2 Emergency or Weather Closing

An employee will be paid as follows in the event that school is delayed in opening, cancelled or closes early.

School Cancelled	An employee is not required to work when school is cancelled. The employee receives pay for regularly scheduled hours for that day. The employee may be required to work an alternative day if school is subsequently rescheduled and worked without any additional pay.
Delayed Opening	An employee will adjust hours to announced starting time (e.g. if school starts late, report one hour later than usual). An employee receives pay for regularly scheduled hours for that day.
Early Closing	If an employee is sent home due to early closing, the employee receives pay for regularly scheduled hours for that day.

In the event schools operated during a building closure (e.g. operate virtually during a snow-related building closure), employees will be expected to be available to support virtual learning.

2.3 Overtime

All hours worked in excess of 40 hours per week will be paid at one and one-half times the regular rate of pay. Overtime will not be worked unless approved by the employee's supervisor in advance.

2.4 Replacement Pay

2.4.1 Eligibility

An employee who replaces another employee on a temporary basis for a period of up to five consecutive working days will be compensated at the employee's own rate of pay.

2.4.2 Compensation

An employee who is assigned on a temporary basis to a position with a higher classification for a period of more than five consecutive working days will be compensated at the higher rate of pay for the length of the assignment. Step placement will be determined by the Human Resources Department.

2.5 Breaks

An employee who works at least four hours but less than seven hours may take one fifteen-minute paid break per workday. An employee who works seven or more hours per day may take two fifteen-minute paid breaks per day.

The scheduling of all breaks must be with the approval of the supervisor or principal. An employee should arrange the scheduling of breaks with his or her supervisor.

If schedule arrangements cannot be agreed upon by the employee and the supervisor, an employee should bring this issue to the attention of the building administrator immediately. If the situation is still unresolved, the employee should contact the Human Resources Department and/or the union representative. Section 2.5 will not be subject to the grievance or arbitration procedure.

2.6 Playground and Lunchroom Hours

Hours worked supervising the playground or lunchroom will be paid at the employee's current classification and step relative to his or her assignment covered by this Agreement.

These hours will be included for credit toward experience credit, insurance items found in Article 5 and sick leave if the employee is also performing services in a position covered by this Agreement.

3. COMPENSATION

3.1 Wage Rates

The following wage rate schedules, effective as of July 1, 2020, respectively, will be applicable to an employee covered by this Agreement:

Step	Instructional Assistant	Educational Associate
2	\$16.02	\$16.79
3	\$16.92	\$17.87
4	\$17.76	\$18.93
5	\$18.59	\$20.00
L1	\$19.90	\$21.31
L2	\$20.50	\$21.91

The following wage rate schedules, effective as of July 1, 2021, respectively, will be applicable to an employee covered by this Agreement:

Step	Instructional Assistant	Educational Associate
2	\$16.18	\$16.96
3	\$17.09	\$18.05
4	\$17.94	\$19.12
5	\$18.78	\$20.20
L1	\$20.10	\$21.52
L2	\$20.71	\$22.13

3.2 Placement on the Salary Schedule

Credit may be granted for appropriate outside experience at the time of initial hiring.

3.3 Experience Credit

Experience credit for purposes of salary increases and longevity pay will be determined as of July 1 each year. An employee hired prior to January 1 will be given credit for one year of experience.

3.4 Longevity

3.4.1 Completion of Seven Years

An employee who has completed seven years of service in the district as of July 1 of the given year will receive \$1.30 per hour in addition to the Step 5 wage rate shown in Section 3.1.

3.4.2 Completion of 11 Years

An employee who has completed 11 years of service in the district as of July 1 of the given year will receive an additional \$.60 per hour in addition to the L1 wage rate shown in Section 3.1 (\$1.90 total longevity).

3.4.3 Completion of 17 Years

An employee who has completed 17 years of service in the district as of July 1 of the given year will receive an additional \$200 lump sum payment. The Employer will pay the lump sum payment to the employee in the first paycheck in January.

3.5 Summer Work

Section 3 is the only section that applies for bargaining unit members performing summer work.

3.6 Crossing Guard or Directing Traffic Stipend

An employee specifically assigned to work as a crossing guard or directing traffic will receive a stipend of \$3.20 per hour for the actual time performing those duties. This stipend is in addition to the wage rate under Section 3.1 and any applicable longevity pay under Section 3.4.

