

## Negotiations 2023 - Guiding Values/Directions/Principles

### Guiding Values

As the district works to negotiate new contracts with each employee group, it will follow these guiding values, which stem from the district's mission of Each Student. Future Ready. Community Strong., and its core values of Caring Community, Cultural Proficiency, Future Readiness, Inclusive Partnership and Student Agency.

**In negotiating with employee bargaining groups, we believe in:**



**Creating a school system that values diversity and serves the unique needs of our students, families and staff**



**Valuing the professionalism of our staff and their roles in serving our students and families**



**Working within our budget to ensure programs and services are sustainable**



**Acting with integrity and in partnership with all employee groups**

**We will accomplish this by:**

- Clear and open communication about district priorities.
- Transparency about the district's financial position.
- Work with each employee group to establish working norms.

**Priorities (what are we trying to accomplish broadly)**

- Removing barriers that limit our efforts to ensure our staff reflects the demographics of our students.
- Work with the financial resources we have available.
- Support employees so they can best fulfill their roles for the benefit of our students.
- Prioritize equitable pay/benefits across employee groups so that we attract & retain high-quality staff.
- Provide flexibility for buildings and programs to pursue innovative approaches to benefit student learning.

**Meeting Norms**

1. Meetings should begin at the scheduled time.
2. Meetings will not exceed 2 hours in length unless both parties agree to extend the meeting.
3. All members of both teams will be at each meeting to the fullest extent possible, if unavailable, it is the responsibility of the team to catch the member up as issues will not be revisited.
4. Meetings will be purposeful, with a defined agenda.
5. Either side can request a short break to caucus or if the discussion becomes heated at any time. Parties will knock on the door before re-entering.
6. Progress will be tracked using a commonly formatted document with tentative agreements marked as such.
7. The party that was not the last party to either TA language, drop language, or provide a written proposal at the end of the last meeting will be the party to go first at the next meeting. This should be identified and agreed to at the end of each meeting.
8. All e-mails will be sent between Andy and Stacey.
9. Treat one another with courtesy and respect.
10. Stay focused on interests and issues rather than people.
11. Lead negotiators are the spokesperson for the party's position.
12. Questions from team members should be addressed to lead negotiator.
13. One person speaks at a time uninterrupted.
14. Commit to homework.
15. Listen for understanding and ask clarifying questions.
16. Be open and recognize differences of opinion.
17. Be discreet with sensitive information that is learned in sessions.

**Update general dates**

Item 1	<b>Update all appropriate sections with the correct dates. Sections include: Title Page and Table of Contents; ARTICLE IV, Section 11; ARTICLE V, Section 1; ARTICLE VIII, Section 12, Subd. 5; ARTICLE XII, Section 3; ARTICLE XVII, Section 1, SALARY Schedules, and other Articles as appropriate; Re-adopted MOU's addressing C-3, Amplify, career steps, and LTD.</b>
191	
9.20	

Item 2	
191	

Item 2	

Item 3	ARTICLE IV Section 11. Teacher Organization Absence Subd. 5. The BEA president shall be released full-time without loss of pay, benefits, or seniority in order to conduct duties as President. The teacher serving as BEA president shall retain all rights to his/her assignment held in the school year prior to the release time. The BEA shall compensate the district-50% of the average salary and benefits of the teacher's unit per year. 50% of the cost of the average salary and benefits of the teacher's unit shall be incorporated into the 2021-2023 contract settlement. 100% of the cost of the salary and benefits of the individual identified filling this role. The BEA agrees to notify the District by April 1st of each year as to who this individual will be for the following year.
191	
9.20	

Item 3	

Item 4	ARTICLE VI Section 9. Overloads: An Overload is defined as instruction within one school program that exceeds the number of minutes of class instruction fully covered by available preparation (prep) time. When a teacher teaches between school programs Article V, Section 12 applies. When a teacher accepts an overload assignment, he/she the employee shall receive additional compensation for the length of that assignment. Compensation for one semester shall be \$2,000 per semester plus calculation for lost prep time per semester for the addition of a current course offering or \$3,500 per semester plus calculation for lost prep time per semester for the addition of a new course offering.
191	
9.20	

Item 4	
Item 5	ARTICLE VII <u>Section 1. Health and Hospitalization Insurance Options:</u>
191	Subd. 1. <u>Effective July 1, 2011, for</u> All teachers who have a full-time assignment, who are employed by the School District, who qualify for and are enrolled in the health care insurance plan, the School District will contribute <u>the equivalent value of 95% of \$1,025 monthly toward</u> the single, (composite) premium. <u>The composite premium shall be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby the HRA and the in-network deductible equals the in-network out of pocket maximum. The composite premium will be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby \$1,000 annually shall be redirected by the district to the HRA. The remainder shall be borne by the employee. Effective July 1, 2024, all teachers who have a full-time assignment, who are employed by the School District, who qualify for and are enrolled in the health care insurance plan, the School District will contribute \$1,110 monthly toward the single, (composite) premium. The composite premium will be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby \$1,000 annually shall be redirected by the district to the HRA. The remainder shall be borne by the employee.</u> Effective at the start of the 2006-2007 school year, full-time assignment, for insurance purposes as outlined in this Section, shall mean thirty (30) hours per week.
9.20	
	<p>Subd. 2. <u>Effective July 1, 2011, A teacher with dependent coverage shall contribute the equivalent value of 20% of the monthly, composite premium as defined in Subd. 1. For all teachers who have a full-time assignment, who are employed by the School District, who qualify for and are enrolled in the health care insurance plan, the School District will contribute \$2,190 monthly toward the family, (composite) premium. The composite premium will be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby \$2,000 annually shall be redirected by the district to the HRA. The balance of the premium shall be paid by the District employee. Effective July 1, 2024, for all teachers who have a full-time assignment, who are employed by the School District, who qualify for and are enrolled in the health care insurance plan, the School District will contribute \$2,375 monthly toward the family, (composite) premium. The composite premium will be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby \$2,000 annually shall be redirected by the district to the HRA. The balance of the premium shall be paid by the employee.</u></p> <p>Subd. 3. Effective with the March 15, 2010 paycheck, when a teacher and his/her spouse are both employees of the district and are enrolled in dependent coverage, one of the employees will contribute an amount equal to that those with single coverage contribute.</p> <p>Subd. 4. Except as listed below, <u>for</u> teachers working at least 20 hours per week but less than 30 hours per week <u>the district</u> shall contribute <u>30% \$815 toward the monthly of the (composite)</u> premium for dependent coverage, effective July 1, 2006. Effective July 1, 2010, <u>for</u> teachers working at least 20 hours per week but less than 30 hours per week <u>the district</u> shall contribute <u>the equivalent value of 30% \$810 toward the monthly of the</u> composite premium for dependent coverage. The balance shall be paid by the <u>District employee. For this section, effective July 1, 2024, the district shall contribute \$885 monthly toward the composite premium. The balance shall be paid by the employee.</u></p>
Item 5	

