

MASTER AGREEMENT

BETWEEN THE BOARD OF EDUCATION OF SCHOOL DISTRICT NO. 750

AND

THE ROCORI AREA PRINCIPALS ASSOCIATION

ARTICLE I PURPOSE

Section 1. Parties: THIS AGREEMENT entered into between the school board of Independent School District No. 750, Cold Spring, Minnesota (hereinafter referred to as the school district) and the Rocori Area Principals Association (hereinafter referred to as the exclusive representative) to provide the terms and conditions of employment for school building administrators during the duration of this Agreement.

ARTICLE II EXCLUSIVE REPRESENTATIVE

Section 1. Recognition: The school district recognizes the Rocori Area Principals Association as the exclusive representative of school building administrators employed by the school district of Independent School District No. 750, which exclusive representative shall have those rights and responsibilities as prescribed in the provisions of this Agreement.

Section 2. Appropriate Unit: The exclusive representative shall represent the principals of the district to include the Secondary Principal, High School Principal, Middle School Principal, Elementary Principals and Assistant Principal(s).

ARTICLE III SCHOOL DISTRICT RIGHTS

Section 1. Inherent Managerial Rights: The parties recognize that the school district is not required to meet and negotiate on matters of inherent managerial policy.

Section 2. Management Responsibilities: The parties recognize the right and obligation of the school district to efficiently manage and conduct the operation of the school district within its legal limitations and with its primary obligation to provide educational opportunity for the students of the school district.

Section 3. Effect of Laws, Rules, and Regulations: The parties recognize that all employees covered by this Agreement shall perform the services and duties prescribed by the school district. The parties further recognize that the school district, all employees covered by this Agreement, and all provisions of this Agreement are subject to the laws of the State of

Minnesota, Federal laws, rules and regulations of the State Board of Education, and valid rules, regulations, and orders of state and Federal governmental agencies. Any provisions of this Agreement found to be in violation of any such laws, rules, regulations, directives or orders shall be null and without force and effect.

ARTICLE IV
EMPLOYEE RIGHTS

Section 1. Right to View: Nothing contained in this Agreement shall be construed to limit, impair, or affect the right of any employee or his 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; nor shall it be construed to require any public employee to perform labor or services against his will.

Section 2. Right to Join: Employees shall have the right to form and join such organizations.

ARTICLE V
BASIC COMPENSATION

Section 1. Salary Rates: The salaries as determined by the matrix in Appendix A shall be paid for the academic contract years 2025-2027. All positions are to be considered as 12-month, full-time contracts, unless agreed upon otherwise by the Board and Principal's Association.

Subd. 1. The following schedule of duty days shall apply to principals in the respective positions:

Principals	230 working days
Assistant Principals	215 working days

Subd. 2. The number of days remaining (after application of duty days, including holidays, and vacation time) are considered non-duty days. Members of the Principal group assigned to 230 duty days will not have any days considered "non-duty" days. Members with less than 230 duty days will have some allocation of non-duty days.

Section 2. Base Salary When Hired: A principal or assistant principal with an initial hire date after July 1, 2025 in ROCORI Public Schools will have a base salary that is agreed between the school district and employee within the prescribed salary range listed below for the position in which they are hired.

<u>Position</u>	<u>Initial Hire Base Salary Range</u>
Secondary Principal	\$140,000 - \$150,000
Elementary Principal	\$130,000 - \$140,000
Assistant Principal	\$110,000 - \$120,000

	2025-2026 Salary
Secondary Principal	\$141,000
Cold Spring Elementary Principal	\$130,000
Rockville-Richmond Elementary Principal	\$130,000
Middle School Assistant Principal	\$138,944
High School Assistant Principal	\$110,000
Secondary Assistant Principal	\$110,000

	2026-2027 Salary
Secondary Principal	\$143,500
Cold Spring Elementary Principal	\$134,000
Rockville-Richmond Elementary Principal	\$134,000
Middle School Assistant Principal	\$143,000
High School Assistant Principal	\$113,000
Secondary Assistant Principal	\$113,000

Section 3. New or Additional Principals: Newly hired principals' salary will be subject to negotiations with the Superintendent and final approval by the School Board. The Board retains the right to negotiate the salary for newly hired principals. Reassignment within the district will be subject to negotiations with the Superintendent and final approval by the School Board.

Section 4. Travel Allowance and Job Related Expenses: Authorized travel, approved by the superintendent shall be by school owned vehicle or private automobile. Authorized travel by private automobile shall be reimbursed at the current IRS mileage allowance. Changes in rate shall be effective at the time the contract is signed. Authorized related expenses may include parking, registration, meals, and lodging for attendance at functions required by district, conference, or MSHSL rules.

