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. Each party will alternate starting a meeting. The starting party will either TA language, drop language, or provide a written proposal / response at the beginning of the meeting. This should be identified and agreed to at the end of each meeting.
8. All e-mails will be sent between Jody 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 1 191	***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***

Item 2 BEA TA 7.14.25	**Article IV TEACHER RIGHTS** Section 4. Dues Check Off: Effective July 1, 2025, 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 BEA TA 7.14.25	**Article IV TEACHER RIGHTS** Section 5 Substitute Teachers If an assignment requires a substitute teacher to works more than fourteen (14) hours per week and for more than thirty (30) consecutive days per year for the same teacher, the position shall be filled with a teacher hired by the district for the duration of the assignment. That teacher automatically becomes for the duration of that assignment a member of the appropriate unit covered by this Agreement. In such instances, daily pay shall be calculated by placing the teacher appropriately on the salary schedule per Article V, Section 1, and sick absence shall be accrued at the rate of one (1) day per month.

Item 4 BEA TA 7.14.25	**Article IV TEACHER RIGHTS** **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 5 191 7.14 Drop 9.23	**Article IV TEACHER RIGHTS** 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 2023- 2025 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.
Item 6 191 7.14	**ARTICLE V COMPENSATION** Section 4. Credits allowed for lane placement or advancement: Subd. 1. a. Degree credits are part of a teaching or administrative degree program; i.e. recognized by an accredited graduate school providing graduate level credits. No credits will be approved that involve primarily television viewing, correspondence work, or self-study. b. Graduate degrees earned exclusively on-line must be from an accredited graduate school providing graduate level credits. No credits will be approved that involve primarily television viewing, correspondence work, or self-study. Subd. 2. Program credits are not part of a teaching degree program but reflect intent to improve content knowledge specific to assignment or pedagogical skills. Credits must be graduate level with a grade of C or higher. No credits will be approved that involve primarily television viewing, correspondence work, or self-study. Section 5. Credits disallowed for lane placement or advancement: Subd. 1. Credits older than five (5) years unless part of a degree program. Subd. 2. Undergraduate credits earned prior to teacher licensure. Subd. 3. In-service credits obtained while in employment outside District 191. Subd. 4. Credits earning lower than a C grade. Subd. 5. No credits will be approved that involve primarily television viewing, correspondence work, or self-study. Section 6. Lane Changes or advancement: Subd. 1. Credits must be pre-approved in writing in Human Resources. Subd. 2. Credits may be used only once for lane advancement. Subd. 3. Teachers eligible for a lane change must file a lane change request form which shall list previously approved courses to be used for the lane change. Subd. 4. Upon verification of the completion of coursework (e.g., college transcript), a lane change will be retroactive to the date of completion of the course work. In no instance shall the date of retroactivity exceed six months. Subd. 5. In-service credits may be assigned for instruction or professional activities for which no college credits are given. Approved in-service credits are defined by the Executive Director of Human `Resources, including quarter credit values. Subd. 6. Prior to denying credits for lane change or reimbursement, the Assistant Superintendent and President of the BEA will review the proposed coursework and make a recommendation to the Executive Director of Human Resources. Section 7: Credits disallowed for lane changes: Subd. 1. Credits older than five (5) years unless part of a degree program. Subd. 2. Undergraduate credits earned prior to teacher licensure. Subd. 3. In-service credits obtained while in employment outside District 191. Subd. 4. Credits earning lower than a C grade. Subd. 5. Credits must be graduate level. No credits will be approved that involve primarily television viewing, correspondence work, or self-study.
Item 6 BEA 8.5	**Article V Compensation** Section 4. Credits allowed for lane placement or advancement: Subd. 1. a. Degree credits are part of a teaching or administrative degree program; i.e. recognized by an accredited graduate school providing graduate level credits.

b. Graduate degrees earned exclusively on-line must be from an accredited graduate school providing graduate level credits.
Subd. 2. Program credits are not part of a teaching degree program but reflect intent to improve content knowledge specific to assignment or pedagogical skills.

Item 6

191
8.12

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into between Independent School District 191 (hereinafter referred to as the School District) and The Burnsville Education Association (hereinafter referred to as the Union), representing the Teachers of the School District as follows:

1. The parties have entered into a collective bargaining agreement covering the period July 1, 2025 through June 30, 2027.

2. The purpose of this MOU is to identify district licensed staff course approval components for salary placement and advancement listed in Article 5.

3. GUIDELINES FOR APPROVAL

   a) The request form must be submitted to Human Resources 10 days in advance of course commencement to allow sufficient time for review, evaluation, and approval by Human Resources.

   b) All coursework must be from an accredited college or university that grants teacher licensure, and an individual course must be accepted by that college/university towards a degree program. Credits that are not accepted by the college/university for their own graduate programs shall not be approved.

   c) Third-party providers that partner with a college/university to provide graduate credit will not be approved for lane change unless that course is reviewed and approved to be part of the district's professional development offerings. A request for approval of a third-party provider course must be submitted for review and approval.

   d) All courses must be from a fully-accredited higher education institution, preference is given to Minnesota based institutions. Programs and courses outside of the region may be approved at the discretion of the Director of Human Resources.

This MEMORANDUM OF UNDERSTANDING shall be in full force and effect from the period of execution of this document through June 30, 2027.

Burnsville Education Association
Burnsville, MN 55337

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

_____
Union Representative Chair

_____
Employer Representative

Dated: _____

Dated: _____

Item 6

BEA 8.12

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into between Independent School District 191 (hereinafter referred to as the School District) and The Burnsville Education Association (hereinafter referred to as the Union), representing the Teachers of the School District as follows:

1. The School District and Union are parties to a collective bargaining agreement governing Teachers for the period July 1, 2025 through June 30, 2027.

2. This Memorandum of Understanding (MOU) outlines the roles, responsibilities, and expectations of the 191-BEA Continuing Education Committee to ensure clarity and alignment with organizational goals as well as compensation. The District and the Union are establishing the Continuing Education Committee for the purpose of reviewing applications of credits for lane changes, Master's programs, and all other continuing education credits post-initial hire. The committee will make a list of previously approved and denied courses and/or programs and their corresponding institutions. The Committee will also make and maintain a list of preferred courses and/or programs and their corresponding institutions

3. The Continuing Education Committee will also be responsible for evaluating continuing education activities, granting appropriate clock hours for those activities, and recommending renewal of Tier 3 and Tier 4 licenses, including related service licenses, and is governed by the rules set forth in Minnesota Rules, chapter 8710.

4. The Continuing Education Committee will also review former in-district professional learning opportunities that offered Board Credit (in-district credit for lane changes) for ISD 191 teachers (such as ER & D, SEED, and SIOP courses), and make recommendations for similar classes to be offered by the District for in-district credit and/or graduate credits at MN college or universities that offer graduate credits.

5. The Committee will include at least eight (8) members which reflect the following:
   a. Five (5) BEA members who hold at least a Master's degree, are licensed by the Professional Educator Licensing and Standards Board, and appointed by the BEA president. There shall be at least one (1) secondary teacher, at least one (1) elementary teacher, at least one (1) early learning (ECFE, ECSE, RTG/RTL, or VPK) teacher, and at least one (1) special education or related services teacher.
   b. At least one (1) District teacher retiree who holds at least a Master's degree in Education and served in the district for at least five (5) years.
   c. At least one (1) principal or districtwide administrator who holds a Minnesota administrator's license appointed by the District Superintendent.
   d. At least one (1) member of the District Human Resources department appointed by the Executive Director of Administrative Services.
   e. The BEA president will determine which of the five (5) active teachers will serve as a co-lead of the committee with the designee from the HR department.

6. The committee will meet a minimum of eight (8) times for no less than ninety (90) minutes during the 2025-2026 school year.

7. The lead BEA member will receive a $2,500 stipend annually. The remaining four (4) BEA committee members will receive a $1,000 stipend annually.

This MEMORANDUM OF UNDERSTANDING shall be in effect September 1, 2025 through June 30, 2026.

Burnsville Education Association Burnsville, MN 55337	Independent School Dist. 191 200 West Burnsville Parkway Burnsville, MN 55337
_____ Union Representative	_____ Employer Representative
Dated: _____	Dated: _____

Item 6
BEA 8.13
Drop 9.18

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into between Independent School District 191 (hereinafter referred to as the School District) and The Burnsville Education Association (hereinafter referred to as the Union), representing the Teachers of the School District as follows:

1. The parties have entered into a collective bargaining agreement covering the period July 1, 2025 through June 30, 2027.

2. The purpose of this MOU is to identify district licensed staff course approval components for salary placement and advancement listed in Article 5.

3. GUIDELINES FOR APPROVAL

   a) The request form must be submitted to Human Resources 10 days in advance of course commencement to allow sufficient time for review, evaluation, and approval by Human Resources.
   b) All coursework must be from an accredited college or university that grants teacher licensure, and an individual course must be accepted by that college/university towards a degree program. Credits that are not accepted by the college/university for their own graduate programs shall not be approved.
   c) Courses from third-party providers that partner with a college/university to provide graduate credit will be approved for lane changes for teachers taking credits beyond their Master's degree. No more than forty (40) quarter credits from third-party providers will be approved.
   d) All courses must be from a fully-accredited higher education institution, preference is given to Minnesota based institutions. Programs and courses outside of Minnesota may be approved at the discretion of the Director of Human Resources.

4. The Human Resources Department will create and maintain a list of preferred courses and/or programs along with their corresponding institutions as well as previously denied courses/programs/institutions.

This MEMORANDUM OF UNDERSTANDING shall be in full force and effect from the period of execution of this document through June 30, 2027.

Burnsville Education Association Burnsville, MN 55337	Independent School Dist. 191 200 W. Burnsville Parkway Burnsville, MN 55337
_____ Union Representative Chair	_____ Employer Representative
Dated: _____	Dated:_____

Item 6
191
9.18

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into between Independent School District 191 (hereinafter referred to as the School District) and The Burnsville Education Association (hereinafter referred to as the Union), representing the Teachers of the School District as follows:

1. The parties have entered into a collective bargaining agreement covering the period July 1, 2025 through June 30, 2027.

2. The purpose of this MOU is to identify district licensed staff course approval components for salary placement and advancement listed in Article 5.

3. GUIDELINES FOR APPROVAL

   a) The request form must be submitted to Human Resources 10 days in advance of course commencement to allow sufficient time for review, evaluation, and approval by Human Resources.

   b) All coursework must be from an accredited college or university that grants teacher licensure, and an individual course must be accepted by that college/university towards a degree program. Credits that are not accepted by the college/university for their own graduate programs shall not be approved.

   c) Third-party providers that partner with a college/university to provide graduate credit will not be approved for lane change unless that course is reviewed and approved to be part of the district's professional development offerings or initiatives. A request for approval of a third-party provider course must be submitted for review and approval.

   d) All courses must be from a fully-accredited higher education institution, preference is given to Minnesota based institutions. Programs and courses outside of the region may be approved at the discretion of the Director of Human Resources.

This MEMORANDUM OF UNDERSTANDING shall be in full force and effect from July 1, 2026 through June 30, 2027.

Burnsville Education Association Burnsville, MN 55337	Independent School Dist. 191 200 W. Burnsville Parkway Burnsville, MN 55337
_____ Union Representative Chair	_____ Employer Representative
Dated: _____	Dated:_____

Item 7 BEA 7.9	**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 **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 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 7 191 7.14	**ARTICLE VI EXTRA COMPENSATION** ~~Section 1. Co-Curricular Assignments: Effective July 1, 2020, stipends are negotiated by position as identified in Appendix C-3 and will apply only to ISD 191 teachers.~~ ~~Subd. 1. Vacancies shall be posted at least seven (7) days prior to filling the vacancy.~~ ~~Subd. 2. The assignments for stipend positions are appointed by the administration.~~ ~~Subd. 3. Stipend pay shall be issued in equal payments over the duration of the assignment commencing on the pay date following fifteen (15) days of co-curricular assignment and ending on the pay date following completion of the co-curricular assignment. Errors in payments will be corrected on the pay date following detection of the error.~~ ~~Subd. 4. Longevity: Effective July 1, 2004, after completing seven (7) years as a head coach or chief advisor for a single activity (male/female), the coach or advisor will receive an additional longevity increment equivalent to 5% of the stipend amount.~~ ~~Subd. 5. M.S. §122A. 58 shall apply to all licensed coaches.~~ ~~**APPENDIX C-3**~~ ~~**Co-Curricular Stipend Schedule**~~

~~Activity~~	~~Head Varsity Coach / Lead~~	~~ASST~~	~~Middle School Head~~	~~Middle School ASST~~
~~Basketball~~	~~$ 6,800.00~~	~~$ 4,800.00~~	~~$ 4,400.00~~	~~$ 3,100.00~~
~~Weight room~~	~~$ 6,800.00~~	~~$ 4,800.00~~	~~$ 4,400.00~~	~~$ 3,100.00~~
~~Athletic Coordinator~~	~~$ 6,800.00~~	~~$ 4,800.00~~	~~$ 4,400.00~~	~~$ 3,100.00~~
~~Wrestling~~	~~$ 6,800.00~~	~~$ 4,800.00~~	~~$ 4,400.00~~	~~$ 3,100.00~~
~~Football~~	~~$ 6,800.00~~	~~$ 4,800.00~~	~~$ 4,400.00~~	~~$ 3,100.00~~
~~Baseball~~	~~$ 6,800.00~~	~~$ 4,800.00~~	~~$ 4,400.00~~	~~$ 3,100.00~~

