M A S T E R A G R E E M E N T

2025-2026 and 2026-2027

between

MEEKER AND WRIGHT SPECIAL EDUCATION COOPERATIVE

JOINT POWERS BOARD #938

and

EDUCATION MINNESOTA-MAWSECO

Effective

July 1, 2025 through June 30, 2027

TABLE OF CONTENTS

Article and Section		Page
I.	PURPOSE	5
II.	RECOGNITION OF EXCLUSIVE REPRESENTATIVE	5
	1. Recognition	5
	2. Appropriate Unit	5
III.	DEFINITIONS	5
	1. Terms and Conditions of Employment	5
	2. Teacher	5
	3. Joint Powers Board	6
	4. Other Terms	6
IV.	DURATION OF AGREEMENT	6
	1. Term and Reopening Negotiations	6
	2. Effect	6
	3. Finality	7
	4. Severability	7
	5. Number of Official Agreements	7
V.	COOPERATIVE RIGHTS	7
	1. Inherent Managerial Rights	7
	2. Management Responsibilities	7
	3. Effect of Laws, Rules, and Regulations	7
	4. Reservation of Managerial Rights	8
VI.	TEACHER RIGHTS	8
	1. Right To Views	8
	2. Right To Join	8
	3. Request for Dues Check Off	8
	4. Copy, Patent and Residual Rights	9
	5. Teacher Files	9
	6. Publication of the Agreement	9
	7. Mileage Reimbursement	9
	8. Assignment and Reassignment	9
VII.	GROUP INSURANCE	10
	1. Selection	10
	2. Claims Against the Cooperative	10
	3. Duration of Insurance Contribution	10
	4. Eligibility	10
	5. Major Medical and Hospitalization Insurance	10
	6. Life Insurance	10
	7. Long Term Disability Insurance	10
	8. Dental Insurance	11

9. Distribution of Policies 11

VIII. LEAVES OF ABSENCE 11

1. Sick Leave 11
2. Family Illness Leave 11
3. Bereavement Leave 11
4. Child Care Leave 12
5. Family and Medical Leave 13
6. Personal Leave and Unpaid Time 13
7. Jury Service 14
8. Military Leave 14
9. General Leaves of Absence 14
10. Workers' Compensation 14
11. Education Minnesota-MAWSECO Activities Leave 15
12. Medical Leave 15
13. Insurance Application 15
14. Credit 15
15. Eligibility 16

IX. UNREQUESTED LEAVE OF ABSENCE AND SENIORITY AGREEMENT 16

1. Purpose 16
2. Grounds for ULA 16
3. Placement on ULA 16
4. No Dropping of License 17
5. Notice of Placement on ULA 17
6. Rights During Leave 18
7. Reinstatement Rights 18
8. Notification of Reinstatement 18
9. Teacher Responsibility on ULA 18
10. Seniority List 18

X. TEACHER HOURS AND DAYS OF SERVICE 19

1. Contract Period 19
2. Work Schedule 19
3. Holidays 19
4. Daily Schedule 19
5. Preparation Time 19
5. Payroll Schedule 20

XI. GRIEVANCE PROCEDURE 20

1. Definitions 20
2. Computation of Time 21
3. Step One 21
4. Step Two 21

	5. Step Three	21
	6. Arbitration Procedures	22
	7. Processing of Grievance	22
XII.	PUBLIC OBLIGATION	23
	1. Continuous Delivery of Service	23
	2. Labor Practice	23
XIII.	OTHER BENEFITS	23
	1. 403b/457b	23
	2. Post-Retirement Health Care Savings Plan	24
XIV.	TEACHER COMPENSATION	25
	1. Salary Schedules	25
	2. Status of Salary Schedule	25
	3. Fringe Benefits	28
XV.	12-MONTH CONTRACT FOR STAFF	28
XVI.	MEET AND CONFER	29
XVII.	MEDICAL EMERGENCY POOL	30
	1. Creation of Medical Emergency Pool (MEP)	30
	2. Definition of Medical Emergency	30
	3. Funding of MEP	30
	4. Eligibility for MEP	30
	5. Loss of Eligibility for MEP	30
XVIII.	SUBSTITUTE TEACHING IN LIEU OF PREP	31
	1. Substitute Teaching	31
	APPENDICES	
	A. 2025-2026 Salary Schedule	32
	B. 2026-2027 Salary Schedule	33
	C. 2025-2027 Additional Compensation Schedule	34
	D. 2025-2027 Service Career Increment Schedule	35
	E. 2025-2207 Board Contribution for Health and Dental Insurance	36
	F. Grievance Report Form	37

MEEKER AND WRIGHT SPECIAL EDUCATION COOPERATIVE JOINT POWERS
DISTRICT NO. 938
Howard Lake, Minnesota

AGREEMENT
2025-2027

ARTICLE I
PURPOSE

THIS AGREEMENT is entered into between Joint Powers Board No. 938, Meeker and Wright Special Education Cooperative (hereinafter referred to as the Cooperative) and the Meeker and Wright Special Education Cooperative Education Association (hereinafter referred to as the Education Minnesota-MAWSECO), pursuant to and in compliance with the Public Employment Labor Relations Act of 1971, as amended hereinafter referred to as the P.E.L.R.A., to provide the terms and conditions of employment for Cooperative licensed teachers hereinafter referred to as teacher during the term of this Agreement.

ARTICLE II
RECOGNITION OF EXCLUSIVE REPRESENTATIVE

Section 1. RECOGNITION: In accordance with the P.E.L.R.A., the Cooperative recognizes the Education Minnesota-MAWSECO as the exclusive representative of licensed teachers employed by the Cooperative. This Education Minnesota-MAWSECO shall have those rights and duties as prescribed by P.E.L.R.A. and as described in the provisions of this Agreement.

Section 2. APPROPRIATE UNIT: The Education Minnesota-MAWSECO shall represent all licensed teachers acting in a consultative capacity and licensed teachers as defined in this Agreement and in said Act.

ARTICLE III
DEFINITIONS

Section 1. TERMS AND CONDITIONS OF EMPLOYMENT: Shall mean the hours of employment, the compensation therefore and economic aspects relating to employment, but does not mean educational policies of the Cooperative. Terms and conditions of employment are subject to the provisions of P.E.L.R.A.

Section 2. TEACHER: The term "teacher" shall mean all persons in the appropriate unit, employed in a position (by the Cooperative) for which the person must be licensed by

the Professional Educator Licensing and Standards Board (PELSB) or in a position as a physical therapist, occupational therapist, or audiologist. However, it shall not include executive director, director of special education, director of educational programs, program administrators, special education supervisors, confidential employees, supervisory employees, and such other employees excluded by law.

Subd. 1. Substitute Teacher:

A) The term “long-term substitute teacher” means a teacher who is hired for a duration of time equal to or greater than one (1) school year to replace one (1) regular teacher on a leave of absence or, when hired, is expected to replace a teacher for a duration of time equal to or greater than thirty (30) working days and meets the definition of a public employee pursuant to PELRA.

B) The term “short-call substitute teacher” means a teacher who is hired to replace the same teacher of record or fill a vacancy of no more than 20 consecutive school days and who meets the definition of public employee pursuant to PELRA.

C) The term “emergency short-call substitute teacher” means a teacher who is hired to replace the same teacher of record or fill a vacancy of no more than 10 consecutive school days and who meets the definition of public employee pursuant to PELRA.

Section 3. JOINT POWERS BOARD: For the purpose of administering this Agreement the term "Joint Powers Board" shall mean the Board composed of the designated representatives for the school boards of each of the member school districts.

Section 4. OTHER TERMS: Terms not defined in this Agreement shall have those meanings as defined by the P.E.L.R.A.

ARTICLE IV
DURATION OF AGREEMENT

Section 1. TERM AND REOPENING NEGOTIATIONS: This Agreement shall remain in full force and effect for a period commencing on July 1, 2025 through June 30**,** 2027 and thereafter until modifications are made, pursuant to the P.E.L.R.A. If either party desires to modify this Agreement for the succeeding agreement period commencing on July 1, 2027, it shall give written notice of such intent not later than May 1, 2027. Unless otherwise mutually agreed, the parties shall not commence negotiations more than ninety (90) calendar days prior to June 30, 2027.