3.7 Tech Paraprofessional Stipend

Beginning July 1, 2020 and until June 30, 2021, an employee specifically assigned to work as a tech paraprofessional will receive a stipend of \$1.00 per hour for the actual time performing those duties. This stipend is in addition to the wage rate under Section 3.1 and any applicable longevity pay under Section 3.4.

Beginning July 1, 2021, an employee specifically assigned to work as a tech paraprofessional will receive a stipend of \$1.25 per hour for the actual time performing those duties. This stipend is in addition

to the wage rate under Section 3.1 and any applicable longevity pay under Section 3.4.

3.8 Lump Sum Payment

An eligible employee will receive from the Employer a lump sum payment equivalent to 3 days of pay based on the employee's assignment as of December 31st of the given year. An eligible employee is an active employee already scheduled to be paid as of December 31st of the given year. The Employer will pay the lump sum payment to the employee in the first paycheck in January.

4. LEAVES OF ABSENCE

4.1 Family, Medical and Parental Leave

An eligible employee may be entitled up to 12 weeks of unpaid leave per twelve-month period consistent with law and the terms of the Employer's leave policy and procedure, as it may be amended from time to time at the sole discretion of the Employer.

Leaves taken under other sections of this article that also qualify as leave under the Family Medical Leave Act are coordinated and taken simultaneously.

4.2 Basic Leave Allowance

An employee receives a basic leave allowance of one day for each month worked up to a maximum of nine days for each school year. The basic leave allowance may be used for sick leave, family illness or bereavement leave, and personal leave under the terms and conditions set forth in Section 4.6. This leave is deducted from the employee's basic accumulated leave allowance. Basic leave not used during any school year accumulates without limit.

4.3 Sick Leave

One day of basic leave allowance may be used by an employee for each day of absence due to illness or injury.

An employee who has been absent may be required to present a statement from a physician verifying an illness and certifying that the employee has recovered sufficiently to return to normal duties. An employee absent more than five consecutive working days must present this certification. If the Employer requires a certification for an absence of less than six days, the Employer will designate the physician and is responsible for paying the cost of the physician's examination. For certification of absences greater than five consecutive working days, an employee will be responsible for paying the cost of the physician's examination unless the Employer requires examination by a specified physician, in which instance the Employer will be responsible for paying the cost of the examination.

4.4 Short-Term Disability Leave

The Employer will provide short-term disability leave coverage for an employee who has exhausted accumulated basic leave days prior to the commencement of income protection insurance benefits (long-term disability insurance).

4.4.1 Eligibility

An employee who has been employed by the Employer for one calendar year will become eligible for short-term disability leave coverage after the employee has been totally and continually disabled and unable to work for 15 consecutive duty days, as certified by a physician. An employee who receives disaster leave is ineligible to receive it again until 12 months after the date of the last payment.

4.4.2 Short-Term Disability Leave Allowance

Short-term disability leave payments will commence as of the 16th continuous duty day the employee is totally unable to work or after the last day of paid sick leave, whichever occurs last. Short-term disability leave will end after the employee has been unable to work for 65 consecutive duty days.

4.4.3 Short-Term Disability Leave Payments

Short-term disability leave payments will be 100% of an employee's daily rate of pay. If an employee works hours that vary, an average of the previous six weeks of pay will be used to determine the daily rate.

4.5 Family Illness or Bereavement Leave

An employee may use basic leave allowance provided by the Employer for absences due to an illness or injury to the employee's dependent child for reasonable periods as the employee's attendance with the dependent child may be necessary, on the same terms the employee is able to use accumulated basic leave allowance for the employee's own illness or injury. A "dependent child" means an individual under eighteen (18) years of age or an individual under age twenty-one (21) who is still attending secondary school. Leave allowance may be used in accordance with state and federal law, including but not limited to Minn. Stat. § 181.9413, for the illness of an adult child, spouse, sibling, parent, grandparents, or stepparent.

For necessary absence because of illness or death or illness in the employee's family, the employee may use accumulated basic leave at no salary deduction. Additionally, for necessary absence because of illness or death of any non-relative living in the employee's household, the employee may use accumulated basic leave at no salary deduction. For necessary absence because of the death of friends, the employee may use accumulated basic leave at no salary deduction. An employee may without deduction from pay or leave, also attend

local funerals when the absence involves approximately two hours and when coverage can be arranged from other employees.