Item 6 191	ARTICLE VIII <del>Section 1. Personal Illness Sick Leave</del> : When the District has reason to believe that leave is being abused or misused, it has an obligation to investigate and take appropriate action to prevent or remedy the misuse.
9.20	<p>Subd. 1. All full-time teachers shall earn <del>personal illness absence sick leave</del> at the accumulative rate of <del>ten (10) days for 2 days per month to a maximum of eighteen (18) days during each year of service in the employ of the School District. Effective July 1, 2019, ten (10) days shall be deposited to each full-time teacher at the beginning of each school year. Teachers hired after the first day of the school year shall have the ten (10) days prorated based upon the number of days missed divided by 184 days.</del> Part-time teachers shall accrue and be eligible for such benefit on a pro-rata basis.</p> <p>Subd. 2. Unused <del>personal illness absence Sick Leave</del> days may accumulate to one hundred eighty (180) days.</p> <p>Subd. 3. When a teacher has exhausted <del>personal illness absence Sick Leave</del>, the teacher shall have 1/184th of salary for each day of absence deducted from a subsequent payroll. (Teachers in their first year of employment with the District shall have 1/187th of salary deducted.)</p> <p>Subd. 4. In the event the illness or injury necessitates absence <del>beyond thirty (30) consecutive days the qualifying period</del>, income protection insurance will ensue in accordance with the existing policy. Excess days, if any, will be available upon return.</p> <p>Subd. 5. <del>Personal illness, disability, and emergency medical and dental procedures, required health care examinations, required dental examinations, and time needed to travel to and from required medical examinations are covered by this Section. Up to 48 hours of accrued sick time shall satisfy sick and safe time required by state statute.</del></p> <p>Subd. 6. Teachers currently under contract and employed during summer school may use accumulated <del>personal illness absence Sick Leave</del> if necessary. Such days shall be deducted on a pro-rata basis rounded to the nearest tenth.</p> <p>Subd. 7. Any employee who is absent because of injury, who deserves compensation under Minnesota Worker's Compensation Act, shall receive from the Board the difference between the allowance under the Act and his/her regular salary for a period of time that funds from his/her accumulated sick absences will provide on a prorated basis, or until he/she is eligible for long term disability.</p> <p><del>Subd. 8. Employees can use their earned sick time for the employee's mental or physical illness, treatment or preventive care; a family member's mental or physical illness, treatment or preventive care; absence due to domestic abuse, sexual assault or stalking of the employee or a family member; closure of the employee's workplace due to weather or public emergency or closure of a family member's school or care facility due to weather or public emergency; and when determined by a health authority or health care professional that the employee or a family member is at risk of infecting others with a communicable disease.</del></p> <p><del>Subd. 9. Family members are defined as their child, including foster child, adult child, legal ward, child for whom the employee is legal guardian or child to whom the employee stands or stood in loco parentis (in place of a parent); their spouse or registered domestic partner; their sibling, stepsibling or foster sibling; their biological, adoptive or foster parent, stepparent or a person who stood in loco parentis (in place of a parent) when the employee was a minor child; their grandchild, foster grandchild or step-grandchild; their grandparent or step-grandparent; a child of a sibling of the employee; a sibling of the parents of the employee; a child-in-law or sibling-in-law; any of the family members listed above of an employee's spouse or registered domestic partner; any other individual related by blood or whose close association with the employee is the equivalent of a family relationship; and up to one individual annually designated by the employee.</del></p>

	<p>Subd. 10. The total number of sick time accrued and available for use, as well as the total number of earned sick hours used shall be available to employees via the current online payroll system, i.e. Skyward.</p> <p><b>Section 3. Family Illness – Absence:</b></p> <p>Subd. 1. At the beginning of each school year, each full time teacher shall be credited with a maximum of five (5) days per school year, cumulative to seven (7), for illness in the family for each full-time teacher. Part-time teachers shall accrue and be eligible for such benefits on a prorated basis.</p> <p>Subd. 2. The term family is interpreted to mean anyone of personal significance to a teacher.</p> <p>Subd. 3. Teachers who have exhausted their family illness absences may use personal illness absence provided by the employer for absences due to an illness of the employee's family member for such reasonable periods as the employee's attendance with the family member may be necessary, on the same terms the employee is able to use sick leave benefits for the employee's own illness. This section applies only to sick leave benefits payable to the employee from the employer's general assets.</p>
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Item 6	
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Item 7	ARTICLE VIII <b>Section 4. Bereavement Absence:</b>
191	Subd. 1. A maximum of five (5) days for each death in categories "a", "b", "c", "d", and "e" as listed below for each full-time teacher. An employee may take up to five (5) days of paid bereavement leave per event for any death(s) that occurs in the employee's immediate family. For purposes of this Agreement, "immediate family" includes a spouse, children, parents or equivalent, siblings, grandparents, grandchildren, aunts, uncles, nieces, nephews and equivalent in-laws. The Superintendent may, in their sole discretion, grant up to ten (10) additional days of bereavement leave per school year for reasons such as multiple deaths in the immediate family, out-of-state funerals or other extenuating circumstances.
9.20	<p>Subd. 2. One (1) day for each of the categories "f" through "l." A maximum of an additional three (3) days may be permitted at the discretion of and upon the approval of the Executive Director of Human Resources. Part-time teachers shall accrue and be eligible for such a benefit on a pro-rata basis.</p> <ul style="list-style-type: none"> <li>a. parent, step parent or former guardian of teacher</li> <li>b. spouse of teacher</li> <li>c. individuals who dwell under the same roof and comprise a family or domestic establishment</li> <li>d. child, step child of teacher</li> <li>e. parent or step parent of spouse</li> <li>f. brother, step brother, sister, or step sister of teacher</li> <li>g. spouse of teacher's child</li> <li>h. grandchildren or step grandchildren of teacher</li> <li>i. grandparents or step grandparents of teacher or spouse</li> <li>j. brother, step brother, sister, or step sister of spouse</li> <li>k. brother in law, sister in law, nephew, niece, uncle or aunt</li> <li>l. or a dependent living in the immediate household and is included as a dependent by the employee in filing state and federal tax returns.</li> </ul> <p>Subd. 3. If a teacher has exhausted all accrued personal days in a given school year, he or she may use (3) personal sick days per year to attend the funeral of a person with whom they have a significant</p>

	relationship.
Item 7	
Item 8	ARTICLE VIII <u>Section 10. Sabbatical Leave:</u>
191	Subd. 1. One (1) year or part of a year will be available and may be granted to members of the certificated staff who have demonstrated by performance that a sabbatical leave experience would enable them to make a contribution to the improvement of the instructional program of District 191.
9.20	Subd. 2. To be eligible for a sabbatical leave, an individual must have taught for seven (7) years in the District. Sabbatical leave shall be for the following reasons: Accredited advanced study, Research, or Related professional activity.
	Subd. 3. Staff members must make application to the Executive Director of Human Resources after December 15, and before January 15, for leaves to be taken during the following school year. An application for a leave to be taken the second semester of an academic year may be submitted after June 15, and before August 15, preceding that academic year. The application shall include: <ul style="list-style-type: none"> <li>a. A detailed prospectus of the proposed activity;</li> <li>b. A statement of the relationship between the proposed activity; and improvement of the instructional program of District 191 and a plan for implementation;</li> <li>c. A letter of recommendation from the immediate supervisor and one (1) other administrator who has knowledge of the applicant; and</li> <li>d. Two (2) letters of recommendation from professional educators not in the employ of District 191.</li> </ul>
	Subd. 4. Applicants will be interviewed by a Sabbatical Leave Committee composed of two (2) members appointed by the BEA president, two (2) administrators appointed by the Superintendent of Schools, and a member of the Board of Education designated by the Board of Education. Two (2) separate committees shall be formed, one (1) for the full year requests and one (1) for the half year requests. The committees shall hear all requests for its particular category. The committees shall be formed as early as possible to fit the deadline dates for application. Interviews will be scheduled within thirty (30) days of the date of application.
	Applicants will be notified of their status within fifteen (15) days of closing date for application.
	Subd. 5. The number of teachers on sabbatical leave shall be limited in number to 2.5 FTE teachers. If the number of qualified applicants exceeds the quota, the Sabbatical Leave Committee shall rank the applicants and granted leaves shall be in that order. The quota shall be determined by rounding off the total number of full-time equivalent members of the teachers' appropriate unit to the nearest one hundred (100) members.
	Subd. 6. The allowance granted to a teacher on sabbatical leave shall be the lesser of seventy (70%) of the base contract salary of the individual or \$15,000 for the school term during which the leave takes place. For periods less than one (1) year, allowance shall be prorated. Teachers on sabbatical leave may augment their sabbatical salary with aids, fellowships, scholarships, or other stipends. Teachers may also augment their sabbatical leave salary by accepting part-time employment, but in no case shall a commitment to part-time employment exceed half-time.
	Subd. 7. A teacher who is granted a sabbatical leave must pledge to teach in School District 191 for one (1) full