Section 2. EFFECT: This agreement constitutes the full and complete Agreement

between the Cooperative and Education Minnesota-MAWSECO representing the teachers of the Cooperative. The provisions herein relating to terms and conditions of employment supersede any and all prior Agreements, resolutions, practices, Cooperative policies, rules, or regulations concerning terms and conditions of employment inconsistent with these provisions. Nothing in this Agreement shall be construed to obligate the Cooperative to continue or discontinue existing or past practices or prohibit the Cooperative from exercising all management rights and prerogatives, except insofar as this exercise would be in express violation of any term or terms of this Agreement.

Section 3. FINALITY: Any matters relating to the current agreement term, whether or not referred to in this Agreement shall not be open for negotiations during the term of this Agreement.

Section 4. SEVERABILITY: The provisions of this Agreement shall be severable and if any provision thereof or the application of any such provision under any circumstances is held illegal, it shall not affect any other provisions of this Agreement or the application of any provision thereof.

Section 5. NUMBER OF OFFICIAL AGREEMENTS: There shall be three (3) signed copies of this Agreement for the purpose of record. One (1) retained by the Cooperative, one (1) by the Education Minnesota-MAWSECO, and one (1) by the Director of the Bureau of Mediation Services.

ARTICLE V
COOPERATIVE RIGHTS

Section 1. INHERENT MANAGERIAL RIGHTS: The Education Minnesota-MAWSECO recognizes that the Cooperative is not required to meet and negotiate on matters of inherent managerial policy, which include, but are not limited to, such areas of discretion or policy as the functions and programs of the Cooperative, its overall budget, utilization of technology, the organizational structure, and selection of personnel and direction of personnel.

Section 2. MANAGEMENT RESPONSIBILITIES: The Education Minnesota-MAWSECO recognizes the right and obligation of the Cooperative to efficiently manage and conduct the operation of the Cooperative within the legal limitations and with its primary obligation to provide educational opportunities for the students of the Cooperative.

Section 3. EFFECT OF LAWS, RULES, AND REGULATIONS: The exclusive representative recognizes that all teachers covered by this Agreement shall perform the teaching and non-teaching services prescribed by the Cooperative and shall be governed by

the laws of the State of Minnesota, and by Cooperative rules, regulations, directives and orders issued by properly designated officials of the Joint Powers Board. The exclusive representative also recognizes the right, obligation, and duty of the Joint Powers Board and its duly designated officials to promulgate rules, regulations, directives, and orders from time to time as deemed necessary by the Cooperative insofar as such rules, regulations, directives, and orders are not inconsistent with the terms of this Agreement. Any provision of this Agreement found to be in violation of any such laws, rules and regulations, directives or orders shall be null and void without force and effect.

Section 4. RESERVATION OF MANAGERIAL RIGHTS: The foregoing enumeration of rights and duties shall not be deemed to exclude other inherent management rights and management functions not expressly reserved herein, and all management rights and management functions not expressly delegated in this Agreement are reserved to the Cooperative.

ARTICLE VI
TEACHER RIGHTS

Section 1. RIGHT TO VIEWS: Pursuant to P.E.L.R.A, nothing contained in this Agreement shall be construed to limit, impair or affect the right of any teacher to the expression or communication of a view, grievance, complaint, or opinion on any matter related to the conditions or compensation of public employment or their betterment, so long as the same is not designated to and does not interfere with the full faithful and proper performance of the duties of employment.

Section 2. RIGHT TO JOIN: Pursuant to P.E.L.R.A teachers shall have the right to form and join labor or employee organizations, and shall have the right not to form and join such organizations. Teachers in an appropriate unit shall have the right by secret ballot to designate an exclusive representative for the purpose of negotiating grievance procedures and the terms and conditions of employment for such teachers.

Section 3. REQUEST FOR DUES CHECK OFF: The exclusive representative shall be allowed dues check off for its members, provided that dues check off and the proceeds thereof shall not be allowed to any exclusive representative that has lost its right to dues check off pursuant to M.S. 179A.06, Subd. 6. Upon certification of a properly executed authorization card of the person involved, the Cooperative will deduct from the person's paycheck the dues that the person has agreed to pay to the organization.

The Exclusive Representative hereby warrants and covenants that it will defend, indemnify, and save the School District harmless from any and all actions, suits, claims, damages, judgments, and executions or other forms of liability, liquidated or unliquidated, including any reasonable attorney fees and litigation costs, that any person may have or

claim to have, now or in the future, arising out of or by reason of the payroll deduction, authorization, and remittance specified by the Exclusive Representative as provided in this Master Agreement.

Any dispute related to this Section shall not be subject to the grievance proceedings set forth in Article XIII and must be resolved through an unfair labor practice proceeding under Minnesota Statutes, section 179A.13.

Section 4. COPY, PATENT AND RESIDUAL RIGHTS: All teachers covered under this Agreement who produce tapes, publications, or other educational material shall retain full copy, patent and residual rights to such material, provided this material is produced on the teachers' own time without use of Cooperative equipment or materials.

Section 5. TEACHER FILES: Pursuant to P.E.L.R.A., as amended, all teacher evaluations and files will be made available to each individual. The individual shall have the right to reproduce any of the contents of the files and to submit for inclusion in the files written information in response to any material contained therein.

Section 6. PUBLICATION OF THE AGREEMENT: Copies of this Agreement titled Master Agreement between the Cooperative and the Education Minnesota-MAWSECO shall be electronically published on the Cooperative website within thirty (30) days after the Agreement is signed and presented to all teachers who are employed and thereafter employed. Upon request, the Cooperative will print a copy for any employed teacher at the expense of the Cooperative.

Section 7. MILEAGE REIMBURSEMENT: The mileage reimbursement rate as established by the Internal Revenue Service (IRS) for a given calendar year will be the mileage rate used by the Cooperative for reimbursement to teachers. Teachers who use their own vehicles for business-related travel required by their assignment or with prior-approval from their direct supervisor shall be reimbursed for such travel upon submission of an employee reimbursement request form. The form must be submitted for approval within 35 days of the incurred mileage to receive non-taxable reimbursement.

Section 8. ASSIGNMENT AND REASSIGNMENT: The Cooperative retains the sole and exclusive right to assign or reassign employees in order to meet the needs of students and programs. The Cooperative will make its best effort to notify teachers of their anticipated assignment for the next school year by June 30. The Cooperative retains the discretion to modify assignments as needed after June 30 and during the school year. Prior to implementing a reassignment, MAWSECO administration will make a reasonable effort to meet with the employee(s) to discuss the potential reassignment and to seek input regarding the impact on the employee(s). Nothing in this provision shall be construed to

limit the Cooperative's right to make final decisions regarding reassignments.

ARTICLE VII
GROUP INSURANCE

Section 1. SELECTION: The selection of all insurance carriers and policies shall be made by the Cooperative. A committee will be formed to review insurance policies and will include staff as necessary for life and long term disability insurance.

Section 2. CLAIMS AGAINST THE COOPERATIVE: It is understood that the Cooperative's only obligation is to purchase insurance policies and pay such amounts as agreed to herein and no claim shall be made against the Cooperative as a result of a denial of insurance benefits by an insurance carrier.

Section 3. DURATION OF INSURANCE CONTRIBUTION: A teacher is eligible for Cooperative contribution as provided in this Article as long as the teacher is employed by the Cooperative. Upon termination of employment, all Cooperative contributions shall cease except that a teacher who has completed a full school year or more shall be eligible through August 31st of that year.

Section 4. ELIGIBILITY: Full benefits provided in this article are designed for full-time teachers, defined for the purpose of this master agreement as the following: Persons employed at least one thousand ninety-two (1,092) hours per year shall receive full benefits described above. Persons employed at least seven hundred twenty-eight (728) hours per year shall be eligible for partial benefit premium contributions by the Cooperative proportional to the extent of their employment. This stipulation may be subject to some insurance carrier's limitations. An exception to the above would be long term disability for which eligibility requires 600 hours of employment per contract year.