4.6 Personal Leave

Up to four days leave allowance during any one regular school year may be used by an employee for personal leave. The specific reason for the requested leave does not have to be given.

Requests for personal leave must be submitted in writing to the employee's immediate supervisor at least three duty days in advance except in cases of extreme emergency.

An employee making a timely request for use of personal leave may use this leave unless the employee is notified that his or her request is denied. Adequate staffing for buildings and departments must be ensured as determined by the supervisor.

The employee must ensure he or she has personal leave available. An employee is encouraged to check availability of personal leave by referring to the online employee system.

4.7 Religious Observance Leave

Up to three days leave will be granted to an employee for required religious observance. These days must be recognized religious holidays and will not be permitted for circumstances where personal alternative attendance options exist. Notification must be submitted in writing to the Human Resources Department at least two weeks prior to the requested absence.

4.8 Child Care Leave

An employee is eligible for a leave of absence without pay for a period of up to 12 months for child care.

The employee must submit an application for child care leave at least 60 calendar days before the requested leave is to begin. The 60-day requirement may be waived when an emergency makes this notice impossible. The child care leave will commence at a date agreed upon between the Employer and the employee.

Failure to return to work upon expiration of a leave of absence will result in termination of employment. Upon return to work, the employee will be reinstated to the employee's original job or to a paraprofessional position with no reduction of hourly pay and will retain all seniority and leave benefits accrued prior to taking the leave of absence.

4.9 Incentive Leave

One unrestricted incentive leave day with pay will be granted to any employee who completed the full prior school year without using any leave allowance for personal sick leave, family illness or

bereavement leave, or personal leave, as provided for in Sections 4.2 through Section 4.7 of this Agreement. This incentive leave day may be used upon three days written notice to the employee's supervisor. This day may not be accumulated from one year to the next year.

4.10 Judicial Leave

4.10.1 Court Appearances

An employee who is duly subpoenaed as a witness in any case in court will be entitled to leave with pay for that purpose provided that the employee is not a party in the case, and provided that the case is not the result of litigation undertaken by the employee or the Union against the Employer. In cases where the Employer is a party in the litigation, the employee will be entitled to pay while attending as a witness at the Employer's request or as a co-defendant in the case.

4.10.2 Required Jury Duty

An employee who is required to serve as a juror will be granted leave with pay while serving on jury duty contingent upon the employee paying to the Employer any fees received, minus travel allowance, for the jury service.

4.11 Superintendent's Discretionary Leave

Other types of leaves are subject to the discretion of the Superintendent.

5. **INSURANCE**

5.1 Group Insurance

The Employer will provide an eligible employee the opportunity to enroll in the program of group insurance benefits described in this Section. An eligible employee for purposes of this section, unless specified otherwise, is an employee with a school year assignment of 30 hours or more per week, as determined by the Human Resources Department.

5.2 Hospitalization-Medical Insurance

An eligible employee may enroll for either single, single plus one, or family coverage in the Employer's hospitalization-medical insurance program.

The maximum monthly Employer contribution toward the premium for the type of coverage in which an eligible employee is enrolled follows:

Type of Coverage	Effective 07-01-20	Effective 1-1-22
Single	\$587.10	\$669.10
Single + One	\$695.06	\$795.06
Family	\$891.39	\$1031.39

In the event, an eligible employee selects a hospitalization-medical insurance plan for which the monthly premium is less than the Employer's contribution, the Employer will deposit, into the employee's health savings plan, the difference between the Employer's contribution and the amount of the monthly premium.

An eligible employee enrolled in the program will contribute, through payroll deduction, any excess of the monthly premium over the maximum Employer contribution toward the type of coverage in which the employee is enrolled.

An eligible employee receiving wage replacement benefits from the Employer's workers' compensation carrier or the long-term disability carrier will remain eligible for the Employer's contribution for health and hospitalization-medical insurance.

5.3 Life Insurance

Effective the first day of the month following the enrollment period an eligible employee may participate in the Employer's group term life insurance program and will be provided \$20,000 of term life insurance. The Employer pays the entire premium for such coverage.

5.4 Income Protection

Eligible employees will be included in the District's income protection insurance program, with the Employer paying the entire premium for such coverage.

