**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**

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| Item 1<br>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*** |

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| Item 2<br>BEA<br>TA<br>7.14.25 | **Article IV TEACHER RIGHTS**<br><br>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. |

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| Item 3<br>BEA<br>TA<br>7.14.25 | **Article IV TEACHER RIGHTS**<br><br>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. |

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| Item 4<br>BEA<br>TA<br>7.14.25 | **Article IV TEACHER RIGHTS**<br><br>**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. |

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| Item 5<br>191<br>7.14<br>Drop 9.23 | **Article IV TEACHER RIGHTS**<br>Section 11. Teacher Organization Absence<br>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~~ |

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| | ~~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<br>191<br>7.14 | **ARTICLE V COMPENSATION**<br><br>Section 4. Credits allowed for lane placement or advancement:<br><br>Subd. 1.<br>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.<br><br>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.<br><br>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.<br><br>Section 5. Credits disallowed for lane placement or advancement:<br><br>Subd. 1. Credits older than five (5) years unless part of a degree program.<br><br>Subd. 2. Undergraduate credits earned prior to teacher licensure.<br><br>Subd. 3. In-service credits obtained while in employment outside District 191.<br><br>Subd. 4. Credits earning lower than a C grade.<br><br>Subd. 5. No credits will be approved that involve primarily television viewing, correspondence work, or self-study.<br><br>Section 6. Lane Changes or advancement:<br>Subd. 1. Credits must be pre-approved in writing in Human Resources.<br><br>Subd. 2. Credits may be used only once for lane advancement.<br><br>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.<br><br>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.<br><br>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.<br><br>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.<br><br>Section 7: Credits disallowed for lane changes:<br><br>Subd. 1. Credits older than five (5) years unless part of a degree program.<br><br>Subd. 2. Undergraduate credits earned prior to teacher licensure.<br><br>Subd. 3. In-service credits obtained while in employment outside District 191.<br><br>Subd. 4. Credits earning lower than a C grade.<br><br>Subd. 5. Credits must be graduate level. No credits will be approved that involve primarily television viewing, correspondence work, or self-study. |
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| Item 6<br>BEA<br>8.5 | **Article V Compensation**<br><br>Section 4. Credits allowed for lane placement or advancement:<br>Subd. 1.<br>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.

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|---|---|
| Burnsville Education Association<br>Burnsville, MN 55337 | Independent School Dist. 191<br>200 West Burnsville Parkway<br>Burnsville, MN 55337 |
| _____<br>Union Representative | _____<br>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.

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|---|---|
| Burnsville Education Association<br>Burnsville, MN 55337 | Independent School Dist. 191<br>200 W. Burnsville Parkway<br>Burnsville, MN 55337 |
| _____<br>Union Representative Chair | _____<br>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.

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

| Item 6<br>191<br>10.20 | **ARTICLE V COMPENSATION** |
|---|---|

Section 4. Credits allowed for lane placement or advancement:

Subd. 1.

a. Degree credits are part of a recognized graduate-level teaching or administrative degree program and must be conferred by an accredited, regionally recognized university or college~~.; i.e. recognized by an accredited graduate school~~. The institution must hold regional accreditation from one of the regional accrediting bodies recognized by the Council for Higher Education Accreditation and the U.S. Department of Education.

b. Graduate degrees earned exclusively on-line must ~~be from an accredited graduate school.~~ meet the criteria in Subd 1.a.

Subd. 2. Non-degree Program credits are not part of a teaching degree program but ~~reflect intent~~ are intended to improve content knowledge specific to assignment or pedagogical skills. Such credits must be:

1. Graduate-level coursework;
2. Conferred by an accredited, regionally recognized university or college as defined in Subd 1.a;
3. Awarded for courses that include a verifiable syllabus, established academic rigor, and documented assessment (e.g., final project, paper, or exam); and
4. Not derived from courses designated as continuing education units (CEUs), professional development hours (PDH), or equivalent credits that lack a traditional graduate-level transcript and grading system.

Section 6. Lane Changes or advancement:

Subd. 1. Pre-Approval Requirement

a. ~~Credits~~ All credits submitted for lane advancement, including non-degree program credits and in-service credits, must be pre-approved in writing in Human Resources.
b. The request for pre-approval must include the institution name, course title, course description or syllabus, credit value, and verification that the course is offered by a regionally accredited institution as defined in Section 4, Subd 1.a.

Subd. 2. Credit Usage and Retroactivity

a. Credits may be used only once for lane advancement.
b. ~~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.
c. ~~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. 3 ~~5~~. In-Service Credits

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, and are subject to the pre-approval requirement in Subd 1.a.

Subd. 4. ~~6.~~ Review Process

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.

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

BEA 8.5

**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
Relicensure Committee: $1,500 lead and $500 for 4 committee members

Increase of 10% for all other C-3 activities and athletics

| | |
|---|---|
| Item 7<br>BEA<br>8.12 | **APPENDIX C-3 Co-Curricular Stipend Schedule**<br><br>Yearbook HS lead:~~$2,800~~ $5,000<br>Yearbook HS asst: ~~$2,000~~ $3,500<br>Yearbook MS lead: ~~$,1800~~ $3,000<br>Yearbook MS asst:~~$1,300~~ $2,000<br>Link crew lead: ~~$1,500~~ $3,000<br>Link Crew assistant: $1,800<br>WEB assistant: $1,000<br>Graduation: $3,300<br>PBIS Lead stipend: $1,500<br>BHS Family, Career and Community Leaders of America (FCCLA): $4,800<br>Continuing Education Committee: $2,500 lead and $1,000 for 4 committee members<br><br>Increase of 10% for all other C-3 activities and athletics |
| Item 7<br>BEA<br>9.30 | **APPENDIX C-3 Co-Curricular Stipend Schedule**<br><br>Yearbook HS lead:~~$2,800~~ $5,000<br>Yearbook HS asst: ~~$2,000~~ $3,500<br>Yearbook MS lead: ~~$,1800~~ $3,000<br>Yearbook MS asst:~~$1,300~~ $2,000<br>Link crew lead: ~~$1,500~~ $3,000<br>Link Crew assistant: $1,800<br>WEB assistant: $1,000<br>PBIS Lead stipend: $1,500<br>BHS Family, Career and Community Leaders of America (FCCLA): $4,800<br><br>Increase of 10% for all C-3 High School athletics and all other non-athletics in year 1<br><br>Increase of 6 % for all middle school athletics in year 1 |
| Item 7<br>191<br>10.8 | **ARTICLE VI EXTRA COMPENSATION**<br><br>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.<br><br>Subd. 1. Vacancies shall be posted at least seven (7) days prior to filling the vacancy.<br><br>Subd. 2. The assignments for stipend positions are appointed by the administration.<br><br>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.<br><br>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.<br><br>Subd. 5. M.S. §122A. 58 shall apply to all licensed coaches.<br><br>**APPENDIX C-3**<br>**Co-Curricular Stipend Schedule**<br>**2025-2026**<br><br>**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 | | | |
| 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 | | |
| 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 | | | |
| Admin Assistant (Elem) | $ 2,800.00 | | | |
| Chorus (Elem) | $ 1,500.00 | | | |
| Improv | $ 1,500.00 | $ 1,100.00 | $ 1,000.00 | $ 700.00 |
| Student Council (Elem) | $ 1,500.00 | | | |
| Literary Magazine | $ 1,500.00 | $ 1,100.00 | $ 1,000.00 | $ 700.00 |
| Science Fair (Elem) | $ 1,500.00 | | | |
| Peer Support/ Helpers | $ 1,500.00 | | | |
| Physics Club | $ 1,500.00 | $ 1,100.00 | $ 1,000.00 | $ 700.00 |
| Computer Club (Elem) | $ 1,500.00 | | | |

