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BEA	Article IV Teacher Rights Section 5 ~~Fair Share Fee~~Substitute Teachers

Item 2	**Article IV TEACHER RIGHTS**
BEA	Section 4. Dues Check Off: Effective July 1, 202~~0~~5, any teacher who is a member of the Association, or who has applied for membership, may sign and deliver to the School District an assignment authorizing deduction of membership dues in the Association, including Education Minnesota and the National Education Association. The Association will notify the District by September 15, each year the amount of dues to be deducted. Pursuant to such authorization, the School District shall deduct one ~~seventeenth (1/17)~~eighteenth (1/18) of such dues from each regular salary check of the teacher beginning in mid-October and ending ~~in mid-~~June 30 of each year. Deductions for teachers employed after the commencement of the school year shall be appropriately prorated to complete payments by ~~mid-~~June 30.

Item 3	**Article IV TEACHER RIGHTS**
BEA	Section 5 Substitute Teachers

Item 4	**Article IV TEACHER RIGHTS**
BEA	**Section 10. Information:** The School District agrees to furnish to the Association information concerning the financial resources of the District, annual financial reports and audits, after official adoption at a regular School Board meeting, register of certificated personnel, and agendas and minutes of all Board meetings. In addition, by October 1 of each school year, the District shall provide in electronic form to the Union census and membership data; names, social security numbers, starting and ending employment dates, addresses, telephone numbers, birthday (not including the year of birth), full-time equivalency (FTE) status, worksite location and assignment of all bargaining unit members employed; and salaries paid thereto. This information will be provided in a timely fashion upon request to the Union president. The District will notify the Union president of all new hires and departures in the bargaining unit within three (3) weeks of hire and departure. In addition, the Association president or designee shall be provided with a Board packet of information as is provided by the District for members of the media.

Item 5	**ARTICLE VI EXTRA COMPENSATION AND CASELOAD LIMITS**
BEA	**Section 3. Stipends for Additional Certification:**
	G. A teacher who has a 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~~. Compensation shall be $1,000 for each new course offering.

Item 6 BEA	**ARTICLE VI EXTRA COMPENSATION AND CASELOAD LIMITS** **Section 10. Speech/Language Pathologist Caseload Limits:** The District shall limit the caseload of each full-time licensed Speech/Language Pathologist to no more than forty-five (45) students receiving direct or indirect speech/language services at any one time. Caseload is defined as the total number of students for whom the Speech/Language Pathologist is responsible for providing services as outlined in Individualized Education Programs (IEPs) or other service plans. If a caseload exceeds this limit, the District shall take corrective action within twenty (20) working days. Corrective action may include, but is not limited to: • Adjusting student assignments • Hiring additional staff • Providing additional compensation at the pro-rata rate. The ratio shall be prorated for part-time Speech/Language Pathologists based on their full-time equivalency (FTE).

Item 7 BEA	**Section 11. Occupational Therapist Caseload Limits:** The District shall limit the caseload of each full-time licensed Occupational Therapist to no more than forty-five (45) students receiving direct or indirect speech/language services at any one time. Caseload is defined as the total number of students for whom the Occupational Therapist is responsible for providing services as outlined in Individualized Education Programs (IEPs) or other service plans. If a caseload exceeds this limit, the District shall take corrective action within twenty (20) working days. Corrective action may include, but is not limited to: • Adjusting student assignments • Hiring additional staff • Providing additional compensation at the pro-rata rate. The ratio shall be prorated for part-time Occupational Therapists based on their full-time equivalency (FTE).

Item 8 BEA	ARTICLE VII GROUP INSURANCE Section 1. Health and Hospitalization Insurance Options: Subd. 6 All HRA funds shall be invested in the same manner as the District health insurance reserve. All interest accrued shall be credited to the respective employees.

Item 9 BEA	**Article VII GROUP INSURANCE** Section 7. Retirement Insurance Incentive Teachers who have reached age fifty (50) who have been employed by the District for at least thirty (30) hours per week for a minimum of fifteen (15) full years in ISD 191 who elects to voluntarily retire are eligible for a contribution toward the District's hospitalization-medical insurance plan in an amount equal to the District's monthly contribution for single coverage at the time of retirement. An eligible teacher who retires will receive the early retirement insurance incentive for a maximum of three years or until they reach Medicare eligibility, whichever comes first.