Section 5. MAJOR MEDICAL AND HOSPITALIZATION INSURANCE: The Cooperative shall contribute toward family health insurance or toward single health insurance benefits annually for each eligible staff person employed by the Cooperative who qualifies for and is enrolled in the Cooperative group health insurance and hospitalization plan. (See Articles XIV for description.)

Section 6. LIFE INSURANCE: The Cooperative shall provide a group term life insurance program for teachers as described in Articles XIV.

Section 7. LONG TERM DISABILITY INSURANCE: The Cooperative shall provide long term disability insurance for teachers as described in Articles XIV.

Section 8. DENTAL INSURANCE: The Cooperative shall provide dental insurance for teachers as described in Articles XIV.

Section 9. DISTRIBUTION OF POLICIES: All insurance policies shall be published on the Cooperative website. Upon request, the Cooperative will print a copy for any employed teacher at the expense of the Cooperative.

ARTICLE VIII
LEAVES OF ABSENCE

Section 1. SICK LEAVE: Sick leave shall be allowed by the Cooperative in accordance with applicable Minnesota statutes.

Subd. 1. All full-time teachers shall earn compensated sick leave time at the rate of fifteen (15) "sick" days for each year of service while in the employ of the Cooperative, accumulative to 120 days. Part-time teachers and teachers hired after the start of the contract year shall receive an advancement of sick leave based on the anticipated hours scheduled to work during the contract year.

Subd. 2. Sick leave shall be compensated by deducting the time from the accrued sick leave days earned by the employee. Paid sick leave shall be requested and approved in the manner determined by cooperative procedure. Accrued sick leave with pay shall be provided for those days on which the individual was scheduled to work as specified in the applicable work calendar.

Subd. 3. Medical Certification. The Cooperative may require an employee to provide documentation when more than two (2) consecutive scheduled workdays of sick leave are used. ,. A pregnant employee will provide, at the time of the leave application, a statement from her physician indicating the expected date of delivery.

Subd. 4. Staff Notification. Employee leave balance and usage information is available on the electronic payroll system.

Subd. 5. Accumulated Days. All days accumulated while under the previous Cooperative contract will be credited to the individual.

Section 2. FAMILY ILLNESS LEAVE: Will be governed according to MN Statute.

Section 3. BEREAVEMENT LEAVE: A total of five (5) days bereavement leave per year are granted for death in the immediate family for full-time teachers. Part-time teachers shall be on a pro-rata basis. Immediate family shall mean the teacher’s spouse, child, parent

or guardian, the parent or guardian of the teacher's spouse, or the grandparent, grandchild, brother or sister of the employee. No payroll deduction will be made for bereavement leave granted for the death in the immediate family. Additional bereavement leave may be granted subject to the approval of the Executive Director. Such additional leave shall be deducted from accrued sick leave. One (1) day of bereavement leave for other relatives and close personal friends may be granted at the discretion of the Executive Director and will be deducted from accrued sick leave.

Section 4. CHILD CARE LEAVE:

Subd. 1. Use. A child care leave may be granted by the Cooperative subject to the provisions of this section, to one (1) teacher-parent of a natural or adopted child, 18 years of age or younger provided such teacher-parent is caring for the child on a full-time basis.

Subd. 2. Request. A teacher making an application for child care leave shall inform the Executive Director in writing of the intention to take the leave at least three (3) calendar months before commencement of the intended leave but that requirement may be waived in the event of a medical emergency as certified by the teacher's physician.

Subd. 3. Pregnancy. If the reason for the child care leave is occasioned by pregnancy, a teacher may utilize sick leave pursuant to the sick leave provisions of the Agreement during the period of physical disability. However, a teacher shall not be eligible for sick leave during the period of time covered by a child care leave. A pregnant teacher will also provide, at the time of the leave application, a statement from her physician indicating the expected date of delivery.

Subd. 4. Date of Leave. The Cooperative may adjust the proposed beginning or ending date of a child care leave so that the dates of the leave are coincident with some natural break in the school year – i.e., winter vacation, spring vacation, semester or quarter break, end of a grading period, end of the school year, or the like. The availability of a substitute teacher may also be considered by the Cooperative in the granting of a child care leave or the duration thereof.

Subd. 5. Duration. In making a determination concerning the commencement and duration of a child care leave, the Cooperative will not be required to:

(1) Grant any leave for more than twelve (12) months in duration.
(2) Permit the teacher to return to employment prior to the date designated in the request for child care leave.

Subd. 6. Reinstatement. An employee who returns from child care leave

within the provisions of this section shall retain all previous experience credit for pay purposes and any unused leave time accumulated under the provisions of this Agreement at the commencement of the beginning of the leave. The employee shall not accrue additional experience credit for pay purposes or leave time during the period of absence for child care leave. A teacher returning from child care leave shall be reinstated in a position for which licensed and qualified unless previously discharged or placed on unrequested leave of absence.

Subd 7. Performance Appraisal. The parties agree that the applicable periods of probation for teacher as set forth in Minnesota statutes are intended to be periods of actual service enabling the Cooperative to have an opportunity to evaluate an employee's performance. The parties agree, therefore, that periods of time for which the employee is on child care leave shall not be counted in determining the completion of the probationary period.

Subd. 8. Failure to Return. Failure of a teacher to return pursuant to the date determined under this section shall constitute grounds for termination unless the Cooperative and the teacher mutually agree in writing to an extension in the leave.

Subd. 9. Salary and Fringe Benefits. Leave under this section shall be without pay or fringe benefits, except as otherwise provided in law. An employee on child care leave is eligible to participate in the group insurance program if permitted under the insurance policy provisions, but shall pay the entire premium for such programs as the employee wishes to retain, commencing with the beginning of the child care leave. The right to continue participation in such group insurance programs, however, will terminate if the employee does not return to the Cooperative pursuant to this section.

Section 5. FAMILY AND MEDICAL LEAVE:

Subd. 1. FMLA leave shall be granted pursuant to applicable law.

Section 6. PERSONAL LEAVE AND UNPAID TIME: The Cooperative will grant two (2) days per year of personal leave for full-time employees with eight (8) or fewer years of employment with the Cooperative as a teacher accumulative to five (5) days. The Cooperative will grant three (3) days per year of personal leave for full-time employees beginning with the ninth (9th) year of employment with the Cooperative as a teacher accumulative to five (5) days. Part-time teachers shall be granted personal leave on a pro-rata basis. Three days prior notification to the teacher’s immediate supervisor is necessary except in an emergency. Personal leave during the first and last week of student days are at the discretion of the teacher’s immediate supervisor.

Subd. 1. Unpaid Time. Teachers are required to utilize all accrued and

eligible paid leave prior to submitting requests for unpaid leave. Unpaid leave requests are contingent upon the approval of the teacher's immediate supervisor and the Executive Director.

Section 7. JURY SERVICE: A teacher who serves on jury duty or has been subpoenaed relative to their employment with the Cooperative to appear in court shall be granted the day or days necessary as stipulated by the court to discharge this responsibility without any salary deduction or loss of basic leave allowance. The compensation received for jury duty service or subpoena shall be remitted to the Cooperative. Travel and meal expenses received in connection with jury service shall remain with the individual.

Section 8. MILITARY LEAVE: Military leave shall be granted pursuant to applicable law and the rights and responsibilities of the parties under this contract shall not be abridged by such duty.

Section 9. GENERAL LEAVES OF ABSENCE:

Subd. 1. Application. Teachers with a minimum of five (5) years of experience in the Cooperative may apply in writing for an unpaid leave of absence subject to the provisions of this section. The granting of such leave shall be at the sole discretion of the Cooperative.

Subd. 2. Purpose. Such leave may be granted by the Cooperative for overseas teaching, Peace Corps, Vista, National Teacher Corps, extended illness of the teacher, extended illness of the teacher's family, civic activities, alternative occupational experiences, teacher organization activity, service in public office, or other reasons deemed appropriate by the Cooperative.

Subd. 3. Notification. A teacher on such leave shall notify the Cooperative in writing no later than February 1 of the final leave year of the teacher's intention to return at the conclusion of the leave or to request an extension of the leave. The granting of an extension shall be at the sole discretion of the Cooperative. The Cooperative may also, at its sole discretion, waive the February 1 notice date if the Cooperative determines there are special circumstances involved.