**APPENDIX C-3**
**Co-Curricular Stipend Schedule**
**2026-2027**

| Activity | Lead | ASST | MS LEAD | MS ASST / ELEM |
|---|---|---|---|---|
| DECA | $5,200 | $3,650 | $3,350 | $2,350 |
| Student Council | $5,200 | $3,650 | $3,350 | $2,350 |
| Vocal Freestyle | $4,650 | $3,250 | $3,025 | $2,050 |
| Quiz Bowl Advisor | $4,650 | $3,250 | $3,025 | $2,050 |
| Vocal, Cocurricular Total | $4,650 | $3,250 | $3,025 | $2,050 |
| Band, Cocurricular, Annual | $4,650 | $3,250 | $3,025 | $2,050 |
| Diversity Coordinator | $4,650 | $3,250 | $3,025 | $2,050 |
| Band, Drumline (Winter) | $4,650 | $3,250 | $3,025 | $2,050 |
| Drum Line Competition Drill/Choreographer/Composer | $4,650 | $3,250 | $3,025 | $2,050 |
| Musical Director | $4,100 | $2,900 | $2,700 | $1,825 |
| Math League | $4,100 | $2,900 | $2,700 | $1,826 |
| Studio Producer | $4,100 | $2,900 | $2,700 | $1,827 |
| Chess | $4,100 | $2,900 | $2,700 | $1,828 |
| Class Advisor | $4,100 | $2,900 | $2,700 | $1,829 |
| Band, Marching | $4,100 | $2,900 | | |
| Debate | $3,575 | $2,500 | $2,275 | $1,600 |
| Speech | $3,575 | $2,500 | $2,275 | $1,600 |
| FEA | $3,575 | $2,500 | $2,275 | $1,600 |
| YIG | $3,575 | $2,500 | $2,275 | $1,600 |
| Science Quiz Bowl | $3,575 | $2,500 | $2,275 | $1,600 |
| Science Challenge Fair | $3,575 | $2,500 | $2,275 | $1,600 |
| Paper, Editorial | $3,575 | $2,500 | $2,275 | $1,600 |
| Yearbook | $3,575 | $2,500 | $2,275 | $1,600 |
| Graduation | $3,575 | | | |
| FCCLA (Family, Career and Community Ldrs of America | $3,575 | $2,500 | | |
| Band, Pep | $3,025 | $2,150 | $1,950 | $1,400 |
| Mock Trial | $3,025 | $2,150 | $1,950 | $1,400 |
| Band, Drumline (Fall) | $3,025 | $2,150 | $1,950 | $1,400 |
| Marching Band Visual Drill/Choreographer | $3,025 | $2,150 | $1,950 | $1,400 |
| Drum Line Drill Composer | $3,025 | $2,150 | $1,950 | $1,400 |
| Computer Club | $3,025 | $2,150 | $1,950 | $1,400 |
| Play One Act Director | $3,025 | $2,150 | $1,950 | $1,400 |
| PROUD Advisor | $3,025 | $2,150 | $1,950 | $1,400 |
| Play, Full Length Director | $3,025 | $2,150 | $1,950 | $1,400 |
| Musical Vocal | $3,025 | $2,150 | $1,950 | $1,400 |
| Musical Choreographer | $3,025 | $2,150 | $1,950 | $1,400 |
| Musical, Instrumental | $3,025 | $2,150 | $1,950 | $1,400 |
| Musical Producer | $3,025 | $2,150 | $1,950 | $1,400 |
| Musical Set Design | $3,025 | $2,150 | $1,950 | $1,400 |
| NHS (Includes Awards Coordination) | $3,025 | $2,150 | $1,950 | $1,400 |
| Safety Patrols (Elem) | $3,025 | $2,150 | $1,950 | $1,400 |
| Admin Assistant (elem) | $3,025 | $2,150 | $1,950 | $1,400 |
| Link Crew | $2,475 | $1,625 | $2,475 | $1,625 |
| Web | $2,475 | $1,625 | $2,475 | $1,625 |
| Chorus (Elem) | $1,650 | $1,200 | $1,100 | $750 |
| Improv | $1,650 | $1,200 | $1,100 | $750 |
| Student Council (Elem) | $1,650 | $1,200 | $1,100 | $750 |
| Literary Magazine | $1,650 | $1,200 | $1,100 | $750 |
| Science Fair (Elem) | $1,650 | $1,200 | $1,100 | $750 |
| Peer Helpers (Elem) | $1,650 | $1,200 | $1,100 | $750 |
| Physics Club | $1,650 | $1,200 | $1,100 | $750 |
| Computer Club (Elem) | $1,650 | $1,200 | $1,100 | $750 |
| PBIS | $1,650 | | $1,650 | $1,650 |

| | |
|---|---|
| Item 7<br>BEA<br>10.8 | **APPENDIX C-3 Co-Curricular Stipend Schedule**<br><br>Yearbook HS lead: ~~$2,800~~ $5,000<br>Yearbook HS asst: ~~$2,000~~ $3,500<br>Yearbook MS lead: ~~$,1800~~ $3,000 |

| | |
|---|---|
| | Yearbook MS asst:~~$1,300~~ $2,000<br>Link crew lead: ~~$1,500~~ $3,000<br>Link Crew assistant: $1,800<br>WEB assistant: $1,000<br>PBIS Lead stipend: $1,500<br>BHS Family, Career and Community Leaders of America (FCCLA): $4,800<br><br>Increase of 10% for all C-3 High School athletics and all other non-athletics beginning July 1, 2026<br><br>Increase of 6 % for all Middle School athletics beginning July 1, 2026 |
| | |
| Item 8<br>BEA<br>Drop | **ARTICLE VI EXTRA COMPENSATION AND CASELOAD LIMITS**<br><br>**Section 3. Stipends for Additional Certification:**<br><br>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<br>191<br>Drop | **MEMORANDUM OF UNDERSTANDING**<br><br>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:<br><br>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.<br><br>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.<br><br>3. Teachers provided an annual written exemption from a sponsoring university shall be eligible for Article VI, Section G.<br><br>4. It is the teacher's responsibility to provide a copy of the exemption to Human Resources each year.<br><br>This MEMORANDUM OF UNDERSTANDING shall be in effect July 1, 2025 through June 30, 2027.<br><br>Burnsville Education Association<br>Burnsville, MN 55337<br><br>Union Representative<br><br>Dated: _____<br><br>Independent School Dist. 191<br>200 West Burnsville Parkway<br>Burnsville, MN 55337<br><br>_____<br>Employer Representative<br><br>Dated: _____ |
| | |
| Item 8<br>BEA<br>8.5<br>Drop | **ARTICLE VI EXTRA COMPENSATION AND CASELOAD LIMITS**<br><br>**Section 3. Stipends for Additional Certification:**<br><br>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. |

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| Item 8<br>191 8.12<br>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.<br><br>**MEMORANDUM OF UNDERSTANDING**<br><br>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:<br><br>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.<br><br>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.<br><br>3. Teachers provided an annual written exemption from a sponsoring university shall be eligible for Article VI, Section G.<br><br>4. It is the teacher's responsibility to provide a copy of the exemption to Human Resources each year.<br><br>This MEMORANDUM OF UNDERSTANDING shall be in effect July 1, 2025 through June 30, 2027.<br><br>Burnsville Education Association<br>Burnsville, MN 55337<br><br>Union Representative<br><br>Dated: _____<br><br>Independent School Dist. 191<br>200 West Burnsville Parkway<br>Burnsville, MN 55337<br><br>Employer Representative<br><br>Dated: _____ |
| Item 9<br>191<br>TA 8.5 | **ARTICLE VI EXTRA COMPENSATION**<br>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<br>BEA | **ARTICLE VI EXTRA COMPENSATION AND CASELOAD LIMITS**<br>**Section 10. Speech/Language Pathologist Caseload Limits:**<br>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.<br>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:<br>• Adjusting student assignments<br>• Hiring additional staff<br>• Providing additional compensation at the pro-rata rate.<br>The ratio shall be prorated for part-time Speech/Language Pathologists based on their full-time equivalency (FTE). |
| Item 11<br>BEA | **Section 11. Occupational Therapist Caseload Limits:**<br>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.<br>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:<br>• Adjusting student assignments<br>• Hiring additional staff<br>• Providing additional compensation at the pro-rata rate.<br>The ratio shall be prorated for part-time Occupational Therapists based on their full-time equivalency (FTE). |