Softball	$ 6,800.00	$ 4,800.00	$ 4,400.00	$ 3,100.00
Danceline, Comp	$ 6,800.00	$ 4,800.00	$ 4,400.00	$ 3,100.00
Hockey	$ 6,800.00	$ 4,800.00	$ 4,400.00	$ 3,100.00
Track	$ 5,800.00	$ 4,100.00	$ 3,800.00	$ 2,600.00
Soccer	$ 5,800.00	$ 4,100.00	$ 3,800.00	$ 2,600.00
Volleyball	$ 5,800.00	$ 4,100.00	$ 3,800.00	$ 2,600.00
Golf	$ 5,800.00	$ 4,100.00	$ 3,800.00	$ 2,600.00
Adapted Athletic Coordinator	$ 5,800.00	$ 4,100.00	$ 3,800.00	$ 2,600.00
Swimming	$ 5,800.00	$ 4,100.00	$ 3,800.00	$ 2,600.00
Slalom Ski	$ 4,800.00	$ 3,400.00	$ 3,100.00	$ 2,200.00
XC Ski	$ 4,800.00	$ 3,400.00	$ 3,100.00	$ 2,200.00
Tennis	$ 4,800.00	$ 3,400.00	$ 3,100.00	$ 2,200.00
DECA	$ 4,800.00	$ 3,400.00	$ 3,100.00	$ 2,200.00
Lacrosse	$ 4,800.00	$ 3,400.00	$ 3,100.00	$ 2,200.00
Student Council	$ 4,800.00	$ 3,400.00	$ 3,100.00	$ 2,200.00
Equipment Manager	$ 4,800.00	$ 3,400.00	$ 3,100.00	$ 2,200.00
Vocal Freestyle	$ 4,300.00	$ 3,000.00	$ 2,800.00	$ 1,900.00
Danceline, Perf.	$ 4,300.00	$ 3,000.00	$ 2,800.00	$ 1,900.00
Quiz Bowl Advisor	$ 4,300.00	$ 3,000.00	$ 2,800.00	$ 1,900.00
Vocal, Cocurricular Total	$ 4,300.00	$ 3,000.00	$ 2,800.00	$ 1,900.00
Band, Cocurricular, Annual	$ 4,300.00	$ 3,000.00	$ 2,800.00	$ 1,900.00
Diversity Coordinator	$ 4,300.00	$ 3,000.00	$ 2,800.00	$ 1,900.00
Cheer, Annual	$ 4,300.00	$ 3,000.00	$ 2,800.00	$ 1,900.00
Band, Drumline (Winter)	$ 4,300.00	$ 3,000.00	$ 2,800.00	$ 1,900.00
Drum Line Competition Drill/Choreographer/Composer	$ 4,300.00	$ 3,000.00	$ 2,800.00	$ 1,900.00
XC Run	$ 4,300.00	$ 3,000.00	$ 2,800.00	$ 1,900.00
Badminton	$ 4,300.00	$ 3,000.00	$ 2,800.00	$ 1,900.00
Musical Director	$ 3,800.00	$ 2,700.00	$ 2,500.00	$ 1,700.00
Math League	$ 3,800.00	$ 2,700.00	$ 2,500.00	$ 1,700.00
Studio Producer	$ 3,800.00	$ 2,700.00	$ 2,500.00	$ 1,700.00
Chess	$ 3,800.00	$ 2,700.00	$ 2,500.00	$ 1,700.00
Class Advisor	$ 3,800.00	$ 2,700.00	$ 2,500.00	$ 1,700.00
Band, Marching	$ 3,800.00	$ 2,700.00		
Debate	$ 3,300.00	$ 2,300.00	$ 2,100.00	$ 1,500.00
Speech	$ 3,300.00	$ 2,300.00	$ 2,100.00	$ 1,500.00
FEA	$ 3,300.00	$ 2,300.00	$ 2,100.00	$ 1,500.00
Cheer, Comp	$ 3,300.00	$ 2,300.00	$ 2,100.00	$ 1,500.00
YIG	$ 3,300.00	$ 2,300.00	$ 2,100.00	$ 1,500.00
Science Quiz Bowl	$ 3,300.00	$ 2,300.00	$ 2,100.00	$ 1,500.00
Science Challenge Fair	$ 3,300.00	$ 2,300.00	$ 2,100.00	$ 1,500.00

~~Paper, Editorial~~	~~$ 3,300.00~~	~~$ 2,300.00~~	~~$ 2,100.00~~	~~$ 1,500.00~~
~~Band, Pep~~	~~$ 2,800.00~~	~~$ 2,000.00~~	~~$ 1,800.00~~	~~$ 1,300.00~~
~~Mock Trial~~	~~$ 2,800.00~~	~~$ 2,000.00~~	~~$ 1,800.00~~	~~$ 1,300.00~~
~~Band, Drumline (Fall)~~ ~~*Corrected 6.21.16*~~	~~$ 2,800.00~~	~~$ 2,000.00~~	~~$ 1,800.00~~	~~$ 1,300.00~~
~~Marching Band Visual Drill/Choreographer~~	~~$ 2,800.00~~	~~$ 2,000.00~~	~~$ 1,800.00~~	~~$ 1,300.00~~
~~Drum Line Drill Composer~~	~~$ 2,800.00~~	~~$ 2,000.00~~	~~$ 1,800.00~~	~~$ 1,300.00~~
~~Computer Club~~	~~$ 2,800.00~~	~~$ 2,000.00~~	~~$ 1,800.00~~	~~$ 1,300.00~~
~~Play One Act Director~~	~~$ 2,800.00~~	~~$ 2,000.00~~	~~$ 1,800.00~~	~~$ 1,300.00~~
~~PROUD Advisor~~	~~$ 2,800.00~~	~~$ 2,000.00~~	~~$ 1,800.00~~	~~$ 1,300.00~~
~~Play, Full Length Director~~	~~$ 2,800.00~~	~~$ 2,000.00~~	~~$ 1,800.00~~	~~$ 1,300.00~~
~~Musical Vocal~~	~~$ 2,800.00~~	~~$ 2,000.00~~	~~$ 1,800.00~~	~~$ 1,300.00~~
~~Musical Choreographer~~	~~$ 2,800.00~~	~~$ 2,000.00~~	~~$ 1,800.00~~	~~$ 1,300.00~~
~~Musical, Instrumental~~	~~$ 2,800.00~~	~~$ 2,000.00~~	~~$ 1,800.00~~	~~$ 1,300.00~~
~~Musical Producer~~	~~$ 2,800.00~~	~~$ 2,000.00~~	~~$ 1,800.00~~	~~$ 1,300.00~~
~~Musical Set Design~~	~~$ 2,800.00~~	~~$ 2,000.00~~	~~$ 1,800.00~~	~~$ 1,300.00~~
~~NHS (Includes Awards Coordination)~~	~~$ 2,800.00~~	~~$ 2,000.00~~	~~$ 1,800.00~~	~~$ 1,300.00~~
~~Flag Line~~	~~$ 2,800.00~~	~~$ 2,000.00~~	~~$ 1,800.00~~	~~$ 1,300.00~~
~~Yearbook~~	~~$ 2,800.00~~	~~$ 2,000.00~~	~~$ 1,800.00~~	~~$ 1,300.00~~
~~Step Team~~	~~$ 2,800.00~~	~~$ 2,000.00~~	~~$ 1,800.00~~	~~$ 1,300.00~~
~~Safety Patrols (Elem)~~	~~$ 2,800.00~~	~~$ 2,000.00~~	~~$ 1,800.00~~	~~$ 1,300.00~~
~~Admin Assistant (Elem)~~	~~$ 2,800.00~~	~~$ 2,000.00~~	~~$ 1,800.00~~	~~$ 1,300.00~~
~~Chorus (Elem)~~	~~$ 1,500.00~~	~~$ 1,100.00~~	~~$ 1,000.00~~	~~$ 700.00~~
~~Improv~~	~~$ 1,500.00~~	~~$ 1,100.00~~	~~$ 1,000.00~~	~~$ 700.00~~
~~Student Council (Elem)~~	~~$ 1,500.00~~	~~$ 1,100.00~~	~~$ 1,000.00~~	~~$ 700.00~~
~~Literary Magazine~~	~~$ 1,500.00~~	~~$ 1,100.00~~	~~$ 1,000.00~~	~~$ 700.00~~
~~Science Fair (Elem)~~	~~$ 1,500.00~~	~~$ 1,100.00~~	~~$ 1,000.00~~	~~$ 700.00~~
~~Peer Support/ Helpers~~	~~$ 1,500.00~~	~~$ 1,100.00~~	~~$ 1,000.00~~	~~$ 700.00~~
~~Physics Club~~	~~$ 1,500.00~~	~~$ 1,100.00~~	~~$ 1,000.00~~	~~$ 700.00~~
~~Computer Club (Elem)~~	~~$ 1,500.00~~	~~$ 1,100.00~~	~~$ 1,000.00~~	~~$ 700.00~~

Item 7	**APPENDIX C-3 Co-Curricular Stipend Schedule**
BEA 8.5	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 Link Crew assistant: $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 Increase of 10% for all other C-3 activities and athletics

Item 7 BEA 8.12	**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 Link Crew assistant: $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 Continuing Education Committee: $2,500 lead and $1,000 for 4 committee members Increase of 10% for all other C-3 activities and athletics
Item 7 BEA 9.30	**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 Link Crew assistant: $1,800 WEB assistant: $1,000 PBIS Lead stipend: $1,500 BHS Family, Career and Community Leaders of America (FCCLA): $4,800 Increase of 10% for all C-3 High School athletics and all other non-athletics in year 1 Increase of 6 % for all middle school athletics in year 1
Item 8 BEA Drop	**ARTICLE VI EXTRA COMPENSATION AND CASELOAD LIMITS** **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 8 191 Drop	**MEMORANDUM OF UNDERSTANDING** This Memorandum of Understanding is entered into between Independent School District 191 (hereinafter referred to as the School District) and The Burnsville Education Association (hereinafter referred to as the Union), representing the Teachers of the School District as follows: 1. The School District and Union are parties to a collective bargaining agreement governing Teachers for the period July 1, 2025 through June 30, 2027. 2. Notwithstanding Article VI, Section G. 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.

	3. Teachers provided an annual written exemption from a sponsoring university shall be eligible for Article VI, Section G. 4. It is the teacher's responsibility to provide a copy of the exemption to Human Resources each year. This MEMORANDUM OF UNDERSTANDING shall be in effect July 1, 2025 through June 30, 2027. Burnsville Education Association Burnsville, MN 55337 Independent School Dist. 191 200 West Burnsville Parkway Burnsville, MN 55337 _____ Union Representative _____ Employer Representative Dated: _____ Dated:_____
Item 8 BEA 8.5 Drop	**ARTICLE VI EXTRA COMPENSATION AND CASELOAD LIMITS** **Section 3. Stipends for Additional Certification:** G. 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, or is provided a written endorsement from a sponsoring college or university 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 8 191 8.12 TA 8.13	G. 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~~ for each new AA courses taught. Duplicate courses count as 1 course. **MEMORANDUM OF UNDERSTANDING** This Memorandum of Understanding is entered into between Independent School District 191 (hereinafter referred to as the School District) and The Burnsville Education Association (hereinafter referred to as the Union), representing the Teachers of the School District as follows: 1. The School District and Union are parties to a collective bargaining agreement governing Teachers for the period July 1, 2025 through June 30, 2027. 2. Notwithstanding Article VI, Section G. 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 for each new AA courses taught. Duplicate courses count as 1 course. 3. Teachers provided an annual written exemption from a sponsoring university shall be eligible for Article VI, Section G. 4. It is the teacher's responsibility to provide a copy of the exemption to Human Resources each year. This MEMORANDUM OF UNDERSTANDING shall be in effect July 1, 2025 through June 30, 2027. Burnsville Education Association Burnsville, MN 55337 Independent School Dist. 191 200 West Burnsville Parkway Burnsville, MN 55337 _____ Union Representative _____ Employer Representative

	Dated: _____ Dated: _____
Item 9 191 TA 8.5	**ARTICLE VI EXTRA COMPENSATION** Section 6. Mileage: Staff members who receive prior authorization to use their personal cars for school business shall be reimbursed at the rate in effect according to District policy. Requests for reimbursement should be made monthly, but must be made ~~quarterly~~ within 60 days or claims are forfeited.
Item 10 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 11 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 10/11 BEA 9.23	**ARTICLE VI EXTRA COMPENSATION AND CASELOAD LIMITS** **Section 10. Speech/Language Pathologist and Occupational Therapist Caseload Limits:** The District shall limit the caseload of each full-time licensed Speech/Language Pathologist and Occupational Therapist to twenty-five hours (25) total for direct and indirect service minutes and travel time. Hours will be prorated for weeks with less than five (5) days of school (student contact days). The twenty-five (25) hours shall be prorated for part-time Speech/Language Pathologists and Occupational Therapists based on their full-time equivalency (FTE). 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.
Item 12 191 Drop 9.18	**ARTICLE VII GROUP INSURANCE** 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~~ $1,255 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 $41.67 shall be redirected per pay period by the district to the HRA. The remainder shall be borne by the employee. Effective July 1, 2026, 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 $1,315 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 $41.67 shall be redirected per pay period 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 $2,675 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 $83.34 shall be redirected per pay period by the district to the HRA. The balance of the premium shall be paid by the ~~District~~ employee. Effective July 1, 2026, 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 $2,800 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 $83.34 shall be redirected per pay period 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. Full-time assignment, for insurance purposes as outlined in this Section, shall mean thirty (30) hours per week. Except as listed below, for teachers working at least 20 hours per week but less than 30 hours per week shall contribute ~~30% of the~~ $2,340 toward the monthly composite premium for dependent coverage.~~, effective July 1, 2006. Effective July 1, 2010, 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.~~ The composite premium will be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby $83.34 shall be redirected per pay period by the district to the HRA. Exceptions as listed below receive health insurance contributions as per Subd. 2. a. teachers on parental leave, working at least .5 b. teachers hired prior to July 1, 2006 with a .5 or greater contract c. teachers with a .5 contract prior to July 1, 2006, who temporarily accept an assignment greater than .5, have the right to return to .5 with benefits as per a full-time employee as outlined in Subd. 2. Subd. 5. The balance of any additional premium for optional single or dependent District plans shall be paid by the teacher. Subd. 6. When an employee who is enrolled in the district's group insurance plan contributes $1,000 into a medical flexible spending account (FSA) the district will contribute $1,000 into the employee's HRA account on the first payroll of the school year.
Item 12 BEA Drop 9.30	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 13 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 13 BEA 9.18 Drop 9.23	**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 who elect to voluntarily retire are eligible to remain on the District's single hospitalization-medical insurance plan for a maximum of thirty-six (36) months or when eligible for Medicare, whichever comes first. The teacher is responsible for 100 percent of the premium and

	deductible.
Item 14 191 Drop 9.23	**ARTICLE VIII LEAVES OF ABSENCE** Subd. 7. Sick Leave may be used according to MN Statute 181.9447. ~~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. 8. 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.~~
Item 15 191 Drop 8.20	**ARTICLE VIII LEAVES OF ABSENCE** Section 2. Personal Absence: The purpose of personal absence is to provide protection for the teacher so that the employee not suffer income loss for personal affairs. Teachers should not accept a position with another employer knowing that the schedule of that employer is likely to conflict with the established work schedule of the district. Subd. 1. Procedure: a. A teacher planning to use personal absence shall notify the Human Resources Office at least forty-eight (48) hours in advance except in the case of an emergency approved as such retroactively by the Executive Director of Human Resources. b. ~~Bereavement absence not covered under Section 4, Subds. 1 and 2, of the bereavement absence policy or family illness absences is automatically allowable for personal absence~~. c. Failure to provide timely notification may result in discipline.
Item 15 191 Drop 8.20	**ARTICLE VIII LEAVES OF ABSENCE** Section 3. ~~Bereavement Absence:~~ ~~Subd. 1. 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 family. For purposes of this Agreement, family includes a spouse, children, parents, siblings, grandparents, grandchildren, aunts, uncles, nieces, nephews or the equivalent. 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. If a teacher has exhausted all accrued personal days in a given school year, he or she may use (3) sick days per year to attend the funeral of a person with whom they have a significant relationship.~~ Paid Family Medical Leave (PFML): PFML leave shall be granted pursuant to applicable law.
Item 15 BEA 8.20 TA 8.20	**ARTICLE VIII** **LEAVES OF ABSENCE** Section 2. Personal Absence: The purpose of personal absence is to provide protection for the teacher so that the employee not suffer income loss for personal affairs. Teachers should not accept a position with another employer knowing that the schedule of that employer is likely to conflict with the established work schedule of the district. Subd. 1. Procedure: a. A teacher planning to use personal absence shall notify the Human Resources Office at least forty-eight (48) hours in advance except in the case of an emergency approved as such retroactively by the Executive Director of Human Resources. b. Bereavement absence not covered under Section 34, Subds. 1 and 2, of the bereavement absence policy or family illness absences is automatically allowable for personal absence. c. Failure to provide timely notification may result in discipline.