Section 10. WORKERS' COMPENSATION: Pursuant to M.S. Chapter 176, a teacher injured on the job in the service of the Cooperative and collecting workers' compensation insurance may draw sick leave and receive full salary from the Cooperative, the salary to be reduced by an amount equal to the insurance payments, and only that fraction of the days not covered by insurance will be deducted from accrued sick leave.

Section 11. EDUCATION MINNESOTA-MAWSECO ACTIVITIES LEAVE: At the beginning of every school year the Association shall be credited with four (4) days of leave to be used by teachers who are officers or agents of the Association. Such leave shall be used as authorized by the Association President. Documentation of the days utilized shall be completed and submitted to the Association executive committee and the Cooperative in January and June of each school term. The cost of substitute teachers, if required, is paid by Education Minnesota-MAWSECO.

The Education Minnesota-MAWSECO agrees to notify the Executive Director at least 48 hours prior to the date for the intended use of such leave. It is understood and agreed that unless otherwise approved by the Executive Director, no more than two staff persons shall be eligible to take such leaves at the same time.

Section 12. MEDICAL LEAVE:

Subd. 1. Eligibility. A continuing contract teacher who is unable to teach because of illness or injury and who has exhausted all sick leave credit available or has become eligible for long-term disability compensation shall, upon written request, be granted a medical leave of absence, without pay, up to one year. The Cooperative may, in its discretion, renew such a leave upon request.

Subd. 2. Request: A request for leave of absence or renewal thereof under this section shall be accompanied by a written doctor's statement outlining the condition of health and estimated time at which the teacher is expected to be able to assume normal responsibilities.

Section 13. INSURANCE APPLICATION: A teacher on unpaid leave is eligible to continue to participate in group insurance programs if permitted under the insurance policy provisions. The teacher shall pay the entire premium for such insurance commencing with the beginning of the leave and shall pay to the Cooperative the monthly payment one month in advance as it becomes due, except as otherwise provided in Section 5. of this article. In the event the teacher is on paid leave from the Cooperative under Section 1. of this article or supplemented by sick leave pursuant to Section 11. of this article, the Cooperative will continue insurance contributions as provided herein until sick leave is exhausted. Thereafter, the teacher must pay the entire premium for any insurance retained after the exhaustion of sick leave.

Section 14. CREDIT: A teacher who returns from unpaid leave shall retain experience credit for pay purposes and other benefits which had accrued at the time the leave began. No credit shall accrue for the period of time that a teacher was on unpaid leave.

Section 15. ELIGIBILITY: Full leave benefits provided in this article shall apply only to full-time teachers as defined in ARTICLE VII, Section 4. Persons employed at least one thousand ninety-two (1,092) hours per year shall receive full benefits described above. Persons employed at least seven hundred twenty-eight (728) hours per year shall be eligible for partial benefits proportional to the extent of their employment.

ARTICLE IX
UNREQUESTED LEAVE OF ABSENCE AND SENIORITY

Section 1: PURPOSE. This Article governs the placement of teachers on unrequested leave of absence ("ULA").

Section 2: GROUNDS FOR ULA**.** The Cooperative may place on ULA, without pay or fringe benefits, as many teachers as the Cooperative determines necessary because of discontinuance of position, lack of pupils, financial limitations, merger of programs, or for any other reason the Cooperative deems necessary.

Section 3: PLACEMENT ON ULA**.** Teachers who have acquired continuing contract rights shall be placed on unrequested leave of absence in the inverse order of seniority in fields in which they are fully licensed. A teacher who has acquired continuing contract rights must not be placed on ULA while a probationary teacher is retained in a position for which the continuing contract teacher is fully licensed.

Subd. 1: Definitions

A) "Teacher" shall mean a member of the appropriate bargaining Cooperative as defined in this Agreement.
B) "Fully licensed" shall mean a teacher who has a PELSB Tier 3 or Tier 4 license in the appropriate assignment or is licensed by the appropriate state and/or federal board if the teacher's current assignment is not licensed by PELSB. It does not include a provisional license, Tier 1, Tier 2, or Out of Field Permission.
C) "Qualified" shall mean a teacher who, in addition to the full licensure, has acquired university-level education in the subject matter or field taught and, as solely determined by the Cooperative, has successfully had teaching experience in the Cooperative in such subject matter or field within the past five (5) years.
D) "Seniority" applies only to fully licensed and qualified teachers and means the number of days of continuous teaching service to the Cooperative commencing with the teacher's first day of actual service as a teacher, with a full-time teacher being any teacher

working the equivalent of 180 full workdays per year. Probationary teachers, and those teachers who are acting incumbents for teachers on authorized military, or other similar leaves of absence, shall not have the protection of this unrequested leave policy. Teachers teaching less than a 180-day contract year on a full-time basis or less than a full contract day on any basis shall accrue seniority from the first day of employment in their existing assignments and shall not be able to displace less senior teachers in full-time assignments or claim vacant full-time positions. A teacher will retain seniority while on an approved leave of absence. In the case of equal seniority, the selection of the teacher for purposes of discontinuance shall be at the discretion of the Cooperative based upon criteria including: performance, training, experience, skills in special assignments, and other relevant factors.

Subd. 2: License**.** In any year in which the Cooperative is placing teachers on ULA, only those teaching licenses actually received by the Executive Director's office as of January 1 of that year are considered for purposes of determining ULA within areas of licensure. A license filed after January 1 will be considered for purposes of reinstatement, but not for ULA.

Subd. 3: No Realignment Required**.** The Cooperative is not required to realign positions, transfer teachers, or reassign a more senior teacher to a different position in order to accommodate the seniority claim of a teacher who is being placed on ULA or is asserting a right of reinstatement. If staff reduction based on seniority would result in the discontinuance of programs or services, the Cooperative may determine that the employee employed therein shall not be placed on leave and the next senior person shall be placed on such leave.

Section 4: NO DROPPING OF LICENSE**.** A teacher may not drop a license in the subject matter in which the teacher is currently assigned by the Cooperative. If a teacher drops the license which qualified the teacher for the teacher's current assignment, the Cooperative may place the teacher on ULA, and the teacher will have no bumping or reinstatement rights.

Section 5: NOTICE OF PLACEMENT ON ULA**.** The Cooperative will provide written notice to all teachers who are being placed on ULA. The notice will state the applicable ground(s) for the action and will notify the teacher(s) of the right to request a hearing within ten (10) calendar days from the receipt of the notice. If timely requested, the hearing will be held before an independent hearing officer selected by the Cooperative. The

only issue at hearing is whether the Cooperative placed the teacher on ULA in the inverse order of seniority in the field(s) in which the teacher is licensed. The failure to request a hearing within fourteen (14) calendar days will be deemed to be acquiescence to the Cooperative's action.

Section 6: RIGHTS DURING LEAVE**.** Any teacher placed on ULA may engage in teaching or any other occupation while on ULA and may receive unemployment compensation if otherwise eligible for such compensation under the law. The placement of a teacher on ULA will not result in a loss of seniority in the event the teacher is later reinstated.

Section 7: REINSTATEMENT RIGHTS**.** For a period of three (3) calendar years after being placed on ULA, teachers have a right to be reinstated in the inverse order in which they were placed on ULA, to the positions from which they were placed on ULA or, if not available, to vacant positions for which they are licensed. All reinstatement rights will automatically terminate after three (3) calendar years. The Cooperative may not employ a new teacher in a vacant position for which a teacher with reinstatement rights is qualified by licensure and experience.

Section 8: NOTIFICATION OF REINSTATEMENT**.** If a position becomes available for a teacher with reinstatement rights, the Cooperative will notify the teacher by United States mail or email using the last mailing address or email address the teacher provided to the Cooperative. The teacher will have ten (10) calendar days (as evidenced by the postmark or email) to notify the Cooperative, in writing, that the teacher is accepting or rejecting the offer of reinstatement. If written acceptance or rejection is not received by the Cooperative within ten (10) calendar days (as evidenced by the postmark or email), the teacher will be deemed to have waived the right to reinstatement and will forfeit any further reinstatement rights.