5.5 Dental Insurance

The Employer will provide a dental insurance program for eligible employees. Participation in this program is voluntary. The Employer will contribute up to the following amounts toward the monthly premium for each paraprofessional enrolled in the coverages available.

Type of Coverage	Effective 07/01/20
Single	\$25
Single + One	\$25
Family	\$25

A paraprofessional enrolled in the program will contribute through payroll deduction, any excess of monthly premium over the Employer contribution toward the type of coverage for which the paraprofessional is enrolled.

5.6 Accidental Death and Dismemberment Coverage

An eligible employee is eligible for accidental death and dismemberment insurance coverage in an amount equal to \$10,000. The Employer pays the entire premium for this coverage.

5.7 Tax-Deferred Matching Contribution Plan

An employee may contribute a portion of his or her base salary to the employee's retirement contribution plans, either tax-deferred or not tax-deferred, subject to the following subsections.

5.7.1 Approved Plan

The employee's contribution plans must be district-approved and subject to applicable provisions of Minnesota Statutes and IRS Codes and any amendments thereto. A list of eligible plans is available on the district's website and in the business office.

5.7.2 Eligibility

An employee is eligible to participate in the tax-deferred 403(b) matching contribution plan if (1) the employee has completed five years of services with the Employer and (2) the employee is assigned to work 20 hours of more per week.

5.7.3 Matching Salary Deduction

The Employer contribution is not payable unless the employee authorizes a matching salary reduction up to the amount the employee is eligible to receive under Section 5.7.4.

5.7.4 Employer Contribution

The amount of the Employer contribution will be up to 2.5 percent of the employee's hourly wage with a maximum Employer contribution of \$2,000 per year.

5.7.5 Employee and Employer Contribution

Contributions will be made to a district-approved company of the employee's choice, subject to the previous subsections. The employee

is responsible for making all arrangements required with the vendor to ensure that proper payment can be made by the Employer.

5.8 Flexible Benefits Plan

An employee is eligible to participate in the Flexible Benefits Plan established by the Employer provided, however, that the employee meets all other requirements for eligibility set forth in the Plan.

5.9 Retiree Insurance

An eligible employee who retires and meets the eligibility requirements of Minn. Stat. § 471.61, Subd. 2b will be eligible to continue indefinitely, at the employee's expense, participation in the Employer's group health and dental plan.

The Employer may offer a Medicare supplement health insurance plan for a retiree who is eligible for Medicare benefits. If a Medicare supplement plan is offered by the Employer, a Medicare eligible retiree will receive health insurance coverage only under the Medicare supplement plan. A retiree who becomes eligible for an employer-paid group medical plan elsewhere is ineligible to continue in the Employer's plan.

6. JOB POSTINGS

6.1 Notice of Job Postings

The Employer will post on the District's website for seven calendar days all non-temporary job openings not filled by reassignment. An employee wishing to be considered for posted vacancies must submit written requests to the Human Resources Department within the posting period. No requests will be carried from one posting to another. All decisions regarding reassignment, transfer, or promotion will be determined by the Employer.

7. DISCIPLINE, DISCHARGE AND PROBATIONARY PERIOD

7.1 Probationary Period

An employee under the provisions of this Agreement will serve a probationary period of 12 calendar months of continuous employment in the District during which time the Employer has the unqualified right to suspend without pay, discharge or otherwise discipline this employee; and during this probationary period, the employee has no recourse to the grievance procedure, insofar as suspension, discharge or other discipline is concerned. However, a probationary employee has the right to bring a grievance on any other provisions of this Agreement alleged to have been violated.

7.2 Probationary Period; Change of Classification

In addition to the initial probationary period, an employee transferred or promoted to a different classification will serve a new probationary period of three calendar months in any such new classification. During this three-month probationary period, the Employer or the employee may determine that the employee's performance in the new classification is unsatisfactory, the Employer has the right to reassign the employee to the next available position in the employee's former classification for which the employee is qualified, or the employee may request to be placed in the first available vacant position in the employee's former classification for which the employee is qualified.

7.3 Completion of Probationary Period

An employee who has completed the probationary period may be suspended without pay or discharged only for cause. An employee who has completed the probationary period and is suspended without pay or discharged has access to the grievance procedure.