	<p>year following the termination of the leave. If the teacher's service is discontinued for any reason other than the individual's incapacity to teach before the expiration of the one (1) year, the teacher shall pay back to the Board a pro-rata of the sabbatical allowance.</p> <p>Subd. 8. Upon expiration of the sabbatical leave, the individual shall have the privilege of returning to an equivalent contractual position occupied prior to the leave, plus credit for one (1) year's teaching or professional experience for the year spent on sabbatical leave. All fringe benefits will remain in force as long as they do not conflict with Minnesota State law or Board policy. Fringe benefits for purposes of this Section mean: insurance coverage will be the same as active teachers, sick absence shall not accumulate, and other absences are not applicable.</p> <p>Subd. 9. Sabbatical leaves that are approved but extend beyond the contract expiration date will be subject to the provisions of the subsequent contract.</p>
<p>Item 8</p>	
<p>Item 9</p> <p>191</p>	
<p>Item 9</p>	
<p>Item 10</p> <p>191</p>	<p>ARTICLE XVI Copies of this Master Agreement shall be printed at the School District's expense and distributed to every member now or hereafter employed during the term of the Agreement. on the District's web page. The District shall furnish fifty (50) to the Association at cost upon request.</p>
<p>Item 10</p>	
<p>Item 11</p> <p>191</p>	<p>APPENDIX A Section 8. Group Insurance.</p> <p>Subd. 1. Effective July 1, 2014 2023, for all teachers who are employed 736 hours or more, who are employed by the School District, who qualify for and are enrolled in the health care insurance plan, the School District will contribute the equivalent value of 95% of the \$1,025 monthly toward the single, (composite) premium. The composite premium shall be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby the HRA and the in-network deductible equals the in-network out-of-pocket maximum. The composite premium will be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby \$1,000 annually shall be redirected by the district to the HRA. The remainder shall be borne by the employee. Effective July 1, 2024, for all teachers who are employed 736 hours or more, who are employed by the School District, who qualify for and are enrolled in the health care insurance plan, the School District will contribute \$1,110 monthly toward the single, (composite) premium. The composite premium will be based on a health care insurance plan</p>

with an HRA (Health Reimbursement Account) whereby \$1,000 annually shall be redirected by the district to the HRA. The remainder shall be borne by the employee.

Subd. 2. Effective July 1, 2014-2023, for a teacher with dependent coverage shall contribute the equivalent value of 20% of the monthly, composite premium as defined in Subd. 1. The balance of the premium shall be paid by the District. the School District will contribute \$2,190 monthly toward the family, (composite) premium. The composite premium will be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby \$2,000 annually shall be redirected by the district to the HRA. The balance of the premium shall be paid by the employee. Effective July 1, 2022, for all teachers who have a full-time assignment, who are employed by the School District, who qualify for and are enrolled in the health care insurance plan, the School District will contribute \$2,375 monthly toward the family, (composite) premium. The composite premium will be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby \$2,000 annually shall be redirected by the district to the HRA. The balance of the premium shall be paid by the employee.

Item 11

Item 12

APPENDIX C- 1&2 BEA Salary Schedule

191

STEP	BA	BA 20	BA40	MA	MA20	MA40	MA60
1	\$ 42,570	\$ 44,330	\$ 45,880	\$ 48,090	\$ 50,310	\$ 52,390	\$ 54,970
2	\$ 42,590	\$ 44,360	\$ 45,910	\$ 48,130	\$ 50,360	\$ 52,420	\$ 55,000
3	\$ 42,630	\$ 44,390	\$ 45,940	\$ 48,180	\$ 50,400	\$ 52,470	\$ 55,040
4	\$ 43,220	\$ 44,720	\$ 46,690	\$ 50,400	\$ 54,280	\$ 55,170	\$ 57,880
5	\$ 44,290	\$ 46,170	\$ 48,340	\$ 52,260	\$ 56,800	\$ 57,860	\$ 60,370
6	\$ 46,930	\$ 48,850	\$ 51,250	\$ 55,230	\$ 57,910	\$ 60,620	\$ 63,820
7	\$ 50,890	\$ 51,030	\$ 53,170	\$ 57,480	\$ 60,190	\$ 62,640	\$ 66,320
8	\$ 50,890	\$ 55,110	\$ 55,640	\$ 60,010	\$ 62,460	\$ 65,650	\$ 68,850
9	\$ 50,890	\$ 55,110	\$ 60,610	\$ 62,960	\$ 66,140	\$ 69,580	\$ 73,010
10	\$ 50,890	\$ 55,110	\$ 60,610	\$ 66,590	\$ 69,790	\$ 73,220	\$ 76,910
11	\$ 50,890	\$ 55,110	\$ 60,610	\$ 71,260	\$ 74,850	\$ 78,450	\$ 82,490
12	\$ 50,890	\$ 55,110	\$ 60,610	\$ 77,410	\$ 81,130	\$ 85,010	\$ 89,150
13	\$ 50,890	\$ 55,110	\$ 60,610	\$ 77,410	\$ 81,130	\$ 85,010	\$ 89,150
14	\$ 50,890	\$ 55,110	\$ 60,610	\$ 77,410	\$ 81,130	\$ 85,010	\$ 89,150
15	\$ 53,780	\$ 58,980	\$ 65,100	\$ 81,840	\$ 86,080	\$ 90,530	\$ 95,840
16	\$ 53,780	\$ 58,980	\$ 65,100	\$ 81,840	\$ 86,080	\$ 90,530	\$ 95,840
17	\$ 53,780	\$ 58,980	\$ 65,100	\$ 81,840	\$ 86,080	\$ 90,530	\$ 95,840
18	\$ 53,780	\$ 58,980	\$ 65,100	\$ 81,840	\$ 86,080	\$ 90,530	\$ 95,840
19	\$ 53,780	\$ 58,980	\$ 65,100	\$ 81,840	\$ 86,080	\$ 90,530	\$ 95,840
20	\$ 57,840	\$ 62,400	\$ 69,220	\$ 85,340	\$ 90,100	\$ 95,130	\$ 102,020