Section 5. PLAT Committee Stipend: Each Principal serving on the PLAT Committee will receive a \$500 stipend, paid on the last payroll of the contract year.

ARTICLE VI FRINGE BENEFITS

Section 1. Health and Hospitalization Insurance: The school district shall provide principals and their dependents a health and hospitalization insurance plan at the expense of the school district. The school district shall select the insurance plan and the carrier.

Employees choosing a high-deductible plan will receive the following monthly district contribution into a health care savings account:

District Monthly VEBA/HSA Contribution

Single Coverage	\$ 250.00
Family Coverage	\$ 500.00
Employee plus Spouse	\$ 500.00
Employee plus Child(ren)	\$ 500.00

Subd. 1. 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 herein and no claim shall be made against the school district as a result of a denial of insurance benefits by an insurance carrier.

Subd. 2. Duration of Insurance Contribution: A principal is eligible for school district contribution as provided in this Article as long as the principal is employed by the School District. Upon termination of employment, all district contribution shall cease except as authorized under Article VIII, Section 1 of this contract.

Subd. 3. Eligibility: Benefits provided in this Article are designed for full-time personnel. Less than full-time personnel benefits shall be on a pro rata basis.

Subd. 4. Renegotiation: The selected group health and hospitalization plan must be in compliance with the Patient Protection Affordable Care Act (PPACA). The total benefit package of any health insurance plan(s) provided by the District must also be in compliance with the PPACA.

Neither party made representations regarding any tax treatment relative to the insurance benefits set forth in this contract. In the event this contract will or does cause penalties, fees, fines, or excise taxes to be assessed against the District, the parties agree to renegotiate this contract in a manner that eliminates the penalties, fees, fines, or excise taxes or reduces the amount of any such penalty, fee, fine, or excise tax to an amount deemed satisfactory by the District.

Section 2. Dental Insurance: Dental insurance is available for 100% employee contribution. Dental insurance will discontinue when the employee resigns or retires. There will be an option to elect COBRA if you choose to continue Dental insurance.

Section 3. Long Term Disability Insurance: The school district shall provide principals a long term disability insurance. The school district shall select the insurance plan and the carrier.

Section 4. Term Life Insurance: Each principal shall be provided a Term Life Insurance Policy in the amount of \$100,000. The school district shall select the insurance plan and the carrier.

Section 5. Long-Term Care Insurance: Each principal shall be permitted to pursue the

purchase of long-term care insurance through an appropriate provider at the employee's expense.

Section 6. Professional Organization Fees: For each principal, the school district shall pay the cost of membership in one (1) national organization and its state affiliate approved by the superintendent. Additional organizations may be granted to a principal upon approval by the superintendent.

Section 7. Conventions: Principals have the option of attending a state convention each year and a national convention/workshop in alternate years with prior approval of the superintendent. Additional meetings/workshops may be approved subject to district needs and budgetary guidelines.

Section 8. College Credits: Principals shall be reimbursed for the courses directly related to the principal's area. The actual tuition cost shall be granted upon submittal of transcript(s) and tuition statement(s) to the superintendent. Such reimbursement is subject to the prior approval of the superintendent and is limited to a maximum annual reimbursement of \$6000 in any school year. If a principal is pursuing additional education through this provision, attendance at a national convention (section 6) should not be scheduled and would not be approved for that school year. The ROCORI school district will be refunded the amount of tuition reimbursement extended if the principal secures employment elsewhere within two school years of exercising this benefit.

Section 9. 403(b): The District will contribute a matching amount up to \$2000 per year into a 403(b) account. The District's matching contribution will be dollar-for-dollar as required under Minnesota Statutes Section 356.24 up to the maximum career district contribution of \$48,000. Any principal choosing not to contribute the matching amount forfeits the district contribution and matching benefit.

Section 10. PRHCSP: The District will contribute \$2,000 per year into a Post Retirement Health Care Savings Plan (PRHCSP). Contributions by the District shall occur throughout the year and will be reflected on the employee's pay stub each pay period. The PRHCSP provision is subject to the Laws of the State of Minnesota, Minnesota Statutes and the Internal Revenue Code.

Section 11. Wellness Payout: After 500 hours of sick leave have been accumulated, the principal may choose to have up to 60 hours in a given year converted into payment into a health savings account. Payment will be made at the conclusion of the contract year at the request of the principal. Such request must be submitted to the district no later than June 15.