Item 10 BEA	**ARTICLE VIII LEAVES OF ABSENCE** Section 14 Paid Family Medical Leave (PFML): Subd. 1. Statutory authority: Employees are eligible to participate in Paid Family Medical Leave (PFML) pursuant to MN Statutes 268B et seq., Family and Medical Benefits.

	Subd. 2. Costs of PFML: The employer shall pay 100 percent of the total premium for Paid Family Medical Leave set by the Minnesota Department of Employment and Economic Development (DEED). Employees shall pay 0 percent of the total premium for Paid Family Medical Leave set by the Minnesota Department of Employment and Economic Development (DEED). Subd. 3: Notification to the Employer: Pursuant to Minnesota Statute Section 268B.085, employees taking Paid Family Medical Leave shall provide the employer with thirty (30) days' notice prior to the start of leave when possible. If 30 days' notice is not practicable because of a lack of knowledge of approximately when leave will be required to begin, a change in circumstances or a medical emergency, notice must be given as soon as practicable. Subd. 4. Coordination of PFML and Sick Leave: At the request of an employee on Paid Family Medical Leave, the employer shall allow the employee to use individual accrued leave at their discretion to supplement the PFML program benefit. At no time will the employee receive more than 100 percent of their usual salary between the PFML benefit and contractual leave. Individual accrued leave shall be paid out on the normal payroll cycle. In the event that an employee is approved for Paid Family Medical Leave for a period of time that was initially covered by Sick Leave, the employer shall provide the employee with the opportunity to pay back the value of some or all Sick Leave. The employer shall re-credit the leave back to the employee's individual sick leave account.

Item 11	**ARTICLE IX HOURS OF SERVICE**
BEA	**Section 8. Supervision of Special Education Students:** A special education teacher shall be compensated at their pro rata ~~the supervision rate in Appendix C-4~~ for the supervision of special education students during the teacher's preparation time or lunch time when such supervision is required due to student behavioral issues/crises. ~~No more than~~The first 3 occurrences do not require pre-approval to get compensated. After 3 occurrences, administration and teachers shall meet to develop a coverage plan that could include, but not limited to, coverage by other qualified staff and/or continued compensation for staff giving up their lunch/prep time for coverage ~~shall be approved without administrative pre-approval and the development of an alternative coverage plan by other qualified staff.~~ Teachers will continue to be compensated at their pro-rata rate while a plan is being developed and implemented.

Item 12	**ARTICLE IX HOURS OF SERVICE**
BEA	Section 10 On designated remote learning days and eLearning days by the district, the teacher can choose to work remotely. These remote learning days will be determined by the school district's calendar and/or in response to unforeseen circumstances (e.g., weather, emergencies, school closures, etc.). The teacher agrees to fulfill all responsibilities in accordance with the Remote Learning Dashboard.

Item 13	**ARTICLE IX HOURS OF SERVICE**
BEA	Section 11 Each week, all special education staff shall set aside 120 minutes, separate from their regular prep time, to complete required student paperwork and IEP management. IEP management includes all aspects of program development and coordination of services, parent communication related to the IEP, annual review, progress monitoring, progress reporting, functional behavioral assessments, and manifestation determination work and evaluations. This time should be scheduled with the guidance of coordinators and administration.

Item 14	**ARTICLE IX HOURS OF SERVICE**
BEA	Section 12

	The District shall schedule one "Due Process Paperwork Night" per quarter (4 total) for special education educators to meet and work together on due process paperwork. Such meetings will be three hours in length and will be compensated at their pro-rata rate.

