

Comprehensive Proposal 2.21.2024

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. 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	
	<p>The exclusive representative hereby warrants and covenants that it will defend, indemnify and save the school District harmless from any and all actions, suits, claims damages, judgments, and executions or other forms of liability, liquidated or un-liquidated, which any person may bring, now or in the future, arising out of legal challenges to Article IV Section 11.</p>
Item 4	MOU Setting aside \$250,000 one-time money for safety proposals according to Article IV Section 3. Money not used for salaries stipends, or new positions.
191	
Item 8	<p>ARTICLE VI EXTRA COMPENSATION</p> <p>Section 3. <u>Stipends for Additional Certification Speech Pathologists:24</u></p> <p>A. Full-time (1.0 FTE) Speech Pathologists who provide the District with a copy of their Certificate of Clinical Competence issued by the American Speech and Hearing Association will receive a stipend of \$2,500 per school year, provided the copy is received by January 31st of each year. <u>A part-time Speech Pathologist who obtains such certification shall be paid a prorated portion of \$2,500 based on the percentage of full-time work employed.</u></p> <p>B. Full-time (1.0 FTE) licensed school nurses who have a public health certification through the MN Board of nursing shall be paid a stipend of \$1,000 per year. <u>A part-time school nurse who obtains such certification shall be paid a prorated portion of \$1,000 based on the percentage of full-time work employed.</u></p> <p>C. Full-time (1.0 FTE) social workers who are Licensed Independent Clinical Social Workers (LICSW) through The Association of Social Work Boards (ASWB) shall be paid a stipend of \$1,000 per year. <u>A part-time school social worker who obtains such a certification shall be paid a prorated portion of \$1,000 based on the percentage of full-time work employed.</u></p> <p>D. Full-time (1.0 FTE) school psychologists who are Nationally Certified School Psychologist (NCSP) through the National Association of School Psychologists (NASP) shall be paid a stipend of \$1,000 per year. <u>A part-time school psychologist who obtains such a certification shall be paid a prorated portion of \$1,000 based on the percentage of full-time work employed.</u></p> <p>E. A full-time (1.0 FTE) occupational therapist who is an Occupational Therapist Registered (OTR) through the National Board for Certification in Occupational Therapy (NBCOT) shall be paid a stipend of \$1,000 per year. <u>A part-time occupational therapist who obtains such a certification shall be paid a prorated portion of \$1,000 based on the percentage of full-time work employed.</u></p> <p>F. A teacher who has master's degree or higher in the subject taught OR a master's degree or higher in another discipline + 18 graduate credits in the subject taught and is assigned to an Associates of Arts (AA) level class shall be paid a stipend of \$1,000 per year regardless of the number of AA courses taught.</p>
191	

Item 10	ARTICLE VII <u>Section 1. Health and Hospitalization Insurance Options:</u>
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	<p>Subd. 1. <u>Effective July 1, 2011,</u> 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 <u>School District employee</u> will contribute the equivalent value of <u>95%-5%</u> of 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.</u> The remainder shall be borne by the <u>employee District.</u> <u>Effective at the start of the 2006-2007 school year,</u> Full-time assignment, for insurance purposes as outlined in this Section, shall mean thirty (30) hours per week.</p> <p>Subd. 2. <u>Effective July 1, 2011,</u> A teacher with dependent coverage shall contribute the equivalent value of 20% of the monthly, composite premium. <u>as defined in Subd. 1. 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.</u> The balance of the premium shall be paid by the District.</p> <p>Subd. 3. <u>Effective with the March 15, 2010 paycheck,</u> 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 <u>contribute contribution.</u></p> <p>Subd. 4. Except as listed below, <u>teachers working at least 20 hours per week but less than 30 hours per week shall contribute 30% of the premium for dependent coverage, effective July 1, 2006. Effective July 1, 2010,</u> Teachers working at least 20 hours per week but less than 30 hours per week shall contribute the equivalent value of 30% of the composite premium for dependent coverage. The balance shall be paid by the District. <u>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.</u></p>
Item 11	ARTICLE VIII <u>Section 1. Personal Illness Sick Leave:</u> 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.
191	
	<p>Subd. 1. <u>Each year, all</u> full-time teachers shall earn <u>personal illness absence sick leave</u> at the accumulative rate of <u>ten (10) days for 120 hours each year of service in the employ of the School District.</u> <u>Effective July 1, 2019, ten (10) days shall be deposited to each full-time teacher</u> at the beginning of each school year. Teachers hired after the first day of the school year shall have the <u>ten (10) days 120 hours</u> 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.</p> <p>Subd. 2. <u>Effective July 1, 2024,</u> Unused <u>personal illness absence Sick Leave days</u> may accumulate to <u>one hundred eighty (180) days one thousand (1000) hours.</u></p> <p>Subd. 3. When a teacher has exhausted <u>personal illness absence Sick Leave,</u> the teacher shall have 1/184th of salary for each day of absence deducted from a subsequent payroll. <u>(Teachers in their first year of employment with the District shall have 1/187th of salary deducted,)*</u></p> <p>Subd. 4. In the event the illness or injury necessitates absence <u>beyond thirty (30) consecutive days</u></p>

