

MASTER AGREEMENT

between

INDEPENDENT SCHOOL DISTRICT #2448

and the

MARTIN COUNTY WEST EDUCATION ASSOCIATION

2025-2026

2026-2027

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ARTICLE I - PURPOSE

This Agreement is entered into between Independent School District No. 2448 of Sherburn, Minnesota, hereinafter referred to as the School District or District, and the Martin County West Education Association, hereinafter referred to as the Exclusive Representative, 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 teachers during the duration of this Agreement.

ARTICLE II - RECOGNITION OF EXCLUSIVE REPRESENTATIVE

Section I. Recognition: In accordance with the P.E.L.R.A., the School District recognizes the Martin County West Education Association as the Exclusive Representative of teachers employed by the School District, which Exclusive Representative shall have those rights and duties as prescribed by the P.E.L.R.A. and as described in the provisions of this Agreement.

Section II. Appropriate Unit: The Exclusive Representative shall represent all the teachers of the District as defined in this Agreement and in the P.E.L.R.A.

ARTICLE III - DEFINITIONS

Section I. Terms and Conditions of Employment: The term "terms and conditions of employment," means the hours of employment, the compensation therefor including fringe benefits except retirement contributions or benefits other than School District payment of, or contributions to, premiums for group insurance coverage for retired teachers or severance pay, staffing ratios, and the School District's personnel policies affecting the working conditions of the teachers. The term does not mean educational policies of the School District. In the case of school employees, "terms and conditions of employment," includes adult-to-student ratios in classrooms, student testing, and student-to-personnel ratios. Terms and conditions of employment are subject to the provisions of the P.E.L.R.A.

Section II. Teacher: The word, "teacher," shall mean all persons in the appropriate unit employed by the School District in a position for which the teacher must be licensed by the State of Minnesota but shall not include superintendents and principals who devote more than 50% of their time to administrative or supervisory duties, confidential employees, supervisory employees, essential employees, and such other employees excluded by law.

Section III. School District: For purposes of administering this Agreement, the term "School District" shall mean the School Board or its designated representatives.

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

ARTICLE IV - SCHOOL DISTRICT RIGHTS

Section I. Inherent Managerial Rights: The Exclusive Representative recognizes that the School District is not required to meet and negotiate 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 School District, its overall budget, utilization of technology, the organizational structure and selection and direction of personnel.

Section II. School Board Responsibilities: The Exclusive Representative recognizes the right and obligation of the School Board to efficiently manage and conduct the operation of the School District within its legal limitations and with its primary obligation to provide educational opportunities for the students of the School District.

Section III. Effect of Rules and Regulations: The Exclusive Representative recognizes that all teachers covered by this Agreement shall perform the teaching and non-teaching services prescribed by this Agreement and shall be governed by the laws of the State of Minnesota, and the Master Agreement. The Exclusive Representative also recognizes the right, obligation and duty of the School Board and its duly designated officers to promulgate rules, regulations, directives and orders from time to time as deemed necessary by the School Board insofar as such rules, regulations, directives and orders are not inconsistent with the terms of this Agreement. Any provision of the Agreement found to be in violation of any such rules, regulations, directives or orders shall be null and void and without force and effect.

Section IV. Reservation of Managerial Rights: The foregoing enumeration of School District rights and duties shall not be deemed to exclude other inherent managerial rights and managerial functions not expressly reserved in this Agreement, and all managerial rights and managerial functions not expressly delegated in this Agreement are reserved to the School District.

ARTICLE V - TEACHER RIGHTS

Section I. Right to Views: Nothing contained in this Agreement shall be construed to limit, impair or affect the right of any teacher or his/her representative 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 designed to and does not interfere with the full, faithful, and proper performance of the duties of employment or circumvent the rights of the Exclusive Representative.

Section II. Right to Join: 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 III. Request for Payroll Deduction: Teachers shall have the right to be allowed to have payroll deduction for the teacher organization of their selection and the political fund associated with the exclusive representative, provided that payroll deduction and the proceeds thereof shall not be allowed any teacher organization that has lost its right to payroll deduction pursuant to the P.E.L.R.A. Upon receipt of a properly signed authorization card of the teacher involved, the School District will deduct from the teacher's paycheck the dues that the teacher has agreed to pay to the teacher organization or the political fund associated with the exclusive representative in 9 equal payments beginning with the first pay period in September of each year.

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 XVI and must be resolved through an unfair labor practice proceeding under Minnesota Statutes, section 179A.13.

Section IV. Tax-Shelters: Tax-sheltered annuities will be purchased upon receipt of a written teacher request providing the request is made prior to September 7, January 7, April 7 and June 7 so it can be arranged in the September, January, April or June payroll.

Section V. Personnel Files: Pursuant to M.S.122A.40, Subd. 19, all evaluations and files relating to each individual teacher shall be available during regular School District business hours to each individual teacher upon written request to the School District. The teacher shall have the right to reproduce any of the contents of the files at the teacher's expense and to submit for inclusion in the file written information in response to any material contained in this Agreement. However, the School District may destroy such files as provided by law.

ARTICLE VI - BASIC SCHEDULES AND RATES OF PAY

Section I. 2025-2026 and 2026-2027 Salary Schedule: The wages and salaries reflected in Schedule A and Schedule B, attached hereto, shall be a part of the Agreement for the 2025-2026 and 2026-2027 school years.

Section II. Status of Salary Schedules: The salary schedules shall not be construed as a part of the teacher's continuing contract. In the event a successor Agreement is not entered into prior to the commencement of school in 2027, a teacher shall be compensated according to the last individual teaching contract executed between the teacher and the School District until such time that a successor Agreement is executed. Said successor Agreement will be retroactive to the beginning of contract year. A teacher's advancement is subject to the right of the School Board to withhold increments for good and sufficient grounds. An action withholding a salary shall be subject to the grievance procedure.

Section III. Placement on Salary Schedule: The following rules shall be applicable in determining placement of a teacher on the appropriate salary schedules.

Subdivision I. Credits: Credits to be considered for application on any lane of the salary schedule must be germane to the teaching assignment as determined by the School District. 1 quarter credit would equal 2/3 of a semester credit. 3 quarter credits out of the 15 quarter credits necessary for a lane change may be approved by the Superintendent with the right of appeal to the School Board, even though they are not determined to be germane to the teaching assignment. To apply on the salary schedule, all credits beyond the bachelor's degree must (1) be graduate credits or others as approved in writing; (2) have prior, written approval before taking the course; (3) receive a grade of "B" or better in courses applicable to lane change; and (4) be approved in writing by the Superintendent with right of appeal to the School Board.

Subdivision II. Lane Changes: Credits to apply to lanes beyond a particular lane must be earned subsequent to the earnings of the degree and must be taken at an accredited college or university.

Subdivision III. Effective Date: Individual teaching contracts will be modified to reflect qualified lane changes on September 7 or upon receipt of an official transcript. If an official transcript is not available until after September 7, the teacher shall give written notice to the Superintendent, and the lane change shall be approved pending the receipt of the official transcript.

Subdivision IV. Advanced Degree Program: A teacher shall be paid on a master's degree lane or higher degree lane only if the degree program is germane to the licensure areas as approved by the Superintendent and the degree program is approved in writing by the Superintendent in advance.