Item 15 BEA	**ARTICLE XII RETIREMENT** Section 10. Matching Contribution Eligibility: ~~A District match to an approved 403(b) vendor is available to teachers hired on or after July 1, 1989, who have completed their probationary period with the District at a .5 FTE contract or more. Contributions as permitted by MS §356.24 will be made as follows:~~ All members of the BEA bargaining unit hired on or after July 1, 1989 qualify for district matching funds in an approved 403 (b) plan. The district will make a contribution to an employee's 403(b) account up to the limits specified in this section either (1) to match payroll deductions made to the employee's individual 403(b) account or (2) upon proof of receipt of an employee's equivalent qualifying student loan payment pursuant to federal law. The district will ensure that any approved vendor managing 403(b) plans includes a process to manage the certification of qualifying student loan payments in lieu of employee contributions pursuant to Section 110 of the IRS code. The district will match employee contributions or qualifying student loan payments in the amounts listed below: Subd. 1. Commencing with the ~~2021-2022~~2025-2026 school year, the District will match up to $1,500 to an approved 403(b) plan during the employee's first three years of employment in the District. Subd. ~~1~~2. Commencing with the ~~2021-2022~~2025-2026 school year, the District will match up to $2250 per year to an approved 403(b) plan. The match will begin in the teacher's 4th year of employment in the District. Subd. ~~2~~3. Commencing with the ~~2021-2022~~2025-2026 school year, the District will match up to $~~2,250~~3,000 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~~4. Commencing with the ~~2021-2022~~2025-2026 school year, the district will match up to $~~3,000~~3,750 per year to an approved 403(b) plan. The match will begin in the teacher's 15th year of employment in the district. Subd. ~~4~~5. The Seniority list shall be used to determine years of teaching for 403(b) contributions.

Item 16 BEA	**Article XII RETIREMENT** Section 10. Matching Contribution Eligibility: Subd. 6. Auto-escalation: All members of the BEA bargaining unit will have their deductions from their paychecks automatically increased to receive the maximum 403(b) match as outlined in Article XII Section 10, and they will receive equal increases in the matching contributions from the District to be remitted to their respective investment companies.

Item 17 BEA	**APPENDIX A** **Adult Basic Education (ABE)** **Early Childhood & Family Education (ECFE)** Section 5. Calendar: Staff calendars of instruction will be established prior to July 1. FTEs assigned on July 1 will remain in effect through June 30 of the following year. 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 beginning the first day of August workshop week. Only hours worked within the 184 days shall count toward FTE, benefits, and step advancement calculation. If classes are canceled as a result of low enrollment, staff will be assigned other tasks and/or responsibilities for an equivalent amount of instructional and prep time for the class which was canceled. ~~Classes may be canceled or combined based on enrollment resulting in a reduction of hours.~~

Item 18 BEA	**APPENDIX A** **Adult Basic (ABE)** **Early Childhood & Family Education (ECFE)** Section 8 Paid Family Medical Leave (PFML): Subd. 1. Statutory authority: Employees are eligible to participate in Paid Family Medical Leave (PFML) pursuant to MN Statutes 268B et seq., Family and Medical Benefits. Subd. 2. Costs of PFML: The employer shall pay 100 percent of the total premium for Paid Family Medical Leave set by the Minnesota Department of Employment and Economic Development (DEED). Employees shall pay 0 percent of the total premium for Paid Family Medical Leave set by the Minnesota Department of Employment and Economic Development (DEED). Subd. 3: Notification to the Employer: Pursuant to Minnesota Statute Section 268B.085, employees taking Paid Family Medical Leave shall provide the employer with thirty (30) days' notice prior to the start of leave when possible. If 30 days' notice is not practicable because of a lack of knowledge of approximately when leave will be required to begin, a change in circumstances or a medical emergency, notice must be given as soon as practicable. Subd. 4. Coordination of PFML and Sick Leave: At the request of an employee on Paid Family Medical Leave, the employer shall allow the employee to use individual accrued leave at their discretion to supplement the PFML program benefit. At no time will the employee receive more than 100 percent of their usual salary between the PFML benefit and contractual leave. Individual accrued leave shall be paid out on the normal payroll cycle. In the event that an employee is approved for Paid Family Medical Leave for a period of time that was initially covered by Sick Leave, the employer shall provide the employee with the opportunity to pay back the value of some or all Sick Leave. The employer shall re-credit the leave back to the employee's individual sick leave account. Then, re-number remaining sections 8-11 to be 9-12.