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.

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.
Item 18	ARTICLE X LENGTH OF THE SCHOOL YEAR
191	Section 1. Pursuant to M.S. §120A. 40, the School Board shall establish the number of school days for the next school year, the teacher shall perform services on those days and additional workshop days as determined by the School Board, including those legal holidays on which the School Board is authorized to conduct school and, pursuant to such authority, has determined to conduct school.
	Section 2. In the event of a student day or teacher duty day lost, for any emergency, the teacher shall perform duties on that day or other day in lieu thereof as the School Board or its designated representative shall determine. However, one (1) day of such loss will be forgiven, thereby allowing the total number of duty days to fall to one hundred eighty-three (183) days in the school year in which a lost time emergency occurs.
	Section 3. The number of duty days in each year after the employee's first year of the Agreement shall not exceed one hundred eighty-four (184), including not more than one hundred seventy-five (175) student contact days. Any duty day scheduled shall count as a full duty day.
	Section 4. The number of duty days in the first year of employment with the District shall not exceed one hundred eighty-seven (187), including not more than one hundred seventy-five (175) student contact days. Any duty day scheduled shall count as a full duty day.
	Section 5. August Workshop week. A four (4) hour block of workshop week, prior to the open house, shall be dedicated to teacher directed preparation.
Item 24	APPENDIX A Section 8. Group Insurance.
191	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 employee will contribute the equivalent value of 95% of the the single, (composite) premium. The balance of the premium shall be paid by the District. 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.
Drop	Subd. 2. Effective July 1, 2014-2023, for a-all teachers who are employed 736 hours or more with dependent coverage, the employee 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 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.
Item 32	ARTICLE X, Section 4. The number of duty days in the first year of employment with the District shall not exceed one hundred eighty-seven (187), including not more than one hundred seventy-five (175) student contact days. Any duty day scheduled shall count as a full duty day. (This paragraph expires June 30, 2024)
	Effective July 1, 2024, teachers hired to the district after April 1 st of the proceeding school year are required to participate

in an additional 24 hours of Professional Development as assigned by the district in the current school year. Blocks of time scheduled over 4 hours shall include 30 minutes paid for meals. A stipend of \$450 shall be paid at the completion of the 24 hours or prorated accordingly.

Item

**APPENDIX A
Adult Basic Education (ABE)
Early Childhood & Family Education (ECFE)**

Section 1. ABE/ECFE Teacher. The School District recognizes the Association as the exclusive bargaining representative for all ABE and ECFE licensed teaching personnel as defined in the PELRA whether under contract, on leave, on a per diem, hourly or class rate basis.

Section 2. Seniority. ABE and ECFE teachers shall have seniority rights in the separate ABE and ECFE programs. ~~and also separate from teachers licensed under M.S. § 122A. 40.~~

Subd. 1. ABE teachers shall maintain a separate seniority list consisting only of ABE teachers, based on continuous and unbroken employment with the District during consecutive school years, measured from the most recent period of continuous employment as an ABE teacher.

Subd. 2. ECFE teachers shall maintain a separate seniority list consisting only of ECFE teachers, based on continuous and unbroken employment with the District during consecutive school years, measured from the most recent period of continuous employment as an ECFE teacher.

Subd. 3. Layoff of ABE and ECFE teachers shall be in the inverse order of seniority. Recall shall be based on appropriate license and shall occur in order of seniority.

Section 3. Step and Lane. ABE and ECFE teachers shall advance one step for each 736 hours worked. Teachers who work fewer than 736 hours shall advance when experience earned equals 736 hours. All hours above 736 are dropped for the remainder of the year. Part year service must be consecutive to receive a year of experience credit. Part years separated by an approved leave shall accumulate toward a year of experience credit.

Section 4. Reimbursable Credits.