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| Item 10/11<br>BEA 9.23 | **ARTICLE VI EXTRA COMPENSATION AND CASELOAD LIMITS**<br><br>**Section 10. Speech/Language Pathologist and Occupational Therapist Caseload Limits:**<br>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).<br><br>The twenty-five (25) hours shall be prorated for part-time Speech/Language Pathologists and Occupational Therapists based on their full-time equivalency (FTE).<br><br>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:<br>• Adjusting student assignments<br>• Hiring additional staff<br>• Providing additional compensation at the pro-rata rate. |
| Item 12<br>191<br>Drop 9.18 | **ARTICLE VII GROUP INSURANCE**<br><br>Section 1. Health and Hospitalization Insurance Options:<br><br>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.~~<br><br>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.<br><br>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.<br><br>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.<br><br>Exceptions as listed below receive health insurance contributions as per Subd. 2.<br>a. teachers on parental leave, working at least .5<br>b. teachers hired prior to July 1, 2006 with a .5 or greater contract<br>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.<br><br>Subd. 5. The balance of any additional premium for optional single or dependent District plans shall be paid by the teacher.<br><br>Subd. 6. When an employee who is enrolled in the district's group insurance plan contributes $1,000 into a medical flexible |

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| | spending account (FSA) the district will contribute $1,000 into the employee's HRA account on the first payroll of the school year. |
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| Item 12<br>BEA<br>Drop 9.30 | ARTICLE VII GROUP INSURANCE<br><br>Section 1. Health and Hospitalization Insurance Options:<br>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. |
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| Item 13<br>BEA | **Article VII GROUP INSURANCE**<br>Section 7. Retirement Insurance Incentive<br>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. |
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| Item 13<br>BEA 9.18<br>Drop 9.23 | **Article VII GROUP INSURANCE**<br>Section 7. Retirement Insurance Incentive<br>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. |
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| Item 14<br>191<br>Drop 9.23 | **ARTICLE VIII LEAVES OF ABSENCE**<br>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.~~<br><br>~~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.~~ |
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| Item 15<br>191<br>Drop 8.20 | **ARTICLE VIII LEAVES OF ABSENCE**<br>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.<br><br>Subd. 1. Procedure:<br><br>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.<br>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~~.<br>c. Failure to provide timely notification may result in discipline. |
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| Item 15<br>191<br>Drop 8.20 | **ARTICLE VIII LEAVES OF ABSENCE**<br>Section 3. ~~Bereavement Absence:~~<br><br>~~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.~~ |

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| | ~~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.~~<br><br>Paid Family Medical Leave (PFML): PFML leave shall be granted pursuant to applicable law. |
| Item 15<br>BEA 8.20<br>TA 8.20 | **ARTICLE VIII**<br>**LEAVES OF ABSENCE**<br><br>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.<br><br>Subd. 1. Procedure:<br><br>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.<br>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.<br>c. Failure to provide timely notification may result in discipline.<br><br>Section 3. Bereavement Absence:<br><br>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.<br><br>If an individual is using ESST for bereavement, it can be used for:<br>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.<br><br>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<br>191<br>Drop | **ARTICLE VIII LEAVES OF ABSENCE**<br>Section 7. General Absence:<br><br>Subd. 1. Effective July 1, 2016, a maximum of five (5) days of general absence without pay may be requested by each teacher.<br><br>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.<br><br>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.<br><br>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.<br><br>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. |

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| Item 16<br>BEA 8.5<br>Drop | ARTICLE VIII LEAVES OF ABSENCE<br><br>Section 7. General Absence:<br><br>Subd. 1. Effective July 1, 2016, a maximum of five (5) days of general absence without pay may be requested by each teacher.<br><br>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.<br><br>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.<br><br>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.<br><br>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. |
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| Item 16<br>191<br>8.12<br>Drop | **ARTICLE VIII LEAVES OF ABSENCE**<br>Section 7. General Absence:<br><br>Subd. 1. Effective July 1, 2016, a maximum of five (5) days of general absence without pay may be requested by each teacher.<br><br>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.<br><br>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.<br><br>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.<br><br>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. |
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| Item 16<br>191<br>8.13<br>TA<br>8.13 | **ARTICLE VIII LEAVES OF ABSENCE**<br>Section 7. General Absence:<br><br>Subd. 1. Effective July 1, 2016, a maximum of five (5) days of general absence without pay may be requested by each teacher.<br><br>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.<br><br>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.<br><br>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.<br><br>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. |
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| Item 17<br>191<br>Drop<br>8.20 | **ARTICLE VIII LEAVES OF ABSENCE**<br>~~Section 13. Attendance Incentive:~~<br>~~Subd. 1. An employee who as of July 1,~~<br><br>~~a. has accumulated leave time in excess of six hundred (600) hours determined as of June 15 of the same tax year, and~~<br>~~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~~ |

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| | ~~hundred and fifty dollars ($650) which shall be contributed to an active ISD 191 approved 403(b) plan as of July 15th payroll.~~<br><br>~~Subd. 2. An employee who as of July 1,~~<br><br>~~a. has accumulated leave time in excess of six hundred (600) hours determined as of June 15 of the same tax year, and~~<br>~~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.~~<br><br>~~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.~~<br><br>~~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.~~<br><br>~~Subd. 5. Effective July 1, 2015 the conversion rate for leave days shall be one hundred and thirty dollars ($130) per day.~~ |
| Item 18<br>BEA | **ARTICLE VIII LEAVES OF ABSENCE**<br>Section 14 Paid Family Medical Leave (PFML):<br><br>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.<br><br>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).<br><br>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.<br><br>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<br>191<br>9.18 | **ARTICLE VIII LEAVES OF ABSENCE**<br>Section 14 Article VIII sections 1 through 7 and sections 9 - 12 do not apply while an employee is receiving MN Paid Leave. |
| Item 18<br>BEA<br>10.8 | **ARTICLE VIII LEAVES OF ABSENCE**<br>Section 14 Paid Family Medical Leave (PFML):<br><br>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.<br><br>Subd. 2. Costs of PFML: The employer shall pay fifty (50) percent of the total premium for Paid Family Medical Leave set by the Minnesota Department of Employment and Economic Development (DEED). |

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| | Employees shall pay fifty (50) percent of the total premium for Paid Family Medical Leave set by the Minnesota Department of Employment and Economic Development (DEED).<br><br>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.<br><br>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. |
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| Item 19<br>BEA<br>Drop | **ARTICLE IX HOURS OF SERVICE**<br><br>**Section 8. Supervision of Special Education Students:**<br>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. |
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| Item 19<br>191<br>8.12<br>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. |
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| Item 19<br>191<br>8.13<br>TA<br>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. |
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| Item 20<br>BEA<br>Drop 8.20 | **ARTICLE IX HOURS OF SERVICE**<br><br>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. |
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| Item 20<br>BEA<br>8.13<br>Drop 8.20 | **ARTICLE IX HOURS OF SERVICE**<br><br>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. |
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| Item 20<br>191 8.20<br>TA 8.20 | **Item 20**<br><br>**ARTICLE IX HOURS OF SERVICE**<br><br>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. |

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| Item 21<br>BEA | **ARTICLE IX HOURS OF SERVICE**<br><br>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<br>BEA<br>Drop 8.5 | **ARTICLE IX HOURS OF SERVICE**<br><br>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<br>191<br>TA 8.5 | **ARTICLE IX HOURS OF SERVICE**<br><br>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<br>191<br>TA 8.5 | **ARTICLE X LENGTH OF THE SCHOOL YEAR**<br>~~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<br>BEA | **ARTICLE XII RETIREMENT**<br><br>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:~~<br>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.<br><br>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.<br><br>The district will match employee contributions or qualifying student loan payments in the amounts listed below:<br><br>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.<br><br>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.<br><br>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.<br><br>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.<br><br>Subd. 45. The Seniority list shall be used to determine years of teaching for 403(b) contributions. |
| Item 24<br>BEA 8.20 | **ARTICLE XII RETIREMENT**<br><br>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:~~<br>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.<br><br>The district will ensure that any approved vendor managing 403(b) plans includes a process to manage the certification of qualifying student loan |