STEP	BA	BA 20	BA40	MA	MA20	MA40	MA60
1	\$ 42,570	\$ 44,330	\$ 45,880	\$ 48,090	\$ 50,310	\$ 52,390	\$ 54,970
2	\$ 42,590	\$ 44,360	\$ 45,910	\$ 48,130	\$ 50,360	\$ 52,420	\$ 55,000
3	\$ 42,630	\$ 44,390	\$ 45,940	\$ 48,180	\$ 50,400	\$ 52,470	\$ 55,040
4	\$ 43,220	\$ 44,720	\$ 46,690	\$ 50,400	\$ 54,280	\$ 55,170	\$ 57,880
5	\$ 44,290	\$ 46,170	\$ 48,340	\$ 52,260	\$ 56,800	\$ 57,860	\$ 60,370
6	\$ 46,930	\$ 48,850	\$ 51,250	\$ 55,230	\$ 57,910	\$ 60,620	\$ 63,820
7	\$ 50,890	\$ 51,030	\$ 53,170	\$ 57,480	\$ 60,190	\$ 62,640	\$ 66,320
8	\$ 50,890	\$ 55,110	\$ 55,640	\$ 60,010	\$ 62,460	\$ 65,650	\$ 68,850
9	\$ 50,890	\$ 55,110	\$ 60,610	\$ 62,960	\$ 66,140	\$ 69,580	\$ 73,010
10	\$ 50,890	\$ 55,110	\$ 60,610	\$ 66,590	\$ 69,790	\$ 73,220	\$ 76,910
11	\$ 50,890	\$ 55,110	\$ 60,610	\$ 71,260	\$ 74,850	\$ 78,450	\$ 82,490
12	\$ 50,890	\$ 55,110	\$ 60,610	\$ 77,410	\$ 81,130	\$ 85,010	\$ 89,150
13	\$ 50,890	\$ 55,110	\$ 60,610	\$ 77,410	\$ 81,130	\$ 85,010	\$ 89,150
14	\$ 50,890	\$ 55,110	\$ 60,610	\$ 77,410	\$ 81,130	\$ 85,010	\$ 89,150
15	\$ 53,780	\$ 58,980	\$ 65,100	\$ 81,840	\$ 86,080	\$ 90,530	\$ 95,840
16	\$ 53,780	\$ 58,980	\$ 65,100	\$ 81,840	\$ 86,080	\$ 90,530	\$ 95,840
17	\$ 53,780	\$ 58,980	\$ 65,100	\$ 81,840	\$ 86,080	\$ 90,530	\$ 95,840
18	\$ 53,780	\$ 58,980	\$ 65,100	\$ 81,840	\$ 86,080	\$ 90,530	\$ 95,840
19	\$ 53,780	\$ 58,980	\$ 65,100	\$ 81,840	\$ 86,080	\$ 90,530	\$ 95,840
20	\$ 57,840	\$ 62,400	\$ 69,220	\$ 85,340	\$ 90,100	\$ 95,130	\$ 102,020

0, 0 on schedule each year reflects MSBA increase 5.03% or 6.41% increase over two years. Last settlement reflected 2, 2 with MSBA 6.53% and an 8.44% increase over two years. 9% increase in medical premium cost to the district is on average equivalent to \$1,700 to those on the plan.

Item 12	
Item 13	
191	
Item 13	
Item 14	
191	
Item 14	
Item 15	
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# Rationale for Proposal

By: **191**

**Concern:** A brief description of the concern, including how prevalent of an issue it is and how it impacts our ability to work both effectively and efficiently. The concern also needs to state whether it is covered under PELRA to be addressed through negotiations or if it is a concern that needs to be addressed through other means:

*Subdivision 1. **Inherent managerial policy.** A public employer is not required to meet and negotiate on matters of inherent managerial policy. **Matters of inherent managerial policy include, but are not limited to, such areas of discretion or policy as the functions and programs of the employer, its overall budget, utilization of technology, the organizational structure, and selection of personnel.** No public employer shall sign an agreement which limits its right to select persons to serve as supervisory employees or state managers under section 43A.18, subdivision 3, or requires the use of seniority in their selection.*

*Subd. 2. **Meet and negotiate.** (a) A public employer has an obligation to meet and negotiate in good faith with the exclusive representative of public employees in an appropriate unit regarding grievance procedures and the terms and conditions of employment, but this obligation does not compel the public employer or its representative to agree to a proposal or require the making of a concession.*

*In addition, a public employer may, but does not have an obligation to, meet and negotiate in good faith with the exclusive representative of public employees in an appropriate unit regarding an employer contribution to the state of Minnesota deferred compensation plan authorized by section 356.24, paragraph (a), clause (4), within the limits set by section 356.24, paragraph (a), clause (4).*

**When a new agreement is negotiated all relevant dates need to be adjusted to reflect the period of time covered under the contract.**

**Desired Outcome:** A brief description of a vision of what conditions would look like if the concerns were addressed.

**The contract dates reflect the coverage period of the agreement.**

**Proposed Language:** Written proposed contract language to solve the concern. This is the language that will change with proposals from each party. Please include the location of the language, i.e. Article, Section, Subd.

**Update all appropriate sections with the correct dates. Sections include:**

**Title Page and Table of Contents; ARTICLE IV, Section 11; ARTICLE V, Section 1; ARTICLE VIII, Section 12, Subd. 5; ARTICLE XII, Section 3; ARTICLE XVII, Section 1, SALARY Schedules, and other Articles as appropriate; Re-adopted MOU's addressing C-3, Amplify, career steps, and LTD.**

**Implications of Proposed Language:** Identify implications for student achievement, staff engagement and financial impact.

**Contract language remains current.**

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*Subd. 2. **Meet and negotiate.** (a) A public employer has an obligation to meet and negotiate in good faith with the exclusive representative of public employees in an appropriate unit regarding grievance procedures and the terms and conditions of employment, but this obligation does not compel the public employer or its representative to agree to a proposal or require the making of a concession.*

*In addition, a public employer may, but does not have an obligation to, meet and negotiate in good faith with the exclusive representative of public employees in an appropriate unit regarding an employer contribution to the state of Minnesota deferred compensation plan authorized by section 356.24, paragraph (a), clause (4), within the limits set by section 356.24, paragraph (a), clause (4).*

The district does not agree that the public should be subsidizing the release of individuals to represent another organization or participate in political agendas that may be contrary to those interests of the district. The average salary and benefit package of a teacher is \$109,000. Teachers at the top end of the scale average \$149,000 total compensation. Under current language \$55,000 is being paid by the union for a position that actually cost nearly \$100,000 more.

**Desired Outcome:** A brief description of a vision of what conditions would look like if the concerns were addressed.

We are hoping to have the union pay in full for the person filling this role.

**Proposed Language:** Written proposed contract language to solve the concern. This is the language that will change with proposals from each party. Please include the location of the language, i.e. Article, Section, Subd.

ARTICLE IV Section 11. Teacher Organization Absence Subd. 5. The BEA president shall be released full-time without loss of pay, benefits, or seniority in order to conduct duties as President. The teacher serving as BEA president shall retain all rights to his/her assignment held in the school year prior to the release time. The BEA shall compensate the district **50% of the average salary and benefits of the teacher's unit per year. 50% of the cost of the average salary and benefits of the teacher's unit shall be incorporated into the 2021-2023 contract settlement. 100% of the cost of the salary and benefits of the individual identified filling this role.** The BEA agrees to notify the District by April 1st of each year as to who this individual will be for the following year.

**Implications of Proposed Language:** Identify implications for student achievement, staff engagement and financial impact.

Application of this language reflects a more accurate accounting for public funds, aligns the legislative platforms according to the group being represented, and helps employees and the public understand the value of the full-time release.

# Rationale for Proposal

By: 191

**Concern:** A brief description of the concern, including how prevalent of an issue it is and how it impacts our ability to work both effectively and efficiently. The concern also needs to state whether it is covered under PELRA to be addressed through negotiations or if it is a concern that needs to be addressed through other means:

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*In addition, a public employer may, but does not have an obligation to, meet and negotiate in good faith with the exclusive representative of public employees in an appropriate unit regarding an employer contribution to the state of Minnesota deferred compensation plan authorized by section 356.24, paragraph (a), clause (4), within the limits set by section 356.24, paragraph (a), clause (4).*

To avoid any confusion when the terms Overload and Traveling teachers apply, we are proposing language to specifically define the term overload.