Subd 1. Teachers hired prior to July 1, 2014, a maximum of one-half (1/2) of the equivalent of the annually adjusted graduate level tuition of the U of MN, College of Education for approved coursework appropriate to the area of the teacher's assigned responsibilities or taken with the intent of becoming highly qualified in a needed licensure area taken beyond the M.A. + 60/Specialist will be paid by the School District subject to Subd 3:

Subd 2. Teachers hired after July 1, 2014, a maximum of \$2,000 tuition costs for approved coursework appropriate to the area of the teacher's assigned responsibilities or taken with the intent of becoming highly qualified in a needed licensure area taken beyond the M.A. +60/Specialist will be paid annually by the School District subject to Subd 3:

Subd 3 Criteria:

- a. Courses must carry prior approval by the Executive Director of Human Resources.
- b. Payments are for tuition only.
- c. Tuition payments apply only for college credits obtained and shall be made after verification of the satisfactory completion of the course(s).
- d. Tuition payments will not be made for work taken while on a regular or sabbatical leave.
- e. The teacher may elect either the A/F or S/N grading system. A grade no lower than a C or an S

must be earned.

Section 5. Calendar: Staff calendars of instruction will be established prior to July 1. Number of student contact hours will vary by assignment. ABE and ECFE may offer classes year round. The basic work year consists of 184 days aligned with the K-12 program calendar beginning the first day of August workshop week. Only hours worked within the 184 days shall count toward FTE, benefits, and step advancement calculation. Classes may be cancelled or combined based on enrollment resulting in a reduction of hours.

Section 6. Non-student contact time. The District shall attempt to assign ABE and ECFE teachers' duty hours concurrently whenever possible. In-service shall be at the same ratio as the K-12 program., to be determined prior to July 1 of each school year.

Subd. 1. ~~ABE and ECFE teachers shall work in blocks of time that are a minimum of three (3) hours in length per duty day. In-service shall be at the same ratio as the K-12 program.~~

Subd. 2. ~~Preparation time will be provided in the ratio of five minutes of preparation for every twenty-five minutes of instruction. Additional time for meetings and set up will be calculated at 10 minutes for every 40 minutes of instruction. ABE teachers who work more than 4.5 hours shall have a paid 30 minute meal break. Conference and Preparation Time: A minimum of five minutes of preparation time shall be provided for every twenty-five minutes of instruction time. Preparation time shall be provided within the work week.~~

Subd. 3. A teacher may be required to reasonably participate in activities such as consultation with parents, faculty meetings, open houses, curriculum meetings, minor administrative assignments, and other teaching responsibilities.

Subd. 4. ~~Teachers who work more than 4.5 hours shall have a paid meal break.~~

Section 7. Leaves of Absence. Beginning July 1, 1993, ABE and ECFE teachers shall accumulate paid absence leave (Article VIII), prorated based upon hours worked. The definition of "a day" will be equal to the amount of time for which the teacher is employed. If there is a change of status (full-time to part-time or part-time to full-time) the accrued "days" will follow the teacher and be equal in value to the teacher's new status.

Section 8. Group Insurance.

Subd. 1. Effective July 1, 2014, 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 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 remainder shall be borne by the employee.

Subd. 2. Effective July 1, 2014 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.

Section 9. TSA Match.

Effective July 1, 2021, a District match to an approved Minnesota deferred compensation program is available to teachers who are beginning their fourth year of teaching in the District at 736 hours or more. Contributions as permitted by MS 356.24 will be made.

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

Subd. 2. Commencing with the 2021-2022 school year, the District will match up to \$2,250 per year to an approved 403(b) plan when the employee has completed ten years of satisfactory service in the District. The match will begin in the teacher's 11th year of employment in the -District.

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

Section 10. Inclement Weather. If an employee is notified not to report for, or, if after arriving for work, the employee is dismissed by authority of the Executive Director of Human Resources, a full day's wages shall be paid for the first day of each occurrence.

Section 11. Career Increment shall be determined based on the Appendix A seniority list as of July 1, 2024.

Effective July 1, 2020, active teachers who are compensated under Appendix A Schedule ABE/ECFE shall be eligible for longevity pay in addition to annual salary, according to the schedule in this Section.