Item 19 BEA	**APPENDIX A** **Adult Basic Education (ABE)** **Early Childhood & Family Education (ECFE)** 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. 36 37 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.~~ Effective July 1, 2025, The TSA match for ABE and ECFE teachers shall be based on ARTICLE XII, Section 9. 403(b) Vendor Selection and Section 10. Matching Contribution Eligibility.

Item 20	**APPENDIX A** **Adult Basic Education (ABE)** **Early Childhood & Family Education (ECFE)** 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. On designated remote learning days and eLearning days by the district, the teacher can choose to work remotely. These remote learning days will be determined by the school district's calendar and/or in response to unforeseen circumstances (e.g., weather, emergencies, school closures, etc.). The teacher agrees to fulfill all responsibilities in accordance with the Remote Learning Dashboard.

Item 21 BEA	**APPENDIX A** **Adult Basic (ABE)** **Early Childhood & Family Education (ECFE)** **Section 11.** Career Increment shall be determined based on the Appendix A seniority list as of July 1, 2024. **ABE/ECFE ~~Wage Schedule Changes~~** **~~COMPENSATION~~** **~~2023-2024~~** **Salary Schedule** **2025-2026**

2025-2026 ABE/ECFE Salary Schedule

STEP	BA	BA+20	BA+40	BA+60/MA	MA+20	MA+40	MA+60
1	48,830	50,840	52,610	55,160	55,310	55,470	55,630
2	48,850	50,870	52,640	55,200	55,360	55,510	55,670
3	48,890	50,910	52,690	55,250	55,410	55,560	55,720
4	49,560	51,290	53,550	57,800	57,950	58,110	58,260
5	50,800	52,950	55,440	59,940	60,090	60,250	60,410
6	53,820	56,030	58,770	63,330	63,490	63,640	63,800
7	58,360	58,530	60,980	65,920	66,070	66,230	66,380
8	58,360	63,200	63,810	68,820	68,980	69,130	69,290
9	58,360	63,200	69,510	72,190	72,350	72,500	72,660
10	58,360	63,200	69,510	76,370	76,520	76,680	76,840
11	58,360	63,200	69,510	81,720	81,880	82,030	82,190
12	58,360	63,200	69,510	88,770	88,930	89,080	89,240
*A	61,680	67,630	74,650	93,850	94,000	94,160	94,320
**B	66,330	71,550	79,370	97,860	98,020	98,180	98,330

~~COMPENSATION~~
~~2024-2025~~
ABE ECFE Salary Schedule
2026-2027

2026-2027 ABE/ECFE Salary Schedule							
STEP	BA	BA+20	BA+40	BA+60/MA	MA+20	MA+40	MA+60
1	51,760	53,900	55,770	58,470	58,630	58,800	58,970
2	51,790	53,930	55,800	58,520	58,690	58,850	59,020
3	51,830	53,970	55,860	58,570	58,740	58,900	59,070
4	52,540	54,370	56,770	61,270	61,430	61,600	61,760
5	53,850	56,130	58,770	63,540	63,700	63,870	64,040
6	57,050	59,400	62,300	67,130	67,300	67,460	67,630
7	61,870	62,050	64,640	69,880	70,040	70,210	70,370
8	61,870	67,000	67,640	72,950	73,120	73,280	73,450
9	61,870	67,000	73,690	76,530	76,700	76,850	77,020
10	61,870	67,000	73,690	80,960	81,120	81,290	81,460
11	61,870	67,000	73,690	86,630	86,800	86,960	87,130
12	61,870	67,000	73,690	94,100	94,270	94,430	94,600
*A	65,390	71,690	79,130	99,490	99,640	99,810	99,980
**B	70,310	75,850	84,140	103,740	103,910	104,080	104,230

Item 22

BEA

APPENDIX C-1 (strike old C-1)