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| | payments in lieu of employee contributions pursuant to Section 110 of the IRS code.<br><br>The district will match employee contributions or qualifying student loan payments in the amounts listed below:<br><br>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.<br><br>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.<br><br>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.<br><br>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.<br><br>Subd. 45. The Seniority list shall be used to determine years of teaching for 403(b) contributions. |
| Item 25<br>BEA | **Article XII RETIREMENT**<br><br>Section 10. Matching Contribution Eligibility:<br>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<br>BEA<br>8.12 | **Article XII RETIREMENT**<br>Section 10. Matching Contribution Eligibility:<br>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<br>191<br>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:<br><br>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.<br><br>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.<br><br>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.<br><br>Subd. 4. The Seniority list shall be used to determine years of teaching for 403(b) contributions.<br><br>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.<br><br>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. |

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| Item 25<br>BEA<br>8.20 | **Article XII RETIREMENT**<br><br>Section 10. Matching Contribution Eligibility:<br><br>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.<br>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<br>BEA 9.18 | **ARTICLE XII RETIREMENT**<br><br>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:<br><br>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.<br><br>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.<br><br>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.<br><br>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.<br><br>Subd. ~~4~~5. The Seniority list shall be used to determine years of teaching for 403(b) contributions.<br><br>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.<br>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 25<br>191<br>10.8 | 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 school year, the District will match up to $1,500 to an approved 403(b) plan. Commencing with the 2026-2027 school year, the District will match up to $1,750 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..

Commencing with the 2026-2027 school year, the District will match up to $2,500 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 $2,500 match, if the employee contributed at least $1,750 on their tenth year of employment, their contribution will automatically increase to $2,500 on the 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. The match will begin in the teacher's 15th year of employment in the district.

Commencing with the 2026-2027 school year, the district will match up to $3,250 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 $3,250 match, if the employee contributed at least $2,500 on their 14th year of employment, their contribution will automatically increase to $3,250 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. Effective January 1, 2026, 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 Effect January 1, 2026, 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 24/25
BEA 10.8

## 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. 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~~three years of satisfactory service in the District. The match will begin in the teacher's ~~11~~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. 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 ~~15~~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. 4. Commencing with the 2025-2026 school year, the district will match up to 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

191

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~~

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| | ~~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.~~<br><br>~~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.~~<br><br>Section 8. Career Increment shall be determined based on the Appendix A seniority list as of July 1, 2024. |
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| Item 27<br>BEA<br>Drop 8.20 | **APPENDIX A**<br>**Adult Basic Education (ABE)**<br>**Early Childhood & Family Education (ECFE)**<br>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.~~ |
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| Item 27<br>BEA<br>8.13<br>Drop 8.20 | **APPENDIX A**<br>**Adult Basic Education (ABE)**<br>**Early Childhood & Family Education (ECFE)**<br>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. |
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| Item 27<br>191 8.20<br>TA 8.20 | **APPENDIX A**<br>**Adult Basic Education (ABE)**<br>**Early Childhood & Family Education (ECFE)**<br><br>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). |
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| Item 28<br>BEA | **APPENDIX A**<br>**Adult Basic (ABE)**<br>**Early Childhood & Family Education (ECFE)**<br><br>Section 8 Paid Family Medical Leave (PFML):<br><br>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.<br><br>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).<br><br>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.<br><br>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, |

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| | 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.<br><br>Then, re-number remaining sections 8-11 to be 9-12. |
| Item 28<br>BEA 10.8 | **APPENDIX A**<br>**Adult Basic (ABE)**<br>**Early Childhood & Family Education (ECFE)**<br><br>Section 8 Paid Family Medical Leave (PFML):<br><br>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.<br><br>Subd. 2. Costs of PFML: The employer shall pay 50 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).<br><br>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.<br><br>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.<br><br>Then, re-number remaining Sections 8-11 to be 9-12. |
| Item 29<br>BEA | **APPENDIX A**<br>**Adult Basic Education (ABE)**<br>**Early Childhood & Family Education (ECFE)**<br><br>Section 9. TSA Match.<br>~~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.~~<br><br>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 29<br>BEA 10.8 | **APPENDIX A**<br>**Adult Basic Education (ABE)** |

| | |
|---|---|
| | **Early Childhood & Family Education (ECFE)**<br><br>Section 9. TSA Match.<br><br>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 as follows:~~.~~<br><br>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.<br><br>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~~three years of satisfactory service in the District. The match will begin in the teacher's ~~11~~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.<br><br>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 when the employee has completed ~~fourteen~~ten years of satisfactory service in the District. The match will begin in the teacher's ~~15~~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.<br><br>Subd. 4. Commencing with the 2025-2026 school year, the district will match up to $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.<br><br>Subd. 5. The ABE/ECFE Seniority list shall be used to determine years of teaching for 403(b) contributions.<br><br>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.<br>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 30<br>BEA | **APPENDIX A**<br>**Adult Basic Education (ABE)**<br>**Early Childhood & Family Education (ECFE)**<br>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<br>BEA 8.13 | **APPENDIX A**<br>**Adult Basic Education (ABE)**<br>**Early Childhood & Family Education (ECFE)**<br>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 30

BEA 10.8

**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. 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.

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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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8.12

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 |

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| | 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 |

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| Item 31<br>191<br>8.20 | 1.2, 1.2 Increase |

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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| Item 31<br>BEA 9.18 | **APPENDIX A**<br>**Adult Basic (ABE)**<br>**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 |


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9.23

1.4, 1.4 Increase

| 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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**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 |

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1.5, 1.5 Increase on all schedules

| Salary Schedule 2025-2026 | | | | | | | |
|---|---|---|---|---|---|---|---|
| STEP | BA | BA20 | BA40 | BA60 / MA | MA20 | MA40 | MA60 |
| 1 | 46,760 | 48,680 | 50,380 | 52,820 | 55,250 | 57,530 | 60,360 |
| 2 | 46,780 | 48,710 | 50,410 | 52,860 | 55,300 | 57,570 | 60,390 |
| 3 | 46,820 | 48,750 | 50,450 | 52,910 | 55,340 | 57,620 | 60,440 |
| 4 | 47,460 | 49,110 | 51,270 | 55,340 | 59,610 | 60,580 | 63,550 |
| 5 | 48,640 | 50,700 | 53,090 | 57,390 | 62,380 | 63,530 | 66,290 |
| 6 | 51,540 | 53,650 | 56,280 | 60,640 | 63,580 | 66,570 | 70,080 |
| 7 | 55,880 | 56,040 | 58,390 | 63,120 | 66,090 | 68,780 | 72,820 |
| 8 | | 60,520 | 61,100 | 65,900 | 68,580 | 72,090 | 75,600 |
| 9 | | | 66,560 | 69,130 | 72,630 | 76,400 | 80,170 |
| 10 | | | | 73,130 | 76,640 | 80,390 | 84,440 |
| 11 | | | | 78,250 | 82,190 | 86,140 | 90,570 |
| 12 | | | | 85,000 | 89,080 | 93,340 | 97,880 |
| A* | 59,060 | 64,760 | 71,480 | 89,860 | 94,520 | 99,400 | 105,230 |
| B** | 63,510 | 68,520 | 76,000 | 93,710 | 98,930 | 104,450 | 112,020 |

| Salary Schedule 2026-2027 | | | | | | | |
|---|---|---|---|---|---|---|---|
| STEP | BA | BA20 | BA40 | BA60 / MA | MA20 | MA40 | MA60 |
| 1 | 47,470 | 49,420 | 51,140 | 53,620 | 56,080 | 58,400 | 61,270 |
| 2 | 47,490 | 49,450 | 51,170 | 53,660 | 56,130 | 58,440 | 61,300 |
| 3 | 47,530 | 49,490 | 51,210 | 53,710 | 56,180 | 58,490 | 61,350 |
| 4 | 48,180 | 49,850 | 52,040 | 56,180 | 60,510 | 61,490 | 64,510 |
| 5 | 49,370 | 51,470 | 53,890 | 58,260 | 63,320 | 64,490 | 67,290 |
| 6 | 52,320 | 54,460 | 57,130 | 61,550 | 64,540 | 67,570 | 71,140 |
| 7 | 56,720 | 56,890 | 59,270 | 64,070 | 67,090 | 69,820 | 73,920 |
| 8 | | 61,430 | 62,020 | 66,890 | 69,610 | 73,180 | 76,740 |
| 9 | | | 67,560 | 70,170 | 73,720 | 77,550 | 81,380 |
| 10 | | | | 74,230 | 77,790 | 81,600 | 85,710 |
| 11 | | | | 79,430 | 83,430 | 87,440 | 91,930 |
| 12 | | | | 86,280 | 90,420 | 94,750 | 99,350 |
| A* | 59,950 | 65,740 | 72,560 | 91,210 | 95,940 | 100,900 | 106,810 |
| B** | 64,470 | 69,550 | 77,140 | 95,120 | 100,420 | 106,020 | 113,710 |