**ABE/ECFE Wage Schedule Changes
COMPENSATION
2021-2022-2023-2024**

STEP	BA	BA20	BA40	MA	MA20	MA40	MA60
1	\$ 28.28	\$ 29.13	\$ 29.95	\$ 30.82	\$ 31.45	\$ 32.08	\$ 32.73
2	\$ 29.13	\$ 29.95	\$ 30.82	\$ 31.66	\$ 32.30	\$ 32.95	\$ 33.61
3	\$ 29.95	\$ 30.82	\$ 31.66	\$ 32.51	\$ 33.16	\$ 33.83	\$ 34.52
4	\$ 30.82	\$ 31.66	\$ 32.51	\$ 33.37	\$ 34.06	\$ 34.92	\$ 35.42
5-9	\$ 31.66	\$ 32.51	\$ 33.37	\$ 34.22	\$ 34.90	\$ 35.60	\$ 36.31

STEP	BA	BA20	BA40	MA	MA20	MA40	MA60
1	\$ 29.65	\$ 30.87	\$ 31.95	\$ 33.49	\$ 33.74	\$ 33.99	\$ 34.24
2	\$ 29.66	\$ 30.89	\$ 31.97	\$ 33.52	\$ 33.77	\$ 34.02	\$ 34.27
3	\$ 29.69	\$ 30.91	\$ 31.99	\$ 33.55	\$ 33.80	\$ 34.05	\$ 34.30
4	\$ 30.10	\$ 31.14	\$ 32.51	\$ 35.10	\$ 35.35	\$ 35.60	\$ 35.85
5	\$ 30.84	\$ 32.15	\$ 33.66	\$ 36.39	\$ 36.64	\$ 36.89	\$ 37.14
6	\$ 32.68	\$ 34.02	\$ 35.69	\$ 38.46	\$ 38.71	\$ 38.96	\$ 39.21
7	\$ 35.44	\$ 35.54	\$ 37.02	\$ 40.03	\$ 40.28	\$ 40.53	\$ 40.78
8	\$ 35.44	\$ 38.38	\$ 38.75	\$ 41.79	\$ 42.04	\$ 42.29	\$ 42.54
9	\$ 35.44	\$ 38.38	\$ 42.21	\$ 43.85	\$ 44.10	\$ 44.35	\$ 44.60
10	\$ 35.44	\$ 38.38	\$ 42.21	\$ 46.37	\$ 46.62	\$ 46.87	\$ 47.12
11	\$ 35.44	\$ 38.38	\$ 42.21	\$ 49.63	\$ 49.88	\$ 50.13	\$ 50.38
12	\$ 35.44	\$ 38.38	\$ 42.21	\$ 53.91	\$ 54.16	\$ 54.41	\$ 54.66
A	\$ 37.45	\$ 41.07	\$ 45.33	\$ 56.99	\$ 57.24	\$ 57.49	\$ 57.74
B	\$ 40.28	\$ 43.45	\$ 48.21	\$ 59.43	\$ 59.68	\$ 59.93	\$ 60.18

**COMPENSATION
2022-2023 2023-2024**

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

STEP	BA	BA20	BA40	MA	MA20	MA40	MA60
1	\$ 30.39	\$ 31.64	\$ 32.75	\$ 34.33	\$ 34.58	\$ 34.83	\$ 35.08
2	\$ 30.41	\$ 31.66	\$ 32.77	\$ 34.36	\$ 34.61	\$ 34.86	\$ 35.11
3	\$ 30.43	\$ 31.68	\$ 32.79	\$ 34.40	\$ 34.65	\$ 34.90	\$ 35.15
4	\$ 30.86	\$ 31.92	\$ 33.33	\$ 35.98	\$ 36.23	\$ 36.48	\$ 36.73
5	\$ 31.62	\$ 32.96	\$ 34.50	\$ 37.30	\$ 37.55	\$ 37.80	\$ 38.05
6	\$ 33.51	\$ 34.88	\$ 36.59	\$ 39.43	\$ 39.68	\$ 39.93	\$ 40.18
7	\$ 36.33	\$ 36.43	\$ 37.96	\$ 41.03	\$ 41.28	\$ 41.53	\$ 41.78
8	\$ 36.33	\$ 39.34	\$ 39.72	\$ 42.84	\$ 43.09	\$ 43.34	\$ 43.59
9	\$ 36.33	\$ 39.34	\$ 43.27	\$ 44.95	\$ 45.20	\$ 45.45	\$ 45.70
10	\$ 36.33	\$ 39.34	\$ 43.27	\$ 47.53	\$ 47.78	\$ 48.03	\$ 48.28
11	\$ 36.33	\$ 39.34	\$ 43.27	\$ 50.87	\$ 51.12	\$ 51.37	\$ 51.62
12	\$ 36.33	\$ 39.34	\$ 43.27	\$ 55.26	\$ 55.51	\$ 55.76	\$ 56.01
A	\$ 38.39	\$ 42.11	\$ 46.47	\$ 58.42	\$ 58.67	\$ 58.92	\$ 59.17
B	\$ 41.29	\$ 44.54	\$ 49.42	\$ 60.92	\$ 61.17	\$ 61.42	\$ 61.67

