

EMM Proposal #1(10/1/2025)

Salary Schedule - 3% year 1, 3% year 2

We Analyzed the contracts for all the District Administrators, Director of Technology, Director of Teaching and Learning, Activities Director, Business Manager, and Superintendent Olson. Each of those individuals/groups is getting roughly a 3% increase heading into next year and for most of those individuals/groups family health insurance is fully covered. We understand that providing full family insurance for the largest employee group is untenable, but believe it is reasonable that our financial increases match the average of the individuals/groups listed.

Group Insurance Article VIII, Section 1

2025-2026

Subd. 2a. Health and Hospitalization Contribution

\$975 single premium contribution increase to \$1,025 (\$50 increase in district contribution)

\$2,138 family premium contribution increase to \$2,188 (\$50 increase in district contribution)

2026-2027

Increase 2025-2026 premium contributions by additional \$50 each/month
and

Subd. 2b. Health Savings:

Increase Single HSA Contribution to be 25% of the annual contribution limit (currently around 23%)

Increase Family HSA Contribution to be 25% of the annual contribution limit (currently around 23%)

Extra Compensation Article VII, Section 1

- \$40 (increase \$5)

Longevity Pay Article XIII

- Increase \$50 on each one, both years
- Change Career 50 (anyone already receiving this is grandfathered in) to Career 17 year of service **in the district**

Definitions Article III

Adding ECFE & Preschool Teachers to our contract.

These individuals are now in the unit under state statute 122a.40, so the following language should be removed:

~~Subd. 1. Statutory Consideration Regarding ECFE/Licensed Preschool Teachers~~

~~A person who teaches in an early childhood and family education program which is offered through a community education program and which qualifies for community education aid pursuant to section 124D.20 or early childhood and family education aid pursuant to section 124D.135 shall continue to meet licensure requirements as a teacher. A license which is required for an instructor in a community education program pursuant to this subdivision shall not be construed to bring an individual within the definition of a teacher for the purposes of section 122A.40, subdivision 1.~~

Basic Schedules and Rates of Pay ARTICLE VI

Understanding of Accepted Credit Language (Proposed Language: Article VI Section 3 Subdivision 3a)

Personal Leave Article IX, Section 3; Subd.2: Personal Leave

Buying personal days every 2 years instead of 3 - Article IX, Section 3, Subd. 2 - Personal Leave

- **CURRENT LANGUAGE:** All teachers will be allowed to take up to two (2) additional personal days once every three (3) years in exchange for twenty (20) accrued sick days. Teachers without twenty (20) accrued sick days at the time of the exchange request will not be allowed to utilize this provision. Three (3) years will be calculated by 'date of purchase' of the use of this provision. Teachers using this provision may choose to purchase one (1) or two (2) days, and will not be eligible to purchase personal days for three (3) years after the purchase date.
- **EMM PROPOSAL:** All teachers will be allowed to take up to two (2) additional personal days once every **two (2)** years in exchange for twenty (20) accrued sick days. Teachers without twenty (20) accrued sick days at the time of the exchange request will not be allowed to utilize this provision. **Two (2)** years will be calculated by 'date of purchase' of the use of this provision. Teachers using this provision may choose to purchase one (1) or two (2) days, and will not be eligible to purchase personal days for **two (2)** years after the purchase date.

Leaves of Absence Article IX, Section 3 (change the number of the existing Sections accordingly)

Add Compensatory Leave Language (earned by subbing during Prep Time)

Deferred Matching Compensation ARTICLE XVII

Section 6. Intent to Participate/Enrollment Period: The School District shall notify eligible employees of their eligibility to participate in the matching deferred compensation plan prior to the beginning of the sixth (6) year of service. Those newly eligible, along with any employee who wishes to make a change, shall submit a salary reduction form to the payroll office by

September 8 of the qualifying year. Those employees already enrolled are NOT required to complete a new salary reduction form. Failure to participate in any given year shall result in the loss of benefit for that year, which cannot be made up in subsequent years. If the employee stops their contribution at any time during the year, it cannot be restarted until the following year.

- Update the submission date to match Open Enrollment dates.

Hours of Service Article XVIII

Add a section 7 *Workshop Work from Home*

- Two teacher work days, one day following the end of each term (trimesters 1 and 2), will be dedicated solely to the end-of-term grading and teacher preparation time for the upcoming trimester. On these teacher work days (dedicated to grading and preparation time for the next term) teachers will be given the option of working from home. Teachers will remain responsible for meeting applicable grading deadlines as set out by administration. Teachers may be required to attend up to 2 hours of staff meetings and/or professional development on these days. These required meetings will be offered in a virtual format.