	Section 3. Bereavement Absence: Subd. 1. 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 family. For purposes of this Agreement, family includes a spouse, children, parents, siblings, grandparents, grandchildren, aunts, uncles, nieces, nephews or the equivalent. ~~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.~~ Earned Sick and Safe Time (ESST MN statute 181.9446) may be used for additional bereavement days. The Executive Director of Human Resources may 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. If an individual is using ESST for bereavement, it can be used for: 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. 2. If a teacher has exhausted all accrued personal days in a given school year, he or she may use (3) sick days per year to attend the funeral of a person with whom they have a significant relationship.
Item 16 191 Drop	**ARTICLE VIII LEAVES OF ABSENCE** Section 7. General Absence: Subd. 1. Effective July 1, 2016, a maximum of five (5) days of general absence without pay may be requested by each teacher. Subd. 2. No more than 2% of staff (including those requesting personal time) shall be granted such absence at any one time. Absence shall be granted in the order of application. Subd. 3. General absence exceeding five (5) days or 2% of staff shall be granted only at the discretion of the Executive Director of Human Resources. Subd. 4. A minimum of five (5) days notification shall be given by the teacher to the Human Resources Office to be eligible for such leave. Subd. 5. Such absence will not be granted during the first two (2) weeks of school or the last week of school. Exceptions for emergencies may be approved at the discretion of the Executive Director of Human Resources.
Item 16 BEA 8.5 Drop	ARTICLE VIII LEAVES OF ABSENCE Section 7. General Absence: Subd. 1. Effective July 1, 2016, a maximum of five (5) days of general absence without pay may be requested by each teacher. Subd. 2. ~~No more than 2% of staff shall be granted such absence at any one time. Absence shall be granted in the order of application.~~ The maximum number of teachers granted a combined general and/or personal absence at any one time is: three for sites with 40 or fewer teachers, four for sites with 41-99 teachers, and nine teachers for sites with 100 or more teachers. Subd. 3.General absence exceeding five (5) days or 2% of staff shall be granted only at the discretion of the Executive Director of Human Resources. Subd. 4. A minimum of five (5) days notification shall be given by the teacher to the Human Resources Office to be eligible for such leave. Subd. 5. Such absence will not be granted during the first two (2) weeks of school or the last week of school. Exceptions for emergencies may be approved at the discretion of the Executive Director of Human Resources.
Item 16 191	**ARTICLE VIII LEAVES OF ABSENCE** Section 7. General Absence:

8.12 Drop	Subd. 1. Effective July 1, 2016, a maximum of five (5) days of general absence without pay may be requested by each teacher. Subd. 2. No more than 2% of staff shall be granted such absence at any one time. Absence shall be granted in the order of application. Subd. 3. General absence exceeding five (5) days or 2% of staff shall be granted only at the discretion of the Executive Director of Human Resources. Subd. 4. A minimum of five (5) days notification shall be given by the teacher to the Human Resources Office to be eligible for such leave. Subd. 5. Such absence will not ~~be granted during the first two (2) weeks of school or the last week of school. Exceptions for emergencies may be approved at the discretion of the Executive Director of Human Resources.~~ be used for vacation, recreation or leisure-time activities. General absences are not allowed the day prior to and the day following winter and spring breaks or during the first and last week of the teachers' / work year.
Item 16 191 8.13 TA 8.13	**ARTICLE VIII LEAVES OF ABSENCE** Section 7. General Absence: Subd. 1. Effective July 1, 2016, a maximum of five (5) days of general absence without pay may be requested by each teacher. Subd. 2. No more than 2% of staff shall be granted such absence at any one time. Absence shall be granted in the order of application. Subd. 3. General absence exceeding five (5) days or 2% of staff shall be granted only at the discretion of the Executive Director of Human Resources. Subd. 4. A minimum of five (5) days notification shall be given by the teacher to the Human Resources Office to be eligible for such leave. Subd. 5. Such absence will not ~~be granted during the first two (2) weeks of school or the last week of school. Exceptions for emergencies may be approved at the discretion of the Executive Director of Human Resources.~~ be used for vacation, recreation or leisure-time activities. General absences are not allowed the day prior to and the day following winter and spring breaks or during the first and last week of the teachers' work year. Exceptions may be approved at the discretion of the Executive Director of Human Resources.
Item 17 191 Drop 8.20	**ARTICLE VIII LEAVES OF ABSENCE** ~~Section 13. Attendance Incentive:~~ ~~Subd. 1. An employee who as of July 1,~~ ~~a. has accumulated leave time in excess of six hundred (600) hours determined as of June 15 of the same tax year, and~~ ~~b. has taken one (1) or less leave days in current school year, shall have sufficient leave days converted at the rate equal to six hundred and fifty dollars ($650) which shall be contributed to an active ISD 191 approved 403(b) plan as of July 15th payroll.~~ ~~Subd. 2. An employee who as of July 1,~~ ~~a. has accumulated leave time in excess of six hundred (600) hours determined as of June 15 of the same tax year, and~~ ~~b. has taken more than 1 leave day up to three (3) leave days in the current school year, shall have sufficient leave days converted at the rate of equal to three hundred and ninety dollars ($390) which shall be contributed to an active ISD 191 approved 403(b) plan as of July 15th payroll.~~ ~~Subd. 3. An employee that takes more than three (3) leave days during the measurement period is not eligible for the conversion of leave days to a 403(b) contribution.~~ ~~Subd. 4. "Leave days" include all absences except Bereavement, District Professional leave days, and paid days substituted for unpaid leave under the Family and Medical Leave Act of 1993 (FMLA), as amended.~~ ~~Subd. 5. Effective July 1, 2015 the conversion rate for leave days shall be one hundred and thirty dollars ($130) per day.~~
Item 18 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 18 191 9.18	**ARTICLE VIII LEAVES OF ABSENCE** Section 14 Article VIII sections 1 through 7 and sections 9 - 12 do not apply while an employee is receiving MN Paid Leave.
Item 19 BEA Drop	**ARTICLE IX HOURS OF SERVICE** **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 19 191 8.12 Drop	Section 8. Supervision of Special Education Students: A special education teacher shall be compensated ~~at the supervision rate in Appendix C-4~~ at their prorated rate of pay 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 3 occurrences shall be approved without administrative pre-approval and the development of an alternative coverage plan by other qualified staff.
Item 19 191 8.13 TA 8.13	Section 8. Supervision of Special Education Students: A special education teacher shall be compensated ~~at the supervision rate in Appendix C-4~~ at their prorated rate of pay 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 3 occurrences shall be approved without administrative pre-approval and the development of an alternative coverage plan by other qualified staff. If implementation of an alternative coverage plan is delayed due to lack of staff coverage, the Director of Individualized Student Services shall be notified to determine other available options.
Item 20 BEA Drop 8.20	**ARTICLE IX HOURS OF SERVICE** 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 20	**ARTICLE IX HOURS OF SERVICE**

BEA 8.13 Drop 8.20	Section 10 On designated eLearning days and school closure days due to inclement weather, the teacher can choose to work remotely. The teacher agrees to fulfill all responsibilities in accordance with the Remote Learning Dashboard.
Item 20 191 8.20 TA 8.20	**Item 20** **ARTICLE IX HOURS OF SERVICE** Section 10 When the district closes programming districtwide, a teacher can choose to work remotely. The teacher agrees to fulfill all responsibilities in accordance with the Remote Learning Dashboard. If the district only closes K-12 programming, Fee Based program teachers will fulfill all responsibilities in-person. K-12 teachers can choose to work remotely and complete responsibilities in accordance with the Remote Learning Dashboard.
Item 21 BEA	**ARTICLE IX HOURS OF SERVICE** 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 22 BEA Drop 8.5	**ARTICLE IX HOURS OF SERVICE** 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 22 191 TA 8.5	**ARTICLE IX HOURS OF SERVICE** Section 12 The District shall schedule one "Due Process Paperwork Night" per quarter (4 total) for special education educators to meet in person and work together on due process paperwork. Such meetings will be three hours in length and will be compensated at their pro-rata rate for attendance.
Item 23 191 TA 8.5	**ARTICLE X LENGTH OF THE SCHOOL YEAR** ~~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)~~**
Item 24 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. 45. The Seniority list shall be used to determine years of teaching for 403(b) contributions.
Item 24 BEA 8.20	**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 (3) years of employment in the District. When a teacher becomes eligible for the $2,250 match, if they contributed at least $1,500 in their third (3rd) year of employment, their contribution will automatically increase to $2,250 in their fourth (4th) year 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. When a teacher becomes eligible for the $3,000 match, if they contributed at least $2,250 in their tenth (10th) year of employment, their contribution will automatically increase to $2,250 in their eleventh (11th) 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. When a teacher becomes eligible for the $3,750 match, if they contributed at least $3.000 in their fourteenth (14th) year of employment, their contribution will automatically increase to $3,750 in their fifteenth (15th) 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. 45. The Seniority list shall be used to determine years of teaching for 403(b) contributions.
Item 25 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 25 BEA 8.12	**Article XII RETIREMENT** Section 10. Matching Contribution Eligibility: Subd. 6. Auto-escalation: All members of the BEA bargaining unit who are receiving the full 403(b) match will have their deductions from their paychecks automatically increased to receive the maximum 403(b) match when matches are increased in negotiations and/or teachers become eligible for an increase in their matching contribution, 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. All teachers can opt out of auto-escalation.
Item 25 191 8.13	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: 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. Subd. 2. Commencing with the ~~2021-2022~~ 2025-2026 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. When a teacher becomes eligible for the $2,250 match, if the employee contributed at least $1,500 on their tenth year of employment, their contribution will automatically increase to $2,250 on the 11th year of employment in the District. Subd. 3. Commencing with the ~~2021-2022~~ 2025-2026 school year, the district will match up to $3,000 to an approved 403(b)

	plan. The match will begin in the teacher's 15th year of employment in the district. When a teacher becomes eligible for the $3,000 match, if the employee contributed at least $2,250 on their 14th year of employment, their contribution will automatically increase to $3,000 on the 15th year of employment in the District. Subd. 4. The Seniority list shall be used to determine years of teaching for 403(b) contributions. Subd. 5. If a teacher prefers to not participate in the automatic contribution increase identified in Subd. 2 and Subd. 3, they may elect to complete the opt out form during the first 30 days of employment, the benefits open enrollment period, or within 30 days of a life changing event. Subd. 6 Eligible teachers may enroll or make changes to their contributions in the 403(b) plan during the first 30 days of employment and the benefits open enrollment period. Employees may only decrease their contribution within 30 days of a life changing event.
Item 25 BEA 8.20	**Article XII RETIREMENT** Section 10. Matching Contribution Eligibility: Subd. 6. Auto-escalation: If a teacher prefers to not participate in the automatic 403(b) contribution increases identified in Subd.s. 1-3, they may elect to opt out during the first thirty (30) days of employment, the benefits open enrollment period, or within thirty (30) days of a life changing event. Subd. 7. Life changing events: Eligible teachers may enroll or make changes to their 403(b) contributions during the first thirty (30) days of employment and the benefits open enrollment period. Employees with a life changing event can decrease their contributions within thirty (30) days of the event.
Item 24/25 BEA 9.18	**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: 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 (3) years of employment in the District. When a teacher becomes eligible for the $2,250 match, if they contributed at least $1,500 in their third (3rd) year of employment, their contribution will automatically increase to $2,250 in their fourth (4th) year of employment in the district. Subd. ~~1~~2. Commencing with the ~~2021-2022~~2025-2026 school year, the District will match up to $2,250 per year to an approved 403(b) plan. The match will begin in the teacher's 4th year of employment in the District. When a teacher becomes eligible for the $3,000 match, if they contributed at least $2,250 in their tenth (10th) year of employment, their contribution will automatically increase to $2,250 in their eleventh (11th) 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. When a teacher becomes eligible for the $3,750 match, if they contributed at least $3.000 in their fourteenth (14th) year of employment, their contribution will automatically increase to $3,750 in their fifteenth (15th) 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.

Subd. 6. Auto-escalation: If a teacher prefers to not participate in the automatic 403(b) contribution increases identified in Subd.s. 1-4, they may elect to opt out during the first thirty (30) days of employment, the benefits open enrollment period, or within thirty (30) days of a life changing event.
Subd. 7. Life changing events: Eligible teachers may enroll or make changes to their 403(b) contributions during the first thirty (30) days of employment and the benefits open enrollment period. Employees with a life changing event can decrease their contributions within thirty (30) days of the event.

Item 26

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Drop 9.23

APPENDIX A

~~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 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 4. Applicable Sections of the Master Agreement: ABE and ECFE 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 V COMPENSATION (except reference to Appendix C (should be replace with Appendix A) and Section 9, Subd. 1, Section 11 Subd(s). 4-5.
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, PUBILCATION OF AGREEMENT,
ARTICLE XVII, DURATION,

APPENDIX C-4,

APPENDIX D-1, D-2, D-3.