Effective July 1, 2021:

Longevity Eligibility Criteria Longevity Pay Active Teacher

- a. 10-14 years with seniority date between 7/1/2007 and 6/30/2012 and at or below the BA+40 salary lane top step plus \$2.25 per hour.
- b. 15-19 years with seniority date between 7/1/2002 and 6/30/2007 and at or below the BA+40 salary lane top step plus \$3.25 per hour.
- c. 20+ Years with seniority date on or before 6/30/2002 and at or below the BA+40 salary lane top step plus \$4.25 per hour.
- d. 10-14 years with seniority date between 7/1/2007 and 6/30/2012 and at or above the MA/BA+60 salary lane top step plus \$4.25 per hour.
- e. 15-19 years with seniority date between 7/1/2002 and 6/30/2007 and at or above the MA/BA+60 salary lane top step plus \$6.25 per hour.
- f. 20+ years with seniority date on or before 6/30/2002 and at or above the MA/BA+60 salary lane top step plus \$8.25 per hour.

Effective July 1, 2022:

Longevity Eligibility Criteria Longevity Pay Active Teacher

- a. 10-14 years with seniority date between 7/1/2008 and 6/30/2013 and at or below the BA+40 salary lane top step plus \$2.25 per hour.
- b. 15-19 years with seniority date between 7/1/2003 and 6/30/2008 and at or below the BA+40 salary lane top step plus \$3.25 per hour.
- c. 20+ Years with seniority date on or before 6/30/2003 and at or below the BA+40 salary lane top step plus \$4.25 per hour.
- d. 10-14 years with seniority date between 7/1/2008 and 6/30/2013 and at or above the MA/BA+60 salary lane top step plus \$4.25 per hour.
- e. 15-19 years with seniority date between 7/1/2003 and 6/30/2008 and at or above the MA/BA+60 salary lane top step plus \$6.25 per hour.
- f. 20+ years with seniority date on or before 6/30/2003 and at or above the MA/BA+60 salary lane top step plus \$8.25 per hour.

Item E

Appendix E

191

VOLUNTARY PRE-KINDERGARTEN INSTRUCTORS

Section 1. Statutory Considerations: Pursuant to Minnesota Statutes, section 179A.03, subdivision 18, voluntary pre-kindergarten instructors fall within the definition of “teacher” for purposes of PERLA and are included within the teachers’ appropriate unit. However, because these instructors are not required to hold a license issued by the state department, they do not fall within the definition of a “teacher” for purposes of Minnesota Statutes, section 122A.40,

subdivision 1 and, therefore, do not attain the rights to continuing contract/tenure status nor rights to bump pursuant to unrequested leave of absence (ULA).

Section 2. Probationary Period: Time spent as a voluntary pre-kindergarten instructor does not count toward the individual's probationary period or potential future probationary period pursuant to Minnesota Statutes, sections 122A.40 and 122A.261. A voluntary pre-kindergarten instructor shall serve a probationary period of 208 working days of consecutive service in the School District, during that time the School District shall have the unqualified right to suspend without pay, discharge, or otherwise discipline the instructor. During this probationary period, the instructor shall have no recourse to the grievance procedure as far as suspension, discharge for cause, or other discipline is concerned. However, a probationary instructor shall have the right to bring a grievance regarding any other provisions of applicable sections of the Master Agreement alleged to have been violated.

Section 3. Lay Off: Voluntary Pre-Kindergarten instructors may be laid off at the School District's discretion at any time based on the needs of the School District's programs.

Section 4. Hours of Service, Duty Day, Duty Week, and Duty Year: The hours of service, duty day, duty week, and duty year for voluntary pre-kindergarten instructors shall be as assigned by the School District and may be modified from time to time based upon the needs of the School District's programs. The maximum number of days shall not exceed 208 days.

Section 5. Compensation: Voluntary pre-kindergarten instructors shall be compensated pursuant to the specific salary schedule, or such other method as the parties may agree to in writing and shall not be entitled to compensation on the regular teacher salary schedule.

Section 6. Conference and Preparation Time: A minimum of five minutes of preparation time shall be provided for every twenty-five minutes of instruction time. Preparation time shall be provided within the work week.