Section 9: TEACHER RESPONSIBILITIES ON ULA**.** Teachers on ULA are responsible for notifying the Cooperative of any change of mailing or email address. In addition, teachers on ULA are responsible for notifying the Cooperative by April 1 of each year if the teacher is requesting reinstatement for the following school year. Any right to reinstatement will automatically terminate if a teacher on ULA fails to provide such notice by April 1.

Section 10: SENIORITY LIST**.** On or before December 1st of each school year, the Cooperative will post a seniority list (by name, date of employment, and position title) in an official place in each school building in the central office. Any teacher who disagrees with his or her placement on the seniority list will have ten (10) calendar days from the date of posting to file a written objection and supply written documentation or other reliable

evidence to the Executive Director's Office establishing that the seniority list is inaccurate. Within ten (10) calendar days after publishing the initial seniority list, the Cooperative will evaluate any written objections to the seniority list and will make any changes the Cooperative deems warranted. The Cooperative will then publish a final seniority list, which will be conclusive and binding unless the objecting teacher timely files a grievance and establishes through arbitration that his or her placement on the list is inaccurate. Each year thereafter the Cooperative shall cause such seniority lists to be updated to reflect any addition or deletion of teacher caused by retirement, death, resignation, other cessation of services, or new teacher. Such yearly revised lists shall govern the application of the unrequested leave.

ARTICLE X
TEACHER HOURS AND DAYS OF SERVICE

Section 1. CONTRACT PERIOD: The salary schedule shall be based on a contract period of 182 work days. Teachers asked to work additional days shall be reimbursed on the basis of per diem rate of the person's annual salary.

Section 2. WORK SCHEDULE: A calendar of working days will be agreed upon between the Executive Director or designee and each individual person under this Agreement. Such a calendar should provide for the maximum student contact days practicable.

Section 3. HOLIDAYS: The School Board may conduct school on the following holidays: Martin Luther King's Birthday, President's Day, Indigenous Peoples' Day, and Veteran's Day. If school is conducted on those holidays, each school level will devote at least one (1) hour of the school program to a patriotic observance of the day.

Section 4. DAILY SCHEDULE: The basic work day shall be eight hours inclusive of a duty free lunch period and preparation time. An employee's individual schedule shall approximate the hours of the assigned work site(s). The Cooperative has approved an administrative procedure addressing scheduled work assignments outside normal school hours.

Section 5. PREPARATION TIME:

Subd. 1. Preparation Time - Classroom Teachers: A teacher's eight (8) contract hours per day shall consist of up to six (6) hours and fifteen (15) minutes of student contact instructional activity, a 30-minute duty free lunch period, and the remainder to be utilized in preparation and materials development, attendance at various scheduled meetings, assessment of students, IEP/due process preparation, and other required data

collection/submission. There will be a minimum of 45 minutes of preparation time during the student day which may not be split into more than two (2) blocks of time unless mutually agreed upon. Part-time classroom teachers may be assigned preparation time on a pro-rata basis if they are involved in the development of learning materials, as well as the day-to-day preparation for instruction. Alternate plans may be utilized, as agreed upon by administration and the union.

Subd. 2. Preparation Time - Non-Classroom Teachers: Teachers that do not have classroom instructional responsibilities shall have a minimum of three hundred fifty (350) minutes of preparation time averaged during a normal work week. This time can include preparation and materials development, attendance at various scheduled meetings, assessment of students, IEP/due process preparation, and other required data collection/submission. The scheduling of preparation time and service delivery time will be determined by the direct supervisor, in collaboration with the non-classroom teacher. Alternate plans may be utilized, as agreed upon by administration and the union.

Subd. 3. Reimbursement for Lost Prep Time: Teachers who are required to work with students during their prep time will be paid for the loss of prep time at their contract hourly rate of pay.

Section 6. PAYROLL SCHEDULE: Teachers shall be paid on a semi-monthly basis on the 15th and 30th or the full banking date closest to the respective date. September 15th will be the initial payroll date for teachers.

ARTICLE XI
GRIEVANCE PROCEDURE

Section 1. DEFINITIONS

Subd. 1. Scope. For the purposes of this article the words defined in this section have the meanings given them.

Subd. 2. Bureau. "Bureau" means the Bureau of Mediation Services.

Subd. 3. Days. "Days" means work days.

Subd. 4. Employee. "Employee means any public employee who is employed in a position that is covered by this agreement.

Subd. 5. Grievance. A grievance shall mean a disagreement by a teacher resulting in a dispute or disagreement between the teacher and the Cooperative as to the interpretation or application of the terms and conditions of this Agreement.

Subd. 6. Non-probationary. "Non-probationary" means an employee who has completed an initial probationary period required as a part of the public employer's employment process.

Subd. 7. Party. "Party" means either the exclusive representative and its authorized agent or the employer and its authorized representative.

Subd. 8. Service. "Service" means personal hand delivery or service by the United State Postal Service postage prepaid and addressed to the individual or organization at the last known mailing address.

Section 2. COMPUTATION OF TIME. In computing any period of time prescribed or allowed by this article, the day or act or event upon which a period of time begins to run shall not be included. The last day of the time period shall be included unless it is a holiday.

Section 3. STEP ONE. When an employee or group of employees represented by an exclusive representative presents a written grievance, the employee or an agent of the exclusive representative shall attempt to resolve the matter with the employee's immediate supervisor and hold a face-to-face meeting within 15 days after the employee, through the use of reasonable diligence, should have had knowledge of the first event or act giving rise to the grievance. The supervisor shall then attempt to resolve the matter and shall respond in writing to the grievant and the agent of the exclusive representative within five days after the grievance is presented. The Grievance form is found in Appendix E.

Section 4. STEP TWO. If the supervisor has not been able to resolve the grievance or has not responded in writing within the time period provided in Section 3 (Step One), a written grievance may be served on the Executive Director by the exclusive representative. The written grievance shall provide a concise statement outlining the nature of the grievance, the provisions of the contract of the just cause situation in dispute, and a statement of the relief or remedy requested. The written grievance must be served on the Executive Director within 15 days after the immediate supervisor's response was due under Section 3 (Step One). The Executive Director shall meet with the agent of the exclusive representative within five days after service of the written grievance and both parties shall attempt to resolve the grievance. The Executive Director shall serve a written response to the grievance on the agent of the exclusive representative within five days of the meeting. The response shall contain a concise statement of the employer's position on the grievance and the remedy or relief the employer is willing to provide, if any.

Section 5. STEP THREE. If the grievance is not resolved under Section 4 (Step Two), the exclusive representative may serve the written grievance upon the Joint Powers Board or its designated representative within ten (10) days after the written response required by Section 4 (Step Two) was due. An agent of the exclusive representative shall

meet with the Joint Powers Board within 20 days of the service of the written grievance and they shall attempt to resolve the matter. The Joint Powers Board or its designee shall serve a written response to the grievance on the agent of the exclusive representative within five days of the meeting.

Section 6. ARBITRATION PROCEDURES.

Subd. 1. Referral to arbitration. If the response of the Cooperative or it's designee is not received within the period provided in Section 5 (Step Three) is denied, the exclusive representative may serve written notice on the Cooperative of its intent to refer the case to arbitration within ten days after the response required by Section 5 (Step Three) is due. No grievance shall be considered by the arbitrator which has not first been duly processed in accordance with the grievance procedure and appeal provisions.

Subd. 2. Selection of arbitrator. Within ten days of the service of written notice of intent to arbitrate, the Cooperative shall consult with the agent of the exclusive representative and endeavor to mutually agree upon an arbitrator to hear and decide the grievance.

Subd. 3. Arbitrator's authority. The arbitrator shall have no authority to amend, modify, add to, or subtract from the terms of an existing contract. The decision and award of the arbitrator shall be final and binding upon both parties.

Subd. 4. Arbitration expenses. The employer and the exclusive representative shall share equally the arbitrator's fees and necessary expenses. Cancellation fees shall be paid by the party requesting the cancellation and any fees incurred as the result of a request for clarification shall be paid by the party requesting the clarification. Each party shall be responsible for compensating its own representatives and witnesses except to the extent provided by Section 7, Subd. 1.