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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**

Strike old ABE/ECFE schedule;
4.0%, rounded up to nearest 10

| 2025-2026 ABE/ECFE Salary Schedule | | | | | | | |
|---|---|---|---|---|---|---|---|
| STEP | BA | BA+20 | BA+40 | BA+60/MA | MA+20 | MA+40 | MA+60 |
| 1 | 47,910 | 49,880 | 51,620 | 54,120 | 54,267 | 54,414 | 54,562 |
| 2 | 47,930 | 49,910 | 51,650 | 54,160 | 54,307 | 54,454 | 54,602 |
| 3 | 47,970 | 49,950 | 51,690 | 54,210 | 54,357 | 54,504 | 54,652 |
| 4 | 48,620 | 50,320 | 52,540 | 56,710 | 56,857 | 57,004 | 57,152 |
| 5 | 49,840 | 51,950 | 54,400 | 58,810 | 58,957 | 59,104 | 59,252 |
| 6 | 52,810 | 54,970 | 57,660 | 62,130 | 62,277 | 62,424 | 62,572 |
| 7 | 57,260 | 57,420 | 59,830 | 64,670 | 64,817 | 64,964 | 65,112 |
| 8 | 57,260 | 62,010 | 62,600 | 67,520 | 67,667 | 67,814 | 67,962 |
| 9 | 57,260 | 62,010 | 68,200 | 70,830 | 70,977 | 71,124 | 71,272 |
| 10 | 57,260 | 62,010 | 68,200 | 74,930 | 75,077 | 75,224 | 75,372 |
| 11 | 57,260 | 62,010 | 68,200 | 80,180 | 80,327 | 80,474 | 80,622 |
| 12 | 57,260 | 62,010 | 68,200 | 87,090 | 87,237 | 87,384 | 87,532 |
| *A | 60,510 | 66,360 | 73,240 | 92,080 | 92,227 | 92,374 | 92,522 |
| **B | 65,080 | 70,200 | 77,870 | 96,020 | 96,167 | 96,314 | 96,462 |

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

Strike old ABE/ECFE schedule
4.0%, rounded up to nearest 10;
Flat dollars added to cells BA, Steps 1-5 to make BA, Step 1 = $50,000

| 2026-2027 ABE/ECFE Salary Schedule | | | | | | | |
|---|---|---|---|---|---|---|---|
| STEP | BA | BA+20 | BA+40 | BA+60/MA | MA+20 | MA+40 | MA+60 |
| 1 | 50,000 | 51,880 | 53,690 | 56,290 | 56,437 | 56,584 | 56,732 |
| 2 | 50,200 | 51,910 | 53,720 | 56,330 | 56,477 | 56,624 | 56,772 |
| 3 | 50,600 | 51,950 | 53,760 | 56,380 | 56,527 | 56,674 | 56,822 |
| 4 | 51,200 | 52,340 | 54,650 | 58,980 | 59,127 | 59,274 | 59,422 |
| 5 | 52,000 | 54,030 | 56,580 | 61,170 | 61,317 | 61,464 | 61,612 |
| 6 | 54,930 | 57,170 | 59,970 | 64,620 | 64,767 | 64,914 | 65,062 |
| 7 | 59,560 | 59,720 | 62,230 | 67,260 | 67,407 | 67,554 | 67,702 |
| 8 | 59,560 | 64,500 | 65,110 | 70,230 | 70,377 | 70,524 | 70,672 |
| 9 | 59,560 | 64,500 | 70,930 | 73,670 | 73,817 | 73,964 | 74,112 |
| 10 | 59,560 | 64,500 | 70,930 | 77,930 | 78,077 | 78,224 | 78,372 |
| 11 | 59,560 | 64,500 | 70,930 | 83,390 | 83,537 | 83,684 | 83,832 |
| 12 | 59,560 | 64,500 | 70,930 | 90,580 | 90,727 | 90,874 | 91,022 |
| *A | 62,940 | 69,020 | 76,170 | 95,770 | 95,917 | 96,064 | 96,212 |
| **B | 67,690 | 73,010 | 80,990 | 99,870 | 100,017 | 100,164 | 100,312 |

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

| Appendix C-1<br>BEA Salary Schedule<br>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<br>BEA Salary Schedule<br>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 | BA20 | BA40 | BA60 / MA | MA20 | MA40 | MA60 |
| 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 | BA20 | BA40 | BA60 / MA | MA20 | MA40 | MA60 |
| 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 |

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1.2, 1.2 Increase

| 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

BEA 9.18

Appendix C-1 (strike old C-1)

| | |
|---|---|

**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<br>191<br>9.23 | 1.4, 1.4 Increase |

**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<br>BEA<br>9.30 | **Appendix C-1 (strike old C-1)**<br>5.50%, rounded up to nearest 10 |

| Appendix C-1<br>BEA Salary Schedule<br>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<br>BEA Salary Schedule<br>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 32

191
10.8

1.5, 1.5 Increase on all schedules

| Salary Schedule 2025-2026 | | | | | | | |
|---|---|---|---|---|---|---|---|
| STEP | BA | BA20 | BA40 | BA60 / MA | MA20 | MA40 | MA60 |
| 1 | 46,760 | 48,680 | 50,380 | 52,820 | 55,250 | 57,530 | 60,360 |
| 2 | 46,780 | 48,710 | 50,410 | 52,860 | 55,300 | 57,570 | 60,390 |
| 3 | 46,820 | 48,750 | 50,450 | 52,910 | 55,340 | 57,620 | 60,440 |
| 4 | 47,460 | 49,110 | 51,270 | 55,340 | 59,610 | 60,580 | 63,550 |
| 5 | 48,640 | 50,700 | 53,090 | 57,390 | 62,380 | 63,530 | 66,290 |
| 6 | 51,540 | 53,650 | 56,280 | 60,640 | 63,580 | 66,570 | 70,080 |
| 7 | 55,880 | 56,040 | 58,390 | 63,120 | 66,090 | 68,780 | 72,820 |
| 8 | | 60,520 | 61,100 | 65,900 | 68,580 | 72,090 | 75,600 |
| 9 | | | 66,560 | 69,130 | 72,630 | 76,400 | 80,170 |
| 10 | | | | 73,130 | 76,640 | 80,390 | 84,440 |
| 11 | | | | 78,250 | 82,190 | 86,140 | 90,570 |
| 12 | | | | 85,000 | 89,080 | 93,340 | 97,880 |
| A* | 59,060 | 64,760 | 71,480 | 89,860 | 94,520 | 99,400 | 105,230 |
| B** | 63,510 | 68,520 | 76,000 | 93,710 | 98,930 | 104,450 | 112,020 |