Section 7. Applicable Sections of the Master Agreement: Voluntary pre-kindergarten instructors shall be covered by the following articles of the Master Agreement:

ARTICLE I, RECOGNITION,

ARTICLE II, COPIES OF RECORD,

ARTICLE III, STATUTORY RESPONSIBILITIES AND OBLIGATIONS OF THE SCHOOL DISTRICT,

ARTICLE IV, TEACHER RIGHTS,

ARTICLE VII, GROUP INSURANCE,

ARTICLE VIII, LEAVES OF ABSENCE,

ARTICLE XI, PERSONNEL FILES,

ARTICLE XII, Sections 9 and 10, 403(b) MATCHING CONTRIBUTION PLAN,

ARTICLE XV, GRIEVANCE PROCEDURE,

ARTICLE XVI, PUBLICATION OF AGREEMENT,

ARTICLE XVII, DURATION,

APPENDIX C-3, C-4,

APPENDIX D-3.

Section 8. Sections of the Master Agreement Not Applicable: Voluntary Pre-Kindergarten instructors shall not be eligible for the following articles of the Master Agreement:

ARTICLE V, COMPENSATION,

ARTICLE VI, EXTRA COMPENSATION,

ARTICLE IX, HOURS OF SERVICE,

ARTICLE X, LENGTH OF THE SCHOOL YEAR,

ARTICLE XIII, UNREQUESTED LEAVE OF ABSENCE (ULA) AND SENIORITY AGREEMENT,

ARTICLE XIV, INVOLUNTARY TRANSFERS / TRANSFER REQUESTS.

APPENDIX A, ADULT BASIC EDUCATION (ABE), EARLY CHILDHOOD AND FAMILY EDUCATION (ECFE),

APPENDIX B, TITLE 1, SCHOOL NURSE, OCCUPATIONAL THERAPIST,

APPENDIX C-1 AND C-2 BEA SALARY SCHEDULES,

APPENDIX D-1, D-2.

2023-2024 Salary Schedule

STEP	BA	BA20	BA40	MA	MA20	MA40	MA60
1	\$ 29.60	\$ 30.65	\$ 31.62	\$ 32.85	\$ 33.95	\$ 35.00	\$ 36.24
2	\$ 30.05	\$ 31.09	\$ 32.09	\$ 33.30	\$ 34.41	\$ 35.47	\$ 36.71
3	\$ 30.49	\$ 31.56	\$ 32.53	\$ 33.76	\$ 34.88	\$ 35.94	\$ 37.20
4	\$ 31.15	\$ 32.11	\$ 33.24	\$ 34.98	\$ 36.70	\$ 37.45	\$ 38.66
5	\$ 33.52	\$ 34.83	\$ 36.17	\$ 37.93	\$ 39.37	\$ 40.63	\$ 42.12
6	\$ 33.52	\$ 34.83	\$ 36.17	\$ 37.93	\$ 39.37	\$ 40.63	\$ 42.12
7	\$ 33.52	\$ 34.83	\$ 36.17	\$ 37.93	\$ 39.37	\$ 40.63	\$ 42.12
8	\$ 33.52	\$ 34.83	\$ 36.17	\$ 37.93	\$ 39.37	\$ 40.63	\$ 42.12
9	\$ 33.52	\$ 34.83	\$ 36.17	\$ 37.93	\$ 39.37	\$ 40.63	\$ 42.12
10	\$ 35.41	\$ 37.33	\$ 39.69	\$ 45.83	\$ 47.43	\$ 49.10	\$ 50.88
11	\$ 35.41	\$ 37.33	\$ 39.69	\$ 45.83	\$ 47.43	\$ 49.10	\$ 50.88
12	\$ 35.41	\$ 37.33	\$ 39.69	\$ 45.83	\$ 47.43	\$ 49.10	\$ 50.88
A	\$ 36.93	\$ 39.19	\$ 41.77	\$ 49.58	\$ 51.41	\$ 53.32	\$ 55.55
B	\$ 38.86	\$ 40.89	\$ 43.71	\$ 51.82	\$ 53.83	\$ 55.95	\$ 58.72