Appendix C-1 BEA Salary Schedule 2025 - 2026							
STEP	BA	BA+20	BA+40	BA+60/MA	MA+20	MA+40	MA+60
1	48,830	50,840	52,610	55,160	57,700	60,080	63,030
2	48,850	50,870	52,640	55,200	57,750	60,120	63,060
3	48,890	50,910	52,690	55,250	57,800	60,170	63,120
4	49,560	51,290	53,550	57,800	62,250	63,270	66,370
5	50,800	52,950	55,440	59,940	65,140	66,350	69,230
6	53,820	56,030	58,770	63,330	66,400	69,520	73,190
7	58,360	58,530	60,980	65,920	69,020	71,830	76,050
8	58,360	63,200	63,810	68,820	71,620	75,290	78,950
9	58,360	63,200	69,510	72,190	75,850	79,790	83,720
10	58,360	63,200	69,510	76,370	80,030	83,960	88,190
11	58,360	63,200	69,510	81,720	85,830	89,960	94,590
12	58,360	63,200	69,510	88,770	93,030	97,480	102,220
*A	61,680	67,630	74,650	93,850	98,710	103,810	109,900
**B	66,330	71,550	79,370	97,860	103,310	109,080	116,990

APPENDIX C-2 (strike old C-2)

Appendix C-2
BEA Salary Schedule
2026 - 2027

STEP	BA	BA+20	BA+40	BA+60/MA	MA+20	MA+40	MA+60
1	51,760	53,900	55,770	58,470	61,170	63,690	66,820
2	51,790	53,930	55,800	58,520	61,220	63,730	66,850
3	51,830	53,970	55,860	58,570	61,270	63,790	66,910
4	52,540	54,370	56,770	61,270	65,990	67,070	70,360
5	53,850	56,130	58,770	63,540	69,050	70,340	73,390
6	57,050	59,400	62,300	67,130	70,390	73,700	77,590
7	61,870	62,050	64,640	69,880	73,170	76,140	80,620
8	61,870	67,000	67,640	72,950	75,920	79,810	83,690
9	61,870	67,000	73,690	76,530	80,410	84,580	88,750
10	61,870	67,000	73,690	80,960	84,840	89,000	93,490
11	61,870	67,000	73,690	86,630	90,980	95,360	100,270
12	61,870	67,000	73,690	94,100	98,620	103,330	108,360
*A	65,390	71,690	79,130	99,490	104,640	110,040	116,500
**B	70,310	75,850	84,140	103,740	109,510	115,630	124,010

Item 23 BEA	**APPENDIX C-3 Co-Curricular Stipend Schedule** Yearbook HS lead: ~~$2,800~~ $5,000 Yearbook HS asst: ~~$2,000~~ $3,500 Yearbook MS lead: ~~$,1800~~ $3,000 Yearbook MS asst: ~~$1,300~~ $2,000 Link crew lead: ~~$1,500~~ $3,000 Increase of 10 % for the rest of the C-3 non-athletic activities: DECA, Student Council, Equipment Manager, Vocal Freestyle, Performance Danceline, Quiz Bowl Advisor, Vocal (Cocurricular), Band (Cocurricular), Diversity Coordinator, Cheer (Annual), Band (Drumline), Drum Line Competition Drill/Choreographer/Composer, Musical Director, Math League, Studio Producer, Chess, Class Advisor, Band (Marching), Debate, Speech, FEA, YIG, Science Quiz Bowl, Science Challenge Fair, Paper (Editorial), Band (Pep), Mock Trial, Band Drumline Fall, Marching Band Visual Drill/Choreographer, Drum Line Drill Composer, Computer Club, Play One Act Director, PROUD Advisor, Play, Full Length Director, Musical Vocal, Musical Choreographer, Musical, Instrumental, Musical Producer, Musical Set Design, NHS (includes awards coordination), Flag Line, Safety Patrols, Step team, Safety Patrols, Admin Assistant (elem), Chorus (elem), Improv, Career Fair Coordinator, Student Council (elem), Literary Magazine, Science Fair (Elem), Peer Helpers (elem), Physics Club, Computer Club (elem)