Subd. 5. Transcripts and briefs. Because arbitration is intended to provide a simple, speedy alternative to litigation processes, the use of transcripts and briefs should be considered only in exceptional circumstances. If a verbatim record is required, it may be prepared providing the party desiring the record pays the cost and makes a copy available to the other party and the arbitrator without charge. The arbitrator may maintain written notes of the hearing and may use an electronic recording device to supplement the note taking.

Section 7. PROCESSING OF GRIEVANCE.

Subd. 1. Release time. To the fullest extent feasible, the processing of grievances under this article shall be conducted during the normal business hours of the employer. Employees designated by the exclusive representative shall be released from

work without loss of regular non-overtime earnings as a result of their necessary participation in meetings or hearing held pursuant to this article whenever such release is consistent with the ability of the employer to conduct safe and reasonable operations. No more than three employees shall be entitled to compensation for participation in a single meeting or hearing with respect to any one grievance.

Subd. 2. Waiver of steps. The parties may by written mutual agreement waive participation in the grievance steps in Sections 3, 4, and 5 and may similarly agree to extend the time limits established by Sections 3, 4, 5 and 6.

Subd. 3. Time limits. A failure to raise a grievance within the time limits specified in Section 3, or to initiate action at the next step of the procedure in Sections 3, 4, 5 and 6 within the time limits in these sections shall result in forfeiture by the exclusive representative of the right to pursue the grievance. A failure of an employer representative to comply with the time periods and procedures in Sections 3, 4, 5 and 6 shall constitute automatic progression to the subsequent step of the grievance process.

ARTICLE XII
PUBLIC OBLIGATION

Section 1. CONTINUOUS DELIVERY OF SERVICES: The parties mutually recognize that their first obligation is to the public and that the right of students and residents of the Cooperative to the continuous and uninterrupted delivery of services is of paramount importance.

Section 2. LABOR PRACTICES: The exclusive representative agrees, therefore, that during the term of this Agreement, neither the exclusive representative nor any individual employee shall engage in any strike or unfair labor practice.

ARTICLE XIII
OTHER BENEFITS

Section 1. 403b/457b: The Joint Powers Board implemented a 403b plan effective July 1, 1998 as outlined in Board Policy and the 403b Administration Plan.

Subd 1. Eligibility. All employees are eligible to participate in the 403b plan with the Cooperative.

Subd. 2. Board and Employee Match. To be eligible for the maximum contribution, persons must be employed the full year at one thousand ninety-two (1,092) hours per year. Persons employed at least seven hundred twenty-eight (728) hours per year for the full year shall be eligible for partial benefits proportional to the extent of their

employment. Employees will receive matching contributions from the Cooperative according to the following schedule. The Cooperative policy and administrative plan for 403b outlines the required procedures. The maximum benefit for a part-time employee shall be multiplied by the FTE as defined by Section 1.

A) Proof of a teacher's qualifying student loan payment may also serve as the teacher's contribution.

***Completed Years of Service**	**2025-2027 Cooperative Contribution**	**Teacher Contribution**
1-4	$700.00	$700.00
5-7	$1,000.00	$1,000.00
8-11	$1,350.00	$1,350.00
12-15	$1,750.00	$1,750.00
16-19	$2,350.00	$2,350.00
20+	$3,050.00	$3,050.00

*Completed years of Service are defined as years of service to the Cooperative.

Section 2. POST-RETIREMENT HEALTH CARE SAVINGS PLAN:

Subd 1. Eligibility. All full-time teachers beginning in their second year or greater of teaching AND achieving tenure are eligible for a Cooperative contribution to their post-retirement health care savings plan (HCSP). Part time teachers will receive a prorated contribution determined in the same method as 403(b) contribution as Article XIII, Section 1, Sub 1.

Subd 2. Contribution. Upon tenure, eligibility starts at the beginning of the 2nd full year in the cooperative, increases at the beginning of the 5th full year in the cooperative and increases in the 10th full year in the cooperative. The benefit shall be paid by MAWSECO to the teacher's HCSP no later than June 30th. Upon an employee's death, contributions owed but not yet paid to the HCSP will be paid in case to the employee's beneficiary.

Completed Years of Service	**2025-2027 Contribution**
Probationary or Non-tenure	$0
2-4 years	$250
5-9 years	$500
10+ years	$1000

ARTICLE XIV
TEACHER COMPENSATION

Section 1. SALARY SCHEDULES: The wages and salaries reflected in Teacher Schedule Appendix A, attached hereto, shall be part of this Agreement for the period from July 1, 2025 through June 30, 2026, and the wages and salaries reflected in Teacher Schedule Appendix B, attached hereto, shall be part of this Agreement for the period from July 1, 2026 through June 30, 2027.

Subd. 1**.** Extra Compensation

A. Additional Compensation Schedule**.** The Additional Compensation Schedule, Appendix C attached hereto, shall be effective only for the 2025-2026 and 2026-2027 school years.

B. Service Career Increment. The Service Career Increment Schedule, Appendix D attached hereto, shall be part of this Agreement for the period from July 1, 20235 to June 30, 20257. Full time staff will receive an annual Service Career Increment based on their years of experience with the Cooperative as follows:

After 15 years of service
After 20 years of service
After 25 years of service
After 30 years of service
After 35 years of service

The Service Career Increment amounts shall not be cumulative and once granted it will remain in effect until modified by the next Service Career Increment.

Section 2. STATUS OF SALARY SCHEDULE: The salary schedules are not to be construed as a part of an employee's continuing individual contract and the Joint Powers Board reserves the right to withhold increment and advancements, lane changes or any other salary increase as the Board shall determine. The Joint Powers Board shall give written notice of just cause for such action.

Subd. 1. Salary Advancement. If a successor agreement is not executed prior to commencement of the 2027-2028 school year, teachers shall be compensated according to the last individual contract executed between the individual and the Cooperative until such time as a successor agreement is executed.

Subd. 2. Placement on Salary Schedule. The Cooperative reserves the

right to determine years of credit for past experience for new or incoming teacher and for previously employed part-time teacher.

Subd. 3. Lane Change Credit. To be eligible for lane change, credit courses must meet all of the following criteria:

A. Credits must be offered through a recognized, accredited, four (4) year college/university, or an accredited graduate program.

B. Credits must be offered by the college/university as a credit course where credits are accepted toward an advanced degree, license, or certification by a college or university accredited in the applicable area of study, regardless of the mode of presentation.

C. Credits must be germane to the employee's assignment, part of an approved program in special education, or courses approved by the Cooperative.

D. Credits must be for courses in which a letter grade of "B" or better was earned. A "pass" grade will be accepted only with written verification that letter grades were not awarded.

E. Credits must have been gained within the last ten (10) years to be applied toward lane change credit. Each qualifying 1.5 quarter units shall be deemed equal to 1 semester credit.

F. Credits to be applied toward the Masters plus 40 lane must be identified on a written course of study leading to an additional advanced degree or licensure germane to the employee's present or potential assignment. The course of study must be formally approved by the college/university and received by the Executive Director.

G. In addition to allowable college credits, teachers may earn up to a maximum of 2 credits per lane change up to a BA+40/Masters level by attending workshops, seminars, conferences and other classes approved by the Executive Director. Such credits shall be approved in writing prior to enrollment of the sessions. When approved, these credits shall be granted on the basis of one credit for each 18 hours of workshop. Approval of workshop credits shall be granted whenever the following conditions are met:

1). Attendance at workshops shall be at times other than during the staff person's work day and is at the staff person's expense.
2) The workshop shall be designed to improve the quality of teaching in

the teacher's assigned field.

Subd. 4. Prior Approval. All credits, to be considered for application on the salary schedule, shall be approved, in writing by the Executive Director, prior to the teacher registering for and taking the course. Requests must include evidence the coursework is graduate level and the credits are accepted toward an advanced degree, license, or certification by a college or university accredited in the applicable area of study.

In the event that the Executive Director does not approve the credits for application on the salary schedule, the matter may be referred to an Appeal Committee, consisting of the Executive Director, a Joint Powers Board member or representative of the Board, and a member representing the Education Minnesota-MAWSECO. These credits will be reviewed by the committee and a recommendation will be made.