Subdivision V. Excess Assignments and Extensions: The salary schedule is based upon the school calendar as set forth by the School District. Any extension of the regular school calendar, when the teacher is involved in the performance of teaching duties, will be prorated according to the individual teacher's base salary. Teachers assigned in excess of the normal teacher load, as stated in this Agreement, will be compensated 1/10 of the individual teacher's base salary for each year-long class in excess of the normal load. The teacher may not refuse this assignment.

Section IV. Travel Allowance: Travel allowance for teachers shall be at the Internal Revenue Service (IRS) rate when traveling in self-owned vehicles for travel authorized in writing by the School District. Prior, written School District approval shall be required for all use of self-owned vehicles.

Section V. Retroactive Pay: Any retroactive pay shall be paid at the first pay period after the Agreement is ratified by the School Board.

Section VI. Part-time Teachers: Full benefits provided for in this Agreement are designed for a teacher with a full-time contract. A teacher with a contract of 1/2 time (20 hours/week) or more but less than full-time will receive benefits on a prorated basis in proportion to the extent of their employment. A teacher with an individual teaching contract of less than 1/2 time (20 hours/week) will receive benefits, except group health, on a prorated basis in proportion to the extent of their employment.

Section VII. Pay Date: Checks shall be issued on the 20th day of the month or last school day prior to the 20th on a 9 or 12 month basis. Full-time teachers, employed after July, 2001, will be paid on a 12-month basis. Teachers already on a 12-month pay will not be eligible to change to a 9-month basis.

ARTICLE VII - SEVERANCE PAY

Section I. Eligibility: Teachers who have taught 15 consecutive years in the School District or 30 years of full-time teaching in the State of Minnesota shall be eligible for severance pay pursuant to the provisions of this article upon submission of a written resignation (prior to March 1st or on March 1st) accepted by the School Board. All teachers employed after July 1, 2001, do not

qualify and shall not be eligible for severance pay.

Section II. Part-time Teachers: This article shall apply only to teachers whose service qualifies for benefits as described in ARTICLE VI, Section VI.

Section III. Accumulated Credit: Full-time teachers shall accumulate 5 days of credit for each full year of teaching in the School District up to a maximum of 110 days. Effective upon the adoption of this Agreement, teachers shall be credited with years of prior service in School Districts #456, #457, and #459. The maximum amount of severance earned shall be capped at \$39,500.

Section IV. Rate of Pay: In applying these provisions, a teacher's daily rate of pay shall be the basic daily rate of his/her last year in the School District, as provided in the basic salary schedule for the basic school year, and shall not include any additional compensation for extra-curricular activities, extended employment, or other extra compensation.

Section V. Severance Payments: Severance pay shall be paid by the School District in equal installments on August 20th over 5 years through a VEBA Retirement Plan that has been approved by both parties. If a retired teacher becomes deceased with a portion of his/her severance pay unpaid, the payments then due shall be paid to the teacher's named beneficiary, if any; otherwise to the teacher's estate. Should an active teacher who has qualified for severance as described in ARTICLE VII, Section 1 become deceased, the earned severance shall be paid to the named beneficiary, if any, otherwise to the teacher's estate.

Section VI. Termination: Severance pay shall not be granted to a teacher whose employment is terminated pursuant to M.S. 122A.40.

ARTICLE VIII - 403(b) MATCH PLAN

Teachers employed by the School District are eligible to participate in a 403(b) match tax-sheltered annuity plan as allowed under Minnesota Statute 356.24.

Subdivision 1. Severance Plan Phase-Out: All teachers employed after July 1, 2001 do not qualify and shall not be eligible for severance pay. Such teachers shall only be eligible to participate in the School District's 403(b) tax-sheltered annuity-matching program, and the School District shall make matching contributions to such a program in the maximum amount set forth in subdivision 2 below.

Any teacher eligible for severance pay under ARTICLE VII will continue to be eligible to receive severance pay as set forth in this Agreement. Such teachers may also participate in the School District's 403(b) annuity-matching program. The School District's matching contribution to such a program shall be in the amount as set forth in Subdivision 2 below. Upon the teacher's retirement, the total amount of the School District's matching contribution to the 403(b) annuity account shall be deducted from any severance pay due and payable under ARTICLE VII. If 403(b) contributions equal or exceed the severance pay amount, the teacher shall not be entitled to receive any severance pay pursuant to ARTICLE VII.

A teacher is eligible for a 403(b) matching contribution when he/she is tenured in the School District. Beginning the 2022-2023 school year, a teacher is eligible for a 403(b) matching contribution starting the beginning of his/her second year of continuous employment. A part-time teacher must be at least 0.50 full-time teacher the year he/she becomes eligible to receive a contribution. The 403(b) matching contribution will be based on percent of contract.

Subdivision 2. Teacher Match: Teachers must elect to participate and/or make changes in the 403(b) annuity-matching program pursuant to the plan of his/her choice at the beginning of the plan year, July 7, and mid-year, January 7. The District's matching contribution to teachers participating in the plan shall be as follows:

Maximum contribution for a teacher is \$39,500.

2025-2027 403(b) Matching Contribution	
<u>Years School District</u>	<u>Contribution</u>
Year 2-Tenure	\$300
Tenure-8	\$1000
9-14	\$1200
15-20	\$1400
21-25	\$1600
26+	\$2100

ARTICLE IX - EXTRA COMPENSATION

Section I. Extra-Curricular Schedule: Extra-curricular assignments are set forth in Schedule C which are attached to and incorporated in this Agreement. A tentative list of extra-curricular assignments will be furnished to each teacher by May 15th.

Section II. Extra-Duty Compensation: Payment for other extra-duty assignments shall be made according to the schedule set forth in Schedule C.

Section III. Substitute Teaching: Teachers on staff assigned by the School District to be a substitute teacher will do so at \$32.00 per period. This increased rate will be effective as of the date of ratification of this contract.

Section IV. Any instructor teaching a concurrent enrollment/CIS class will be paid \$250 per semester per period taught.

ARTICLE X - GROUP INSURANCE

Section I. Selection: The selection of the insurance carrier and policy shall be made by the School District.

Section II. Health and Hospitalization Insurance:

Subdivision I. Single Coverage: The School District shall contribute \$7,700 annually (\$641.67 per month) for each full-time teacher employed by the School District who qualifies for and is enrolled in the School District group health and hospitalization plan.

Subdivision II. Family Coverage: The School District shall contribute \$14,300 annually (\$1,191.67 per month) for each full-time teacher employed by the School District who qualifies for and is enrolled in the School District group health and hospitalization coverage and who qualifies for the family plan. If a married couple is employed by the School District and in the same collective bargaining unit, the value of two single contributions may be used toward the premium of a family plan in the School District group health and hospitalization coverage.

Subdivision III. Consumer Directed Health Plan: The School District will offer a Consumer Directed Health Plan (CDHP) effective September 1, 2012. Teachers enrolled in the CDHP with the School District contribution specified in Article X, Section II, Subdivision I and II, will be eligible to contribute to an HSA plan. The School District will pay the HSA administration fee at a rate of \$2.75 per month per participating employee.

Subdivision IV. Sickness: In the event that a teacher, absent because of illness or injury, has exhausted sick leave accrual, the above mentioned fringe benefit shall continue throughout the balance of the school year and is to be paid by the teacher involved, subject to any limitations in the provisions of the insurance policy.