2024-2025 Salary Schedule

STEP	BA	BA20	BA40	MA	MA20	MA40	MA60
1	\$ 30.34	\$ 31.42	\$ 32.41	\$ 33.67	\$ 34.80	\$ 35.88	\$ 37.14
2	\$ 30.80	\$ 31.87	\$ 32.89	\$ 34.13	\$ 35.27	\$ 36.35	\$ 37.63
3	\$ 31.25	\$ 32.35	\$ 33.35	\$ 34.61	\$ 35.75	\$ 36.84	\$ 38.13
4	\$ 31.93	\$ 32.91	\$ 34.07	\$ 35.86	\$ 37.61	\$ 38.39	\$ 39.62
5	\$ 34.36	\$ 35.70	\$ 37.07	\$ 38.88	\$ 40.35	\$ 41.65	\$ 43.17
6	\$ 34.36	\$ 35.70	\$ 37.07	\$ 38.88	\$ 40.35	\$ 41.65	\$ 43.17
7	\$ 34.36	\$ 35.70	\$ 37.07	\$ 38.88	\$ 40.35	\$ 41.65	\$ 43.17
8	\$ 34.36	\$ 35.70	\$ 37.07	\$ 38.88	\$ 40.35	\$ 41.65	\$ 43.17
9	\$ 34.36	\$ 35.70	\$ 37.07	\$ 38.88	\$ 40.35	\$ 41.65	\$ 43.17
10	\$ 36.30	\$ 38.26	\$ 40.68	\$ 46.98	\$ 48.62	\$ 50.33	\$ 52.15
11	\$ 36.30	\$ 38.26	\$ 40.68	\$ 46.98	\$ 48.62	\$ 50.33	\$ 52.15
12	\$ 36.30	\$ 38.26	\$ 40.68	\$ 46.98	\$ 48.62	\$ 50.33	\$ 52.15
A	\$ 37.85	\$ 40.17	\$ 42.81	\$ 50.82	\$ 52.69	\$ 54.66	\$ 56.93
B	\$ 39.83	\$ 41.91	\$ 44.81	\$ 53.12	\$ 55.18	\$ 57.35	\$ 60.19

Item

**Appendix F
READY TO GROW / READY TO LEARN INSTRUCTORS**

Section 1. Statutory Considerations: Pursuant to Minnesota Statutes, section 179A.03, subdivision 18, Ready to Grow / Ready to Learn instructors fall within the definition of “teacher” for purposes of PERLA and are included within the teachers’ appropriate unit. However, because these instructors are not required to hold a license issued by the state department, they do not fall within the definition of a “teacher” for purposes of Minnesota Statutes, section 122A.40, subdivision 1 and, therefore, do not attain the rights to continuing contract/tenure status nor rights to bump pursuant to unrequested leave of absence (ULA).

Section 2. Probationary Period: Time spent as a Ready to Grow / Ready to Learn instructor does not count toward the individual’s probationary period or potential future probationary period pursuant to Minnesota Statutes, sections 122A.40 and 122A.261. A Ready to Grow / Ready to Learn instructor shall serve a probationary period of 261 working days of consecutive service in the School District, during that time the School District shall have the unqualified right to suspend without pay, discharge, or otherwise discipline the instructor. During this probationary period, the instructor shall have no recourse to the grievance procedure as far as suspension, discharge for cause, or other discipline is concerned. However, a probationary instructor shall have the right to bring a grievance regarding any other provisions of applicable sections of the Master Agreement alleged to have been violated.

Section 3. Lay Off: Ready to Grow / Ready to Learn instructors may be laid off at the School District’s discretion at any time based on the needs of the School District’s programs.

Section 4. Hours of Service, Duty Day, Duty Week, and Duty Year: The hours of service, duty day, duty week, and duty year for Ready to Grow / Ready to Learn instructors shall be as assigned by the School District and may be modified from time to time based upon the needs of the School District’s programs. The maximum number of days shall not exceed 261 days.

Section 5. Compensation: Ready to Grow / Ready to Learn instructors shall be compensated pursuant to the specific salary schedule, or such other method as the parties may agree to in writing and shall not be entitled to compensation on the regular teacher salary schedule.

Section 6. Applicable Sections of the Master Agreement: Ready to Grow / Ready to Learn instructors shall be covered by the following articles of the Master Agreement:

ARTICLE I, RECOGNITION,
ARTICLE II, COPIES OF RECORD,
ARTICLE III, STATUTORY RESPONSIBILITIES AND OBLIGATIONS OF THE SCHOOL DISTRICT,
ARTICLE IV, TEACHER RIGHTS,
ARTICLE VII, GROUP INSURANCE,
ARTICLE VIII, LEAVES OF ABSENCE,
ARTICLE XI, PERSONNEL FILES,
ARTICLE XII, Sections 9 and 10, 403(b) MATCHING CONTRIBUTION PLAN,
ARTICLE XV, GRIEVANCE PROCEDURE,
ARTICLE XVI, PUBLICATION OF AGREEMENT,
ARTICLE XVII, DURATION,
APPENDIX C-3, C-4,
APPENDIX D-3.