ARTICLE VII LEAVES OF ABSENCE

Section 1. Sick Leave-ESST: All full-time principals shall earn sick leave at the rate of 104 hours for each year of service in the employ of the school district, cumulative to a maximum of 1872 hours. Principals new to the district with no accumulated sick leave shall be granted 104 hours of sick leave with the beginning date of employment. For new principals who are advanced sick leave, no additional sick leave shall be earned during the first year of the contract in the district. Annual sick leave for all principals shall accrue monthly as it is earned on a proportionate basis to the principal's work year.

Subd. 1. A principal may use sick leave benefits provided by the employer for absences due to illness of a sick child, or other relative, as defined in Minnesota Statute on the same terms the principal is able to use sick leave benefits for the principal's own illness or injury.

Section 2. Professional Leave: A principal may be granted professional leave during the summer months for the purpose of attending summer school. Professional leave, which would accommodate district needs, may be granted at the Board's discretion upon submission of a plan.

Subd. 1. Salaries and fringe benefits during professional leave will remain at 100%.

Subd. 2. Request for professional leave must be submitted in writing to the Superintendent of Schools no later than May 1.

Section 3. Emergency Leave: Principals shall be granted up to forty (40) hours emergency leave with pay, per occurrence, in the event of the death or serious illness or injury of a principal's spouse, child, brother, brother-in-law, sister, sister-in-law, parent, parent-in-law, grandparent, grandparent-in-law, grandchild, or persons of the immediate household. Serious illness or injury is defined as one which permanently or substantially impairs or is likely to permanently or substantially impair the health of the person. Elective surgery that is not of an emergency nature does not constitute a serious illness or injury. Principals shall be granted one day of emergency leave per occurrence, in the event of the death of an extended family member with whom there is a close emotional tie. Requests for emergency leave shall be made in writing to the Superintendent in advance or as soon as possible

All emergency days used are deducted from sick leave.

Section 4. Holidays: Paid holidays for principals shall constitute the following: New Year's Day, Good Friday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the Friday after Thanksgiving, Christmas Eve Day, Christmas Day, Juneteenth, and New Year's Eve

Day. Holidays are included in the calculations of base duty days. If a listed holiday falls on a Saturday, then the preceding Friday is the holiday and if a holiday falls on a Sunday, then the following Monday shall be the holiday. If needed by the Superintendent or District, the principal may be granted a floating holiday in the place of the designated holiday.

Section 5. Personal Days:

Subd 1. Each member of the principal bargaining unit is allotted 5 days of paid personal time annually to be deducted from sick leave accumulation. Requests for personal leave require prior approval from the superintendent. Two days may be carried over to the next year for a maximum of seven (7) personal days. Any unused personal days over two days will be paid out into PRHCSP to the principal at the end of the fiscal year at the following rate:

5 Days: \$2,500
4 Days: \$2,000
3 Days: \$1,500
2 Days: \$1,000
1 Day: \$500

Subd. 3. Up to twenty (20) unused vacation days be put into a PRHCSP at the employees daily rate of pay, and up to ten (10) unused vacation days be paid out at the employees daily rate of pay, and any days above thirty (30) would need to be used by June 30, 2024 or they are lost.

Section 6. Minnesota Paid Leave: Employee should refer to the Minnesota Paid Leave program for information on eligibility, payments, time off, and job protections.

ARTICLE VIII GRIEVANCE PROCEDURE

Section 1. Grievance Definition: A "grievance shall mean an allegation by a Principal or the exclusive representative resulting in a dispute or disagreement between the Principal employee or the exclusive representatives and the school district as to the interpretation or application of terms and conditions of employment insofar as such matters are contained in this Agreement.

Section 2. Representative: The administrator, or school board may be represented during any step of the procedure by a person(s) or agent(s) designated by such parties to act in their behalf.

Section 3. Definitions and Interpretations:

Subd. 1. Extension: Time limits specified by this Agreement may be extended by mutual agreement.

Subd. 2. 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 and this contract.

Subd. 3. Computation of Time: In computing any period of time prescribed or allowed by procedures herein, 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, in which event the period runs until the end of the next day which is not a Saturday, a Sunday, or a legal holiday. The number of days at each level shall be considered the maximum length of time and every effort should be made to expedite the process.

Subd. 4. Filing and Postmark: The filing or service or any notice or document herein shall be timely if it bears a postmark of the United States mail within the time period.

Section 4. Time Limitation and Waiver: Grievances shall be submitted in writing on forms provided by the school district to the school district's designee, setting forth the facts and the specific provision of the Agreement allegedly violated and the particular relief sought within twenty (20) days after the date the event giving rise to the grievance occurred. Failure to file any grievance within such period shall be deemed 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 Principal and the school district's designee.