Subdivision V. Duration of Insurance Contribution: A teacher is eligible for School District contributions as provided in this ARTICLE as long as the teacher is employed by the School District and participates in the group insurance plan as offered. New members will have coverage beginning at the start of their employment and any teacher who completes the school year will be covered for the summer months up until the start of the next school term.

Subdivision VI. Eligibility: Full benefits provided in this article are designed for full-time personnel as described in ARTICLE VI, Section VI.

Subdivision VII. Adjustments: Any additional costs of the premium shall be borne by the teacher and paid by payroll deductions.

Section III. Claims Against the School District: It is understood that the School District's only obligation is to purchase an insurance policy and pay such amounts as agreed to in this Agreement and no claims shall be made against the School District as a result of a denial of insurance benefits by an insurance carrier.

Section IV. Termination of Employment: Upon termination of employment, all School District contributions shall cease. If the contract is terminated through resignation or termination, all contributions cease.

Section V. Insurance Application: A teacher on unpaid leave is eligible to continue to participate

in group insurance programs if permitted under the insurance policy provisions. He/she shall pay the entire monthly premium for such insurance commencing with the beginning of the leave, and shall pay to the School District a monthly premium in advance.

ARTICLE XI - LEAVES OF ABSENCE

Parts (A) and (B) stated below apply to all leaves defined in ARTICLE XI.

(A) Leaves for Part-Time Teachers: Full benefits provided for in this Agreement are designed for teachers with a full-time contract. Teachers with less than a full-time contract will receive benefits on a prorated basis in proportion to the extent of their employment.

(B) Disputed Rulings: If the Superintendent's ruling is disputed concerning any of the leaves defined in ARTICLE XI, the teacher may make a written request that the ruling be reviewed by the School Board.

Section I. Sick and Safe Leave:

Subdivision I. Earning: All full-time teachers shall earn sick and safe leave at the rate of 15 days for each year of teaching service in the employment of the School District. Annual sick leave shall be credited to the teacher on the first official day of the school year. All sick leave granted a teacher must be ultimately earned or deducted.

Subdivision II. Accumulation: Unused sick and safe leave shall accumulate to a maximum of 135 days per teacher. A teacher having accumulated the maximum number of sick and safe days shall not be subject to deduction of accumulated sick days unless more than 15 sick days are used in any subsequent school year per teacher.

Subdivision III. Use: Sick and safe leave with pay shall be allowed by the School District whenever an employee's absence is found to have been due to: personal illness or injury of the teacher which prevented his/her attendance at school and performance of duties on that day.

- 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 teacher'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.

Subdivision IV. Sick and Safe Leave Defined: Sick and safe leave may be used for the care and support of an employee's:

1. 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);

2. Spouse or registered domestic partner;
3. Sibling, stepsibling or foster sibling;
4. 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;
5. Grandchild, foster grandchild or step-grandchild;
6. Grandparent or step-grandparent;
7. Sibling's child;
8. Parent's sibling;
9. Child-in-law or sibling-in-law;
10. Any of the family members listed in 1 through 9 above of an employee's spouse or registered domestic partner;
11. Any other individual related by blood or whose close association with an employee is the equivalent of a family relationship; and
12. Up to one individual annually designated by the employee.

This list is pursuant to MN statutes 181.945 et. seq.

Subdivision V. Medical Certificates: The School District may require an employee to furnish a medical certificate from a qualified physician as evidence of illness in order to qualify for sick and safe leave pay.

If a medical certificate is required, the employee will be so advised and the cost of the office call will be paid by the School District unless the office call will be paid by the health insurance carrier.

Subdivision VI. Deductions: Sick and safe leave allowed shall be deducted from the accrued sick leave days earned by the teacher.

Subdivision VII. Approval: Sick and safe leave pay shall be approved only upon submission and authorization of the request in the electronic leave request system.

Subdivision VIII. Sick Leave Extension: An employee who is unable to teach because of personal illness or disability and who has exhausted all accumulated paid sick leave available shall be granted an additional leave of absence without pay for the duration of such illness or disability, for the balance of the school year or up to one year at the School Board's discretion.

Subdivision IX. Sick Leave Buyback: Upon accumulating the maximum amount of sick leave (135 days) permitted according to this Agreement, each teacher will be eligible for a Sick Leave Buy Back for unused sick leave days up to a maximum number of five (5) days per year. Pay shall be at the current rate of substitute teacher pay and prorated based upon the teacher's FTE status for the school year. If the teacher's FTE status is modified by agreement during the school year, pay shall be based on the teacher's average FTE status during the school year. Sick Leave Buy Back pay shall be provided only if the teacher completes a full year of teaching. Payment for unused sick leave days will be calculated effective on the last teacher duty day of the school year and payment will be made on the June 20th paycheck of that calendar year for the previous school year. This section shall be effective commencing with the 2021-2022 school year.

Section II. Workers' Compensation: Pursuant to M.S. 176, a teacher injured on the job in the service of the School District and collecting workers' compensation insurance may draw sick leave and receive full salary from the School District. His/her 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 his/her accrued sick leave.

Section III. Family Emergency Leave:

Subdivision I. Use: 5 days, not deductible from sick leave and non-accumulative, with full salary, may be granted in case of absence due to unexpected emergencies, such as serious illness, injury or death of the "Eligible Relatives" in the chart in Article XI, Section I, Subdivision IV of this agreement.

Subdivision II. Requests: Application for emergency leave shall be submitted on the electronic leave request system to the Superintendent at least 2 days in advance if practical, as determined by the School District. The application shall state the family relationship and necessity for the leave.

Section IV. Personal Leave:

Subdivision I. Use: A full-time teacher may be granted a leave at the discretion of the School District of no more than 2 days per year, not to be deducted from sick leave, for situations that arise requiring the teacher's personal attention which cannot be attended to when school is in session and which are not covered under other provisions of this Agreement. Both days shall not require a written reason. These days may accumulate to a maximum of 5 days. Unused personal leave days may be carried over into the next school year to a maximum of 5 personal leave days. The Agreement year, 1995-96, will be the first year to begin accumulating unused personal days.

Subdivision II. Requests: Requests for personal leave must be submitted on the electronic leave request system to the Superintendent at least 3 days in advance, except in the event of emergencies. The School District reserves the right to refuse to grant such leave if, under the circumstances involved, the School District determines that such leave should not be granted. All leaves must have prior, written approval, but at no time shall more than 10 percent of the certified staff district-wide be granted personal leave.

Subdivision III. School Closings: If school is closed while the teacher is on leave, the personal leave day shall not be counted.

Subdivision IV. Extensions: Effective as of the date of ratification of this contract, a personal leave day shall not be granted during either the first and last week of the school year unless specifically granted in writing by the School District. If a scheduled break is used as a make-up school day and a teacher is on a pre-planned trip, the teacher shall receive pay equal to the difference between his or her daily salary and the substitute's wage. The method of determining daily wage or salary is found in ARTICLE XI Section VIII. The teacher shall provide written communication of financial obligation to the Superintendent at least six weeks before the affected date, and prior to official notification that school will be made up on that day(s), if it includes a potential make-up

day on the School District calendar.

Subdivision V. Personal Leave Buyback: Two days of teacher substitute pay shall be paid annually should a teacher not use any personal leave.