**Desired Outcome:** A brief description of a vision of what conditions would look like if the concerns were addressed.

We are hoping to help employees understand the difference between the two terms to avoid confusion and assist with planning.

**Proposed Language:** Written proposed contract language to solve the concern. This is the language that will change with proposals from each party. Please include the location of the language, i.e. Article, Section, Subd.

ARTICLE VI Section 9. Overloads: **An Overload is defined as instruction within one school program that exceeds the number of minutes of class instruction fully covered by available preparation (prep) time. When a teacher teaches between school programs Article V, Section 12 applies.** When a teacher accepts an overload assignment, ~~he/she~~ **the employee** shall receive additional compensation for the length of that assignment. Compensation for one semester shall be \$2,000 per semester plus calculation for lost prep time per semester for the addition of a current course offering or \$3,500 per semester plus calculation for lost prep time per semester for the addition of a new course offering.

**Implications of Proposed Language:** Identify implications for student achievement, staff engagement and financial impact.

Application of this language should assist with clarity and financial planning for both administration and employees.

# Rationale for Proposal

By: **191**

**Concern:** A brief description of the concern, including how prevalent of an issue it is and how it impacts our ability to work both effectively and efficiently. The concern also needs to state whether it is covered under PELRA to be addressed through negotiations or if it is a concern that needs to be addressed through other means:

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*In addition, a public employer may, but does not have an obligation to, meet and negotiate in good faith with the exclusive representative of public employees in an appropriate unit regarding an employer contribution to the state of Minnesota deferred compensation plan authorized by section 356.24, paragraph (a), clause (4), within the limits set by section 356.24, paragraph (a), clause (4).*

Currently the District pays over \$25 million in health insurance claims and is facing a 9% increase in premium this year and it is likely to have another large increase next year. The District is seeking to create flexibility for the Benefits Committee to assure the most cost effective and employee friendly benefits remain in place. Currently the teachers' unit is the last unit to agree to move to a fixed rate of contribution for HRA's (Health Reimbursement Accounts). While restrictive language remains in contract language, the Benefits Committee is limited on proposing cost-effect options for Board approval. Also, the District desires to move to a flat rate for insurance contribution from a percentage. A percentage approach has a built-in increase without the ability to negotiate a contribution rate in consideration of the total package. A 9% increase in premiums is equivalent on average to a \$1,700 raise for those taking insurance. That is a significant part of the total compensation package.

**Desired Outcome:** A brief description of a vision of what conditions would look like if the concerns were addressed.

Remove language that limits the flexibility to review and adjust policy plans to be cost effective and employee friendly while aligning it with language in other employee groups.

**Proposed Language:** Written proposed contract language to solve the concern. This is the language that will change with proposals from each party. Please include the location of the language, i.e. Article, Section, Subd.

## ARTICLE VII Section 1. Health and Hospitalization Insurance Options:

Subd. 1. **Effective July 1, 2011, for** All teachers who have a full-time assignment, who are employed by the School District, who qualify for and are enrolled in the health care insurance plan, the School District will contribute **the equivalent value of 95% of \$1,025 monthly toward** the single, (composite) premium. **The composite premium shall be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby the HRA and the in-network deductible equals the in-network out of pocket maximum. The composite premium will be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby \$1,000 annually shall be redirected by the district to the HRA.** The remainder shall be borne by the employee. **Effective July 1, 2024, all teachers who have a full-time assignment, who are employed by the School District, who qualify for and are enrolled in the health care insurance plan, the School District will contribute \$1,110 monthly toward the single, (composite) premium. The composite premium will be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby \$1,000 annually shall be redirected by the district to the HRA. The remainder shall be borne by the employee.** Effective at the start of the 2006-2007 school year, full-time assignment, for insurance purposes as outlined in this Section, shall mean thirty (30) hours per week.

Subd. 2. **Effective July 1, 2011, A teacher with dependent coverage shall contribute the equivalent value of 20% of the monthly, composite premium as defined in Subd. 1. For all teachers who have a full-time assignment, who are employed by the School District, who qualify for and are enrolled in the health care insurance plan, the School District will contribute \$2,190 monthly toward the family, (composite) premium. The composite premium will be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby \$2,000 annually shall be redirected by the district to the HRA. The balance of the premium shall be paid by the District-employee. Effective July 1, 2024, for all teachers who have a full-time assignment, who are employed by the School District, who qualify for and are enrolled**

in the health care insurance plan, the School District will contribute \$2,375 monthly toward the family, (composite) premium. The composite premium will be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby \$2,000 annually shall be redirected by the district to the HRA. The balance of the premium shall be paid by the employee.

Subd. 3. Effective with the March 15, 2010 paycheck, when a teacher and his/her spouse are both employees of the district and are enrolled in dependent coverage, one of the employees will contribute an amount equal to that those with single coverage contribute.

Subd. 4. Except as listed below, for teachers working at least 20 hours per week but less than 30 hours per week the district shall contribute 30% \$815 toward the monthly of the (composite) premium for dependent coverage, effective July 1, 2006. Effective July 1, 2010, for teachers working at least 20 hours per week but less than 30 hours per week the district shall contribute the equivalent value of 30% \$810 toward the monthly of the composite premium for dependent coverage. The balance shall be paid by the District-employee. For this section, effective July 1, 2024, the district shall contribute \$885 monthly toward the composite premium. The balance shall be paid by the employee.

*Adjust other related language items.*

**Implications of Proposed Language:** Identify implications for student achievement, staff engagement and financial impact.

This would not create a change to the current HRA contribution. It would only allow the Benefit Committee flexibility. Moving to a flat rate would also allow the negotiations team to allocate resources to areas that are the most important at that time.

# Rationale for Proposal

By: **191**

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*Subd. 2. **Meet and negotiate.** (a) A public employer has an obligation to meet and negotiate in good faith with the exclusive representative of public employees in an appropriate unit regarding grievance procedures and the terms and conditions of employment, but this obligation does not compel the public employer or its representative to agree to a proposal or require the making of a concession.*

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January 1, 2024 new legislative language around sick and safe leave time goes into effect. This proposed language will help align negotiated language along with requirements by statute.

**Desired Outcome:** A brief description of a vision of what conditions would look like if the concerns were addressed.

This proposed language will help align negotiated language along with requirements by statute.

**Proposed Language:** Written proposed contract language to solve the concern. This is the language that will change with proposals from each party. Please include the location of the language, i.e. Article, Section, Subd.

ARTICLE VIII **Section 1. Personal Illness Sick Leave:** When the District has reason to believe that leave is being abused or misused, it has an obligation to investigate and take appropriate action to prevent or remedy the misuse.

- Subd. 1. All full-time teachers shall earn ~~personal illness absence sick leave~~ at the accumulative rate of ~~ten (10) days for 2 days per month to a maximum of eighteen (18) days during~~ each year of service in the employ of the School District. ~~Effective July 1, 2019, ten (10) days shall be deposited to each full-time teacher at the beginning of each school year. Teachers hired after the first day of the school year shall have the ten (10) days prorated based upon the number of days missed divided by 184 days.~~ Part-time teachers shall accrue and be eligible for such benefit on a pro-rata basis.
- Subd. 2. Unused ~~personal illness absence~~ **Sick Leave** days may accumulate to one hundred eighty (180) days.
- Subd. 3. When a teacher has exhausted ~~personal illness absence~~ **Sick Leave**, the teacher shall have 1/184th of salary for each day of absence deducted from a subsequent payroll. (Teachers in their first year of employment with the District shall have 1/187th of salary deducted.)
- Subd. 4. In the event the illness or injury necessitates absence ~~beyond thirty (30) consecutive days the qualifying period,~~ income protection insurance will ensue in accordance with the existing policy. Excess days, if any, will be available upon return.
- Subd. 5. ~~Personal illness, disability, and emergency medical and dental procedures, required health care examinations, required dental examinations, and time needed to travel to and from required medical examinations are covered by this Section.~~ Up to 48 hours of accrued sick time shall satisfy sick and safe time required by state statute.