Section 5. Sections of the Master Agreement Not Applicable: ABE and ECFE instructors shall not be eligible for the following articles of the Master Agreement:

ARTICLE VI, EXTRA COMPENSATION,
ARTICLE V COMPENSATION
reference to Appendix C;
Section 9 Subd. 1;
Section 11 Subd 4
Section 11 Subd 5
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 B, TITLE 1, SCHOOL NURSE, OCCUPATIONAL THERAPIST,
APPENDIX C-1 AND C-2 BEA SALARY SCHEDULES.

Section 6. 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 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 canceled or combined based on enrollment resulting in a reduction of hours.

Section 7. Non-student contact time. The District shall attempt to assign ABE and ECFE teachers' duty hours concurrently whenever possible.

Subd. 1. In-service shall be at the same ratio as the K-12 program.

Subd. 2. Conference and Preparation Time: A minimum of five minutes of preparation time shall be provided for every twenty-five minutes of instruction time.

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, 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 employee will contribute the equivalent value of 5% of 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.~~

~~Subd. 2. Effective July 1, 2023, for 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. 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.~~

~~Subd. 3. Effective with the July 1, 2014, 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.~~

~~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 8. Career Increment shall be determined based on the Appendix A seniority list as of July 1, 2024.

Item 27

BEA

Drop 8.20

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 27 BEA 8.13 Drop 8.20	**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. The benefits that are determined by an individual's FTEs 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. Classes may be canceled or combined based on enrollment resulting in a reduction of hours.
Item 27 191 8.20 TA 8.20	**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. 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. Classes may be canceled or combined based on enrollment resulting in a reduction of hours. If a reduction of hours occurs and the employee was benefit eligible on July 1, the benefits the employee was enrolled in at that time will remain in effect at the same level through the benefit plan year (the following June 30th).
Item 28 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 29 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 30 BEA	**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 30 BEA 8.13	**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 eLearning days and school closure days due to inclement weather, the teacher can choose to work remotely. The teacher agrees to fulfill all responsibilities in accordance with the Remote Learning Dashboard.
Item 31 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

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ABE/ECFE Wage Schedule Changes
COMPENSATION
~~2023-2024~~ 2025-2026

ABE/ECFE Salary Schedule 2025-2026							
STEP	BA	BA20	BA40	MA	MA20	MA40	MA60
1	$ 46,530	$ 48,440	$ 50,130	$ 52,560	$ 52,707	$ 52,854	$ 53,002
2	$ 46,550	$ 48,470	$ 50,160	$ 52,600	$ 52,747	$ 52,894	$ 53,042
3	$ 46,590	$ 48,510	$ 50,200	$ 52,650	$ 52,797	$ 52,944	$ 53,092
4	$ 47,220	$ 48,870	$ 51,020	$ 55,070	$ 55,217	$ 55,364	$ 55,512
5	$ 48,400	$ 50,450	$ 52,830	$ 57,110	$ 57,257	$ 57,404	$ 57,552
6	$ 51,280	$ 53,380	$ 56,000	$ 60,340	$ 60,487	$ 60,634	$ 60,782
7	$ 55,610	$ 55,770	$ 58,100	$ 62,810	$ 62,957	$ 63,104	$ 63,252
8		$ 60,220	$ 60,800	$ 65,570	$ 65,717	$ 65,864	$ 66,012
9			$ 66,230	$ 68,790	$ 68,937	$ 69,084	$ 69,232
10				$ 72,770	$ 72,917	$ 73,064	$ 73,212
11				$ 77,870	$ 78,017	$ 78,164	$ 78,312
12				$ 84,580	$ 84,727	$ 84,874	$ 85,022
A	$ 58,770	$ 64,440	$ 71,130	$ 89,420	$ 89,567	$ 89,714	$ 89,862
B	$ 63,200	$ 68,180	$ 75,620	$ 93,250	$ 93,397	$ 93,544	$ 93,692

COMPENSATION
~~2024-2025~~ 2026-2027

ABE/ECFE Salary Schedule 2026-2027							
STEP	BA	BA20	BA40	MA	MA20	MA40	MA60
1	$ 47,000	$ 48,930	$ 50,640	$ 53,090	$ 53,237	$ 53,384	$ 53,532
2	$ 47,020	$ 48,960	$ 50,670	$ 53,130	$ 53,277	$ 53,424	$ 53,572
3	$ 47,060	$ 49,000	$ 50,710	$ 53,180	$ 53,327	$ 53,474	$ 53,622
4	$ 47,700	$ 49,360	$ 51,540	$ 55,630	$ 55,777	$ 55,924	$ 56,072
5	$ 48,890	$ 50,960	$ 53,360	$ 57,690	$ 57,837	$ 57,984	$ 58,132
6	$ 51,800	$ 53,920	$ 56,560	$ 60,950	$ 61,097	$ 61,244	$ 61,392
7	$ 56,170	$ 56,330	$ 58,690	$ 63,440	$ 63,587	$ 63,734	$ 63,882
8		$ 60,830	$ 61,410	$ 66,230	$ 66,377	$ 66,524	$ 66,672
9			$ 66,900	$ 69,480	$ 69,627	$ 69,774	$ 69,922
10				$ 73,500	$ 73,647	$ 73,794	$ 73,942
11				$ 78,650	$ 78,797	$ 78,944	$ 79,092
12				$ 85,430	$ 85,577	$ 85,724	$ 85,872
A	$ 59,360	$ 65,090	$ 71,850	$ 90,320	$ 90,467	$ 90,614	$ 90,762
B	$ 63,840	$ 68,870	$ 76,380	$ 94,190	$ 94,337	$ 94,484	$ 94,632

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ABE/ECFE Salary Schedule 2025-2026

STEP	BA	BA20	BA40	MA	MA20	MA40	MA60
1	$ 46,570	$ 48,490	$ 50,180	$ 52,610	$ 52,757	$ 52,904	$ 53,052
2	$ 46,590	$ 48,520	$ 50,210	$ 52,650	$ 52,797	$ 52,944	$ 53,092
3	$ 46,630	$ 48,550	$ 50,250	$ 52,700	$ 52,847	$ 52,994	$ 53,142
4	$ 47,270	$ 48,920	$ 51,070	$ 55,120	$ 55,267	$ 55,414	$ 55,562
5	$ 48,450	$ 50,500	$ 52,880	$ 57,170	$ 57,317	$ 57,464	$ 57,612
6	$ 51,330	$ 53,440	$ 56,050	$ 60,400	$ 60,547	$ 60,694	$ 60,842
7	$ 55,660	$ 55,820	$ 58,160	$ 62,870	$ 63,017	$ 63,164	$ 63,312
8		$ 60,280	$ 60,860	$ 65,640	$ 65,787	$ 65,934	$ 66,082
9			$ 66,300	$ 68,850	$ 68,997	$ 69,144	$ 69,292
10				$ 72,840	$ 72,987	$ 73,134	$ 73,282
11				$ 77,940	$ 78,087	$ 78,234	$ 78,382
12				$ 84,670	$ 84,817	$ 84,964	$ 85,112
A	$ 58,820	$ 64,510	$ 71,200	$ 89,510	$ 89,657	$ 89,804	$ 89,952
B	$ 63,260	$ 68,250	$ 75,700	$ 93,340	$ 93,487	$ 93,634	$ 93,782

ABE/ECFE Salary Schedule 2026-2027

STEP	BA	BA20	BA40	MA	MA20	MA40	MA60
1	$ 47,090	$ 49,030	$ 50,740	$ 53,190	$ 53,337	$ 53,484	$ 53,632
2	$ 47,110	$ 49,060	$ 50,770	$ 53,230	$ 53,377	$ 53,524	$ 53,672
3	$ 47,150	$ 49,090	$ 50,810	$ 53,280	$ 53,427	$ 53,574	$ 53,722
4	$ 47,790	$ 49,460	$ 51,640	$ 55,730	$ 55,877	$ 56,024	$ 56,172
5	$ 48,990	$ 51,060	$ 53,470	$ 57,800	$ 57,947	$ 58,094	$ 58,242
6	$ 51,900	$ 54,030	$ 56,670	$ 61,070	$ 61,217	$ 61,364	$ 61,512
7	$ 56,280	$ 56,440	$ 58,800	$ 63,570	$ 63,717	$ 63,864	$ 64,012
8		$ 60,950	$ 61,530	$ 66,370	$ 66,517	$ 66,664	$ 66,812
9			$ 67,030	$ 69,610	$ 69,757	$ 69,904	$ 70,052
10				$ 73,650	$ 73,797	$ 73,944	$ 74,092
11				$ 78,800	$ 78,947	$ 79,094	$ 79,242
12				$ 85,610	$ 85,757	$ 85,904	$ 86,052
A	$ 59,470	$ 65,220	$ 71,990	$ 90,500	$ 90,647	$ 90,794	$ 90,942
B	$ 63,960	$ 69,010	$ 76,540	$ 94,370	$ 94,517	$ 94,664	$ 94,812

Item 31	1.2, 1.2 Increase
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ABE/ECFE Salary Schedule 2025-2026

STEP	BA	BA20	BA40	MA	MA20	MA40	MA60
1	$ 46,620	$ 48,540	$ 50,230	$ 52,660	$ 52,807	$ 52,954	$ 53,102
2	$ 46,640	$ 48,570	$ 50,260	$ 52,700	$ 52,847	$ 52,994	$ 53,142
3	$ 46,680	$ 48,600	$ 50,300	$ 52,750	$ 52,897	$ 53,044	$ 53,192
4	$ 47,320	$ 48,970	$ 51,120	$ 55,180	$ 55,327	$ 55,474	$ 55,622
5	$ 48,500	$ 50,550	$ 52,930	$ 57,220	$ 57,367	$ 57,514	$ 57,662
6	$ 51,380	$ 53,490	$ 56,110	$ 60,460	$ 60,607	$ 60,754	$ 60,902
7	$ 55,720	$ 55,880	$ 58,220	$ 62,930	$ 63,077	$ 63,224	$ 63,372
8		$ 60,340	$ 60,920	$ 65,700	$ 65,847	$ 65,994	$ 66,142
9			$ 66,360	$ 68,920	$ 69,067	$ 69,214	$ 69,362
10				$ 72,910	$ 73,057	$ 73,204	$ 73,352
11				$ 78,020	$ 78,167	$ 78,314	$ 78,462
12				$ 84,750	$ 84,897	$ 85,044	$ 85,192
A	$ 58,880	$ 64,570	$ 71,270	$ 89,600	$ 89,747	$ 89,894	$ 90,042
B	$ 63,330	$ 68,310	$ 75,770	$ 93,430	$ 93,577	$ 93,724	$ 93,872

ABE/ECFE Salary Schedule 2026-2027

STEP	BA	BA20	BA40	MA	MA20	MA40	MA60
1	$ 47,180	$ 49,130	$ 50,840	$ 53,300	$ 53,447	$ 53,594	$ 53,742
2	$ 47,200	$ 49,160	$ 50,870	$ 53,340	$ 53,487	$ 53,634	$ 53,782
3	$ 47,250	$ 49,190	$ 50,910	$ 53,390	$ 53,537	$ 53,684	$ 53,832
4	$ 47,890	$ 49,560	$ 51,740	$ 55,850	$ 55,997	$ 56,144	$ 56,292
5	$ 49,090	$ 51,160	$ 53,570	$ 57,910	$ 58,057	$ 58,204	$ 58,352
6	$ 52,000	$ 54,140	$ 56,790	$ 61,190	$ 61,337	$ 61,484	$ 61,632
7	$ 56,390	$ 56,560	$ 58,920	$ 63,690	$ 63,837	$ 63,984	$ 64,132
8		$ 61,070	$ 61,660	$ 66,490	$ 66,637	$ 66,784	$ 66,932
9			$ 67,160	$ 69,750	$ 69,897	$ 70,044	$ 70,192
10				$ 73,790	$ 73,937	$ 74,084	$ 74,232
11				$ 78,960	$ 79,107	$ 79,254	$ 79,402
12				$ 85,770	$ 85,917	$ 86,064	$ 86,212
A	$ 59,590	$ 65,350	$ 72,130	$ 90,680	$ 90,827	$ 90,974	$ 91,122
B	$ 64,090	$ 69,130	$ 76,680	$ 94,560	$ 94,707	$ 94,854	$ 95,002

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BEA 9.18

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

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

ABE/ECFE ~~Wage Schedule Changes~~
~~COMPENSATION~~
~~2023-2024~~
Salary Schedule 2025-2026

2026-2027 ABE/ECFE Salary Schedule 5.75%, rounded up to nearest 10							
STEP	BA	BA+20	BA+40	BA+60/MA	MA+20	MA+40	MA+60
1	48,710	50,720	52,490	55,030	55,180	55,340	55,490
2	48,730	50,750	52,520	55,070	55,220	55,380	55,540
3	48,780	50,790	52,560	55,120	55,280	55,430	55,590
4	49,440	51,170	53,420	57,660	57,820	57,970	58,130
5	50,680	52,830	55,310	59,800	59,950	60,110	60,260
6	53,690	55,890	58,630	63,180	63,340	63,490	63,650
7	58,220	58,390	60,830	65,760	65,920	66,070	66,230
8	58,220	63,050	63,660	68,660	68,810	68,970	69,130
9	58,220	63,050	69,350	72,020	72,180	72,330	72,490
10	58,220	63,050	69,350	76,190	76,340	76,500	76,650
11	58,220	63,050	69,350	81,530	81,680	81,840	82,000
12	58,220	63,050	69,350	88,560	88,720	88,870	89,030
*A	61,530	67,470	74,470	93,630	93,780	93,940	94,090
**B	66,170	71,390	79,180	97,630	97,790	97,940	98,100

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

2026-2027 ABE/ECFE Salary Schedule 5.75%, rounded up to nearest 10							
STEP	BA	BA+20	BA+40	BA+60/MA	MA+20	MA+40	MA+60
1	48,710	50,720	52,490	55,030	55,180	55,340	55,490
2	48,730	50,750	52,520	55,070	55,220	55,380	55,540
3	48,780	50,790	52,560	55,120	55,280	55,430	55,590
4	49,440	51,170	53,420	57,660	57,820	57,970	58,130
5	50,680	52,830	55,310	59,800	59,950	60,110	60,260
6	53,690	55,890	58,630	63,180	63,340	63,490	63,650
7	58,220	58,390	60,830	65,760	65,920	66,070	66,230
8	58,220	63,050	63,660	68,660	68,810	68,970	69,130
9	58,220	63,050	69,350	72,020	72,180	72,330	72,490
10	58,220	63,050	69,350	76,190	76,340	76,500	76,650
11	58,220	63,050	69,350	81,530	81,680	81,840	82,000
12	58,220	63,050	69,350	88,560	88,720	88,870	89,030
*A	61,530	67,470	74,470	93,630	93,780	93,940	94,090
**B	66,170	71,390	79,180	97,630	97,790	97,940	98,100