Subdivision VI. Longevity Personal Leave: Beginning the 2025-2026 school year, employees who have at least fifteen (15) years of service in a position eligible for membership in this group and who have not taken any leave without pay during the prior school year will be permitted to exchange two (2) days of sick and safe leave for one (1) personal leave day to be used in the current school year. Eligible employees will make written request to the superintendent by November 1 of the year in which the personal day will be used.

Section V. Funeral Leave:

Subdivision I. Use: Teachers may, without deduction from pay or leave, attend local funerals when such absence is no longer than 2 hours and when work can be taken by other teachers at no cost to the School District.

Subdivision II. Non-Family Use: Teachers who attend the funeral of a friend or other person not of the immediate family may be granted up to one (1) day per year, to be deducted from sick leave. If the teacher chooses not to use sick leave, he/she may opt to receive pay equal to the difference between his or her daily salary and the substitute's wage. The method of determining daily wage or salary is found in ARTICLE XI Section VIII. The leave request must state the relationship of the deceased individual and whether the teacher is choosing to use sick leave or substitute deduct.

Section VI. Child Care Leave:

Subdivision I. Use: A child care leave may be granted by the School District subject to the provisions of this section. Child care leave may be granted because of the need to prepare and provide prenatal care for a child or children of the teacher for an extended period of time.

Subdivision II. Requests: A teacher making application for child care leave shall inform the Superintendent in writing of his/her intention to take the leave at least 3 calendar months before commencement of the intended leave.

Subdivision III. Medical Statement: 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 a period of physical disability. However, a teacher shall not be eligible for sick leave during a 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.

Subdivision IV. Date of Leave: The School District may adjust the proposed beginning and/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

break or quarter break, end of a grading period, end of the school year, or the like.

Subdivision V. Duration: In making a determination concerning the commencement and duration of a child care leave, the School Board shall not, in any event, be required to:

1. grant any leave more than 12 months in duration,
2. permit the teacher to return to his or her employment prior to the date designated in the request for child care leave.

Subdivision VI. Reinstatement: A teacher returning from child care leave shall be re-employed in a position for which he or she is licensed unless previously discharged or placed on unrequested leave.

Subdivision VII. Failure to Return: Failure of the teacher to return pursuant to the date determined under this section shall constitute grounds for termination unless the School Board and the teacher mutually agree to an extension in the leave.

Subdivision VIII. Experience Credit: A teacher 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 child care leave. The teacher shall not accrue additional experience credit for pay purposes or leave time during the period of absence for child care leave.

Subdivision IX. Insurance: A teacher on FMLA child care leave is eligible to participate in group insurance programs if permitted under the insurance policy provisions. The School District insurance contribution during the eligible leave shall continue as per FMLA. Insurance premium costs for child care leaves extending beyond FMLA shall be paid by the teacher. The right to continue participation in such group insurance programs will terminate if the teacher does not return to the School District pursuant to this section.

Subdivision X. Salary and Fringe Benefits: Leave under this section shall be without pay or fringe benefits.

Section VII. Educational Leave: A leave of absence of up to 1 year may be granted to any teacher, upon written application, for the purpose of engaging in study reasonably germane to his/her professional responsibilities at an accredited college or university, subject to approval by the School Board. The request must be made in writing by March 1. Teachers on educational leave must submit a letter to the Superintendent indicating their intent to return which is received on or before March 1 prior to the year they intend to return.

Section VIII. Deductible Leave:

Subdivision I. Absence: Teacher absence arising from other personal affairs shall be subject to full salary or wage deduction.

Subdivision II. Daily Wage: The daily wage or salary of a teacher is determined by

dividing the annual individual teaching contract salary by the number of contracted days.

Subdivision III. Termination: Upon termination of employment of any teacher, no pay shall be granted for accumulated, unused sick leave.

Subdivision IV. Prior Approval: Deductible leaves may be granted subject to prior approval of the School District.

Section IX. Jury Duty:

Subdivision I. Use: Teachers summoned to serve as a juror or called for prospective jury service shall receive their daily rate of pay less the amount provided as compensation for service as a juror.

Subdivision II. Pay: Proof of payment received as a juror, less mileage allowance, will be submitted to the School District business office.

Section X. Professional Leave: Professional leave, not to exceed 2 days per year without loss of pay, may be granted upon either the written request of the teacher or the recommendation of the principal and/or Superintendent. This leave shall be for the purpose of attendance at workshops, seminars, conferences or visitations to other schools and must be directly related to the assignment of the applicant. Plans shall be submitted for written approval and in the electronic leave request system at least 10 days in advance of the proposed leave.

Section XI. Exclusive Representative Leave: Leave, not to exceed 2 days per year, may be granted to the appropriate designate(s) of the Exclusive Representative for the purpose of attending Exclusive Representative meetings, such as mediation or non-grievance arbitration meetings. The Exclusive Representative will pay for any substitutes.

Section XII. Other Leave:

Subdivision I. Paid Official Leave: Teachers who are asked to serve as paid officials at activities during regular school time may be granted leave to perform this service with the prior approval of the School District. Teachers performing such duties as mentioned in this section will pay to the School District the lesser of their daily salary or the pay received for the service performed.

Subdivision II. Emergency Loss of Child Care: A teacher may be granted one day for emergency loss of child care if 1) all personal leave has been exhausted and 2) there is an emergency loss of childcare that is unplanned and documented in writing by the childcare provider. This day will be deducted from the teacher's available sick leave.

Subdivision III. Family Activity Leave: A teacher may, without deduction from pay or leave, attend a local family event when such absence is no longer than two hours and when work can be taken by other teachers at no cost to the School District.

ARTICLE XII - TIER 2 LICENSED TEACHERS

Section I. Statutory Considerations: Pursuant to M.S. 122A.182, a Tier 2 teacher may be a teacher of record in a Minnesota Public School System. However, M.S. 122A.182 specifically provides that such licensure shall not be construed to bring such Tier 2 teacher within the definition of a teacher for the purposes of MS 122A.40 Subd 1.

Section II. Probationary Period: Up to two (2) years spent as a Tier 2 licensed teacher will be credited toward the teacher's probationary period once the teacher moves to Tier 3.

Section III. Layoff: Tier 2 teachers will be laid off prior to any qualified Tier 3 or 4 teachers being placed on ULA.

Section IV. Compensation: Tier 2 teachers will be compensated as provided for in ARTICLE VI.

ARTICLE XIII - EARLY CHILDHOOD EDUCATION TEACHERS

Section I. Terms and Conditions of Employment:

Subdivision I. Contract Language: ECFE teachers will be subject to the Master Agreement. In all instances the provisions of ARTICLE XIII shall supersede and have precedence over provisions found in other articles of the Master Agreement.

Subdivision II. Preparation Time:

(A) ECFE Teacher - 1 hour of teaching equates to 1 hour of preparation.

(B) Preschool Teacher - 1 hour of teaching equates to 0.75 hours of preparation.

Subdivision III. Emergency Dismissals and Cancellations: Time lost due to closure of school for inclement weather or other emergencies shall be made up within the Early Childhood Education program year.

Section II. Salary: The starting rate of pay for new Early Childhood teachers will be determined by the Community Education Department. Starting with the 2023-2024 contract, the salary of Early Childhood teachers shall increase by an amount equal to the combination of step advancement and change in cell value in Schedule A established in each successor master agreement prorated to the FTE of the Early Childhood teacher's assignment.