Section 7. Sections of the Master Agreement Not Applicable: Ready to Grow / Ready to Learn instructors shall not be eligible for the following articles of the Master Agreement:

ARTICLE V, COMPENSATION,
ARTICLE VI, EXTRA COMPENSATION,
ARTICLE IX, HOURS OF SERVICE,
ARTICLE X, LENGTH OF THE SCHOOL YEAR,
ARTICLE XIII, UNREQUESTED LEAVE OF ABSENCE (ULA) AND SENIORITY AGREEMENT,
ARTICLE XIV, INVOLUNTARY TRANSFERS / TRANSFER REQUESTS.
APPENDIX A, ADULT BASIC EDUCATION (ABE), EARLY CHILDHOOD AND FAMILY EDUCATION (ECFE),
APPENDIX B, TITLE 1, SCHOOL NURSE, OCCUPATIONAL THERAPIST,
APPENDIX C-1 AND C-2 BEA SALARY SCHEDULES,
APPENDIX D-1, D-2.

**Salary Schedule
2023-2024**

STEP	Base
1	\$ 20.86
2	\$ 20.86
3	\$ 22.65
4	\$ 22.65
5	\$ 23.99
6	\$ 23.99
7	\$ 25.27
8	\$ 25.27
9	\$ 25.27
10	\$ 23.99
11	\$ 23.99
12	\$ 23.99
15	\$ 23.99
20	\$ 28.24

**Salary Schedule
2024-2025**

STEP	Base
1	\$ 21.38
2	\$ 21.38
3	\$ 23.22
4	\$ 23.22
5	\$ 24.58
6	\$ 24.58
7	\$ 25.90
8	\$ 25.27
9	\$ 25.27
10	\$ 24.58
11	\$ 23.99
12	\$ 23.99
15	\$ 24.58
20	\$ 28.83

Item	Salary Schedule 2023-2024							
	STEP	BA	BA20	BA40	BA60 / MA	MA20	MA40	MA60
	1	43,640	45,440	47,030	49,300	51,570	53,700	56,350
	2	43,660	45,470	47,060	49,340	51,620	53,740	56,380
	3	43,700	45,500	47,090	49,390	51,660	53,790	56,420
	4	44,310	45,840	47,860	51,660	55,640	56,550	59,330
	5	45,400	47,330	49,550	53,570	58,220	59,310	61,880
	6	48,110	50,080	52,540	56,620	59,360	62,140	65,420
	7	52,170	52,310	54,500	58,920	61,700	64,210	67,980
	8		56,490	57,040	61,520	64,030	67,300	70,580
	9			62,130	64,540	67,800	71,320	74,840
	10				68,260	71,540	75,060	78,840
	11				73,050	76,730	80,420	84,560
	12				79,350	83,160	87,140	91,380
	A*	55,130	60,460	66,730	83,890	88,240	92,800	98,240
	B**	59,290	63,960	70,960	87,480	92,360	97,510	104,580

Salary Schedule 2024-2025

STEP	BA	BA20	BA40	BA60 / MA	MA20	MA40	MA60
1	44,740	46,580	48,210	50,540	52,860	55,050	57,760
2	44,760	46,610	48,240	50,580	52,920	55,090	57,790
3	44,800	46,640	48,270	50,630	52,960	55,140	57,840
4	45,420	46,990	49,060	52,960	57,040	57,970	60,820
5	46,540	48,520	50,790	54,910	59,680	60,800	63,430
6	49,320	51,340	53,860	58,040	60,850	63,700	67,060
7	53,480	53,620	55,870	60,400	63,250	65,820	69,680
8		57,910	58,470	63,060	65,640	68,990	72,350
9			63,690	66,160	69,500	73,110	76,720
10				69,970	73,330	76,940	80,820
11				74,880	78,650	82,440	86,680
12				81,340	85,240	89,320	93,670
A*	56,510	61,980	68,400	85,990	90,450	95,120	100,700
B**	60,780	65,560	72,740	89,670	94,670	99,950	107,200

Item	MOU: 1 time Bonus payment for Career Increment A \$2,500 prorated for 1.0 fte; \$7,500 for Career Increment B prorated for 1.0 fte.

Item	2yr package: 10.39%