| Salary Schedule 2026-2027 | | | | | | | |
|---|---|---|---|---|---|---|---|
| STEP | BA | BA20 | BA40 | BA60 / MA | MA20 | MA40 | MA60 |
| 1 | 47,470 | 49,420 | 51,140 | 53,620 | 56,080 | 58,400 | 61,270 |
| 2 | 47,490 | 49,450 | 51,170 | 53,660 | 56,130 | 58,440 | 61,300 |
| 3 | 47,530 | 49,490 | 51,210 | 53,710 | 56,180 | 58,490 | 61,350 |
| 4 | 48,180 | 49,850 | 52,040 | 56,180 | 60,510 | 61,490 | 64,510 |
| 5 | 49,370 | 51,470 | 53,890 | 58,260 | 63,320 | 64,490 | 67,290 |
| 6 | 52,320 | 54,460 | 57,130 | 61,550 | 64,540 | 67,570 | 71,140 |
| 7 | 56,720 | 56,890 | 59,270 | 64,070 | 67,090 | 69,820 | 73,920 |
| 8 | | 61,430 | 62,020 | 66,890 | 69,610 | 73,180 | 76,740 |
| 9 | | | 67,560 | 70,170 | 73,720 | 77,550 | 81,380 |
| 10 | | | | 74,230 | 77,790 | 81,600 | 85,710 |
| 11 | | | | 79,430 | 83,430 | 87,440 | 91,930 |
| 12 | | | | 86,280 | 90,420 | 94,750 | 99,350 |
| A* | 59,950 | 65,740 | 72,560 | 91,210 | 95,940 | 100,900 | 106,810 |
| B** | 64,470 | 69,550 | 77,140 | 95,120 | 100,420 | 106,020 | 113,710 |

Item 32

**APPENDIX C-1 (strike old C-1)**

BEA 10.8

4.0%, 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 | 47,910 | 49,880 | 51,620 | 54,120 | 56,610 | 58,940 | 61,840 |
| 2 | 47,930 | 49,910 | 51,650 | 54,160 | 56,660 | 58,980 | 61,870 |
| 3 | 47,970 | 49,950 | 51,690 | 54,210 | 56,710 | 59,040 | 61,930 |
| 4 | 48,620 | 50,320 | 52,540 | 56,710 | 61,070 | 62,070 | 65,120 |
| 5 | 49,840 | 51,950 | 54,400 | 58,810 | 63,910 | 65,100 | 67,930 |
| 6 | 52,810 | 54,970 | 57,660 | 62,130 | 65,150 | 68,210 | 71,810 |
| 7 | 57,260 | 57,420 | 59,830 | 64,670 | 67,720 | 70,480 | 74,610 |
| 8 | 57,260 | 62,010 | 62,600 | 67,520 | 70,270 | 73,870 | 77,460 |
| 9 | 57,260 | 62,010 | 68,200 | 70,830 | 74,420 | 78,290 | 82,140 |
| 10 | 57,260 | 62,010 | 68,200 | 74,930 | 78,520 | 82,370 | 86,520 |
| 11 | 57,260 | 62,010 | 68,200 | 80,180 | 84,210 | 88,260 | 92,800 |
| 12 | 57,260 | 62,010 | 68,200 | 87,090 | 91,280 | 95,640 | 100,290 |
| *A | 60,510 | 66,360 | 73,240 | 92,080 | 96,850 | 101,850 | 107,820 |
| **B | 65,080 | 70,200 | 77,870 | 96,020 | 101,360 | 107,020 | 114,780 |

**APPENDIX C-2 (strike old C-2)**

4.0%, rounded up to nearest 10

Flat dollars added to cells BA, Steps 1-5 to make BA, Step 1 = $50,000

| Appendix C-2 BEA Salary Schedule 2026-2027 | | | | | | | |
|---|---|---|---|---|---|---|---|
| STEP | BA | BA+20 | BA+40 | BA+60/MA | MA+20 | MA+40 | MA+60 |
| 1 | 50,000 | 51,880 | 53,690 | 56,290 | 58,880 | 61,300 | 64,320 |
| 2 | 50,200 | 51,910 | 53,720 | 56,330 | 58,930 | 61,340 | 64,350 |
| 3 | 50,600 | 51,950 | 53,760 | 56,380 | 58,980 | 61,410 | 64,410 |
| 4 | 51,200 | 52,340 | 54,650 | 58,980 | 63,520 | 64,560 | 67,730 |
| 5 | 52,000 | 54,030 | 56,580 | 61,170 | 66,470 | 67,710 | 70,650 |
| 6 | 54,930 | 57,170 | 59,970 | 64,620 | 67,760 | 70,940 | 74,690 |
| 7 | 59,560 | 59,720 | 62,230 | 67,260 | 70,430 | 73,300 | 77,600 |
| 8 | 59,560 | 64,500 | 65,110 | 70,230 | 73,090 | 76,830 | 80,560 |
| 9 | 59,560 | 64,500 | 70,930 | 73,670 | 77,400 | 81,430 | 85,430 |
| 10 | 59,560 | 64,500 | 70,930 | 77,930 | 81,670 | 85,670 | 89,990 |
| 11 | 59,560 | 64,500 | 70,930 | 83,390 | 87,580 | 91,800 | 96,520 |
| 12 | 59,560 | 64,500 | 70,930 | 90,580 | 94,940 | 99,470 | 104,310 |
| *A | 62,940 | 69,020 | 76,170 | 95,770 | 100,730 | 105,930 | 112,140 |
| **B | 67,690 | 73,010 | 80,990 | 99,870 | 105,420 | 111,310 | 119,380 |

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.<br><br>**Rate E:** AREA LEARNING CENTER: Used when voluntarily teaching classes/activities categorically funded as Area Learning Center opportunities.<br>Hourly rate, effective July 1, ~~2014~~2025 ~~$31.25~~**Pro rata** |
| | |
| Item 33<br>191 | **APPENDIX C-4**<br>**EXTRA COMPENSATION**<br>Rate A: INSTRUCTION: Used when authorized by administration to create "products" which require training or experience in a specific area; e.g., writing curriculum.<br>Hourly rate, effective July 1, 2014 $27.50 July 1, 2024 **$28.50**<br><br>Rate B: WORKSHOP: Used when authorized by administration to represent the District; discussion rather than product oriented; e.g., workshop attendance.<br>Hourly rate, effective July 1, 2014 $21.00 July 1, 2024 **$21.75**<br><br>Rate C: SUPERVISION: Used when supervising students with delegated administrative responsibility, or when serving as an official.<br>Hourly rate, effective July 1, 2014 $21.00 July 1, 2024 **$21.75**<br><br>Rate D: HOMEBOUND: Used when teaching homebound students.<br>Hourly rate, effective July 1, 2014 $25.00 July 1, 2024 **Pro Rata**<br><br>Rate E: AREA LEARNING CENTER: Used when voluntarily teaching classes/activities categorically funded as Area Learning Center opportunities~~, effective July 1, 1998~~.<br>Hourly rate, effective July 1, 1998 $31.25 July 1, 2024 **$32.25** |
| | |
| Item 33<br>BEA 8.12 | **APPENDIX C-4 EXTRA COMPENSATION**<br><br>**Rate A:** INSTRUCTION: Used when authorized by administration to create "products" which require training or experience in a specific area; e.g., writing curriculum.<br>Hourly rate, effective July 1, ~~2014~~2025 ~~$28.50~~Pro-Rata<br><br>**Rate B:** WORKSHOP: Used when authorized by administration to represent the District; discussion rather than product oriented; e.g., workshop attendance.<br>Hourly rate, effective July 1, ~~2014~~2025 ~~$21.75~~ Pro-rata Step 7, BA<br><br>**Rate C:** SUPERVISION: Used when supervising students with delegated administrative responsibility, or when serving as an official.<br>Hourly rate, effective July 1, ~~2014~~2025 ~~$21.75~~Pro-rata Step 1, BA<br><br>**Rate D:** HOMEBOUND: Used when teaching homebound students.<br>Hourly rate, effective July 1, ~~2014~~2025 ~~$25.00 July 1, 2024~~ Pro-rata<br><br>**Rate E:** AREA LEARNING CENTER: Used when voluntarily teaching classes/activities categorically funded as Area Learning Center opportunities.<br>Hourly rate, effective July 1, ~~2014~~2025 ~~$32.25~~**Pro-rata** |
| | |
| Item 33<br>BEA 10.8 | **APPENDIX C-4 EXTRA COMPENSATION**<br><br>**Rate A: INSTRUCTION:** Used when authorized by administration to create "products" which require training or experience in a specific area; e.g., writing curriculum.<br>Hourly rate, effective July 1, ~~2014~~2025 ~~$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~~2025~~ $21.00 July 1, 2024 **$21.75**~~ **$25.00**