In the case of new employees who request credit toward lane change for courses taken prior to employment, the request must be made and verbal approval given before signing the contract for employment, followed by written request and receipt of verification of course or courses taken within thirty (30) calendar days from the date of beginning employment.

Subd. 5. Effective Date. Individual contracts will be modified to reflect qualified lane changes twice every year providing a transcript of qualified credits is submitted to the central office no later than September 15 and/or January 15 of each year. Credits submitted by transcript after September 15 and January 15, even though otherwise qualifying, shall not be considered until the next effective date. Credits submitted prior to January 15 shall entitle the staff member to one-half of the applicable lane increment.

Subd. 6. Step Advancement. To qualify for one (1) salary step advancement, an employee must have been employed under contract and actually teach for at least 110 days during an academic year in the previous school year unless the teacher is on an approved leave as provided by law in the previous school year.

Subd. 7. Pay Deduction. Whenever a pay deduction is made for a teacher’s absence, the annual salary divided by the number of teacher duty days shall be deducted for each day’s absence. “Annual salary” shall include a teacher’s basic salary and pay for additional/extended assignments for which a teacher is responsible when absent, if any.

Subd. 8. Substitute Teachers. To the extent substitute teachers are public

employees as defined by PELRA, the compensation and fringe benefits package for substitute teachers within the unit shall be determined according to Cooperative policy.

Section 3. FRINGE BENEFITS:

Life Insurance - $75,000 coverage in group term life insurance to eligible staff members.

Long Term Disability Insurance - Cooperative contribution of 100% of the cost for eligible staff members.

Health Insurance- The Cooperative will contribute up to one thousand seven hundred sixty-six dollars and sixty-seven cents ($1,766.67) per month toward the cost of monthly premium for family coverage or up to nine hundred thirty-three dollars and thirty-three cents ($933.33) per month toward the cost of monthly premium for single coverage under a group health insurance plan selected by the Cooperative for the 2025-2026 school year. The Cooperative will contribute up to one thousand eight hundred sixteen dollars and sixty-seven cents ($1,816.67) per month toward the cost of monthly premium for family coverage or up to nine hundred fifty-eight dollars and thirty-three cents ($958.33) per month toward the cost of monthly premium for single coverage under a group health insurance plan selected by the Cooperative for the 2026-2027 school year. To the extent that the cost of the monthly premium exceeds the amount of the Cooperative's contribution, employees must pay the remaining amount of the monthly premium through payroll deduction. Any excess Cooperative contribution will be placed in the HSAs of HSA-eligible employees.

Dental Insurance- The Cooperative will contribute up to sixty-seven dollars and forty-four cents ($67.44) monthly toward the cost of monthly premium for family coverage or up to fifty-seven dollars and fifty-one cents ($57.51) monthly toward the cost of single coverage under the Cooperative determined dental policy during the 2025-2026 and 2026-2027 school year. To the extent that the cost of the monthly premium exceeds the amount of the Cooperative's contribution, Employees must pay the remaining amount of the monthly premium through payroll deduction.

ARTICLE XV
12-MONTH CONTRACT FOR STAFF

Section 1. The 12-month contract for staff will be from July 1 to June 30 during the years of the current master agreement. The following are additional provisions of this contract arrangement:

Subd. 1. Individual work calendars will be established by June 15 of each year of this master agreement period by the administration with input from the staff member.

Subd. 2. A flexible 8-hour day may be agreed upon by the administration and the employee.

Subd. 3. Staff with an FTE less than 1.0 during the 12-month period will qualify for benefits if eligible as defined in the master agreement per Article VII Section 4.

Subd. 4. If there is greater student need throughout the year, an increase in contract may be arranged by mutual agreement between administration and the staff person. If the need extends beyond 182 days and 1.0 FTE, an extended contract will be developed based on the present hourly rate of the staff member.

Subd. 5. Seniority, salary changes, insurance, sick leave, resignation dates and payroll will operate on a 12-month basis.

Subd. 6. Salary shall be paid on a 12 month semimonthly basis on the 15th and 30th or the full banking date closest to each respective date. July 15th will be the initial payroll date.

Subd. 7. No other changes in contract language or procedure will go into effect during this period.

Subd. 8. The Board reserves the right to require a 12-month contract upon hiring new Birth-Three staff.

ARTICLE XVI
MEET AND CONFER

The Cooperative shall meet and confer with the Education MN MAWSECO, or its designated representative, pursuant to the P.E.L.R.A. The meeting will be scheduled three times per year, at least once every four months, and may be canceled by mutual agreement. Non contracted related items for discussion will be submitted to the Cooperative one week prior to the meeting for distribution.

ARTICLE XVII
MEDICAL EMERGENCY POOL

Section 1: CREATION OF MEDICAL EMERGENCY POOL ("MEP"). The Cooperative and Union hereby create a MEP for teachers who are experiencing a medical emergency.

Section 2: DEFINITION OF MEDICAL EMERGENCY**.** A "medical emergency" means a medical condition that will require more than ten consecutive days of absence from duty and will result in a substantial loss of income to the employee because the employee has exhausted all forms of paid leave other than leave taken under the MEP. The medical condition must be recognized by the mainstream medical community and certified by a physician.

Section 3: FUNDING OF MEP**.** The MEP will be established by voluntary donations from members of the teachers' bargaining unit. In order to join the MEP for a four-year period, a teacher must contribute one day of sick leave before September 30th of the school year. All donations are confidential and nonrefundable. Once a teacher donates a day of sick leave to the MEP the teacher cannot rescind or retract the donated sick leave for any reason. If at any point the pool is not self-sustaining, the Cooperative and Union may mutually agree to provide members of the bargaining unit an opportunity to donate additional days of accumulated sick leave.

Section 4: ELIGIBILITY FOR MEP. Full-time teachers who are experiencing a medical emergency and have joined the MEP are eligible to receive up to thirty (30) days of paid sick leave from the MEP during any school year and a maximum of sixty (60) days during their career with the Cooperative. To obtain such leave, an eligible teacher must complete and submit a written application to draw paid sick leave from the MEP along with a medical certification from the teacher's treating physician. The Cooperative may require additional information, as it deems necessary, to determine whether the teacher has a legitimate medical emergency. Teachers may not begin to draw paid sick leave from the MEP unless and until the Cooperative approves the written application.

Section 5: LOSS OF ELIGIBILITY FOR MEP**.** Teachers will immediately become ineligible to draw paid sick leave from the MEP if they become eligible to receive benefits from another source, such as long-term disability insurance or workers' compensation.

ARTICLE XVIII
SUBSTITUTE TEACHING IN LIEU OF PREPARATION TIME

Section 1. SUBSTITUTE TEACHING

Subd A. Every effort will be made to secure a licensed substitute teacher before a full time licensed teacher is asked to voluntarily serve as a substitute during his/her preparation period.

Subd B. In those cases when licensed substitute teachers are not available and a full-time teacher voluntarily agrees to serve as a substitute during his/her preparation period, said teacher shall be paid at their contract hourly rate of pay for foregoing their preparation period. Such assignment will be made by the Director or Supervisor of the program and will be distributed as equitably as possible among the school's teachers. "Period" shall mean the normal length of a teacher's class as determined by program structure;

Subd C. Compensation will be submitted to the Cooperative office in accordance with established administrative procedures regarding Substitute Teaching in Lieu of Preparation Time .