Section III. Benefits: Early Childhood teachers shall be eligible for benefits described in the following articles of the Master Agreement, prorated to the FTE of their teaching assignment:

ARTICLE VIII - 4039(B) MATCH PLAN

ARTICLE X - GROUP INSURANCE

ARTICLE XI - LEAVES OF ABSENCE

Section IV. Unrequested Leave of Absence and Seniority: Upon attaining a continuing contract, Early Childhood teachers shall have seniority only as an Early Childhood teacher and shall have a separate seniority list consisting only of Early Childhood teachers. An Early Childhood teacher shall not have rights to other teaching positions in the School District unless qualified as set forth

in Article XVII, Section II, Subdivision III for another position filled at the time of the Early Childhood teacher's ULA by a probationary teacher.

Section V. Sections of the Master Agreement Not Applicable: Early Childhood teachers shall not be eligible for the following articles of the Master Agreement:

ARTICLE VI, BASIC SCHEDULES AND RATES OF PAY,

ARTICLE XIV, HOURS OF SERVICE,

ARTICLE XV, UNREQUESTED LEAVE OF ABSENCE (ULA) AND SENIORITY AGREEMENT

ARTICLE XIV - HOURS OF SERVICE

Section I. Basic Day: A full-time teacher's day will be 8 hours, including a duty-free lunch period. Teachers may leave 10 minutes after classes are dismissed on the last school day of any week, with the exception of teacher in-service and workshop days. During emergency closing, the teachers may leave after the students have exited the building. In the event a school day starts late due to an emergency, teachers must arrive 1/2 hour before the designated starting time.

Section II. Additional Activities: In addition to the basic school day, teachers shall be required to participate in School District activities beyond the basic teacher's day as is required by the School District. The normal duties for teachers include a share of extra-curricular, co-curricular and attendance at meetings called by the District before and after the school day as determined by the School District.

Section III. Teaching Load: The normal daily teaching load of high school and junior high teachers will be 5 academic class periods with 1 period per day of unscheduled time for the teacher's professional use. All other time of the teacher's day is to be assigned by the district administration.

Section IV. Part-Time Teachers: Part-time teachers will have their contracts based on classroom hours taught and computed in hundredths of an hour. Part-time preparation and supervision hours will be calculated with the same formula.

Section V. Maximum Teaching Load: The maximum teaching load of elementary teachers is approximately 30 pupils, plus supervising duties and an equivalent of 1 class period per day for preparation. Preparation time shall not be assigned in blocks of less than 20 minutes.

ARTICLE XV - DUTY DAYS

Section I. Teacher Duty Days: Pursuant to M.S. 120A.40, the School Board shall, prior to April 1, establish the number of school days and teacher duty days for the next school year, and the teacher shall perform services on those days as determined by the School Board, including those legal holidays on which the School Board is authorized to conduct school and, pursuant to such authority, has determined to conduct school.

Section II. Emergency Closings: In the event of a student day or teacher duty day lost for any emergency, the teacher shall perform duties on that day or other such day in lieu thereof as the

School District shall determine, if any.

Section III. Teacher Contract Days. The 2025-2026 school year shall be at least 173 instructional days with additional days, 9 of which shall be non-instructional days, not to exceed a total of 182 days as legislatively mandated. The 2026-2027 school year shall be at least 175 instructional days, 7 of which shall be non-instructional days, not to exceed a total of 182 days per school year as legislatively mandated.

ARTICLE XVI - GRIEVANCE PROCEDURE

This grievance procedure shall be applicable whenever the School District and the Exclusive Representative cannot reach agreement on a grievance procedure as required by the P.E.L.R.A.

Section I. Grievance Definition: A “grievance” shall mean an allegation by a teacher resulting in a dispute or disagreement between the teacher and the School District as to the interpretation or application of terms and conditions contained in this Agreement.

Section II. Representative: The teacher, administrator, or School Board may be represented during any step of the procedure by any person or agent designated by such party to act in the party’s behalf.

Section III. Definitions and Interpretations:

Subdivision I. Extension: Time limits specified in this Agreement may be extended by mutual agreement.

Subdivision II. Days: Reference to “days” regarding time periods in this procedure shall refer to working days. A “working day” is defined as all week days not designated as holidays by state law.

Subdivision III. Computation of Time: In computing any period of time prescribed or allowed by procedures in this article, the date of the act, event, or default for which the designated period of time begins to run shall not be included. The last day of the period so computed shall be counted, unless it is a Saturday, a Sunday, or a legal holiday.

Subdivision IV. Filing and Postmark: The filing or service of any notice or document in this article shall be timely if it is personally served or if it bears a certified postmark of the United States Postal Service within the time period.

Section IV. Time Limitation and Waiver: A grievance shall not be valid for consideration unless the grievance is submitted in writing to the School District’s designee, setting forth the facts and the specific provision(s) of the Agreement allegedly violated and the particular relief sought within 20 days after the date of the first event giving rise to the grievance occurred. Failure to file any grievance within such period shall be deemed a waiver thereof. Failure to appeal a grievance from one level to another within the time periods hereafter provided shall constitute a waiver of the grievance. An effort shall first be made to adjust an alleged grievance informally between the teacher and the School District’s designee.

Section V. Adjustment of Grievance: The School District and the teacher shall attempt to adjust

all grievances which may arise during the course of employment of any teacher within the School District in the following manner:

Subdivision I. Level I: If the grievance is not resolved through informal discussions, the School District's designee shall give a written decision on the grievance to the parties involved within 10 days after receipt of the written grievance.

Subdivision II. Level II: In the event the grievance is not resolved in Level I, the decision rendered may be appealed to the Superintendent, provided such appeal is made in writing within 5 days after receipt of the decision in Level I. If a grievance is properly appealed to the Superintendent, the Superintendent or his/her designee shall set a time to meet regarding the grievance within 15 days after receipt of the appeal. Within 10 days after the meeting, the Superintendent or his/her designee shall issue a decision in writing to the parties involved.

Subdivision III. Level III: In the event the grievance is not resolved in Level II, the decision rendered may be appealed to the School Board, provided such appeal is made in writing within 5 days after receipt of the decision in Level II. If a grievance is properly appealed to the School Board, the School Board shall set a time to hear the grievance within 20 days after receipt of the appeal. Within 20 days after the meeting, the School Board shall issue its decision in writing to the parties involved. At the option of the School Board, a committee or representative(s) of the School Board may be designated by the School Board to hear the appeal at this level and report its findings and recommendations to the School Board. The School Board shall then render its decision.

Section VI. School Board Review: The School Board reserves the right to review any decision issued under Level I or Level II of this procedure provided the School Board or its representative notifies the parties of the intention to review within 10 days after the decision has been rendered. In the event the School Board reviews a grievance under this section, the School Board reserves the right to reserve or modify such decision.

Section VII. Denial of Grievance: Failure by the School Board or its representative to issue a decision within the time periods provided herein shall constitute a denial of the grievance, and the teacher may appeal it to the next level.

Section VIII. Arbitration Procedures: In the event that the teacher and the School Board are unable to resolve any grievance, the grievance may be submitted to arbitration as defined in this section:

Subdivision I. Request: A request to submit a grievance to arbitration must be in writing signed by the aggrieved party, and such request must be filed in the office of the Superintendent within 10 days following the decision in Level III of the grievance procedure.