**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 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.
Hourly rate, effective July 1, ~~2014~~2025~~ $31.25 July 1, 2024~~ **$32.25**

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
BEA
Drop 9.18

**Appendix E VOLUNTARY PRE-KINDERGARTEN INSTRUCTORS**

Section 2. Probationary Period: ~~Time spent as a voluntary pre-kindergarten instructor does not count toward the individual's probationary period or potential future probationary period pursuant to Minnesota Statutes, sections 122A.40 and 122A.261. A voluntary pre-kindergarten instructor shall serve a probationary period of 208 working days of consecutive service in the School District, during that time the School District shall have the unqualified right to suspend without pay, discharge, or otherwise discipline the instructor.~~ Effective July 1, 2025, voluntary pre-kindergarten instructors hired on or before August 15, 2022 shall serve a probationary period of one (1) calendar year. Those hired after August 16, 2022 shall serve a probationary period of three (3) years from their first day of actual service. During this probationary period, the instructor shall have no recourse to the grievance procedure as far as suspension, discharge for cause, or other discipline is concerned. However, a probationary instructor shall have the right to bring a grievance regarding any other provisions of applicable sections of the Master Agreement alleged to have been violated.

Item 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.

Item 36

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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

191
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 |

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**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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| Item 36<br>191<br>8.20 | 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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| Item 36<br>BEA<br>9.18 | **APPENDIX E VOLUNTARY PRE-KINDERGARTEN INSTRUCTORS**<br>**(strike 23-24 and 24-25 salary schedules)**<br><br>**Voluntary Pre-Kindergarten**<br>**~~208 Day~~ Salary Schedule**<br>**~~2023-2024~~2025-2026** |

| 2025-2026 VPK Schedule, 184 days<br>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<br>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.

| | |
|---|---|
| Item 36 | 1.4, 1.4 Increase |
| 191<br>9.23 | |

**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 |

Item 36

BEA 9.30

**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.

Item 36
191
10.8

1.5, 1.5 Increase on all schedules

| VPK Salary Schedule 2025-2026 | | | | | | | |
|---|---|---|---|---|---|---|---|
| STEP | BA | BA20 | BA40 | MA | MA20 | MA40 | MA60 |
| 1 | $52,859 | $55,030 | $56,951 | $ 59,710 | $ 59,876 | $ 60,042 | $ 60,209 |
| 2 | $52,882 | $55,063 | $56,985 | $ 59,755 | $ 59,921 | $ 60,088 | $ 60,254 |
| 3 | $52,927 | $55,109 | $57,030 | $ 59,811 | $ 59,978 | $ 60,144 | $ 60,311 |
| 4 | $53,650 | $55,516 | $57,957 | $ 62,558 | $ 62,725 | $ 62,891 | $ 63,057 |
| 5 | $54,984 | $57,313 | $60,015 | $ 64,876 | $ 65,042 | $ 65,208 | $ 65,375 |
| 6 | $58,263 | $60,648 | $63,621 | $ 68,550 | $ 68,716 | $ 68,882 | $ 69,049 |
| 7 | $63,169 | $63,350 | $66,006 | $ 71,353 | $ 71,519 | $ 71,686 | $ 71,852 |
| 8 | | $68,414 | $69,070 | $ 74,496 | $ 74,662 | $ 74,828 | $ 74,995 |
| 9 | | | $75,242 | $ 78,147 | $ 78,313 | $ 78,480 | $ 78,646 |
| 10 | | | | $ 82,669 | $ 82,835 | $ 83,001 | $ 83,168 |
| 11 | | | | $ 88,457 | $ 88,623 | $ 88,789 | $ 88,956 |
| 12 | | | | $ 96,087 | $ 96,253 | $ 96,420 | $ 96,586 |
| A | $66,763 | $73,207 | $80,803 | $101,581 | $101,747 | $101,914 | $102,080 |
| B | $71,794 | $77,457 | $85,913 | $105,933 | $106,099 | $106,266 | $106,432 |

| VPK Salary Schedule 2026-2027 | | | | | | | |
|---|---|---|---|---|---|---|---|
| STEP | BA | BA20 | BA40 | MA | MA20 | MA40 | MA60 |
| 1 | $53,662 | $55,866 | $57,810 | $ 60,614 | $ 60,780 | $ 60,947 | $ 61,113 |
| 2 | $53,684 | $55,900 | $57,844 | $ 60,659 | $ 60,826 | $ 60,992 | $ 61,158 |
| 3 | $53,730 | $55,945 | $57,890 | $ 60,716 | $ 60,882 | $ 61,048 | $ 61,215 |
| 4 | $54,464 | $56,352 | $58,828 | $ 63,508 | $ 63,674 | $ 63,841 | $ 64,007 |
| 5 | $55,810 | $58,183 | $60,919 | $ 65,859 | $ 66,026 | $ 66,192 | $ 66,358 |
| 6 | $59,144 | $61,563 | $64,582 | $ 69,578 | $ 69,745 | $ 69,911 | $ 70,077 |
| 7 | $64,118 | $64,310 | $67,001 | $ 72,427 | $ 72,593 | $ 72,760 | $ 72,926 |
| 8 | | $69,443 | $70,110 | $ 75,615 | $ 75,781 | $ 75,948 | $ 76,114 |
| 9 | | | $76,372 | $ 79,323 | $ 79,489 | $ 79,655 | $ 79,822 |
| 10 | | | | $ 83,912 | $ 84,079 | $ 84,245 | $ 84,411 |
| 11 | | | | $ 89,790 | $ 89,957 | $ 90,123 | $ 90,290 |
| 12 | | | | $ 97,534 | $ 97,700 | $ 97,867 | $ 98,033 |
| A | $67,770 | $74,315 | $82,024 | $103,107 | $103,273 | $103,440 | $103,606 |
| B | $72,879 | $78,622 | $87,202 | $107,527 | $107,693 | $107,860 | $108,026 |

Item 36
BEA
10.8

**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**
4.0%, rounded up to nearest 10

| 2025-2026 VPK Salary Schedule | | | | | | | |
|---|---|---|---|---|---|---|---|
| STEP | BA | BA+20 | BA+40 | BA+60/MA | MA+20 | MA+40 | MA+60 |
| 1 | 47,910 | 49,880 | 51,620 | 54,120 | 54,267 | 54,414 | 54,562 |
| 2 | 47,930 | 49,910 | 51,650 | 54,160 | 54,307 | 54,454 | 54,602 |
| 3 | 47,970 | 49,950 | 51,690 | 54,210 | 54,357 | 54,504 | 54,652 |
| 4 | 48,620 | 50,320 | 52,540 | 56,710 | 56,857 | 57,004 | 57,152 |
| 5 | 49,840 | 51,950 | 54,400 | 58,810 | 58,957 | 59,104 | 59,252 |
| 6 | 52,810 | 54,970 | 57,660 | 62,130 | 62,277 | 62,424 | 62,572 |
| 7 | 57,260 | 57,420 | 59,830 | 64,670 | 64,817 | 64,964 | 65,112 |
| 8 | 57,260 | 62,010 | 62,600 | 67,520 | 67,667 | 67,814 | 67,962 |
| 9 | 57,260 | 62,010 | 68,200 | 70,830 | 70,977 | 71,124 | 71,272 |
| 10 | 57,260 | 62,010 | 68,200 | 74,930 | 75,077 | 75,224 | 75,372 |
| 11 | 57,260 | 62,010 | 68,200 | 80,180 | 80,327 | 80,474 | 80,622 |
| 12 | 57,260 | 62,010 | 68,200 | 87,090 | 87,237 | 87,384 | 87,532 |
| *A | 60,510 | 66,360 | 73,240 | 92,080 | 92,227 | 92,374 | 92,522 |
| **B | 65,080 | 70,200 | 77,870 | 96,020 | 96,167 | 96,314 | 96,462 |