Appendix A
Meeker & Wright Special Education Cooperative, District #938
2025-2026 Salary Schedule

	BA	BA+10	BA+20	BA+30	BA+40/ MA	BA+50/ MA+10	BA+60/ MA+20	BA+70 MA+30	BA+80/ MA+40/ DOCTORATE
1	50,000	51,317	52,696	54,133	56,494	58,484	60,466	62,464	64,466
2	51,909	53,225	54,605	56,041	58,402	60,393	62,375	64,371	66,374
3	53,817	55,134	56,511	57,950	60,308	62,301	64,283	66,280	68,284
4	55,726	57,042	58,420	59,858	62,216	64,210	66,191	68,189	70,189
5	**57,634**	**58,949**	**60,328**	**61,765**	**64,126**	**66,117**	**68,099**	**70,096**	**72,098**
6	59,542	60,857	62,237	63,674	66,034	68,026	70,007	72,005	74,008
7	61,449	62,766	64,146	65,584	67,942	69,934	71,915	73,912	75,914
8	63,358	64,675	66,054	67,492	69,851	71,842	73,823	75,821	77,824
9	63,894	66,583	67,962	69,401	71,760	73,752	75,732	77,729	79,734
10	**64,434**	**67,145**	**68,533**	**71,309**	**73,666**	**75,661**	**77,643**	**79,637**	**81,642**
11	64,978	67,710	69,111	73,216	75,575	77,566	79,548	81,547	83,549
12	64,978	68,281	69,693	75,124	77,483	79,476	81,458	83,455	85,457
13	64,978	68,281	69,693	77,033	79,392	81,384	83,367	85,363	87,366
14	64,978	68,281	69,693	77,033	81,301	83,292	85,274	87,271	89,275
15	**64,978**	**68,281**	**69,693**	**77,033**	**83,209**	**85,202**	**87,183**	**89,179**	**91,182**
16	64,978	68,281	69,693	77,033	85,117	87,110	89,091	91,087	93,091
17	64,978	68,281	69,693	77,033	87,025	89,018	90,999	92,995	95,000

Schedule is based on semester credits

Appendix B
Meeker & Wright Special Education Cooperative, District #938
2026-2027 Salary Schedule

	BA	BA+10	BA+20	BA+30	BA+40/ MA	BA+50/ MA+10	BA+60/ MA+20	BA+70/ MA+30	BA+80/ MA+40/ DOCTORATE
1	51,000	52,343	53,750	55,216	57,624	59,654	61,675	63,713	65,755
2	52,947	54,290	55,697	57,162	59,570	61,601	63,623	65,658	67,701
3	54,893	56,237	57,641	59,109	61,514	63,547	65,569	67,606	69,650
4	56,841	58,183	59,588	61,055	63,460	65,494	67,515	69,553	71,593
5	**58,787**	**60,128**	**61,535**	**63,000**	**65,409**	**67,439**	**69,461**	**71,498**	**73,540**
6	60,733	62,074	63,482	64,947	67,355	69,387	71,407	73,445	75,488
7	62,678	64,021	65,429	66,896	69,301	71,333	73,353	75,390	77,432
8	64,625	65,969	67,375	68,842	71,248	73,279	75,299	77,337	79,380
9	65,172	67,915	69,321	70,789	73,195	75,227	77,247	79,284	81,329
10	**65,723**	**68,488**	**69,904**	**72,735**	**75,139**	**77,174**	**79,196**	**81,230**	**83,275**
11	66,278	69,064	70,493	74,680	77,087	79,117	81,139	83,178	85,220
12	66,278	69,647	71,087	76,626	79,033	81,066	83,087	85,124	87,166
13	66,278	69,647	71,087	78,574	80,980	83,012	85,034	87,070	89,113
14	66,278	69,647	71,087	78,574	82,927	84,958	86,979	89,016	91,061
15	**66,278**	**69,647**	**71,087**	**78,574**	**84,873**	**86,906**	**88,927**	**90,963**	**93,006**
16	66,278	69,647	71,087	78,574	86,819	88,852	90,873	92,909	94,953
17	66,278	69,647	71,087	78,574	88,766	90,798	92,819	94,855	96,900

Schedule is based on semester credits

Appendix C
Meeker and Wright Special Education Cooperative #938
2025-2027 Additional Compensation Schedule

Type	Amount/Language
Orientation & Mobility Specialist Certification	$3000 per school year stipend (certification must be active/current)
ASHA Certificate of Clinical Competence	$3000 per school year stipend (certification must be active/current)
School Psych Intern Supervisor	$2000 per school year stipend
ASHA Clinical Fellow Supervisor	$2000 per school year stipend
Supervision of Student Teacher or Other Field Experience Internship	$300 per student teacher or field experience placement stipend will be provided if the supervising employee is not already receiving payment from the college/university for such supervision.
Mentor for MAWSECO Employee	Paid at hourly rate for Mentor Training and New Employee Orientation Meeting plus up to $450 per year at a rate of $25 per meeting with mentee as documented in the mentor log.
Additional Assignment	If a teacher and their immediate supervisor mutually agree upon an additional assignment for the teacher, administration will determine a set stipend to be paid based on the amount of time needed and the employee's current rate of pay. Additional assignments are not considered part of a teacher's continuing contract.

*All per year amounts listed will be on a pro-rata basis, if assignment/certification is less than one year.

Appendix D
Meeker and Wright Special Education Cooperative #938
2025-2027 Service Career Increment Schedule

After fifteen (15) years	$1,600.00
After twenty (20) years	$2,200.00
After twenty-five (25) years	$2,400.00
After thirty (30) years	$2,600.00
After thirty-five (35) years	$3,200.00

The service career increment amounts shall not be cumulative and once granted it will remain in effect until modified by the next service career increment.

Appendix E
Meeker and Wright Special Education Cooperative #938
2025-2027 Board Contribution for Health and Dental Insurance

	2025-2026	2026-2027
Health Insurance		
Single	$11,200.00	$11,500.00
Family	$21,200.00	$21,800.00
Dental Insurance		
Single	$690.17	$690.17
Family	$809.24	$809.24

Appendix F

GRIEVANCE REPORT FORM

Name(s) _____Date _____

Building _____Supervisor _____

Step _____

Statement of Facts:

Specific Provision(s) of Agreement Allegedly Violated:

Particular Relief Sought:

Dated: _____ _____

Signature(s) of Grievants(s)

IN WITNESS WHEREOF, The parties have executed this Agreement as follows:

FOR THE EDUCATION MINNESOTA-MAWSECO

Daniel Bultsma
Daniel Bultsma (Dec 9, 2025 11:44:03 CST)
Representative

Jeanine Sunsten
Representative

Karla Rick
Karla Rick (Dec 4, 2025 13:25:55 CST)
Chief Education Minnesota-MAWSECO Negotiator

Dated this 4 day of December, 2025

FOR JOINT POWERS BOARD #938

Jessica Johnson
Jessica Johnson (Dec 9, 2025 13:27:19 CST)
Chairperson

Cindy Miller
Cindy Miller (Dec 12, 2025 09:38:05 CST)
Clerk

Jessica Johnson
Jessica Johnson (Dec 9, 2025 13:27:19 CST)
Chief Cooperative Negotiator

Dated this 9 day of December, 2025

FINAL 2025-2027 EdMN Master Agreement

Final Audit Report 2025-12-12

Created:	2025-12-04
By:	Elizabeth Sullivan (esullivan@mawseco.k12.mn.us)
Status:	Signed
Transaction ID:	CBJCHBCAABAAJCkXda1IEYdCvj_OJ-WZCTBN6OLAj8qO

"FINAL 2025-2027 EdMN Master Agreement" History

Document created by Elizabeth Sullivan (esullivan@mawseco.k12.mn.us)
2025-12-04 - 7:17:37 PM GMT

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2025-12-04 - 7:20:26 PM GMT

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2025-12-04 - 7:25:19 PM GMT

Document e-signed by Karla Rick (krick@mawseco.k12.mn.us)
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2025-12-09 - 5:43:14 PM GMT

Signer Dan Bultsma (dbultsma@mawseco.k12.mn.us) entered name at signing as Daniel Bultsma
2025-12-09 - 5:44:01 PM GMT

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Adobe Acrobat Sign

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Signer jessica.johnson@rockford883.org entered name at signing as Jessica Johnson
2025-12-09 - 7:27:17 PM GMT

Document e-signed by Jessica Johnson (jessica.johnson@rockford883.org)
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2025-12-12 - 3:37:38 PM GMT

Signer cindy.miller@dc.k12.mn.us entered name at signing as Cindy Miller
2025-12-12 - 3:38:03 PM GMT

Document e-signed by Cindy Miller (cindy.miller@dc.k12.mn.us)
Signature Date: 2025-12-12 - 3:38:05 PM GMT - Time Source: server

Agreement completed.
2025-12-12 - 3:38:05 PM GMT