Item 31	1.4, 1.4 Increase
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ABE/ECFE Salary Schedule 2025-2026

STEP	BA	BA20	BA40	MA	MA20	MA40	MA60
1	$ 46,620	$ 48,540	$ 50,230	$ 52,660	$ 52,807	$ 52,954	$ 53,102
2	$ 46,640	$ 48,570	$ 50,260	$ 52,700	$ 52,847	$ 52,994	$ 53,142
3	$ 46,680	$ 48,600	$ 50,300	$ 52,750	$ 52,897	$ 53,044	$ 53,192
4	$ 47,320	$ 48,970	$ 51,120	$ 55,180	$ 55,327	$ 55,474	$ 55,622
5	$ 48,500	$ 50,550	$ 52,930	$ 57,220	$ 57,367	$ 57,514	$ 57,662
6	$ 51,380	$ 53,490	$ 56,110	$ 60,460	$ 60,607	$ 60,754	$ 60,902
7	$ 55,720	$ 55,880	$ 58,220	$ 62,930	$ 63,077	$ 63,224	$ 63,372
8		$ 60,340	$ 60,920	$ 65,700	$ 65,847	$ 65,994	$ 66,142
9			$ 66,360	$ 68,920	$ 69,067	$ 69,214	$ 69,362
10				$ 72,910	$ 73,057	$ 73,204	$ 73,352
11				$ 78,020	$ 78,167	$ 78,314	$ 78,462
12				$ 84,750	$ 84,897	$ 85,044	$ 85,192
A	$ 58,880	$ 64,570	$ 71,270	$ 89,600	$ 89,747	$ 89,894	$ 90,042
B	$ 63,330	$ 68,310	$ 75,770	$ 93,430	$ 93,577	$ 93,724	$ 93,872

ABE/ECFE Salary Schedule 2026-2027

STEP	BA	BA20	BA40	MA	MA20	MA40	MA60
1	$ 47,180	$ 49,130	$ 50,840	$ 53,300	$ 53,447	$ 53,594	$ 53,742
2	$ 47,200	$ 49,160	$ 50,870	$ 53,340	$ 53,487	$ 53,634	$ 53,782
3	$ 47,250	$ 49,190	$ 50,910	$ 53,390	$ 53,537	$ 53,684	$ 53,832
4	$ 47,890	$ 49,560	$ 51,740	$ 55,850	$ 55,997	$ 56,144	$ 56,292
5	$ 49,090	$ 51,160	$ 53,570	$ 57,910	$ 58,057	$ 58,204	$ 58,352
6	$ 52,000	$ 54,140	$ 56,790	$ 61,190	$ 61,337	$ 61,484	$ 61,632
7	$ 56,390	$ 56,560	$ 58,920	$ 63,690	$ 63,837	$ 63,984	$ 64,132
8		$ 61,070	$ 61,660	$ 66,490	$ 66,637	$ 66,784	$ 66,932
9			$ 67,160	$ 69,750	$ 69,897	$ 70,044	$ 70,192
10				$ 73,790	$ 73,937	$ 74,084	$ 74,232
11				$ 78,960	$ 79,107	$ 79,254	$ 79,402
12				$ 85,770	$ 85,917	$ 86,064	$ 86,212
A	$ 59,590	$ 65,350	$ 72,130	$ 90,680	$ 90,827	$ 90,974	$ 91,122
B	$ 64,090	$ 69,130	$ 76,680	$ 94,560	$ 94,707	$ 94,854	$ 95,002

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BEA

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

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

ABE/ECFE ~~Wage Schedule Changes~~
~~COMPENSATION~~
~~2023-2024~~
Salary Schedule 2025-2026
5.50%, rounded up to nearest 10

2025-26 ABE/ECFE Salary Schedule							
STEP	BA	BA+20	BA+40	BA+60/MA	MA+20	MA+40	MA+60
1	48,600	50,600	52,360	54,900	55,050	55,210	55,360
2	48,620	50,630	52,400	54,940	55,090	55,250	55,410
3	48,660	50,670	52,440	54,990	55,150	55,300	55,460
4	49,330	51,050	53,290	57,520	57,680	57,830	57,990
5	50,560	52,700	55,180	59,650	59,810	59,960	60,120
6	53,570	55,760	58,490	63,030	63,190	63,340	63,500
7	58,080	58,250	60,690	65,600	65,760	65,920	66,070
8	58,080	62,900	63,510	68,500	68,650	68,810	68,960
9	58,080	62,900	69,180	71,850	72,010	72,160	72,320
10	58,080	62,900	69,180	76,010	76,160	76,320	76,470
11	58,080	62,900	69,180	81,330	81,490	81,650	81,800
12	58,080	62,900	69,180	88,350	88,510	88,660	88,820
*A	61,380	67,310	74,300	93,400	93,560	93,710	93,870
**B	66,020	71,220	78,990	97,400	97,560	97,710	97,870

~~COMPENSATION~~
~~2024-2025~~
ABE ECFE Salary Schedule 2026-2027
5.50%, rounded up to nearest 10

2026-2027 ABE/ECFE Salary Schedule							
STEP	BA	BA+20	BA+40	BA+60/MA	MA+20	MA+40	MA+60
1	51,280	53,390	55,240	57,920	58,080	58,250	58,410
2	51,300	53,420	55,290	57,970	58,120	58,290	58,460
3	51,340	53,460	55,330	58,020	58,190	58,350	58,520
4	52,050	53,860	56,230	60,690	60,860	61,020	61,180
5	53,350	55,600	58,220	62,940	63,100	63,260	63,430
6	56,520	58,830	61,710	66,500	66,670	66,830	67,000
7	61,280	61,460	64,030	69,210	69,380	69,550	69,710
8	61,280	66,360	67,010	72,270	72,430	72,600	72,760
9	61,280	66,360	72,990	75,810	75,980	76,130	76,300
10	61,280	66,360	72,990	80,200	80,350	80,520	80,680
11	61,280	66,360	72,990	85,810	85,980	86,150	86,300
12	61,280	66,360	72,990	93,210	93,380	93,540	93,710
*A	64,760	71,020	78,390	98,540	98,710	98,870	99,040
**B	69,660	75,140	83,340	102,760	102,930	103,090	103,260

Item 32	**APPENDIX C-1 (strike old C-1)**
BEA	

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

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Salary Schedule 2025-2026							
STEP	BA	BA20	BA40	BA60 / MA	MA20	MA40	MA60
1	46,530	48,440	50,130	52,560	54,980	57,240	60,060
2	46,550	48,470	50,160	52,600	55,030	57,280	60,090
3	46,590	48,510	50,200	52,650	55,070	57,330	60,140
4	47,220	48,870	51,020	55,070	59,310	60,280	63,240
5	48,400	50,450	52,830	57,110	62,070	63,220	65,970
6	51,280	53,380	56,000	60,340	63,270	66,240	69,740
7	55,610	55,770	58,100	62,810	65,770	68,440	72,460
8		60,220	60,800	65,570	68,240	71,740	75,230
9			66,230	68,790	72,270	76,030	79,770
10				72,770	76,260	80,000	84,030
11				77,870	81,780	85,710	90,130
12				84,580	88,640	92,880	97,400
A*	58,770	64,440	71,130	89,420	94,060	98,910	104,710
B**	63,200	68,180	75,620	93,250	98,440	103,930	111,470

Salary Schedule 2026-2027							
STEP	BA	BA20	BA40	BA60 / MA	MA20	MA40	MA60
1	47,000	48,930	50,640	53,090	55,530	57,820	60,670
2	47,020	48,960	50,670	53,130	55,590	57,860	60,700
3	47,060	49,000	50,710	53,180	55,630	57,910	60,750
4	47,700	49,360	51,540	55,630	59,910	60,890	63,880
5	48,890	50,960	53,360	57,690	62,700	63,860	66,630
6	51,800	53,920	56,560	60,950	63,910	66,910	70,440
7	56,170	56,330	58,690	63,440	66,430	69,130	73,190
8		60,830	61,410	66,230	68,930	72,460	75,990
9			66,900	69,480	73,000	76,800	80,570
10				73,500	77,030	80,800	84,880
11				78,650	82,600	86,570	91,040
12				85,430	89,530	93,810	98,380
A*	59,360	65,090	71,850	90,320	95,010	99,900	105,760
B**	63,840	68,870	76,380	94,190	99,430	104,970	112,590

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Salary Schedule 2025-2026							
STEP	BA	BA 20	BA 40	BA 60 / MA	MA 20	MA 40	MA 60
1	46,570	48,490	50,180	52,610	55,030	57,300	60,120
2	46,590	48,520	50,210	52,650	55,080	57,340	60,150
3	46,630	48,550	50,250	52,700	55,120	57,390	60,200
4	47,270	48,920	51,070	55,120	59,370	60,340	63,300
5	48,450	50,500	52,880	57,170	62,130	63,280	66,030
6	51,330	53,440	56,050	60,400	63,330	66,310	69,800
7	55,660	55,820	58,160	62,870	65,830	68,510	72,530
8		60,280	60,860	65,640	68,310	71,810	75,300
9			66,300	68,850	72,340	76,100	79,850
10				72,840	76,340	80,080	84,110
11				77,940	81,870	85,800	90,220
12				84,670	88,730	92,980	97,500
A*	58,820	64,510	71,200	89,510	94,150	99,010	104,820
B**	63,260	68,250	75,700	93,340	98,540	104,040	111,580

Salary Schedule 2026-2027							
STEP	BA	BA 20	BA 40	BA 60 / MA	MA 20	MA 40	MA 60
1	47,090	49,030	50,740	53,190	55,640	57,940	60,790
2	47,110	49,060	50,770	53,230	55,690	57,980	60,820
3	47,150	49,090	50,810	53,280	55,730	58,030	60,870
4	47,790	49,460	51,640	55,730	60,030	61,010	64,000
5	48,990	51,060	53,470	57,800	62,820	63,980	66,760
6	51,900	54,030	56,670	61,070	64,030	67,040	70,570
7	56,280	56,440	58,800	63,570	66,560	69,270	73,330
8		60,950	61,530	66,370	69,070	72,600	76,130
9			67,030	69,610	73,140	76,940	80,730
10				73,650	77,180	80,970	85,040
11				78,800	82,780	86,750	91,220
12				85,610	89,710	94,010	98,580
A*	59,470	65,220	71,990	90,500	95,190	100,100	105,980
B**	63,960	69,010	76,540	94,370	99,630	105,190	112,810

Item 32	1.2, 1.2 Increase
191 8.20	

Salary Schedule 2025-2026							
STEP	BA	BA20	BA40	BA60 / MA	MA20	MA40	MA60
1	46,620	48,540	50,230	52,660	55,090	57,360	60,180
2	46,640	48,570	50,260	52,700	55,140	57,400	60,210
3	46,680	48,600	50,300	52,750	55,180	57,450	60,260
4	47,320	48,970	51,120	55,180	59,430	60,400	63,370
5	48,500	50,550	52,930	57,220	62,190	63,350	66,100
6	51,380	53,490	56,110	60,460	63,400	66,370	69,870
7	55,720	55,880	58,220	62,930	65,900	68,580	72,610
8		60,340	60,920	65,700	68,380	71,880	75,380
9			66,360	68,920	72,410	76,180	79,930
10				72,910	76,410	80,160	84,190
11				78,020	81,950	85,880	90,310
12				84,750	88,820	93,070	97,590
A*	58,880	64,570	71,270	89,600	94,240	99,110	104,920
B**	63,330	68,310	75,770	93,430	98,630	104,140	111,690

Salary Schedule 2026-2027							
STEP	BA	BA20	BA40	BA60 / MA	MA20	MA40	MA60
1	47,180	49,130	50,840	53,300	55,760	58,050	60,910
2	47,200	49,160	50,870	53,340	55,810	58,090	60,940
3	47,250	49,190	50,910	53,390	55,850	58,140	60,990
4	47,890	49,560	51,740	55,850	60,150	61,130	64,140
5	49,090	51,160	53,570	57,910	62,940	64,120	66,900
6	52,000	54,140	56,790	61,190	64,170	67,170	70,710
7	56,390	56,560	58,920	63,690	66,700	69,410	73,490
8		61,070	61,660	66,490	69,210	72,750	76,290
9			67,160	69,750	73,280	77,100	80,890
10				73,790	77,330	81,130	85,210
11				78,960	82,940	86,920	91,400
12				85,770	89,890	94,190	98,770
A*	59,590	65,350	72,130	90,680	95,380	100,300	106,180
B**	64,090	69,130	76,680	94,560	99,820	105,390	113,040

Item 32	**Appendix C-1 (strike old C-1)**
BEA 9.18	

Appendix C-1
BEA Salary Schedule
2025-2026 (5.75%, rounded up to nearest 10)

STEP	BA	BA+20	BA+40	BA+60/MA	MA+20	MA+40	MA+60
1	48,710	50,720	52,490	55,030	57,560	59,930	62,880
2	48,730	50,750	52,520	55,070	57,620	59,980	62,920
3	48,780	50,790	52,560	55,120	57,660	60,030	62,970
4	49,440	51,170	53,420	57,660	62,100	63,120	66,220
5	50,680	52,830	55,310	59,800	64,990	66,190	69,070
6	53,690	55,890	58,630	63,180	66,250	69,360	73,010
7	58,220	58,390	60,830	65,760	68,860	71,660	75,870
8	58,220	63,050	63,660	68,660	71,450	75,110	78,770
9	58,220	63,050	69,350	72,020	75,670	79,600	83,530
10	58,220	63,050	69,350	76,190	79,850	83,760	87,980
11	58,220	63,050	69,350	81,530	85,630	89,740	94,370
12	58,220	63,050	69,350	88,560	92,810	97,250	101,980
*A	61,530	67,470	74,470	93,630	98,480	103,570	109,640
**B	66,170	71,390	79,180	97,630	103,070	108,820	116,710

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	51,520	53,640	55,510	58,200	60,870	63,380	66,500
2	51,540	53,670	55,540	58,240	60,940	63,430	66,540
3	51,590	53,720	55,590	58,290	60,980	63,490	66,600
4	52,290	54,120	56,500	60,980	65,680	66,750	70,030
5	53,600	55,870	58,500	63,240	68,730	70,000	73,050
6	56,780	59,110	62,010	66,820	70,060	73,350	77,210
7	61,570	61,750	64,330	69,550	72,820	75,790	80,240
8	61,570	66,680	67,330	72,610	75,560	79,430	83,300
9	61,570	66,680	73,340	76,170	80,030	84,180	88,340
10	61,570	66,680	73,340	80,580	84,450	88,580	93,040
11	61,570	66,680	73,340	86,220	90,560	94,910	99,800
12	61,570	66,680	73,340	93,660	98,150	102,850	107,850
*A	65,070	71,350	78,760	99,020	104,150	109,530	115,950
**B	69,980	75,500	83,740	103,250	109,000	115,080	123,430