Subdivision II. Prior Procedure Required: No grievance shall be considered by the arbitrator which has not been first duly processed in accordance with the grievance procedure and appeal provisions.

Subdivision III. Selection of Arbitrator: Upon the proper submission of a grievance under the terms of this procedure, the parties shall, within 10 days after the request to arbitrate, attempt to agree upon the selection of an arbitrator. If no agreement on an arbitrator is reached, either party may request the Bureau of Mediation Services (BMS) to appoint an arbitrator, pursuant to the P.E.L.R.A. providing such request is made within 20 days after request for arbitration. The request shall ask that the appointment be made within 30 days after the receipt of said request. Failure to agree upon an arbitrator or the failure to request an arbitrator from the BMS within the time periods provided herein shall constitute a waiver of the grievance.

Subdivision IV. Hearing: The grievance shall be heard by a single arbitrator, and both parties may be represented by such person or persons as they may choose and designate, and the parties shall have the right to a hearing at which time both parties will have the opportunity to submit evidence, offer testimony, and make oral or written arguments relating to the issues before the arbitrator. The proceeding before the arbitrator shall be a hearing de novo.

Subdivision V. Decision: The decision by the arbitrator shall be rendered within 30 days after the close of the hearing. Decisions by the arbitrator in cases properly before the arbitrator shall be final and binding upon the parties, subject, however, to the limitations of arbitration decisions as provided in the P.E.L.R.A. The arbitrator shall issue a written decision and order including findings of fact which shall be based upon substantial and competent evidence presented at the hearing. All witnesses shall be sworn upon oath by the arbitrator.

Subdivision VI. Expenses: Each party shall bear its own expenses in connection with arbitration including expenses relating to the party's representative(s), witness(es), and any other expenses which the party incurs in connection with presenting its case in arbitration. A transcript or recording shall be made of the hearing at the request of the party. The parties shall share equally fees and expenses of the arbitrator, the cost of the transcript or recording if requested by either or both parties, and any other expenses which the parties mutually agree are necessary for the conduct of the arbitration. However, the party ordering a copy of such transcript shall pay for such a copy.

Subdivision VII. Jurisdiction: The arbitrator shall have jurisdiction over disputes or disagreements relating to grievances properly before the arbitrator pursuant to the terms of this procedure. The jurisdiction of the arbitrator shall not extend to proposed changes in terms and conditions of employment as defined in this Agreement and contained in this written Agreement; nor shall an arbitrator have jurisdiction over any grievance which has not been submitted to arbitration in compliance with the terms of the grievance and arbitration procedure as outlined in this article; nor shall the jurisdiction of the arbitrator extend to matters of inherent managerial policy, which shall include but are not limited to such areas of discretion or policy as the functions and programs of the School District, its overall budget, utilization of technology, the organizational structure, and selection and direction and number of personnel. In considering any issue in dispute, the arbitrator's order shall give due consideration to the statutory rights and obligation of the School Board to efficiently manage and conduct its operation within the legal limitations surrounding the financing of such operations.

Section IX. Election of Remedies and Waiver: A party instituting any action, proceeding or complaint in a federal or state court of law, or before an administrative tribunal, federal agency, state agency, or seeking relief through any statutory process for which relief may be granted, the subject matter of which may constitute a grievance under this Agreement, shall immediately thereupon waive any and all rights to pursue a grievance under this article. Upon instituting a proceeding in another forum as outlined in this section, the grievant shall waive the right to initiate a grievance pursuant to this article or, if the grievance is pending in the grievance procedure, the right to pursue it further shall be immediately waived. This section shall not apply to actions to compel arbitration as provided in the Agreement or to enforce the award of an arbitrator.

ARTICLE XVII - UNREQUESTED LEAVE OF ABSENCE (ULA) AND SENIORITY AGREEMENT

Section I. Purpose: The purpose of this article is to implement the provisions of M.S.122A.40 subd. 10, which article, when adopted, shall constitute a plan for ULA because of discontinuance of position, lack of pupils, financial limitations or merger of classes caused by consolidation of school districts.

Section II. Definitions:

Subdivision I. Purpose: For purpose of this article, the terms defined shall have the meanings respectively ascribed to them.

Subdivision II. Teacher: "Teacher" means a member of the appropriate unit as defined in this Agreement.

Subdivision III. Qualified: "Qualified" shall mean a teacher who, in addition to the state license, has a major in the subject matter of field taught and has successfully had teaching experience of such subject matter in the School District.

Subdivision IV. Subject Matter or Field: "Subject matter or field" shall mean teachers in the following: Elementary Categories: (1) teaching, grades kindergarten - six; Secondary Categories: (1) art; (2) business education; (3) counselor; (4) agriculture; (5) home economics; (6) industrial arts; (7) language arts; (8) librarian; (9) mathematics; (10) physical education; (11) science; (12) social studies; K-12 Categories: (1) instrumental music; (2) vocal music.

Subdivision V. Seniority: "Seniority" applies only to Tier 3 and Tier 4 qualified teachers commencing with the first day of continuous service in the School District and shall exclude the following: Tier I and Tier 2 probationary teachers and those teachers who are acting incumbents for teachers on authorized military or other similar leave of absences.

Subdivision VI. School Board: "School Board" means the local governing board of the School District.

Section III. ULA:

Subdivision I. Terms: The School Board may place on ULA, for a period not exceeding 5 years from the time such leave is commenced, without pay or fringe benefits, such teachers as may be necessary because of discontinuance of position, lack of pupils, financial limitations or merger of classes. Such leave shall be effective no later than the close of school year or at such earlier time as mutually agreed between the teacher and the School Board.

Subdivision II. Notice: Teachers placed on such leave shall receive notice by June 1st of the school year prior to the commencement of such leave with reasons therefore.

Subdivision III. Placement: Teachers placed on ULA shall be done in inverse order of seniority in the field and subject matter employed. No teacher shall be placed on ULA if any other qualified teacher with less seniority in the same field and subject matter is employed.

Subdivision IV. Tie-breaker: In the event of a staff reduction, action affecting teachers whose first date of employment commenced on the same date and have equal seniority, the selection of the teacher for purposes of placement on ULA shall be based on the following criteria in numerical order listed:

- (1) full-time teacher is senior to part-time teacher,
- (2) total teaching experience after BA/BS degree is received shall be senior over less total experience,
- (3) the teacher with highest salary placement is senior,
- (4) extra-curricular assignments are senior,
- (5) the teacher whose last teaching experience is most closely related to the actual teaching position remaining is senior,
- (6) demonstrable School District needs would determine most senior.

Subdivision V. Years of Service: Any teacher placed on such leave may engage in teaching or any other occupation during such period and may be eligible for unemployment compensation if otherwise eligible under that law for such compensation, and such leave will not result in a loss of credit for years of service in the School District earned prior to the commencement of such leave.

Section IV. Realignment: Nothing in this article shall require the School District to reassign a senior teacher to a different subject matter category to accommodate the seniority claims of a junior teacher, nor shall it require the School District to assign a senior teacher to a substantially different grade level assignment. For purposes of this section, a "substantially different grade level assignment" shall mean an assignment between kindergarten, grades 1 through 6, junior high, and senior high school.