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

**Voluntary Pre-Kindergarten**
**~~208 Day~~ Salary Schedule**
**~~2024-2025~~2026-2027**
4.0%, rounded up to nearest 10
Flat dollars added to cells BA, Steps 1-5 to make BA, Step 1 = $50,000

| 2026-2027 VPK Salary Schedule | | | | | | | |
|---|---|---|---|---|---|---|---|
| STEP | BA | BA+20 | BA+40 | BA+60/MA | MA+20 | MA+40 | MA+60 |
| 1 | 50,000 | 51,880 | 53,690 | 56,290 | 56,437 | 56,584 | 56,732 |
| 2 | 50,200 | 51,910 | 53,720 | 56,330 | 56,477 | 56,624 | 56,772 |
| 3 | 50,600 | 51,950 | 53,760 | 56,380 | 56,527 | 56,674 | 56,822 |
| 4 | 51,200 | 52,340 | 54,650 | 58,980 | 59,127 | 59,274 | 59,422 |
| 5 | 52,000 | 54,030 | 56,580 | 61,170 | 61,317 | 61,464 | 61,612 |
| 6 | 54,930 | 57,170 | 59,970 | 64,620 | 64,767 | 64,914 | 65,062 |
| 7 | 59,560 | 59,720 | 62,230 | 67,260 | 67,407 | 67,554 | 67,702 |
| 8 | 59,560 | 64,500 | 65,110 | 70,230 | 70,377 | 70,524 | 70,672 |
| 9 | 59,560 | 64,500 | 70,930 | 73,670 | 73,817 | 73,964 | 74,112 |
| 10 | 59,560 | 64,500 | 70,930 | 77,930 | 78,077 | 78,224 | 78,372 |
| 11 | 59,560 | 64,500 | 70,930 | 83,390 | 83,537 | 83,684 | 83,832 |
| 12 | 59,560 | 64,500 | 70,930 | 90,580 | 90,727 | 90,874 | 91,022 |
| *A | 62,940 | 69,020 | 76,170 | 95,770 | 95,917 | 96,064 | 96,212 |
| **B | 67,690 | 73,010 | 80,990 | 99,870 | 100,017 | 100,164 | 100,312 |

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

| | |
|---|---|
| Item 37 | **APPENDIX E VOLUNTARY PRE-KINDERGARTEN INSTRUCTORS** |
| BEA | **Section 7. Applicable Sections of the Master Agreement:** |
| TA 9.23 | Add Article IX Hours of Service, Section 10 |
| | Section 8. Sections of the Master Agreement Not Applicable: IX Hours of Service, Sections 1-9 |

| | |
|---|---|
| Item 38<br>BEA<br>Drop<br>10.8 | **APPENDIX F**<br>**READY TO GROW / READY TO LEARN INSTRUCTORS**<br><br>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.<br><br>Vacation.<br><br>a. Eligibility. Vacation pay only applies to 261-day, full-time employees.<br><br>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.<br><br>c.Additional Vacation Leave. RTG/RTL employees shall be credited with additional paid vacation leave each fiscal year as follows: eight (8) hours of paid vacation leave multiplied by the employee's consecutive years of employment with the Community Education Department, up to a maximum of an additional 64 hours of vacation leave in a fiscal year. Under no circumstances may an employee's paid vacation leave exceed 18 days. |
| | |
| Item 38<br>191 | **APPENDIX F**<br>**READY TO GROW / READY TO LEARN INSTRUCTORS**<br>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. |
| Item 39<br>BEA | **APPENDIX F**<br>**READY TO GROW / READY TO LEARN INSTRUCTORS**<br><br>**Ready to Grow / Ready to Learn**<br>**(261 day) Salary Schedule**<br>**(strike 23-24 and 24-25 salary schedules)** |

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

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

| | |
|---|---|
| Item 39<br>191 | |

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 |

Item 39

191
8.12

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 |

Item 39

191
8.20

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 |

Item 39

**APPENDIX F**

BEA
9.18

## 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 |

Item 39
191
9.23

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 |

Item 39
191
9.30

## 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 39
191
10.8.25

1.5, 1.5 Increase on all schedules

| RTG / RTL Salary Schedule 2025-2026 | |
|---|---|
| STEP | Base |
| 1 | $ 44,860 |
| 2 | $ 46,789 |
| 3 | $ 48,718 |
| 4 | $ 50,151 |
| 5 | $ 51,584 |
| 6 | $ 52,961 |
| 7 | $ 54,339 |
| 8 | $ 56,513 |
| 9 | $ 58,773 |
| 10 | $ 61,124 |
| 11 | $ 63,569 |
| 12 | $ 66,112 |
| 13 | $ 68,756 |
| 14 | $ 71,507 |
| 15 | $ 74,686 |
| 16 | $ 74,686 |
| 17 | $ 74,686 |
| 18 | $ 74,686 |
| 19 | $ 74,686 |
| 20 | $ 75,746 |

| RTG / RTL Salary Schedule 2026-2027 | |
|---|---|
| STEP | Base |
| 1 | $ 45,533 |
| 2 | $ 47,491 |
| 3 | $ 49,449 |
| 4 | $ 50,903 |
| 5 | $ 52,357 |
| 6 | $ 53,756 |
| 7 | $ 55,154 |
| 8 | $ 57,360 |
| 9 | $ 59,655 |
| 10 | $ 62,041 |
| 11 | $ 64,523 |
| 12 | $ 67,104 |
| 13 | $ 69,788 |
| 14 | $ 72,579 |
| 15 | $ 75,806 |
| 16 | $ 75,806 |
| 17 | $ 75,806 |
| 18 | $ 75,806 |
| 19 | $ 75,806 |
| 20 | $ 76,882 |

Item 39
BEA
10.8

**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: 4.0%, rounded up to nearest 10;
2026-27: 4.0%, rounded up to nearest 10

| RTG/RTL 2025 - 26 | |
|---|---|
| Step | Salary |
| 1 | 45,970 |
| 2 | 47,950 |
| 3 | 49,920 |
| 4 | 51,390 |
| 5 | 52,860 |
| 6 | 54,270 |
| 7 | 55,680 |
| 8 | 57,910 |
| 9 | 60,230 |
| 10 | 62,630 |
| 11 | 65,140 |
| 12 | 67,750 |
| 13 | 70,450 |
| 14 | 73,270 |
| 15 | 76,530 |
| 16 | 76,530 |
| 17 | 76,530 |
| 18 | 76,530 |
| 19 | 76,530 |
| 20 | 77,620 |

| RTG/RTL 2026 - 27 | |
|---|---|
| Step | Salary |
| 1 | 47,810 |
| 2 | 49,870 |
| 3 | 51,920 |
| 4 | 53,450 |
| 5 | 54,980 |
| 6 | 56,450 |
| 7 | 57,910 |
| 8 | 60,230 |
| 9 | 62,640 |
| 10 | 65,140 |
| 11 | 67,750 |
| 12 | 70,460 |
| 13 | 73,270 |
| 14 | 76,210 |
| 15 | 79,600 |
| 16 | 79,600 |
| 17 | 79,600 |
| 18 | 79,600 |
| 19 | 79,600 |
| 20 | 80,730 |

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<br>Burnsville, MN 55337 | Independent School Dist. 191<br>200 West Burnsville Parkway<br>Burnsville, MN 55337 |
| _____<br>Union Representative | _____<br>Employer Representative |
| Dated: _____ | Dated:_____ |

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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.

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

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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:_____

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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:~~

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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

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. 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: _____

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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: _____~~

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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~~ ~~Independent School Dist. 191~~
~~Burnsville, MN 55337~~ ~~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.

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