7.4 Seniority Date

An employee will acquire seniority upon completion of the probationary period as defined in this Agreement and, upon acquiring seniority, the seniority date will relate back to the first date of continuous service in a position governed by this Agreement. If more than one employee commences work on the same date, the seniority ranking for such employees will be determined by the date and time such employee-initiated employment paperwork in the Human Resources Department.

8. LAYOFF AND RECALL

8.1 Recognition

The parties recognize the principle of seniority in the application of Section 8, subject to the restrictions and limitations stated below.

8.2 Definitions

8.2.1 Full-Time Employee

A "full-time employee" for purposes of Section 8 only is defined as a person who works 30 or more hours per week.

8.2.2 Part-Time Employee

A "part-time employee" for purposes of Section 8 only is defined as a person who works less than 30 hours per week.

8.3 Seniority Date

An employee within the appropriate unit acquires seniority upon completion of the probationary period as defined in this Agreement. Upon acquiring seniority, the seniority date relates back to the date of the original employment of continuous service within the appropriate unit and accumulative only within this appropriate unit.

8.4 Displacement Rights

8.4.1 Position Elimination or Reduction

An employee whose position is being eliminated or reduced from full-time to part-time will be sent written notice of the position elimination or reduction from full-time to part-time no less than 15 calendar days before the last working day in the full-time position. As an exception, notice of less than 15 days may be given with respect to special education positions. Copies of this notice must immediately be sent to the Human Resources Department and to union representative designated by the Association.

The affected employee may elect to displace, in accordance with Section 8.4.2, the employee with the least continuous service within the same or lower wage group, except as provided in Section 8.9. Each subsequently displaced employee may elect to displace the employee with the least continuous service within the same or lower wage group in like manner except that the 15-day advance notice requirement stated above does not apply when an employee is displaced pursuant to the provisions of this Section. In each of the above instances, the employee may displace another employee only if he or she has the necessary skills and qualifications required for that position as determined by the Employer.

8.4.2 Full-Time and Part-Time Delineation

If a position is eliminated or reduced from full-time to part-time, that employee may displace the least senior person in the following groups in the order listed, except that a part-time employee may not displace a full-time employee. For purposes of this procedure, an employee serving in more than one wage group will be considered as a member of the wage group in which the employee's regular assignment produces the greatest weekly earnings.

Educational Associates	Full-Time
Instructional Assistants	Full-Time
Educational Associates	Part-Time
Instructional Assistants	Part-Time

8.4.3 Written Request to Displace

A written request to displace must be delivered to the Human Resources Department within five calendar days of the employee's receipt of notice of layoff.

8.5 Reduction in Assignment

In the event that a full-time employee's position is reduced, but as a result of that reduction continues to qualify as a full-time employee as defined in Section 8.2.1, this employee is not entitled to displace any other employee regardless of seniority.

In the event that a full-time employee's position is reduced to part-time as defined in Section 8.2.2, this employee may accept this reduced position or, except as provided in Section 8.9, may elect to displace the least senior employee in this appropriate unit in accordance with the provisions of Section 8.4.

8.6 Changes in Assignment

In the event that an employee's position is eliminated and another position is available within the employee's current wage group for which the employee has the necessary skills and qualifications as determined by the Employer, the Employer may transfer the employee to that assignment. An employee in this situation is not entitled to displace any other employee regardless of seniority.

8.7 Layoff Application

An employee on layoff retains the employee's seniority and right to recall within an equal or lower wage group in seniority order for a period of one calendar year after the date of layoff, subject to the provisions of Section 8.8.

8.8 Recall

An employee will be recalled in order of seniority for a position within the same wage group held prior to layoff or a lower wage group for which the employee is qualified. If a position becomes available for a qualified employee who is on layoff, the Employer will mail by certified mail the notice to the employee who has seven calendar days from the date of mailing of this notice to accept reemployment.

If the employee's written acceptance of the available position is not received by the Human Resources Department within seven calendar days, it will constitute a waiver on the part of the employee to the position then available and the employee will forfeit any future reinstatement of employment rights. An employee on layoff may only reject reemployment without forfeiting any future reinstatement of employment rights if they were a full-time employee and are offered a part-time position.

8.9 One-to-One Paraprofessionals

Notwithstanding any provision of this Agreement to the contrary, an employee who is assigned to a one-to-one paraprofessional position for a child receiving District special education services may not be displaced by a senior employee under the above layoff and displacement procedures.