Section V. Reinstatement:

Subdivision I. Process: No new teacher shall be employed by the School District while any qualified teacher is on ULA in the same field and subject matter. Teachers placed on ULA shall be reinstated to the position from which they have been given leave or any other available position in the School District in the fields in which they are qualified as such positions become available. The order of reinstatement shall be in inverse order in

which teachers were placed on ULA.

Subdivision II. Notices: When placed on ULA, a teacher shall file his/her name and address with the School District personnel office to which any notice of reinstatement or availability of position shall be mailed. Proof of service by the person in the School District depositing such notice to the teacher at the last address shall be sufficient, and any teacher on ULA shall be responsible to provide for the forwarding of mail or for address changes. Failure of a notice to reach a teacher shall not be the responsibility of the School District if any notice has been mailed as provided in this subdivision.

Subdivision III. Acceptance of Reemployment: If a position becomes available for a qualified teacher on ULA, the School District shall mail the notice to such teacher who shall have 10 days from the date of such notice to accept the reemployment. Failure to reply in writing within such 10-day period shall constitute waiver on the part of any teacher to any future reinstatement or employment rights.

Subdivision IV. Reinstatement Rights: Reinstatement rights shall automatically cease 5 years from the date ULA was commenced, and no further rights to reinstatement shall exist unless extended by written mutual consent with each qualified teacher. The teacher's right to reinstatement shall also terminate if the teacher fails to file with the School Board by April 1st of each year a written statement requesting reinstatement.

Section VI. Seniority List:

Subdivision I. Preparation: The School District shall annually update and prepare a seniority list from its records. The list shall be posted in each school building of the School District for each teacher to review and initial prior to the final lists being completed and approved by the School Board.

Subdivision II. Request for Change: Any person whose name appears on such list and who may disagree with the findings of the School Board and the order of seniority in said list shall have 10 days from the date of posting to supply written documentation, proof, and request for seniority change to the Superintendent.

Subdivision III. Final List: Each year the School District shall evaluate any and all such written communications regarding order of seniority contained in said list and may make such changes that the School District deems warranted. A final seniority list shall thereupon be prepared by the School District, which list as revised shall be binding on the School District and any teacher. Each year the School District shall revise such seniority list to reflect any addition or deletion of employees caused by retirement, death, resignation, other cessation of services or new employees. Such yearly revised list shall govern the application of the ULA article until thereafter revised.

Section VII. Filing of Licenses: In any year in which a reduction of teaching positions is occurring and the School District is placing teachers on ULA, only those licenses actually received by the Superintendent's office for filing as of January 15 of such year shall be considered for determining lay-off within areas of licensure for the following school year. A license filed after January 15 shall be considered for purposes of recall but not to the current

reduction.

Section VIII. Effect: This article shall be effective at the beginning date of this Master Agreement and shall be governed by its duration clause. This article shall govern all teachers as defined in Section II., Subdivision II. and shall not be construed to limit the rights of any other certified employee not covered by the Master Agreement or other Master Agreement affecting such certified employees.

ARTICLE XVIII - PEER REVIEW

The peer review process for the School District will consist of a mutually agreed upon process between the Exclusive Representative and the School District. The peer review process was developed jointly, meets statutory requirements, was mutually agreed upon, and may be adjusted as needed.

The evaluation and/or discipline of any teacher remains a duty of the School District.

This policy will be reviewed by the request of either party annually.

ARTICLE XIX - DURATION

Section I. 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 or amend this Agreement commencing on July 1, 2027, it shall give written notice of such intent no later than May 1, 2027. Unless otherwise mutually agreed, the parties shall not commence negotiations more than 90 days prior to the expiration of this Agreement.

Section II. Effect: This Agreement constitutes the full and complete Agreement between the School Board and the Exclusive Representative representing the teachers of the School District. The provisions of this Agreement relating to terms and conditions of employment supersede any and all prior Agreements, resolutions, practices, and School District policies, rules, or regulations concerning terms and conditions of employment inconsistent with these provisions.

Section III. Finality: Any matters relating to the current Agreement term, whether or not referred to in this Agreement, shall not be open for negotiation during the terms of this Agreement.

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

SCHEDULE A - 2025-2026

STEP	BA	BA+10	BA+20	BA+30	BA+40/ MA	MA+10	MA+20	MA+30
1	\$48,700	\$49,800	\$50,900	\$52,000	\$53,100	\$54,200	\$55,300	\$56,400
2	\$49,900	\$51,000	\$52,100	\$53,200	\$54,300	\$55,400	\$56,500	\$57,600
3	\$51,100	\$52,200	\$53,300	\$54,400	\$55,500	\$56,600	\$57,700	\$58,800

4	\$52,300	\$53,400	\$54,500	\$55,600	\$56,700	\$57,800	\$58,900	\$60,000
5	\$53,500	\$54,600	\$55,700	\$56,800	\$57,900	\$59,000	\$60,100	\$61,200
6	\$54,700	\$55,800	\$56,900	\$58,000	\$59,100	\$60,200	\$61,300	\$62,400
7	\$55,900	\$57,000	\$58,100	\$59,200	\$60,300	\$61,400	\$62,500	\$63,600
8	\$57,100	\$58,200	\$59,300	\$60,400	\$61,500	\$62,600	\$63,700	\$64,800
9	\$58,300	\$59,400	\$60,500	\$61,600	\$62,700	\$63,800	\$64,900	\$66,000
10	\$59,500	\$60,600	\$61,700	\$62,800	\$63,900	\$65,000	\$66,100	\$67,200
11	\$60,700	\$61,800	\$62,900	\$64,000	\$65,100	\$66,200	\$67,300	\$68,400
12	\$61,900	\$63,000	\$64,100	\$65,200	\$66,300	\$67,400	\$68,500	\$69,600
13	\$63,100	\$64,200	\$65,300	\$66,400	\$67,500	\$68,600	\$69,700	\$70,800
14	\$64,300	\$65,400	\$66,500	\$67,600	\$68,700	\$69,800	\$70,900	\$72,000
15	\$65,500	\$66,600	\$67,700	\$68,800	\$69,900	\$71,000	\$72,100	\$73,200
16	\$66,700	\$67,800	\$68,900	\$70,000	\$71,100	\$72,200	\$73,300	\$74,400
17	\$67,900	\$69,000	\$70,100	\$71,200	\$72,300	\$73,400	\$74,500	\$75,600

HISTORICAL INFORMATION

2025-2026

Step 1 will increase by 1% (rounded to the nearest 100). Steps will be \$1200 and lanes will be \$1100.

2023-2024

Steps will be \$1200, Lanes will be \$1100. Each cell will increase by \$1500

2021-2022

Steps will be \$1200, Lanes will be \$1100

Term Life Insurance: The School District shall pay the full premium for a \$25,000 term life insurance policy for all eligible teachers.

Long-Term Disability Insurance: The School District shall pay full premium for long-term disability insurance for all eligible teachers.

2019-2020

Steps will be \$1200, Lanes will be \$1100

2017-2018:

Steps in BA and BA+10 will be \$1,000. Steps in BA+20, BA+30, and BA+40/MA will be \$1,100. Steps in MA+10, MA+20, and MA+30 will be \$1,200.

2015-2016:

A one-line salary schedule was agreed upon. Career increments were eliminated.