Item 32	1.4, 1.4 Increase
191 9.23	

Salary Schedule 2025-2026							
STEP	BA	BA20	BA40	BA60 / MA	MA20	MA40	MA60
1	46,710	48,640	50,330	52,760	55,200	57,470	60,300
2	46,730	48,670	50,360	52,800	55,250	57,510	60,330
3	46,770	48,700	50,400	52,850	55,290	57,560	60,380
4	47,410	49,060	51,220	55,290	59,550	60,520	63,490
5	48,600	50,650	53,040	57,340	62,320	63,470	66,230
6	51,490	53,590	56,220	60,580	63,520	66,500	70,010
7	55,830	55,990	58,330	63,060	66,030	68,710	72,750
8		60,460	61,040	65,830	68,510	72,020	75,530
9			66,490	69,060	72,560	76,330	80,090
10				73,050	76,560	80,310	84,360
11				78,170	82,110	86,050	90,480
12				84,920	88,990	93,250	97,790
A*	59,000	64,700	71,410	89,770	94,430	99,310	105,130
B**	63,450	68,450	75,920	93,620	98,830	104,350	111,910

Salary Schedule 2026-2027							
STEP	BA	BA20	BA40	BA60 / MA	MA20	MA40	MA60
1	47,370	49,330	51,040	53,500	55,980	58,280	61,150
2	47,390	49,360	51,070	53,540	56,030	58,320	61,180
3	47,430	49,390	51,110	53,590	56,070	58,370	61,230
4	48,080	49,750	51,940	56,070	60,390	61,370	64,380
5	49,290	51,360	53,790	58,150	63,200	64,360	67,160
6	52,220	54,350	57,010	61,430	64,410	67,440	71,000
7	56,620	56,780	59,150	63,950	66,960	69,680	73,770
8		61,310	61,900	66,760	69,470	73,030	76,590
9			67,430	70,030	73,580	77,400	81,220
10				74,080	77,640	81,440	85,550
11				79,270	83,260	87,260	91,750
12				86,110	90,240	94,560	99,160
A*	59,830	65,610	72,410	91,030	95,760	100,710	106,610
B**	64,340	69,410	76,990	94,940	100,220	105,820	113,480

Item 32 BEA 9.30	**Appendix C-1 (strike old C-1)** 5.50%, rounded up to nearest 10

Appendix C-1 BEA Salary Schedule 2025-2026							
STEP	BA	BA+20	BA+40	BA+60/MA	MA+20	MA+40	MA+60
1	48,600	50,600	52,360	54,900	57,430	59,790	62,740
2	48,620	50,630	52,400	54,940	57,480	59,830	62,770
3	48,660	50,670	52,440	54,990	57,520	59,890	62,820
4	49,330	51,050	53,290	57,520	61,950	62,970	66,060
5	50,560	52,700	55,180	59,650	64,830	66,040	68,910
6	53,570	55,760	58,490	63,030	66,090	69,190	72,840
7	58,080	58,250	60,690	65,600	68,700	71,490	75,690
8	58,080	62,900	63,510	68,500	71,280	74,930	78,580
9	58,080	62,900	69,180	71,850	75,490	79,410	83,330
10	58,080	62,900	69,180	76,010	79,660	83,560	87,770
11	58,080	62,900	69,180	81,330	85,430	89,530	94,140
12	58,080	62,900	69,180	88,350	92,590	97,020	101,740
*A	61,380	67,310	74,300	93,400	98,250	103,320	109,380
**B	66,020	71,220	78,990	97,400	102,830	108,560	116,430

Appendix C-2 (strike old C-2)
5.50%, rounded up to nearest 10

Appendix C-2 BEA Salary Schedule 2026-2027							
STEP	BA	BA+20	BA+40	BA+60/MA	MA+20	MA+40	MA+60
1	51,280	53,390	55,240	57,920	60,590	63,080	66,200
2	51,300	53,420	55,290	57,970	60,650	63,130	66,230
3	51,340	53,460	55,330	58,020	60,690	63,190	66,280
4	52,050	53,860	56,230	60,690	65,360	66,440	69,700
5	53,350	55,600	58,220	62,940	68,400	69,680	72,710
6	56,520	58,830	61,710	66,500	69,730	73,000	76,850
7	61,280	61,460	64,030	69,210	72,480	75,430	79,860
8	61,280	66,360	67,010	72,270	75,210	79,060	82,910
9	61,280	66,360	72,990	75,810	79,650	83,780	87,920
10	61,280	66,360	72,990	80,200	84,050	88,160	92,600
11	61,280	66,360	72,990	85,810	90,130	94,460	99,320
12	61,280	66,360	72,990	93,210	97,690	102,360	107,340
*A	64,760	71,020	78,390	98,540	103,660	109,010	115,400
**B	69,660	75,140	83,340	102,760	108,490	114,540	122,840

Item 33

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 33 191	**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 $27.50 July 1, 2024 **$28.50** 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 $21.00 July 1, 2024 **$21.75** Rate C: SUPERVISION: Used when supervising students with delegated administrative responsibility, or when serving as an official. Hourly rate, effective July 1, 2014 $21.00 July 1, 2024 **$21.75** 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~~, effective July 1, 1998~~. Hourly rate, effective July 1, 1998 $31.25 July 1, 2024 **$32.25**
Item 33 BEA 8.12	**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 ~~$28.50~~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 ~~$21.75~~ 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 ~~$21.75~~Pro-rata Step 1, BA **Rate D:** HOMEBOUND: Used when teaching homebound students. Hourly rate, effective July 1, ~~2014~~2025 ~~$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 ~~$32.25~~**Pro-rata**
Item 34 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 35	**Appendix E VOLUNTARY PRE-KINDERGARTEN INSTRUCTORS**

BEA
Drop 9.18

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 36
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.

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VPK Salary Schedule 2025-2026

STEP	BA	BA20	BA40	MA	MA20	MA40	MA60
1	$ 52,599	$ 54,758	$ 56,669	$ 59,416	$ 59,582	$ 59,748	$ 59,915
2	$ 52,622	$ 54,792	$ 56,703	$ 59,461	$ 59,627	$ 59,794	$ 59,960
3	$ 52,667	$ 54,837	$ 56,748	$ 59,517	$ 59,684	$ 59,850	$ 60,017
4	$ 53,379	$ 55,244	$ 57,675	$ 62,253	$ 62,419	$ 62,586	$ 62,752
5	$ 54,713	$ 57,030	$ 59,721	$ 64,559	$ 64,726	$ 64,892	$ 65,058
6	$ 57,969	$ 60,343	$ 63,304	$ 68,210	$ 68,377	$ 68,543	$ 68,710
7	$ 62,863	$ 63,044	$ 65,678	$ 71,003	$ 71,169	$ 71,335	$ 71,502
8		$ 68,075	$ 68,730	$ 74,123	$ 74,289	$ 74,455	$ 74,622
9			$ 74,869	$ 77,763	$ 77,929	$ 78,095	$ 78,262
10				$ 82,262	$ 82,428	$ 82,595	$ 82,761
11				$ 88,027	$ 88,193	$ 88,360	$ 88,526
12				$ 95,612	$ 95,779	$ 95,945	$ 96,111
A	$ 66,436	$ 72,845	$ 80,408	$ 101,083	$ 101,250	$ 101,416	$ 101,583
B	$ 71,443	$ 77,073	$ 85,483	$ 105,413	$ 105,579	$ 105,746	$ 105,912

VPK Salary Schedule 2026-2027

STEP	BA	BA20	BA40	MA	MA20	MA40	MA60
1	$ 53,130	$ 55,312	$ 57,245	$ 60,015	$ 60,181	$ 60,348	$ 60,514
2	$ 53,153	$ 55,346	$ 57,279	$ 60,060	$ 60,226	$ 60,393	$ 60,559
3	$ 53,198	$ 55,391	$ 57,324	$ 60,117	$ 60,283	$ 60,449	$ 60,616
4	$ 53,922	$ 55,798	$ 58,263	$ 62,886	$ 63,052	$ 63,219	$ 63,385
5	$ 55,267	$ 57,607	$ 60,320	$ 65,215	$ 65,381	$ 65,548	$ 65,714
6	$ 58,557	$ 60,953	$ 63,937	$ 68,900	$ 69,066	$ 69,233	$ 69,399
7	$ 63,497	$ 63,677	$ 66,345	$ 71,715	$ 71,881	$ 72,048	$ 72,214
8		$ 68,764	$ 69,420	$ 74,869	$ 75,035	$ 75,201	$ 75,368
9			$ 75,626	$ 78,543	$ 78,709	$ 78,875	$ 79,042
10				$ 83,087	$ 83,253	$ 83,420	$ 83,586
11				$ 88,909	$ 89,075	$ 89,241	$ 89,408
12				$ 96,573	$ 96,739	$ 96,906	$ 97,072
A	$ 67,103	$ 73,580	$ 81,222	$ 102,101	$ 102,267	$ 102,434	$ 102,600
B	$ 72,167	$ 77,853	$ 86,343	$ 106,476	$ 106,642	$ 106,808	$ 106,975

Item 36

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8.12

VPK Salary Schedule 2025-2026

STEP	BA	BA20	BA40	MA	MA20	MA40	MA60
1	$ 52,644	$ 54,815	$ 56,725	$ 59,472	$ 59,639	$ 59,805	$ 59,971
2	$ 52,667	$ 54,849	$ 56,759	$ 59,517	$ 59,684	$ 59,850	$ 60,017
3	$ 52,712	$ 54,883	$ 56,804	$ 59,574	$ 59,740	$ 59,907	$ 60,073
4	$ 53,436	$ 55,301	$ 57,731	$ 62,310	$ 62,476	$ 62,642	$ 62,809
5	$ 54,770	$ 57,087	$ 59,777	$ 64,627	$ 64,793	$ 64,960	$ 65,126
6	$ 58,025	$ 60,410	$ 63,361	$ 68,278	$ 68,445	$ 68,611	$ 68,777
7	$ 62,920	$ 63,101	$ 65,746	$ 71,070	$ 71,237	$ 71,403	$ 71,570
8		$ 68,143	$ 68,798	$ 74,202	$ 74,368	$ 74,535	$ 74,701
9			$ 74,948	$ 77,830	$ 77,997	$ 78,163	$ 78,330
10				$ 82,341	$ 82,507	$ 82,674	$ 82,840
11				$ 88,106	$ 88,272	$ 88,439	$ 88,605
12				$ 95,714	$ 95,880	$ 96,047	$ 96,213
A	$ 66,492	$ 72,924	$ 80,487	$ 101,185	$ 101,352	$ 101,518	$ 101,684
B	$ 71,511	$ 77,152	$ 85,574	$ 105,515	$ 105,681	$ 105,848	$ 106,014

VPK Salary Schedule 2026-2027

STEP	BA	BA20	BA40	MA	MA20	MA40	MA60
1	$53,232	$55,425	$57,358	$ 60,128	$ 60,294	$ 60,461	$ 60,627
2	$53,255	$55,459	$57,392	$ 60,173	$ 60,339	$ 60,506	$ 60,672
3	$53,300	$55,493	$57,437	$ 60,230	$ 60,396	$ 60,562	$ 60,729
4	$54,023	$55,911	$58,376	$ 62,999	$ 63,166	$ 63,332	$ 63,498
5	$55,380	$57,720	$60,444	$ 65,339	$ 65,506	$ 65,672	$ 65,838
6	$58,670	$61,077	$64,062	$ 69,036	$ 69,202	$ 69,368	$ 69,535
7	$63,621	$63,802	$66,470	$ 71,862	$ 72,028	$ 72,195	$ 72,361
8		$68,900	$69,556	$ 75,027	$ 75,193	$ 75,360	$ 75,526
9			$75,773	$ 78,690	$ 78,856	$ 79,022	$ 79,189
10				$ 83,257	$ 83,423	$ 83,589	$ 83,756
11				$ 89,078	$ 89,245	$ 89,411	$ 89,577
12				$ 96,777	$ 96,943	$ 97,109	$ 97,276
A	$67,227	$73,727	$81,380	$102,304	$102,471	$102,637	$102,804
B	$72,303	$78,011	$86,523	$106,679	$106,846	$107,012	$107,178

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1.2, 1.2 Increase

VPK Salary Schedule 2025-2026

STEP	BA	BA20	BA40	MA	MA20	MA40	MA60
1	$52,701	$54,871	$56,782	$ 59,529	$ 59,695	$ 59,861	$ 60,028
2	$52,723	$54,905	$56,816	$ 59,574	$ 59,740	$ 59,907	$ 60,073
3	$52,769	$54,939	$56,861	$ 59,630	$ 59,797	$ 59,963	$ 60,130
4	$53,492	$55,357	$57,788	$ 62,377	$ 62,544	$ 62,710	$ 62,877
5	$54,826	$57,143	$59,834	$ 64,683	$ 64,850	$ 65,016	$ 65,183
6	$58,082	$60,467	$63,429	$ 68,346	$ 68,512	$ 68,679	$ 68,845
7	$62,988	$63,169	$65,814	$ 71,138	$ 71,305	$ 71,471	$ 71,637
8		$68,210	$68,866	$ 74,270	$ 74,436	$ 74,602	$ 74,769
9			$75,016	$ 77,910	$ 78,076	$ 78,242	$ 78,409
10				$ 82,420	$ 82,586	$ 82,753	$ 82,919
11				$ 88,197	$ 88,363	$ 88,529	$ 88,696
12				$ 95,804	$ 95,971	$ 96,137	$ 96,304
A	$66,560	$72,992	$80,566	$101,287	$101,453	$101,620	$101,786
B	$71,590	$77,220	$85,653	$105,617	$105,783	$105,949	$106,116