Item 24 BEA	**APPENDIX C-3 Co-Curricular Stipend Schedule** Link Crew assistant4: $1,800 WEB assistant: $1,000 Graduation: $3,300 PBIS Lead stipend: $1,500 BHS Family, Career and Community Leaders of America (FCCLA): $4,800 Relicensure Committee: $1,500 lead and $500 for 4 committee members

Item 25 BEA	**APPENDIX C-4 EXTRA COMPENSATION** **Rate A:** INSTRUCTION: Used when authorized by administration to create "products" which require training or experience in a specific area; e.g., writing curriculum. Hourly rate, effective July 1, ~~2014~~2025 ~~$27.50~~Pro Rata **Rate B:** WORKSHOP: Used when authorized by administration to represent the District; discussion rather than product oriented; e.g., workshop attendance. Hourly rate, effective July 1, ~~2014~~2025 ~~$21.00~~Pro rata Step 7, BA **Rate C:** SUPERVISION: Used when supervising students with delegated administrative responsibility, or when serving as an official. Hourly rate, effective July 1, ~~2014~~2025 ~~$21.00~~Pro rata Step 1, BA **Rate D:** HOMEBOUND: Used when teaching homebound students. Hourly rate, effective July 1, ~~2014 $25.00 July 1~~, 2024 Pro Rata. **Rate E:** AREA LEARNING CENTER: Used when voluntarily teaching classes/activities categorically funded as Area Learning Center opportunities. Hourly rate, effective July 1, ~~2014~~2025 ~~$31.25~~**Pro rata**

Item 26 BEA	**Appendix E VOLUNTARY PRE-KINDERGARTEN INSTRUCTORS** 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~~184 days and includes time for paid lunch.

Item 27 BEA	**Appendix E VOLUNTARY PRE-KINDERGARTEN INSTRUCTORS** 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.~~ Effective July 1, 2025, voluntary pre-kindergarten instructors hired on or before August 15, 2022 shall serve a probationary period of one (1) calendar year. Those hired after August 16, 2022 shall serve a probationary period of three (3) years from their first day of actual service. 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.

Item 28 BEA	**APPENDIX E VOLUNTARY PRE-KINDERGARTEN INSTRUCTORS** **(strike 23-24 and 24-25 salary schedules)** **Voluntary Pre-Kindergarten** **~~208 Day~~ Salary Schedule** **~~2023-2024~~2025-2026**

2025-2026 VPK Salary Schedule							
STEP	BA	BA+20	BA+40	BA+60/MA	MA+20	MA+40	MA+60
1	48,830	50,840	52,610	55,160	55,310	55,470	55,630
2	48,850	50,870	52,640	55,200	55,360	55,510	55,670
3	48,890	50,910	52,690	55,250	55,410	55,560	55,720
4	49,560	51,290	53,550	57,800	57,950	58,110	58,260
5	50,800	52,950	55,440	59,940	60,090	60,250	60,410
6	53,820	56,030	58,770	63,330	63,490	63,640	63,800
7	58,360	58,530	60,980	65,920	66,070	66,230	66,380
8	58,360	63,200	63,810	68,820	68,980	69,130	69,290
9	58,360	63,200	69,510	72,190	72,350	72,500	72,660
10	58,360	63,200	69,510	76,370	76,520	76,680	76,840
11	58,360	63,200	69,510	81,720	81,880	82,030	82,190
12	58,360	63,200	69,510	88,770	88,930	89,080	89,240
*A	61,680	67,630	74,650	93,850	94,000	94,160	94,320
**B	66,330	71,550	79,370	97,860	98,020	98,180	98,330

VPK (~~208~~184 days) – Those without a license remain on BA lane.