Subd. 6. Teachers currently under contract and employed during summer school may use accumulated ~~personal illness absence~~ **Sick Leave** if necessary. Such days shall be deducted on a pro-rata basis rounded to the nearest tenth.

Subd. 7. Any employee who is absent because of injury, who deserves compensation under Minnesota Worker's Compensation Act, shall receive from the Board the difference between the allowance under the Act and his/her regular salary for a period of time that funds from his/her accumulated sick absences will provide on a prorated basis, or until he/she is eligible for long term disability.

~~Subd. 8. Employees can use their earned sick time for the employee's mental or physical illness, treatment or preventive care; a family member's mental or physical illness, treatment or preventive care; absence due to domestic abuse, sexual assault or stalking of the employee or a family member; closure of the employee's workplace due to weather or public emergency or closure of a family member's school or care facility due to weather or public emergency; and when determined by a health authority or health care professional that the employee or a family member is at risk of infecting others with a communicable disease.~~

~~Subd. 9. Family members are defined as their child, including foster child, adult child, legal ward, child for whom the employee is legal guardian or child to whom the employee stands or stood in loco parentis (in place of a parent); their spouse or registered domestic partner; their sibling, stepsibling or foster sibling; their biological, adoptive or foster parent, stepparent or a person who stood in loco parentis (in place of a parent) when the employee was a minor child; their grandchild, foster grandchild or step-grandchild; their grandparent or step-grandparent; a child of a sibling of the employee; a sibling of the parents of the employee; a child-in-law or sibling-in-law; any of the family members listed above of an employee's spouse or registered domestic partner; any other individual related by blood or whose close association with the employee is the equivalent of a family relationship; and up to one individual annually designated by the employee.~~

~~Subd. 10. The total number of sick time accrued and available for use, as well as the total number of earned sick hours used shall be available to employees via the current online payroll system, i.e. Skyward.~~

### ~~Section 3. Family Illness – Absence:~~

~~Subd. 1. At the beginning of each school year, each full-time teacher shall be credited with a maximum of five (5) days per school year, cumulative to seven (7), for illness in the family for each full-time teacher. Part-time teachers shall accrue and be eligible for such benefits on a prorated basis.~~

~~Subd. 2. The term family is interpreted to mean anyone of personal significance to a teacher.~~

~~Subd. 3. Teachers who have exhausted their family illness absences may use personal illness absence provided by the employer for absences due to an illness of the employee's family member for such reasonable periods as the employee's attendance with the family member may be necessary, on the same terms the employee is able to use sick leave benefits for the employee's own illness. This section applies only to sick leave benefits payable to the employee from the employer's general assets.~~

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**Implications of Proposed Language:** Identify implications for student achievement, staff engagement and financial impact.

Application of this language should support current negotiated leave as well as identify state requirements.



# Rationale for Proposal

By: **191**

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Currently bereavement language varies from unit to unit. Bereavement is personal and should be equally applied across all employees experiencing grief and loss.

**Desired Outcome:** A brief description of a vision of what conditions would look like if the concerns were addressed.

To align bereavement language across all units.

**Proposed Language:** Written proposed contract language to solve the concern. This is the language that will change with proposals from each party. Please include the location of the language, i.e. Article, Section, Subd.

ARTICLE VIII **Section 4. Bereavement Absence:**

Subd. 1. **A maximum of five (5) days for each death in categories "a", "b", "c", "d", and "e" as listed below for each full-time teacher. An employee may take up to five (5) days of paid bereavement leave per event for any death(s) that occurs in the employee's immediate family. For purposes of this Agreement, "immediate family" includes a spouse, children, parents or equivalent, siblings, grandparents, grandchildren, aunts, uncles, nieces, nephews and equivalent in-laws. The Superintendent may, in their sole discretion, grant up to ten (10) additional days of bereavement leave per school year for reasons such as multiple deaths in the immediate family, out-of-state funerals or other extenuating circumstances.**

Subd. 2. **One (1) day for each of the categories "f" through "l." A maximum of an additional three (3) days may be permitted at the discretion of and upon the approval of the Executive Director of Human Resources. Part-time teachers shall accrue and be eligible for such a benefit on a pro-rata basis.**

- a. **parent, step parent or former guardian of teacher**
- b. **spouse of teacher**
- c. **individuals who dwell under the same roof and comprise a family or domestic establishment**
- d. **child, step child of teacher**
- e. **parent or step parent of spouse**
- f. **brother, step brother, sister, or step sister of teacher**
- g. **spouse of teacher's child**
- h. **grandchildren or step grandchildren of teacher**
- i. **grandparents or step grandparents of teacher or spouse**
- j. **brother, step brother, sister, or step sister of spouse**
- k. **brother-in-law, sister-in-law, nephew, niece, uncle or aunt**

1. or a dependent living in the immediate household and is included as a dependent by the employee in filing state and federal tax returns.

Subd. 3. If a teacher has exhausted all accrued personal days in a given school year, he or she may use (3) personal sick days per year to attend the funeral of a person with whom they have a significant relationship.

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**Implications of Proposed Language:** Identify implications for student achievement, staff engagement and financial impact.

Application of this language should support all employees and provide clarity in its application.

DRAFT

# Rationale for Proposal

By: **191**

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Currently Sabbatical language is in the contract and has not been applied for well over a decade. This is a concept that has long sunset and it is time to reflect that in the negotiated agreement.

**Desired Outcome:** A brief description of a vision of what conditions would look like if the concerns were addressed.

To keep language with the contract current.

**Proposed Language:** Written proposed contract language to solve the concern. This is the language that will change with proposals from each party. Please include the location of the language, i.e. Article, Section, Subd.

ARTICLE VIII Section 10. Sabbatical Leave:

Subd. 1. — One (1) year or part of a year will be available and may be granted to members of the certificated staff who have demonstrated by performance that a sabbatical leave experience would enable them to make a contribution to the improvement of the instructional program of District 191.

Subd. 2. — To be eligible for a sabbatical leave, an individual must have taught for seven (7) years in the District. Sabbatical leave shall be for the following reasons: Accredited advanced study, Research, or Related professional activity.

Subd. 3. — Staff members must make application to the Executive Director of Human Resources after December 15, and before January 15, for leaves to be taken during the following school year. An application for a leave to be taken the second semester of an academic year may be submitted after June 15, and before August 15, preceding that academic year. The application shall include:

- a. — A detailed prospectus of the proposed activity;
- b. — A statement of the relationship between the proposed activity; and improvement of the instructional program of District 191 and a plan for implementation;
- c. — A letter of recommendation from the immediate supervisor and one (1) other administrator who has knowledge of the applicant; and
- d. — Two (2) letters of recommendation from professional educators not in the employ of District 191.

Subd. 4. — Applicants will be interviewed by a Sabbatical Leave Committee composed of two (2) members appointed by the BEA president, two (2) administrators appointed by the Superintendent of Schools, and a member of the Board of Education designated by the Board of Education. Two (2) separate committees shall be formed, one (1) for the full year requests and one (1) for the half year requests. The committees shall hear all requests for its particular category. The committees shall be formed as early as possible to fit the deadline dates for application. Interviews

will be scheduled within thirty (30) days of the date of application.

Applicants will be notified of their status within fifteen (15) days of closing date for application.