2014-2015:

For the complete schedule, refer to the Year 2 salary schedule on the 2013-2015 Costing and

Settlement Report Form by Education Minnesota.

2012-2013:

For the 2012-2013 school year, staff members beyond the career increments (identified with a “t”) received \$820 in addition to the \$332.00 increase to the Base.

2010-2011:

Anyone off schedule will receive the greatest amount in the lane they have achieved x’s a multiplier. That amount will be added to the salary he/she earned in the 2009-2010 year. Multipliers for 2010-2011 are: BA = .018, BA 15 – BA 45 = .01796, BA 60 – MA 30 = .01667

1991-1992:

A \$400 one time signing stipend in 1991-1992 school year was given to each full-time teacher. Part-time teachers were pro-rated. (Example: .5 FTE = \$200 stipend.)

SCHEDULE B - 2026-2027

STEP	BA	BA+10	BA+20	BA+30	BA+40/ MA	MA+10	MA+20	MA+30
1	\$49,200	\$50,300	\$51,400	\$52,500	\$53,600	\$54,700	\$55,800	\$56,900
2	\$50,400	\$51,500	\$52,600	\$53,700	\$54,800	\$55,900	\$57,000	\$58,100
3	\$51,600	\$52,700	\$53,800	\$54,900	\$56,000	\$57,100	\$58,200	\$59,300
4	\$52,800	\$53,900	\$55,000	\$56,100	\$57,200	\$58,300	\$59,400	\$60,500
5	\$54,000	\$55,100	\$56,200	\$57,300	\$58,400	\$59,500	\$60,600	\$61,700
6	\$55,200	\$56,300	\$57,400	\$58,500	\$59,600	\$60,700	\$61,800	\$62,900
7	\$56,400	\$57,500	\$58,600	\$59,700	\$60,800	\$61,900	\$63,000	\$64,100
8	\$57,600	\$58,700	\$59,800	\$60,900	\$62,000	\$63,100	\$64,200	\$65,300
9	\$58,800	\$59,900	\$61,000	\$62,100	\$63,200	\$64,300	\$65,400	\$66,500
10	\$60,000	\$61,100	\$62,200	\$63,300	\$64,400	\$65,500	\$66,600	\$67,700
11	\$61,200	\$62,300	\$63,400	\$64,500	\$65,600	\$66,700	\$67,800	\$68,900
12	\$62,400	\$63,500	\$64,600	\$65,700	\$66,800	\$67,900	\$69,000	\$70,100
13	\$63,600	\$64,700	\$65,800	\$66,900	\$68,000	\$69,100	\$70,200	\$71,300
14	\$64,800	\$65,900	\$67,000	\$68,100	\$69,200	\$70,300	\$71,400	\$72,500
15	\$66,000	\$67,100	\$68,200	\$69,300	\$70,400	\$71,500	\$72,600	\$73,700
16	\$67,200	\$68,300	\$69,400	\$70,500	\$71,600	\$72,700	\$73,800	\$74,900
17	\$68,400	\$69,500	\$70,600	\$71,700	\$72,800	\$73,900	\$75,000	\$76,100

HISTORICAL INFORMATION

2026-2027

Step 1 will increase by 1% (rounded to the nearest 100). Steps will be \$1200 and lanes will be \$1100.

2024-2025

Steps will be \$1200, Lanes will be \$1100. Each cell will increase by \$1200

2022-2023

Steps will be \$1200, Lanes will be \$1100

Term Life Insurance: The School District shall pay the full premium for a \$25,000 term life insurance policy for all eligible teachers.

Long-Term Disability Insurance: The School District shall pay full premium for long-term disability insurance for all eligible teachers.

2019-2020

Steps will be \$1200, lanes will be \$1100

2017-2018:

Steps in BA and BA+10 will be \$1,000. Steps in BA+20, BA+30, and BA+40/MA will be \$1,100. Steps in MA+10, MA+20, and MA+30 will be \$1,200.

2015-2016:

A one-line salary schedule was agreed upon. Career increments were eliminated.

2014-2015:

For the complete schedule, refer to the Year 2 salary schedule on the 2013-2015 Costing and Settlement Report Form by Education Minnesota.

2012-2013:

For the 2012-2013 school year, staff members beyond the career increments (identified with a "t") received \$820 in addition to the \$332.00 increase to the Base.

2010-2011:

Anyone off schedule will receive the greatest amount in the lane they have achieved x's a multiplier. That amount will be added to the salary he/she earned in the 2009-2010 year. Multipliers for 2010-2011 are: BA = .018, BA 15 – BA 45 = .01796, BA 60 – MA 30 = .01667

1991-1992:

A \$400 one time signing stipend in 1991-1992 school year was given to each full-time teacher. Part-time teachers were pro-rated. (Example: .5 FTE = \$200 stipend.)

**SCHEDULE C - 2025-2027 EXTRA-CURRICULAR
ATHLETICS**

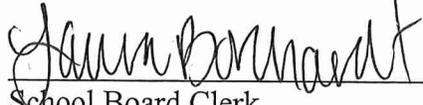
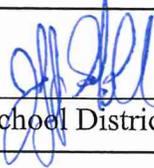
Tier 1 Head Coaches-Football, Boys/Girls Basketball, Wrestling, Gymnastics, Volleyball		Tier 2 Head Coaches-Boys/Girls Track, Boys/Girls Golf, Softball, Cross Country, Baseball	
Year of Experience	Rate	Year of Experience	Rate
1-2	\$4650	1-2	\$4050
3-4	\$5000	3-4	\$4250

5-6	\$5350	5-6	\$4450
7-8+	\$5700	7-8+	\$4650
Tier 1 Assistant Coaches-FB, Boys/Girls Basketball, Wrestling, Gymnastics, Volleyball		Tier 2 Assistant Coaches-Track, Golf, Cross Country, Baseball, Softball	
1-2	\$3450	1-2	\$2550
3-4	\$3600	3-4	\$2650
5-6	\$3750	5-6	\$2750
7-8+	\$3900	7-8+	\$2850
Tier 1 Junior High Coaches-FB, Boys/Girls Basketball, Wrestling, Gymnastics, Volleyball		Tier 2 Junior High Coaches-Track, Golf, Cross Country, Baseball, Softball	
1-2	\$1500	1-2	\$1450
3-4	\$1650	3-4	\$1550
5-6	\$1800	5-6	\$1650
7-8+	\$1950	7-8+	\$1750

ACTIVITIES

Elementary Yearbook	\$400
Secondary Yearbook	\$800
Speech	\$1300
Assistant Speech	\$600
Band	\$2100
Vocal	\$1100
School Play	\$1600 for 1 show, \$2500 for 2
School Play Assistant	\$500 for each show
Head FFA	\$4000
Assistant FFA	\$2400
Junior High FFA	\$1400
Student Council	\$800
Senior Class Trip Advisor	\$750
Junior Class Prom Advisor	\$600
National Honor Society	\$300
Robotics	\$1400
Trap Shooting	\$1400
Knowledge Bowl	\$750

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

For: Exclusive Representative	For: School District
 _____ President	 _____ School Board Chairman
 _____ Secretary	 _____ School Board Clerk
 _____ Chief Teacher Negotiator	 _____ Chief School District Negotiator
Dated this ____ day of _____, 20__	Dated this ____ day of _____, 20__