9. GRIEVANCE PROCEDURE

9.1 Definitions

A "grievance" is defined as a dispute or disagreement as to the interpretation or application of any term or terms of this contract.

A "calendar day" is defined as each day of the week, Sunday through Saturday. During the school year if the fourteenth day of the timeline is on a non-duty day, the timeline will be extended to the first duty day following the fourteenth day.

9.2 Procedure

9.2.1 Step I

Whenever an aggrieved employee or small group of aggrieved employees have a grievance, they will meet on an informal basis with the employee's or employees' building principal or supervisor in an attempt to resolve the matter within 14 calendar days after becoming aware of the incident giving rise to the grievance. If the parties are unable to resolve the dispute, the grievance will be reduced to writing by the exclusive representative and submitted to the Human Resources Department within 14 calendar days following the Step I meeting.

If the grievance involves a matter, which substantially affects a large number of employees, the grievance will be reduced to writing by the exclusive representative and submitted to the Human Resources Department within 14 calendar days after becoming aware of the grievance.

9.2.2 Step II

The Director of Human Resources will meet with the exclusive representative within 14 calendar days after receipt of the written grievance and attempt to mutually resolve the dispute. The parties will be required to meet and negotiate in good faith at reasonable

times in an attempt to resolve the grievance. The terms of the resolution will be written on the grievance and signed by both parties.

If no agreement is reached, the Director of Human Resources will respond in writing to the exclusive representative within 14 calendar days. The exclusive representative must submit the unresolved grievance to the Superintendent within 14 calendar days after receipt of the Director of Human Resources' answer in writing.

9.2.3 Step III

The Superintendent or designee will meet with the designated official of the exclusive representative within 14 calendar days after receipt of the grievance to attempt to resolve the dispute. Upon resolution both parties will sign a memorandum setting out the disposition of the grievance. If the parties are unable to reach agreement within 14 calendar days after the Step III meeting, either party may then request, within another 14 calendar days, by written notice to the other party that the grievance be submitted to final and binding arbitration.

9.2.4 Step IV

The Employer and the exclusive representative will endeavor to select a mutually acceptable arbitrator to hear and decide the grievance. If the Employer and the exclusive representative are unable to agree on an arbitrator, they will request from the Director of the Bureau of Mediation Services, State of Minnesota, a list of five names of arbitrators. The parties will alternately strike names from the list of five arbitrators until only one name remains. The remaining arbitrator will hear and decide the grievance. If the parties are unable to agree on who will strike the first name, the question will be decided by a flip of the coin.

Each party will be responsible for equally compensating the arbitrator for any fees and necessary expenses. The arbitrator does not have the power to add, subtract, or modify in any way the terms of the existing contract.

The decision of the arbitrator is final and binding upon the parties. The decision will be issued to the parties by the arbitrator and a copy will be filed with the Bureau of Mediation Services, State of Minnesota.

The processing of all grievances will be during the regularly scheduled working hours and an employee will not lose wages due to necessary participation.

The parties by mutual written agreement may waive any step, and extend any time limits in the grievance procedure. However, failure, by the employee or the Association, to adhere to the time limits without mutual agreement to waive such limits, will result in a forfeit of the grievance. Failure of the Employer to act within the time limitations specified, without mutual agreement to waive such limits, will constitute a denial of the grievance and permit the grievant to proceed to the next step.

9.3 Selection of Remedies

A grievance may only be advanced to step IV (final and binding arbitration) provided that the employee has not elected to pursue a veteran's discharge hearing and the timeline for such hearing has been exhausted, if applicable.

10. PUBLIC OBLIGATION

The parties mutually recognize that their first obligation is to the public and that the right of students and residents of the District to the continuous and uninterrupted operation of the school is of paramount importance.

The exclusive representative agrees, therefore, that during the term of this Agreement, neither the exclusive representative nor any employee will engage in any strike. The term "strike" means concerted action in failing to report for duty, the willful absence from one's position, sympathy strike, the stoppage of work, slowdown, or the abstinence in whole or in part from the full, faithful and proper performance of the duties of employment for the purposes of inducing, influencing or coercing a change in the conditions or compensation or the rights, privileges, or obligations of employment. The parties agree that Section 10 is not subject to the grievance or arbitration procedure but is enforceable in the Courts.