Subd. 5. The number of teachers on sabbatical leave shall be limited in number to 2.5 FTE teachers. If the number of qualified applicants exceeds the quota, the Sabbatical Leave Committee shall rank the applicants and granted leaves shall be in that order. The quota shall be determined by rounding off the total number of full-time equivalent members of the teachers' appropriate unit to the nearest one hundred (100) members.

Subd. 6. The allowance granted to a teacher on sabbatical leave shall be the lesser of seventy (70%) of the base contract salary of the individual or \$15,000 for the school term during which the leave takes place. For periods less than one (1) year, allowance shall be prorated. Teachers on sabbatical leave may augment their sabbatical salary with aids, fellowships, scholarships, or other stipends. Teachers may also augment their sabbatical leave salary by accepting part time employment, but in no case shall a commitment to part time employment exceed half time.

Subd. 7. A teacher who is granted a sabbatical leave must pledge to teach in School District 191 for one (1) full year following the termination of the leave. If the teacher's service is discontinued for any reason other than the individual's incapacity to teach before the expiration of the one (1) year, the teacher shall pay back to the Board a pro-rata of the sabbatical allowance.

Subd. 8. Upon expiration of the sabbatical leave, the individual shall have the privilege of returning to an equivalent contractual position occupied prior to the leave, plus credit for one (1) year's teaching or professional experience for the year spent on sabbatical leave. All fringe benefits will remain in force as long as they do not conflict with Minnesota State law or Board policy. Fringe benefits for purposes of this Section mean: insurance coverage will be the same as active teachers, sick absence shall not accumulate, and other absences are not applicable.

Subd. 9. Sabbatical leaves that are approved but extend beyond the contract expiration date will be subject to the provisions of the subsequent contract.

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**Implications of Proposed Language:** Identify implications for student achievement, staff engagement and financial impact.

Application of this language should remove outdated language and help with locating items that are applicable.

# Rationale for Proposal

By: **191**

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Printing costs are expensive and in an age of digital information it is appropriate to provide information on-line without the additional expenses.

**Desired Outcome:** A brief description of a vision of what conditions would look like if the concerns were addressed.

To lower costs and provide more access to the contract.

**Proposed Language:** Written proposed contract language to solve the concern. This is the language that will change with proposals from each party. Please include the location of the language, i.e. Article, Section, Subd.

ARTICLE XVI Copies of this Master Agreement shall be ~~printed at the School District's expense and distributed to every member now or hereafter employed during the term of the Agreement-~~ on the District's web page. The District shall furnish fifty (50) to the Association at cost upon request.

**Implications of Proposed Language:** Identify implications for student achievement, staff engagement and financial impact.

Application of this language should reduce printing costs and allow staff to view the contract online.

# Rationale for Proposal

By: **191**

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*Subd. 2. **Meet and negotiate.** (a) A public employer has an obligation to meet and negotiate in good faith with the exclusive representative of public employees in an appropriate unit regarding grievance procedures and the terms and conditions of employment, but this obligation does not compel the public employer or its representative to agree to a proposal or require the making of a concession.*

*In addition, a public employer may, but does not have an obligation to, meet and negotiate in good faith with the exclusive representative of public employees in an appropriate unit regarding an employer contribution to the state of Minnesota deferred compensation plan authorized by section 356.24, paragraph (a), clause (4), within the limits set by section 356.24, paragraph (a), clause (4).*

This language mirrors the changes for Appendix A as in the main section. Currently the District pays over \$25 million in health insurance claims and is facing a 9% increase in premium this year and it is likely to have another large increase next year. The District is seeking to create flexibility for the Benefits Committee to assure the most cost effective and employee friendly benefits remain in place. Currently the teachers' unit is the last unit to agree to move to a fixed rate of contribution for HRA's (Health Reimbursement Accounts). While restrictive language remains in contract language, the Benefits Committee is limited on proposing cost-effect options for Board approval. Also, the District desires to move to a flat rate for insurance contribution from a percentage. A percentage approach has a built-in increase without the ability to negotiate a contribution rate in consideration of the total package. A 9% increase in premiums is equivalent on average to a \$1,700 raise for those taking insurance. That is a significant part of the total compensation package.

**Desired Outcome:** A brief description of a vision of what conditions would look like if the concerns were addressed.

Remove language that limits the flexibility to review and adjust policy plans to be cost effective and employee friendly while aligning it with language in other employee groups.

**Proposed Language:** Written proposed contract language to solve the concern. This is the language that will change with proposals from each party. Please include the location of the language, i.e. Article, Section, Subd.

## APPENDIX A Section 8. Group Insurance.

Subd. 1. Effective July 1, ~~2014~~ **2023**, for all teachers who are employed 736 hours or more, who are employed by the School District, who qualify for and are enrolled in the health care insurance plan, the School District will contribute ~~the equivalent value of 95% of the~~ **\$1,025 monthly toward** the single, (composite) premium. ~~The composite premium shall be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby the HRA and the in-network deductible equals the in-network out-of-pocket maximum. The composite premium will be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby \$1,000 annually shall be redirected by the district to the HRA. The remainder shall be borne by the employee.~~ **Effective July 1, 2024, for all teachers who are employed 736 hours or more, who are employed by the School District, who qualify for and are enrolled in the health care insurance plan, the School District will contribute \$1,110 monthly toward the single, (composite) premium. The composite premium will be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby \$1,000 annually shall be redirected by the district to the HRA. The remainder shall be borne by the employee.**

Subd. 2. Effective July 1, ~~2014~~ **2023**, for a teacher with dependent coverage ~~shall contribute the equivalent value of 20% of the monthly, composite premium as defined in Subd. 1. The balance of the premium shall be paid by the District. the School District will contribute~~ **\$2,190 monthly toward the family, (composite) premium. The composite premium will be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby \$2,000 annually shall be redirected by the district to the HRA. The balance of the premium shall be paid by the employee. Effective July 1, 2022, for all teachers who have a full-time assignment, who are employed by the School District, who qualify for and are enrolled in the health care insurance plan, the School District will contribute \$2,375 monthly toward the family, (composite) premium. The composite premium will be based on a health care insurance plan with an HRA (Health**

Reimbursement Account) whereby \$2,000 annually shall be redirected by the district to the HRA. The balance of the premium shall be paid by the employee.

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**Implications of Proposed Language:** Identify implications for student achievement, staff engagement and financial impact.

This would not create a change to the current HRA contribution. It would only allow the Benefit Committee flexibility. Moving to a flat rate would also allow the negotiations team to allocate resources to areas that are the most important at that time.

DRAFT

# Rationale for Proposal

By: **191**

**Concern:** A brief description of the concern, including how prevalent of an issue it is and how it impacts our ability to work both effectively and efficiently. The concern also needs to state whether it is covered under PELRA to be addressed through negotiations or if it is a concern that needs to be addressed through other means:

*Subdivision 1. **Inherent managerial policy.** A public employer is not required to meet and negotiate on matters of inherent managerial policy. **Matters of inherent managerial policy include, but are not limited to, such areas of discretion or policy as the functions and programs of the employer, its overall budget, utilization of technology, the organizational structure, and selection of personnel.** No public employer shall sign an agreement which limits its right to select persons to serve as supervisory employees or state managers under section 43A.18, subdivision 3, or requires the use of seniority in their selection.*

*Subd. 2. **Meet and negotiate.** (a) A public employer has an obligation to meet and negotiate in good faith with the exclusive representative of public employees in an appropriate unit regarding grievance procedures and the terms and conditions of employment, but this obligation does not compel the public employer or its representative to agree to a proposal or require the making of a concession.*

*In addition, a public employer may, but does not have an obligation to, meet and negotiate in good faith with the exclusive representative of public employees in an appropriate unit regarding an employer contribution to the state of Minnesota deferred compensation plan authorized by section 356.24, paragraph (a), clause (4), within the limits set by section 356.24, paragraph (a), clause (4).*

The district's finances are currently stable. The Federal ESSR funds of \$8.5 million will end at the end of FY24. New money from the state will increase this year as the result of Special Education and English Language cross subsidies. Per pupil percentages also saw an increase of 4% year 1 and 2% year 2. An inflationary increase is built into the formula in future years. While new funding will help offset the loss of ESSR funds, inflation, benefit expenses, and enrollment decline remain a concern for the future.

