



# Monticello Public Schools

Independent School District No. 882

Superintendent Eric Olson

302 Washington Street, Monticello, MN 55362

Ph. 763-272-2000

Fax 763-272-2009

[www.monticello.k12.mn.us](http://www.monticello.k12.mn.us)

## Notice of Termination of Past Practice

To: 2025-27 EMM Negotiations Committee  
From: Rob Danneker, Director of Human Resources  
Date: September 29, 2025

Teachers Directed to Instruct / Supervise Additional Students (Art. VII, Section 2, Subd. 2.):

To the extent the Union may contend there is a past practice regarding employee extended employment, the District hereby notifies the Union that effective upon ratification of the 2025-27 contract, the District is terminating any alleged practice in which employees are eligible to earn compensation on an hourly basis for the instruction / supervision of students when a co-teacher is absent. In co-teaching arrangement, all students within the course / section are assigned to both co-teachers' "regular hourly schedule" in accordance with Art. VII, Section 2, Subd. 2 of the master agreement. Therefore, a co-teacher is not eligible for extra compensation on an hourly basis when their co-teaching counterpart is absent.

Relevant Master Agreement Language:

### *Article VII*

*Section 2. Extended Employment: In the event that a limited number of extended employment positions exist, the following policies will apply to the filling of these positions.*

*Subd. 1. There will be an opportunity for teachers to apply for extended employment beyond the 183 duty days for 2023-24 and 183 duty days for 2024-25 in the areas listed in Article VII, Extra Compensation, Section 2, subd. 2. of this Agreement. Salaries for extended employment will be determined on a set fee and not as a pro rata formula of the regular term contract.*

*Subd. 2. Extended employment shall be in the following disciplines as assigned by an administrator . Administrators include: Superintendent, Assistant Superintendent, Director of Human Resources, Principal, Assistant Principal, Director of Curriculum and Instruction, Director of Special Education, Director of Technology, Activities Director, and Community Education Director:*

- 1. Teaching of Extended Year or Extended Day Programs*
- 2. Driver's Training*

**EVERY KID, EVERY DAY**

3. *Research and/or Curriculum Development*
4. *Music concerts and programs, and Band concerts and programs, up to an additional two hours for set up and take down.*
5. *Art Show plus up to two hours for set up and take down*
6. *Kindergarten Registration and Countdown*
7. *High School Graduation Ceremony*
8. *Teachers directed to instruct/supervise additional students*
  - *When a teacher is directed by an administrator to instruct/supervise five (5) or more students not assigned to their regular hourly schedule, that teacher will be compensated on an hourly basis according to this article.*

*Extended employment contracts will be issued in accordance with the number of students enrolled in disciplines one (1) and two (2) above.*