11. DURATION

11.1 Term and Reopening Negotiations

This Agreement will remain in full force and effect for a period commencing on its date of execution, through June 30, 2022, and

thereafter as provided by the PELRA. If either party desires to modify or amend this Agreement commencing at its expiration, it will give written notice of such intent pursuant to PELRA. Unless otherwise mutually agreed, the parties will not commence negotiations more than 90 days prior to the expiration of this Agreement.

11.2 Effect

This Agreement constitutes the full and complete Agreement between the Employer and the exclusive representative representing the employees. The provisions herein relating to terms and conditions of employment supersede any and all prior agreements, resolutions, practices, District policies, rules or regulations concerning terms and conditions of employment inconsistent with these provisions. Nothing in this Agreement will be construed to obligate the Employer to continue or discontinue existing or past practices, or prohibit the Employer from exercising all management rights and prerogatives, except insofar as this exercise would be in express violation of any term or terms of this Agreement.

11.3 Finality

Any matters relating to the terms and conditions of employment, whether or not referred to in this Agreement, will not be open for negotiation during the term of this Agreement.

11.4 Severability

The provisions of this Agreement are severable.

12. DOCUMENT AUTHORIZATION

IN WITNESS WHEREOF, the parties have signed this Agreement this _____ day of _____, 2020.

FOR MINNESOTA SCHOOL EMPLOYEES
ASSOCIATION:

FOR INDEPENDENT SCHOOL DIST.
NO. 273:

President

Chairperson

MSEA Field Representative

Clerk

APPENDIX A
POSITION CLASSIFICATIONS

Instructional Assistant
Classroom
Playground Duty*

Educational Associate
Autism Spectrum Disorder
Technology
Deaf & Hard of Hearing
Developmental Cognitive Disability
Due Process Support
Early Childhood Special Education
Emotional or Behavior Disorder
English as a Second Language
Math (secondary)
Music (choral, instrumental & accompanist)
Other Health Disability
Options
Physically Impaired
Science (secondary)
Science/Math (elementary)
Security Monitor
Sign Language Interpreter
Sign Language Facilitator
Specific Learning Disability
Traumatic Brain Injury
Visually Impaired
World Language

*Persons who are employed only as playground/lunchroom supervisors are not paraprofessionals.



Board Meeting Date: 9/22/2020

TITLE: Leadership's Equity Plans

TYPE: Discussion

PRESENTER(S): Edina School Board and John W. Schultz, Superintendent

BACKGROUND: The 2020-2025 Strategic Plan calls for the Edina Public Schools to:

Strategy B: *Ensure an Equitable and Inclusive School Culture*

EPS welcomes, respects, supports and values everyone so students can learn effectively, develop a deeper understanding of complex issues and become empowered to contribute to the school community.

Also, the Edina School Board met on August 6 to discuss Equity and reached the following starting points for the equity work:

Starting Points

- Priorities of the District Need to be Set
- Early Literacy
- Sense of Belonging
- Pipeline of Teachers of Color...Reflects our Students
- Talk to Students
- Understand where Edina Teachers are at in their Equity Journey
- Audit of Social Studies Curriculum and the broader District Curriculum

In addition the Board has set the following goal for the 2020-2021 school year...

Goal 3: Equitable Learning

The board is committed to broadening our understanding of equity work and working with the administration to implement strategic equity initiatives.

- Elevate the voice of those most affected by racial, socio-economic and gender, ability, gaps in our district. Develop an action plan to partner with students, parents, staff, alumni and community members. This may include efforts such as listening sessions, surveys, reporting tools and follow-up mechanisms. A system to report issues and concerns with diversity, equity and inclusion will also be included.
- Review our district policies to ensure they support equitable practices and don't cause disparate treatment of students or staff.
- Commit to having multiple work sessions related to equity.
- Partner with the city to promote equity and inclusion across the city and schools

Edina School Administrator Goals

Edina administrators have begun its planning for equity work. The table below summarizes the planning completed to date:

Enrollment

Review demographic changes to student body and ensure resources

Policy

Review policy for language that may lead to disparities among student groups

Human Resources

Recruit staff of color to reflect the demographics of the student body, matching teacher demographic to student demographic

Teaching and Learning

Review curriculum to ensure pK-12 curriculum reflects the cultures of the student body

Offer equity related professional development to support staff in their planning and instruction

Student Activities

Host a student summit to learn from all student voice that make up Edina Public Schools

Examine outside the school day experiences to ensure Edina Public Schools provide engagement to all students

Offer an outside the school day experience where students learn Edina's student data and ask questions of the data and offer remedies to disparities discovered in the data.