**Desired Outcome:** A brief description of a vision of what conditions would look like if the concerns were addressed.

Maintain a competitive salary and benefit package to attract and retain staff while maintaining an operating budget that allows for a positive educational experience for our students. The Board's goal for a total salary and benefit increase over two years will not exceed 8.07% or \$7.67 million.

**Proposed Language:** Written proposed contract language to solve the concern. This is the language that will change with proposals from each party. Please include the location of the language, i.e. Article, Section, Subd.

Any economic item will be considered as a part of the total salary and benefit package parameter set by the Board.

## APPENDIX C- 1&2 BEA Salary Schedule

STEP	BA	BA20	BA40	MA	MA20	MA40	MA60
1	\$ 42,570	\$ 44,330	\$ 45,880	\$ 48,090	\$ 50,310	\$ 52,390	\$ 54,970
2	\$ 42,590	\$ 44,360	\$ 45,910	\$ 48,130	\$ 50,360	\$ 52,420	\$ 55,000
3	\$ 42,630	\$ 44,390	\$ 45,940	\$ 48,180	\$ 50,400	\$ 52,470	\$ 55,040
4	\$ 43,220	\$ 44,720	\$ 46,690	\$ 50,400	\$ 54,280	\$ 55,170	\$ 57,880
5	\$ 44,290	\$ 46,170	\$ 48,340	\$ 52,260	\$ 56,800	\$ 57,860	\$ 60,370
6	\$ 46,930	\$ 48,850	\$ 51,250	\$ 55,230	\$ 57,910	\$ 60,620	\$ 63,820
7	\$ 50,890	\$ 51,030	\$ 53,170	\$ 57,480	\$ 60,190	\$ 62,640	\$ 66,320
8	\$ 50,890	\$ 55,110	\$ 55,640	\$ 60,010	\$ 62,460	\$ 65,650	\$ 68,850
9	\$ 50,890	\$ 55,110	\$ 60,610	\$ 62,960	\$ 66,140	\$ 69,580	\$ 73,010
10	\$ 50,890	\$ 55,110	\$ 60,610	\$ 66,590	\$ 69,790	\$ 73,220	\$ 76,910
11	\$ 50,890	\$ 55,110	\$ 60,610	\$ 71,260	\$ 74,850	\$ 78,450	\$ 82,490
12	\$ 50,890	\$ 55,110	\$ 60,610	\$ 77,410	\$ 81,130	\$ 85,010	\$ 89,150
13	\$ 50,890	\$ 55,110	\$ 60,610	\$ 77,410	\$ 81,130	\$ 85,010	\$ 89,150
14	\$ 50,890	\$ 55,110	\$ 60,610	\$ 77,410	\$ 81,130	\$ 85,010	\$ 89,150
15	\$ 53,780	\$ 58,980	\$ 65,100	\$ 81,840	\$ 86,080	\$ 90,530	\$ 95,840
16	\$ 53,780	\$ 58,980	\$ 65,100	\$ 81,840	\$ 86,080	\$ 90,530	\$ 95,840
17	\$ 53,780	\$ 58,980	\$ 65,100	\$ 81,840	\$ 86,080	\$ 90,530	\$ 95,840
18	\$ 53,780	\$ 58,980	\$ 65,100	\$ 81,840	\$ 86,080	\$ 90,530	\$ 95,840
19	\$ 53,780	\$ 58,980	\$ 65,100	\$ 81,840	\$ 86,080	\$ 90,530	\$ 95,840
20	\$ 57,840	\$ 62,400	\$ 69,220	\$ 85,340	\$ 90,100	\$ 95,130	\$ 102,020



STEP	BA	BA 20	BA40	MA	MA20	MA40	MA60
1	\$ 42,570	\$ 44,330	\$ 45,880	\$ 48,090	\$ 50,310	\$ 52,390	\$ 54,970
2	\$ 42,590	\$ 44,360	\$ 45,910	\$ 48,130	\$ 50,360	\$ 52,420	\$ 55,000
3	\$ 42,630	\$ 44,390	\$ 45,940	\$ 48,180	\$ 50,400	\$ 52,470	\$ 55,040
4	\$ 43,220	\$ 44,720	\$ 46,690	\$ 50,400	\$ 54,280	\$ 55,170	\$ 57,880
5	\$ 44,290	\$ 46,170	\$ 48,340	\$ 52,260	\$ 56,800	\$ 57,860	\$ 60,370
6	\$ 46,930	\$ 48,850	\$ 51,250	\$ 55,230	\$ 57,910	\$ 60,620	\$ 63,820
7	\$ 50,890	\$ 51,030	\$ 53,170	\$ 57,480	\$ 60,190	\$ 62,640	\$ 66,320
8	\$ 50,890	\$ 55,110	\$ 55,640	\$ 60,010	\$ 62,460	\$ 65,650	\$ 68,850
9	\$ 50,890	\$ 55,110	\$ 60,610	\$ 62,960	\$ 66,140	\$ 69,580	\$ 73,010
10	\$ 50,890	\$ 55,110	\$ 60,610	\$ 66,590	\$ 69,790	\$ 73,220	\$ 76,910
11	\$ 50,890	\$ 55,110	\$ 60,610	\$ 71,260	\$ 74,850	\$ 78,450	\$ 82,490
12	\$ 50,890	\$ 55,110	\$ 60,610	\$ 77,410	\$ 81,130	\$ 85,010	\$ 89,150
13	\$ 50,890	\$ 55,110	\$ 60,610	\$ 77,410	\$ 81,130	\$ 85,010	\$ 89,150
14	\$ 50,890	\$ 55,110	\$ 60,610	\$ 77,410	\$ 81,130	\$ 85,010	\$ 89,150
15	\$ 53,780	\$ 58,980	\$ 65,100	\$ 81,840	\$ 86,080	\$ 90,530	\$ 95,840
16	\$ 53,780	\$ 58,980	\$ 65,100	\$ 81,840	\$ 86,080	\$ 90,530	\$ 95,840
17	\$ 53,780	\$ 58,980	\$ 65,100	\$ 81,840	\$ 86,080	\$ 90,530	\$ 95,840
18	\$ 53,780	\$ 58,980	\$ 65,100	\$ 81,840	\$ 86,080	\$ 90,530	\$ 95,840
19	\$ 53,780	\$ 58,980	\$ 65,100	\$ 81,840	\$ 86,080	\$ 90,530	\$ 95,840
20	\$ 57,840	\$ 62,400	\$ 69,220	\$ 85,340	\$ 90,100	\$ 95,130	\$ 102,020

0, 0 on schedule each year reflects MSBA increase 5.03% or 6.41% increase over two years. Last settlement reflected 2, 2 with MSBA 6.53% and an 8.44% increase over two years. 9% increase in medical premium cost to the district is on average equivalent to \$1,700 to those on the plan.

**Implications of Proposed Language:** Identify implications for student achievement, staff engagement and financial impact.

**We desire to attract and retain quality staff while providing a positive educational experience for our students.**