Appendix II Memorandum of Agreement

Change to be part of the Contract Article XVIII Hours of Service, Section 2

- Flexible Schedules Monday through Friday

No concurrent teaching

Notices of Termination of Past Practice

Approved Mileage

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

Retro Active Pay

Article VI, Section 6. Retroactive Pay: Any changes to rates of pay or benefits shall be retroactive as negotiated in the new agreement for all active employees and employees who fulfilled contractual obligations during the contract period.

Clarifications

February 1 notification for ULA Article X, section 3

Article VI Section 3 Subdivision 3a

Current

Subd. 3(a). Application: Credits to apply to lanes beyond a particular lane must be earned subsequent to the earning of the degree, and must be taken at, or given by, (including online courses), an accredited college or university. No credits will be approved that primarily involve television or video viewing, correspondence work or independent/self-study, unless an exception is granted at the discretion of the Superintendent, Assistant Superintendent, Director of Human Resources or designee.

Updated

Subd. 3(a). Application: Credits to apply to lanes beyond a particular lane must be earned subsequent to the earning of the degree, and must be taken at, or given by, (including online courses), an accredited college or university: **These courses may be taken through distance education¹, however** no credits will be approved that primarily involve television or video viewing, correspondence work or independent/self-study, unless an exception is granted at the discretion of the Superintendent, Assistant Superintendent, Director of Human Resources or designee.

Clarified definitions to follow are in line with the Code of Federal Regulations Title 34, Section 600.2.

A correspondence course means a course provided by an institution under which the institution provides instructional materials, by mail or electronic transmission, including examinations on the materials, to students who are separated from the instructors. Interaction between instructors and students in a correspondence course is limited, is not regular and substantive, and is primarily initiated by the student.

A correspondence course is not distance education.

Distance education uses one or more of the following technologies to deliver instruction to students who are separated from the instructor or instructors and to support regular and substantive interaction between the students and the instructor or instructors, either synchronously or asynchronously.

The technologies that may be used to offer distance education include—

- (i) The internet;**
- (ii) One-way and two-way transmissions through open broadcast, closed circuit, cable, microwave, broadband lines, fiber optics, satellite, or wireless communications devices;**
- (iii) Audio conference; or**

¹Alternative possible wordings:

- It is not required that classes must meet in-person, however...

(iv) Other media used in a course in conjunction with any of the technologies listed in paragraphs (2)(i) through (iii) of this definition.

Substantive interaction is defined as engaging students in teaching, learning, and assessment, consistent with the content under discussion, and also includes at least two of the following—

- (i) Providing direct instruction;**
- (ii) Assessing or providing feedback on a student's coursework;**
- (iii) Providing information or responding to questions about the content of a course or competency;**
- (iv) Facilitating a group discussion regarding the content of a course or competency; or**
- (v) Other instructional activities approved by the institution's or program's accrediting agency.**

Regular interaction is defined as:

- (i) Providing the opportunity for substantive interactions with the student on a predictable and scheduled basis commensurate with the length of time and the amount of content in the course or competency; and**
- (ii) Monitoring the student's academic engagement and success and ensuring that an instructor is responsible for promptly and proactively engaging in substantive interaction with the student when needed on the basis of such monitoring, or upon request by the student.**

Subd. 3(b). Prior Approval: All credits, in order to be considered for application on the salary schedule, must be approved by the Superintendent, Assistant Superintendent, Director of Human Resources or designee, in writing prior to the taking of the course, if not part of a master's program, or specialist degree program.

Subd. 3(c). Credit Equivalent: One (1) Semester Credit will equal One and a Half (1 ½) Quarter Credits. Salary Schedules A and B will reflect semester credit equivalence with BA, BA+10, BA+20, BA+30, MA, MA+10, MA+20.

Alternate Updated

All terms left undefined in this section are defined under the Code of Federal Regulations Title 34, Section 600.2.

Article IX, Section 3 (change the number of the existing Sections accordingly) - Leaves of Absence

a) New Section 3. Compensatory Leave

Subd. 1. Teachers will be allowed to accumulate compensatory leave time on a (hourly or minute for minute) basis or earn monetary compensation as outlined in Article VII Subd. 3 when:

- *Substituting for another teacher during their designated prep hour when the administration approves the substitution*

Subd. 2. Upon accumulating eight (8) hours of compensatory leave time a teacher may trade the eight (8) hours in for one (1) additional personal leave day. Compensatory leave time shall be capped at 16 hours per school year.

*Subd. 3. Teachers with unused compensatory leave time left at the end of the year may elect to carry over up to eight (8) hours to the following year or receive payment at the prorated hourly pay (as defined in **Article VII, Section 2, Subd. 3: Extended Employment**). Teachers wishing to receive payment for unused compensatory hours must notify the District Office by June 1st. If the District does not receive this request the compensatory hours will automatically be carried over to the following year. Payment will be received on the July 15 payroll.*