RECOMMENDATION: None

PRIMARY ISSUE(S) TO CONSIDER: Leadership's Equity Plans

ATTACHMENTS: None



Board Meeting Date: 9/22/2020

TITLE: Governing in the Face-to-Face, Hybrid, and Virtual

TYPE: Discussion

PRESENTER(S): Edina School Board and John W. Schultz, Superintendent

BACKGROUND: As the 2020-2021 school year begins, the Board will discuss a process for governing both the three learning models being used to deliver education in the COVID Pandemic and the Strategic Plan for this school year. Using the attached chart, a process is proposed for governance. Board Decisions that need to be made are in blue, decisions and actions of the administration are yellow, and actions requiring collaboration between the Board and Administration (green).

The goal of this work session item is to:

- discuss this attached framework as a tool to govern both the learning models and the strategic plan the scenarios in the pandemic
- discuss the strategic goals and performance measures for governing the three scenarios.
 - Board members should be prepared to come to the work session with their ideas of what strategic goals that need to be monitored at the governance level for the learning model.
 - Once there is agreement on these items, the lead team will propose performance measures for the Board to act on.
 - A subsequent meeting will be held to review strategic plan goals and measures

RECOMMENDATION: None

PRIMARY ISSUE(S) TO CONSIDER: Governing in the Face-to-Face, Hybrid, and Virtual

ATTACHMENTS:

Proposed Governance Chart

Strategic Goal	Initiative	Input(s)	Output(s)	Outcomes	Performance Measures
An achievable and realistic expression of the desired outcome	What needs to be done to achieve the desired outcome.	What is required to launch the initiative(s) - <i>supplies, staff time, capital funds, etc.</i>	What demonstrates that the initiatives took place? <i>materials, ideas generated, new processes developed, plan</i>	Directly attributed to an initiative's output. <i>Lead to change in awareness? Change in process, behavior, and decision making</i>	Indicate the effectiveness of an initiative - <i>is it achieving the desired result?</i>
Learning Models					
Provide three pathways for educational delivery: Face to Face, Hybrid and Virtual, where students feel engaged and meet or exceed growth and achievement targets.	Provide staff with the training they need to implement learning models. Prepare students and parents for the three environments. Develop Process for Pivoting between the three models.	Staff Training in hybrid and virtual scenarios Devices for all staff and students Learning Materials made available for students in virtual	Students are engaged in the pathway(s) being implemented Student and family communication structures are used by schools and teachers Professional Learning Communities are delivering curriculum and instruction in their pathway	Students are applying learning and responding to classroom instruction Families are receiving information about their child's learning and classroom Teachers are planning and consistently delivering curriculum and instruction to students	Students and parents survey feedback demonstrates engagement Student demonstrate growth in their learning pathway Student demonstrates achievement in math and reading
Oversight of shift in learning plans one pathway to another pathway.	Complete study of variables necessary to shift pathways	Interpret MDH and MDE rules in shifting			
Oversight of safe learning environment for students and staff that adheres to CDC and MDH safety regulations.	Develop, implement and monitor protocols for safe learning spaces throughout the district.	Creation of online training for staff and students. Students and building staff practice and learn safety protocols in the first weeks of school PPE and building signage is installed to promote masking and social distancing Students and staff are provided masks and other PPE	Training is developed and implemented for staff and students. Upon observation, students and staff follow protocols	Awareness for staff and students around safety protocols. Behavioral compliance with safety protocols; mitigation of COVID spread within school system.	Data on masking; Data on social distancing; data on virus spread within school system
Communicate effectively with key stakeholders regarding pandemic planning	Identify key stakeholders and messages related to Pandemic planning. Create a communications calendar for delivering messages	Identify key groups of stakeholders Receive input from key administrators on information that needs to be communicated.	Communication sent to stakeholder groups Respond and send clarifying language if necessary	Stakeholders understand the pandemic planning	Data from surveying families about communicating Pandemic planning