VPK Salary Schedule 2026-2027							
STEP	BA	BA20	BA40	MA	MA20	MA40	MA60
1	$53,334	$55,538	$57,471	$ 60,252	$ 60,419	$ 60,585	$ 60,751
2	$53,357	$55,572	$57,505	$ 60,297	$ 60,464	$ 60,630	$ 60,797
3	$53,413	$55,606	$57,550	$ 60,354	$ 60,520	$ 60,687	$ 60,853
4	$54,137	$56,024	$58,489	$ 63,135	$ 63,301	$ 63,468	$ 63,634
5	$55,493	$57,833	$60,557	$ 65,463	$ 65,630	$ 65,796	$ 65,963
6	$58,783	$61,202	$64,197	$ 69,171	$ 69,338	$ 69,504	$ 69,671
7	$63,745	$63,937	$66,605	$ 71,997	$ 72,164	$ 72,330	$ 72,497
8		$69,036	$69,703	$ 75,163	$ 75,329	$ 75,495	$ 75,662
9			$75,920	$ 78,848	$ 79,014	$ 79,181	$ 79,347
10				$ 83,415	$ 83,581	$ 83,748	$ 83,914
11				$ 89,259	$ 89,426	$ 89,592	$ 89,758
12				$ 96,957	$ 97,124	$ 97,290	$ 97,457
A	$67,363	$73,874	$81,538	$102,508	$102,674	$102,841	$103,007
B	$72,450	$78,147	$86,682	$106,894	$107,060	$107,227	$107,393

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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 Schedule, 184 days 5.75%, rounded up to nearest 10							
STEP	BA	BA+20	BA+40	BA+60/MA	MA+20	MA+40	MA+60
1	48,710	50,720	52,490	55,030	55,180	55,340	55,490
2	48,730	50,750	52,520	55,070	55,220	55,380	55,540
3	48,780	50,790	52,560	55,120	55,280	55,430	55,590
4	49,440	51,170	53,420	57,660	57,820	57,970	58,130
5	50,680	52,830	55,310	59,800	59,950	60,110	60,260
6	53,690	55,890	58,630	63,180	63,340	63,490	63,650
7	58,220	58,390	60,830	65,760	65,920	66,070	66,230
8	58,220	63,050	63,660	68,660	68,810	68,970	69,130
9	58,220	63,050	69,350	72,020	72,180	72,330	72,490
10	58,220	63,050	69,350	76,190	76,340	76,500	76,650
11	58,220	63,050	69,350	81,530	81,680	81,840	82,000
12	58,220	63,050	69,350	88,560	88,720	88,870	89,030
*A	61,530	67,470	74,470	93,630	93,780	93,940	94,090
**B	66,170	71,390	79,180	97,630	97,790	97,940	98,100

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 Schedule, 184 days 5.75%, rounded up to nearest 10							
STEP	BA	BA+20	BA+40	BA+60/MA	MA+20	MA+40	MA+60
1	51,520	53,640	55,510	58,200	58,360	58,530	58,690
2	51,540	53,670	55,540	58,240	58,400	58,570	58,740
3	51,590	53,720	55,590	58,290	58,460	58,620	58,790
4	52,290	54,120	56,500	60,980	61,150	61,310	61,480
5	53,600	55,870	58,500	63,240	63,400	63,570	63,730
6	56,780	59,110	62,010	66,820	66,990	67,150	67,310
7	61,570	61,750	64,330	69,550	69,720	69,870	70,040
8	61,570	66,680	67,330	72,610	72,770	72,940	73,110
9	61,570	66,680	73,340	76,170	76,340	76,490	76,660
10	61,570	66,680	73,340	80,580	80,730	80,900	81,060
11	61,570	66,680	73,340	86,220	86,380	86,550	86,720
12	61,570	66,680	73,340	93,660	93,830	93,990	94,150
*A	65,070	71,350	78,760	99,020	99,180	99,350	99,510
**B	69,980	75,500	83,740	103,250	103,420	103,580	103,750

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

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1.4, 1.4 Increase

VPK Salary Schedule 2025-2026							
STEP	BA	BA20	BA40	MA	MA20	MA40	MA60
1	$52,803	$54,984	$56,895	$ 59,642	$ 59,808	$ 59,975	$ 60,141
2	$52,825	$55,018	$56,929	$ 59,687	$ 59,853	$ 60,020	$ 60,186
3	$52,870	$55,052	$56,974	$ 59,743	$ 59,910	$ 60,076	$ 60,243
4	$53,594	$55,459	$57,901	$ 62,502	$ 62,668	$ 62,835	$ 63,001
5	$54,939	$57,257	$59,958	$ 64,819	$ 64,986	$ 65,152	$ 65,318
6	$58,206	$60,580	$63,553	$ 68,482	$ 68,648	$ 68,815	$ 68,981
7	$63,112	$63,293	$65,938	$ 71,285	$ 71,452	$ 71,618	$ 71,784
8		$68,346	$69,002	$ 74,417	$ 74,583	$ 74,749	$ 74,916
9			$75,163	$ 78,068	$ 78,234	$ 78,401	$ 78,567
10				$ 82,578	$ 82,745	$ 82,911	$ 83,077
11				$ 88,366	$ 88,532	$ 88,699	$ 88,865
12				$ 95,997	$ 96,163	$ 96,329	$ 96,496
A	$66,696	$73,139	$80,724	$101,479	$101,646	$101,812	$101,978
B	$71,726	$77,378	$85,823	$105,831	$105,998	$106,164	$106,331

VPK Salary Schedule 2026-2027							
STEP	BA	BA20	BA40	MA	MA20	MA40	MA60
1	$53,549	$55,764	$57,697	$ 60,478	$ 60,645	$ 60,811	$ 60,977
2	$53,571	$55,798	$57,731	$ 60,523	$ 60,690	$ 60,856	$ 61,023
3	$53,617	$55,832	$57,777	$ 60,580	$ 60,746	$ 60,913	$ 61,079
4	$54,351	$56,239	$58,715	$ 63,383	$ 63,550	$ 63,716	$ 63,883
5	$55,719	$58,059	$60,806	$ 65,735	$ 65,901	$ 66,068	$ 66,234
6	$59,031	$61,439	$64,446	$ 69,443	$ 69,609	$ 69,775	$ 69,942
7	$64,005	$64,186	$66,865	$ 72,291	$ 72,458	$ 72,624	$ 72,791
8		$69,307	$69,974	$ 75,468	$ 75,634	$ 75,801	$ 75,967
9			$76,225	$ 79,164	$ 79,331	$ 79,497	$ 79,664
10				$ 83,743	$ 83,909	$ 84,075	$ 84,242
11				$ 89,610	$ 89,776	$ 89,942	$ 90,109
12				$ 97,342	$ 97,508	$ 97,675	$ 97,841
A	$67,634	$74,168	$81,855	$102,903	$103,070	$103,236	$103,403
B	$72,732	$78,463	$87,032	$107,323	$107,490	$107,656	$107,823

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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
5.50%, rounded up to nearest 10

2025-26 VPK Salary Schedule							
STEP	BA	BA+20	BA+40	BA+60/MA	MA+20	MA+40	MA+60
1	48,600	50,600	52,360	54,900	55,050	55,210	55,360
2	48,620	50,630	52,400	54,940	55,090	55,250	55,410
3	48,660	50,670	52,440	54,990	55,150	55,300	55,460
4	49,330	51,050	53,290	57,520	57,680	57,830	57,990
5	50,560	52,700	55,180	59,650	59,810	59,960	60,120
6	53,570	55,760	58,490	63,030	63,190	63,340	63,500
7	58,080	58,250	60,690	65,600	65,760	65,920	66,070
8	58,080	62,900	63,510	68,500	68,650	68,810	68,960
9	58,080	62,900	69,180	71,850	72,010	72,160	72,320
10	58,080	62,900	69,180	76,010	76,160	76,320	76,470
11	58,080	62,900	69,180	81,330	81,490	81,650	81,800
12	58,080	62,900	69,180	88,350	88,510	88,660	88,820
*A	61,380	67,310	74,300	93,400	93,560	93,710	93,870
**B	66,020	71,220	78,990	97,400	97,560	97,710	97,870

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

Voluntary Pre-Kindergarten
~~208 Day~~ Salary Schedule
~~2024-2025~~2026-2027
5.50%, rounded up to nearest 10

2026-27 VPK Salary Schedule

STEP	BA	BA+20	BA+40	BA+60/MA	MA+20	MA+40	MA+60
1	51,280	53,390	55,240	57,920	58,080	58,250	58,410
2	51,300	53,420	55,290	57,970	58,120	58,290	58,460
3	51,340	53,460	55,330	58,020	58,190	58,350	58,520
4	52,050	53,860	56,230	60,690	60,860	61,020	61,180
5	53,350	55,600	58,220	62,940	63,100	63,260	63,430
6	56,520	58,830	61,710	66,500	66,670	66,830	67,000
7	61,280	61,460	64,030	69,210	69,380	69,550	69,710
8	61,280	66,360	67,010	72,270	72,430	72,600	72,760
9	61,280	66,360	72,990	75,810	75,980	76,130	76,300
10	61,280	66,360	72,990	80,200	80,350	80,520	80,680
11	61,280	66,360	72,990	85,810	85,980	86,150	86,300
12	61,280	66,360	72,990	93,210	93,380	93,540	93,710
*A	64,760	71,020	78,390	98,540	98,710	98,870	99,040
**B	69,660	75,140	83,340	102,760	102,930	103,090	103,260

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

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APPENDIX E VOLUNTARY PRE-KINDERGARTEN INSTRUCTORS

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

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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.

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APPENDIX F
READY TO GROW / READY TO LEARN INSTRUCTORS

Section 8. Personal Leave: In addition to Article VIII Section 2: At the beginning of each fiscal year, each instructor shall be credited with eight (8) days for the instructor's personal absence. Part-time instructors shall accrue and be eligible for such benefits on a prorated basis. Accrual amounts will follow Article VIII Section 2.

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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

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RTG / RTL Salary Schedule 2025-2026

STEP	Base
1	$ 44,639
2	$ 46,559
3	$ 48,478
4	$ 49,904
5	$ 51,330
6	$ 52,701
7	$ 54,072
8	$ 56,234
9	$ 58,484
10	$ 60,823
11	$ 63,256
12	$ 65,786
13	$ 68,418
14	$ 71,154
15	$ 74,318
16	$ 74,318
17	$ 74,318
18	$ 74,318
19	$ 74,318
20	$ 75,373

RTG / RTL Salary Schedule 2026-2027

STEP	Base
1	$ 45,086
2	$ 47,024
3	$ 48,963
4	$ 50,403
5	$ 51,843
6	$ 53,228
7	$ 54,612
8	$ 56,797
9	$ 59,069
10	$ 61,431
11	$ 63,889
12	$ 66,444
13	$ 69,102
14	$ 71,866
15	$ 75,061
16	$ 75,061
17	$ 75,061
18	$ 75,061
19	$ 75,061
20	$ 76,127

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RTG / RTL Salary Schedule 2025-2026

STEP	Base
1	$ 44,683
2	$ 46,605
3	$ 48,526
4	$ 49,953
5	$ 51,380
6	$ 52,753
7	$ 54,125
8	$ 56,290
9	$ 58,542
10	$ 60,883
11	$ 63,319
12	$ 65,851
13	$ 68,485
14	$ 71,225
15	$ 74,392
16	$ 74,392
17	$ 74,392
18	$ 74,392
19	$ 74,392
20	$ 75,447

RTG / RTL Salary Schedule 2026-2027

STEP	Base
1	$ 45,175
2	$ 47,117
3	$ 49,060
4	$ 50,503
5	$ 51,946
6	$ 53,333
7	$ 54,720
8	$ 56,909
9	$ 59,186
10	$ 61,553
11	$ 64,015
12	$ 66,576
13	$ 69,239
14	$ 72,008
15	$ 75,210
16	$ 75,210
17	$ 75,210
18	$ 75,210
19	$ 75,210
20	$ 76,277

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1.2,1.2 Increase

RTG / RTL Salary Schedule 2025-2026

STEP	Base
1	$ 44,728
2	$ 46,651
3	$ 48,574
4	$ 50,003
5	$ 51,431
6	$ 52,805
7	$ 54,179
8	$ 56,346
9	$ 58,600
10	$ 60,944
11	$ 63,381
12	$ 65,917
13	$ 68,553
14	$ 71,295
15	$ 74,465
16	$ 74,465
17	$ 74,465
18	$ 74,465
19	$ 74,465
20	$ 75,522

RTG / RTL Salary Schedule 2026-2027

STEP	Base
1	$ 45,264
2	$ 47,211
3	$ 49,157
4	$ 50,603
5	$ 52,048
6	$ 53,439
7	$ 54,829
8	$ 57,022
9	$ 59,303
10	$ 61,675
11	$ 64,142
12	$ 66,708
13	$ 69,376
14	$ 72,151
15	$ 75,359
16	$ 75,359
17	$ 75,359
18	$ 75,359
19	$ 75,359
20	$ 76,428

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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)

Year 1: 5.75%, rounded up to nearest 10; Year 2: 5.75%, rounded up to nearest 10

RTG/RTL 2025 - 26	
Step	Salary
1	46,740
2	48,750
3	50,760
4	52,260
5	53,750
6	55,180
7	56,620
8	58,880
9	61,240
10	63,690
11	66,240
12	68,890
13	71,640
14	74,510
15	77,820
16	77,820
17	77,820
18	77,820
19	77,820
20	78,920

RTG/RTL 2026 - 27	
Step	Salary
1	49,430
2	51,560
3	53,680
4	55,270
5	56,850
6	58,360
7	59,880
8	62,270
9	64,770
10	67,360
11	70,050
12	72,860
13	75,760
14	78,800
15	82,300
16	82,300
17	82,300
18	82,300
19	82,300
20	83,460

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1.4,1.4 Increase

RTG / RTL Salary Schedule 2025-2026

STEP	Base
1	$ 44,816
2	$ 46,743
3	$ 48,670
4	$ 50,101
5	$ 51,533
6	$ 52,909
7	$ 54,286
8	$ 56,457
9	$ 58,715
10	$ 61,064
11	$ 63,507
12	$ 66,047
13	$ 68,689
14	$ 71,436
15	$ 74,613
16	$ 74,613
17	$ 74,613
18	$ 74,613
19	$ 74,613
20	$ 75,671

RTG / RTL Salary Schedule 2026-2027

STEP	Base
1	$ 45,443
2	$ 47,397
3	$ 49,351
4	$ 50,803
5	$ 52,254
6	$ 53,650
7	$ 55,046
8	$ 57,248
9	$ 59,537
10	$ 61,919
11	$ 64,396
12	$ 66,971
13	$ 69,650
14	$ 72,436
15	$ 75,657
16	$ 75,657
17	$ 75,657
18	$ 75,657
19	$ 75,657
20	$ 76,731

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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
2025-26: 5.50%, rounded up to nearest 10;
2026-27: 5.50%, rounded up to nearest 10

RTG/RTL 2025 - 26	
Step	Salary
1	46,630
2	48,640
3	50,640
4	52,130
5	53,620
6	55,050
7	56,490
8	58,750
9	61,090
10	63,540
11	66,080
12	68,720
13	71,470
14	74,330
15	77,630
16	77,630
17	77,630
18	77,630
19	77,630
20	78,740

RTG/RTL 2026 - 27	
Step	Salary
1	49,200
2	51,320
3	53,430
4	55,000
5	56,570
6	58,080
7	59,600
8	61,990
9	64,450
10	67,040
11	69,720
12	72,500
13	75,410
14	78,420
15	81,900
16	81,900
17	81,900
18	81,900
19	81,900
20	83,080

Item 40

BEA

TA 9.23

Appendix F READY TO GROW / READY TO LEARN INSTRUCTORS

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 41

BEA

Drop 8.20

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

Correction

9.23

TA 9.30

ARTICLE V
COMPENSATION

Section 1. Status of Salary Schedules: The salary schedules contained in Appendix ~~A~~ C are adopted by the School District for the term of this Agreement. The salary schedule is not to be construed as a part of the continuing contract and the schedule contained herein is no longer applicable after June 30, 2023. In the event that a new Agreement has not been mutually adopted by July 1, 2023, teachers will be covered under M.S. § 122A. 40 and the salary for 2022-2023 will be that stipulated on the individual contract for 2023-2024 until a new Agreement is reached subsequent to July 1, 2023, and the conditions of the new Agreement will determine salaries for 2023-2024.