Voluntary Pre-Kindergarten
~~208 Day~~ Salary Schedule
~~2024-2025~~2026-2027

2026-2027 VPK Salary Schedule							
STEP	BA	BA+20	BA+40	BA+60/MA	MA+20	MA+40	MA+60
1	51,760	53,900	55,770	58,470	58,630	58,800	58,970
2	51,790	53,930	55,800	58,520	58,690	58,850	59,020
3	51,830	53,970	55,860	58,570	58,740	58,900	59,070
4	52,540	54,370	56,770	61,270	61,430	61,600	61,760
5	53,850	56,130	58,770	63,540	63,700	63,870	64,040
6	57,050	59,400	62,300	67,130	67,300	67,460	67,630
7	61,870	62,050	64,640	69,880	70,040	70,210	70,370
8	61,870	67,000	67,640	72,950	73,120	73,280	73,450
9	61,870	67,000	73,690	76,530	76,700	76,850	77,020
10	61,870	67,000	73,690	80,960	81,120	81,290	81,460
11	61,870	67,000	73,690	86,630	86,800	86,960	87,130
12	61,870	67,000	73,690	94,100	94,270	94,430	94,600
*A	65,390	71,690	79,130	99,490	99,640	99,810	99,980
**B	70,310	75,850	84,140	103,740	103,910	104,080	104,230

VPK (~~208~~184 days) – Those without a license remain on BA lane.

Item 29	**APPENDIX E VOLUNTARY PRE-KINDERGARTEN INSTRUCTORS**
BEA	**Section 7. Applicable Sections of the Master Agreement:** Add Article IX Hours of Service, Section 10 Section 8. Sections of the Master Agreement Not Applicable: IX Hours of Service, Sections 1-9

Item 30 BEA	**APPENDIX F** **READY TO GROW / READY TO LEARN INSTRUCTORS** 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. Vacation. a. Eligibility. Vacation pay only applies to 261-day, full-time employees. b.Vacation Accrual and Use. Ten (10) paid vacation days shall be credited to each eligible employee at the beginning of each fiscal year (July 1). A vacation day shall be paid in an amount equivalent to the hours of an employee's assigned workday. Vacation leave must be scheduled in advance with the employee's immediate supervisor. Vacation leave credited to an employee must be taken during the same fiscal year, or within the following twelve (12) months, or it is forfeited. c.Additional Vacation Leave. RTG/RTL employees shall be credited with additional paid vacation leave each fiscal year as follows: eight (8) hours of paid vacation leave multiplied by the employee's consecutive years of employment with the Community Education Department, up to a maximum of an additional 64 hours of vacation leave in a fiscal year. Under no circumstances may an employee's paid vacation leave exceed 18 days.

Item 31 BEA	**APPENDIX F** **READY TO GROW / READY TO LEARN INSTRUCTORS** **Ready to Grow / Ready to Learn** **(261 day) Salary Schedule** **(strike 23-24 and 24-25 salary schedules)**

RTG/RTL 2025 - 26	
Step	Salary
1	46,850
2	48,870
3	50,880
4	52,380
5	53,880
6	55,310
7	56,750
8	59,020
9	61,380
10	63,840
11	66,390
12	69,050
13	71,810
14	74,680
15	78,000
16	78,000
17	78,000
18	78,000
19	78,000
20	79,110

RTG/RTL 2026 - 27	
Step	Salary
1	49,670
2	51,810
3	53,940
4	55,530
5	57,120
6	58,630
7	60,160
8	62,570
9	65,070
10	67,680
11	70,380
12	73,200
13	76,120
14	79,170
15	82,680
16	82,680
17	82,680
18	82,680
19	82,680
20	83,860

Item 32	**Appendix F READY TO GROW / READY TO LEARN INSTRUCTORS**
BEA	**Section 6. Applicable Sections of the Master Agreement:** Add Article IX Hours of Service, Section 10 Section 7. Sections of the Master Agreement Not Applicable: IX Hours of Service, Sections 1-9

Item 33	**Renew the following MOUs** 1) Travel 2) Appendix C-3 hold harmless agreement - are these individuals still in these positions? 4) Long-term, short-term disability insurance 5) Career service - can now remove B. Neal, J. Rau, and A. Staum, and K. Allman. 6) Virtual Academy 7) J Northenscold 8) V. Hanson 9) Community Ed teachers continuing 403(b) match **Eliminate the following MOUs** 3) Amplify healthcare services
BEA	