TA 8.5.25

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into between Independent School District 191 (hereinafter referred to as the School District) and The Burnsville Education Association (hereinafter referred to as the Union), representing the Teachers of the School District as follows:

1. The School District and Union are parties to a collective bargaining agreement governing Teachers for the period July 1, 2025 through June 30, 2027.

2. On July 9, 2025 both the Union and the District agreed to the following language and desire to implement effective on the date this MOU is signed by both parties.

3. Appendix F, Section 8. Personal Leave: In addition to Article VIII Section 2: At the beginning of each fiscal year, each teacher shall be credited with eight (8) days for the instructor's personal absence. Part-time instructors shall accrue and be eligible for such benefits on a prorated basis. Accrual amounts will follow Article VIII Section 2.

This MEMORANDUM OF UNDERSTANDING shall be in effect July 1, 2025 through June 30, 2027.

Burnsville Education Association Burnsville, MN 55337	Independent School Dist. 191 200 West Burnsville Parkway Burnsville, MN 55337
_____ Union Representative	_____ Employer Representative
Dated: _____	Dated:_____

TA 8.20.25

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into between Independent School District 191 (hereinafter referred to as the School District) and The Burnsville Education Association (hereinafter referred to as the Union), representing the Teachers of the School District as follows:

1. The School District and Union are parties to a collective bargaining agreement governing Teachers for the period July 1, ~~2023~~ 2025 through June 30, ~~2025~~ 2027.

2. This MOU applies when school is not in session during the summer months to teachers required to attend workshops and professional development out of state.

3. The District agrees to pay $150 per diem for full days as identified in **Regulation 412 Expense Reimbursement for Travel.** Partial days will be pro-rated by $50 segments aligned to meal per diems. For example, if a travel day requires a per diem for lunch and dinner, then the teacher would receive $100 per diem for salary reimbursement.

4. Required in-state professional development and workshops will be paid according to Appendix C-4 of the 2023-2025 Master Agreement. Additional expenses for mileage will be paid according to policy and IRS regulations.

This MEMORANDUM OF UNDERSTANDING shall be in effect July 1, ~~2023~~ 2025 through June 30, ~~2025~~ 2027.

Burnsville Education Association Burnsville, MN 55337	Independent School Dist. 191 200 West Burnsville Parkway Burnsville, MN 55337
_____ Union Representative	_____ Employer Representative
Dated: _____	Dated:_____

TA 8.20.25

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into between Independent School District 191 (hereinafter referred to as the School District) and The Burnsville Education Association (hereinafter referred to as the Union), representing the Teachers of the School District as follows:

1. The parties have entered into a collective bargaining agreement covering the period July 1, ~~2023~~ 2025 through June 30, ~~2025~~ 2027.

2. Notwithstanding Appendix C-3 of the ~~2023-2025~~ 2025-2027 contract, the following employees shall receive the identified stipend for the activity listed as long as they hold the position or until the amount listed under Appendix C-3 is greater.

Last Name	First Name	Location Description	Description	Amount
~~Bocklund~~	~~Timothy~~	~~BHS~~	~~Alpine Skiing – Head~~	~~$5063.00~~
French	Keith J	BHS	Band, Marching (FALL)	$4,006.80
Reynolds	Chelsea L	BHS	Swimming Asst.	$4,708.00
~~Webber~~	~~Jeffrey~~	~~BHS~~	~~Track – Asst. Boys~~	~~$4,349.00~~

This MEMORANDUM OF UNDERSTANDING shall be in full force and effect from the period of execution of this document through June 30, ~~2025~~ 2027.

Burnsville Education Association
Burnsville, MN 55337

Union Representative Chair

Dated: _____

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

Employer Representative

Dated: _____

TA 8.20.25

~~MEMORANDUM OF UNDERSTANDING~~

~~This Memorandum of Understanding is entered into between Independent School District 191 (hereinafter referred to as the School District) and The Burnsville Education Association (hereinafter referred to as the Union), representing the Teachers of the School District as follows:~~

~~1. The parties have entered into a collective bargaining agreement covering the period July 1, 2023 through June 30, 2025.~~

~~2. The Union and the School District agree the service provided by "Amplify" is an independent option for certain healthcare services separate from the District's medical insurance plan. This service provides no aggregate value to the medical insurance coverage provided to district employees. The "Amplify" service was added to provide employee choice for care as an independent option to the medical insurance coverage and is completely dependent on "Amplify" being able to provide their services to district employees. This service is unrelated to the District's medical insurance plan.~~

~~3. The School District may end its relationship with "Amplify" at any time and it is understood that the termination of that relationship does not impact the aggregate value of the District's medical plan or negotiated employee benefits.~~

~~This MEMORANDUM OF UNDERSTANDING shall be in full force and effect from the period of execution of this document through June 30, 2025.~~

~~Burnsville Education Association~~
~~Burnsville, MN 55337~~

~~Union Representative~~

~~Dated:~~

~~Independent School Dist. 191~~
~~200 W. Burnsville Parkway~~
~~Burnsville, MN 55337~~

~~Employer Representative~~

~~Dated:~~

TA 8.13.25

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into between Independent School District 191 (hereinafter referred to as the School District) and The Burnsville Education Association (hereinafter referred to as the Union), representing the Teachers of the School District as follows:

1. The parties have entered into a collective bargaining agreement covering the period July 1, 2025 through June 30, 2027.

2. In the event that the District changes its Long-Term Disability Insurance plan to a plan that has a longer qualifying period than 30 working days, the District agrees to provide a Short-Term Disability Plan with a qualifying period no more than 14 calendar days.

3. The District agrees that up to one-third (1/3) of a day of accrued sick leave may be used to supplement the Short-Term Disability income per work day on leave.

This MEMORANDUM OF UNDERSTANDING shall be in full force and effect from the period of execution of this document through June 30, 2027.

Burnsville Education Association
Burnsville, MN 55337

Union Representative Chair

Dated: _____

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

Employer Representative

Dated:_____

TA 8.20.25

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into between Independent School District 191 (hereinafter referred to as the School District) and The Burnsville Education Association (hereinafter referred to as the Union), representing the Teachers of the School District as follows:

1. The parties have entered into a collective bargaining agreement covering the period July 1, ~~2023~~ 2025 through June 30, ~~2025~~ 2027.

2. Both parties have identified the following individuals and mutually agreed as a part of negotiations that they will be entitled to completing 14 years of experience within the district on the following dates.

3. The identified individuals will be entitled to benefits under Articles V, VIII, and XII based on the listed dates.

4. The Parties reserve the right to adjust the list before December 31, 2021 with the joint approval of the BEA President and the Executive Director of Human Resources.

5. Between July 1, 2021 and the identified date, a year of employment for career teacher compensation purposes shall be any year for which the teacher received step advancement under that Master Agreement or policy. If the employee does not advance a step, the identified date shall be adjusted back accordingly.

6. The MOU is not subject to grievance language.

7. Employees are only entitled to new benefits or pay effective July 1, 2021. There is no back pay for any disputed experience.

Employee	Date completing 14 years of service
Ashley Gravink	June 30, 2029
Jennifer Kennedy	June 30, 2027
Kellie Allman	June 30, ~~2026~~ 2025
Anne Staum	June 30, 2024
Bryeny Neal	June 30, 2023
Jessica Rau	June 30, 2021

This MEMORANDUM OF UNDERSTANDING shall be in full force and effect from the period of execution of this document through June 30, ~~2025~~ 2027.

Burnsville Education Association
Burnsville, MN 55337

Union Representative Chair

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

Employer Representative

Dated: _____ Dated:_____

TA 8.20.25

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into between Independent School District 191 (hereinafter referred to as the School District) and The Burnsville Education Association (hereinafter referred to as the Union), representing the Teachers of the School District as follows:

1. The parties have entered into a collective bargaining agreement covering the period July 1, ~~2023~~ 2025 through June 30, ~~2025~~ 2027.
2. The District has been approved by MDE to have an online school, the Virtual Academy.
3. Both parties understand that students may choose to participate in on-line learning because of their experience this year or over continuing COVID concerns. This makes it difficult to anticipate the final enrollment numbers until it is implemented.
4. The District understands the additional pressure of trying to teach students both in person and on-line simultaneously. It will make every effort to avoid scheduling classes that are simultaneous to the extent possible.

This MEMORANDUM OF UNDERSTANDING shall be in full force and effect from the period of execution of this document through June 30, ~~2025~~ 2027.

Burnsville Education Association
Burnsville, MN 55337

_____
Union Representative Chair

Dated: _____

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

_____
Employer Representative

Dated:_____

TA 8.20.25

~~**MEMORANDUM OF UNDERSTANDING**~~

~~This Memorandum of Understanding is entered into between Independent School District 191 (hereinafter referred to as the School District) and The Burnsville Education Association (hereinafter referred to as the Union), representing the Teachers of the School District as follows:~~

~~4. The School District and Union are parties to a collective bargaining agreement governing Teachers for the period July 1, 2023 through June 30, 2025.~~

~~5. Notwithstanding Appendix A, Compensation 2023-2024, BA Step 5 ($46,070), the Union and the District agree that Jessica Northenscold will be paid for 2023-2024, BA Step 5 the annual amount of ($47,440) prorated to her annual fte.~~

~~6. Both parties agree this is to hold Northenscold harmless in her annual salary from the 2022-2023 annual rate.~~

~~This MEMORANDUM OF UNDERSTANDING shall be in effect July 1, 2023 through June 30, 2025.~~

~~Burnsville Education Association~~
~~Burnsville, MN 55337~~

~~_____~~
~~Union Representative~~

~~Dated: _____~~

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

~~_____~~
~~Employer Representative~~

~~Dated:_____~~

TA 8.20.25

~~**MEMORANDUM OF UNDERSTANDING**~~

~~This Memorandum of Understanding is entered into between Independent School District 191 (hereinafter referred to as the School District) and The Burnsville Education Association (hereinafter referred to as the Union), representing the Teachers of the School District as follows:~~

~~1. The School District and Union are parties to a collective bargaining agreement governing Teachers for the period July 1, 2023 2025 through June 30, 2023 2025.~~

~~2. Notwithstanding Appendix E, Compensation 2023-2024, BA Step 8 ($59,834), the Union and the District agree that Virginia Hanson will be paid for 2023-2024, BA Step 8 the annual amount of ($65,198) prorated to her annual fte.~~

~~3. Hanson will continue to be eligible to earn step advancement and will be paid an annual amount of (65,198) prorated to her annual fte. This amount will remain in effect until the Appendix E, Compensation for the year exceeds this amount or until she acquires a valid MN teaching license in which her educational experience will determine lane placement at that time.~~

~~4. Both parties agree this is to hold Hanson harmless in her annual salary from the 2022-2023 annual rate.~~

~~This MEMORANDUM OF UNDERSTANDING shall be in effect July 1, 2023 2025 through June 30, 2025.~~

~~Burnsville Education Association~~
~~Burnsville, MN 55337~~

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

~~Union Representative~~

~~Employer Representative~~

~~Dated: _____~~

~~Dated: _____~~

TA 8.20.25

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into between Independent School District 191 (hereinafter referred to as the School District) and The Burnsville Education Association (hereinafter referred to as the Union), representing the Teachers of the School District as follows:

1. The School District and Union are parties to a collective bargaining agreement governing Teachers for the period July 1, ~~2023~~ 2025 through June 30, ~~2025~~ 2027.

2. Notwithstanding Article XII, Section 10, Subd. 1, the following individuals will continue to be eligible for a match up to $500 annually to an approved 403(b) plan until they complete their probationary period per MN Statute 122A.40.

Name
Fandrich, Kari
Hanson, Virginia
Santos, Miya
Schiffman, Suzanne
Smith-Lossiah, Sharon
Watson, Melissa

3. Both parties agree this is to hold the individuals harmless in their annual 403(b) match rate.

This MEMORANDUM OF UNDERSTANDING shall be in effect July 1, ~~2023~~ 2025 through June 30, ~~2025~~ 2027.

Burnsville Education Association
Burnsville, MN 55337

Union Representative

Dated: _____

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

Employer Representative

Dated: _____

TA 8.20.25

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into between Independent School District 191 (hereinafter referred to as the School District) and The Burnsville Education Association (hereinafter referred to as the Union), representing the Teachers of the School District as follows:

1. The School District and Union are parties to a collective bargaining agreement governing Teachers for the period July 1, 2025 through June 30, 2027.

2. Effective September 15, 2025, 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, 2025 the amount of dues to be deducted. Pursuant to such authorization, the School District shall deduct one eighteenth (1/18) of such dues from each regular salary check of the teacher beginning in mid-October and ending June 30 of each year. Deductions for teachers employed after the commencement of the school year or with less than eighteen (18) paychecks from mid-October thru June 30 shall be appropriately prorated to complete payments by June 30.

This MEMORANDUM OF UNDERSTANDING shall be in effect September 1, 2025 through June 30, 2026.

Burnsville Education Association Burnsville, MN 55337	Independent School Dist. 191 200 West Burnsville Parkway Burnsville, MN 55337
_____	_____
Union Representative	Employer Representative
Dated: _____	Dated:_____