Section 5. Adjustment of Grievance: The school district and the Principal shall attempt to adjust all grievances which may arise during the course of employment of any Principal within the school district in the following manner:

Subd. 1. Level I: If the grievance is not resolved through informal discussions, the school district designee shall give a written decision on the grievance to the parties involved within five (5) days after receipt of the written grievance.

Subd. 2. Level II: In the event the grievance is not resolved in Level I, the decision rendered may be appealed to the school board or its designated representative, provided such appeal is made in writing within five (5) days after receipt of the decision in Level I. If a grievance is properly appealed to the school board, the school board shall set a time to hear the grievance no later than the second regularly scheduled school board meeting within fifteen (15) days, whichever comes first, after receipt of the appeal. Within seven (7) 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 board may be designated by the 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 in writing not later than seven

(7) days following the meeting.

Section 6. School Board Review: The school board reserves the right to review any decision issued under Level I of this procedure provided the school board or its representative notify the parties of its intention to review within ten (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 reverse or modify such decision.

Section 7. Denial of Grievance: Failure by the school board or its exclusive representative to issue a decision at Level I within the time periods provided herein shall constitute a denial of the grievance and the Principal may appeal it to the next level.

Section 8. Arbitration Procedure: In the event that the Principal and the school board are unable to resolve any grievance, the grievance may be submitted to arbitration as defined herein.

Subd. 1. Request: A request to submit a grievance to arbitration must be filed in writing with the office of the superintendent within ten (10) days following the decision in Level II of the grievance procedure.

Subd. 2. 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.

Subd. 3. Selection of Arbitrator: Upon the proper submission of a grievance under the terms of this procedure, the parties shall, within five (5) 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 PERB to appoint an arbitrator, pursuant to M.S. 179.20, Subd. 4, providing such request is made within fifteen (15) days after request for arbitration. The request shall ask that the appointment be made within ten (10) days after the receipt of said request. Failure to agree upon an arbitrator or the failure to request an arbitrator from the PERB within the time periods provided herein shall constitute a waiver of the grievance.

Subd. 4. Submission of Grievance Information:

- a. Upon appointment of the arbitrator, the appealing party and school board or its designee shall forward to the arbitrator and the other party the submission of the grievance which shall include the following:
 - (1) The issue involved
 - (2) Statement of the facts
 - (3) Position of the grievant
 - (4) Position of the school board
 - (5) The written documents relating to Article VI, Section 5 of the grievance

procedure

Subd. 5. 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 issue before the arbitrator.

Subd. 6. Decision: The decision by the arbitrator shall be rendered in writing within twenty (20) days after the close of the hearing. Decisions by the arbitrator in cases properly before him shall be final and binding upon the parties, subject, however, to the limitations of grievance arbitration decisions as provided by in the P.E.R.L.A.

Subd. 7. Expenses: Each party shall bear its own expenses in connection with arbitration including expenses relating to the party's representatives, witnesses, 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 either party. The parties shall equally share 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 arbitrator.

Subd. 8. Jurisdiction: The arbitrator shall have jurisdiction over disputes or disagreements relating to grievance properly before the arbitrator pursuant to the terms of this procedure.

ARTICLE IX UNREQUESTED LEAVE OF ABSENCE AND SENIORITY

Section 1. Purpose: The School Board may place on unrequested leave of absence, without pay or fringe benefits, as many principals as may be necessary because of discontinuance of position, lack of students, financial limitations, or merger of classes by consolidation. The unrequested leave shall be effective at the close of the school year. In the event a principal or assistant principal must be placed on unrequested leave of absence due to discontinuance of position, lack of students, financial limitations, or merger of classes by consolidation the provisions of M. S. 122A.40, as amended, shall apply.

Section 2. Definitions:

Subd. 1. Principal: "Principal" shall mean a continuing contract principal or assistant principal appropriately licensed.

Subd. 2 Seniority: "Seniority" shall mean employment under a continuing contract as principal or assistant principal with a seniority date as determined by Section 3

hereof involving continuous service with the School District. For purposes of seniority, it is understood that a principal on leave of absence pursuant to this Agreement shall continue to accrue seniority during such leave of absence.

Subd. 3 Association or Unit: "Association" or "Unit" shall mean the recognized exclusive representative for principals and assistant principals.

Section 3. Establishment of a Seniority List:

Subd. 1. Prior to November 30 of each school year the District shall annually establish a seniority list to be prepared from District records. The list shall be distributed to the principals bargaining unit

Subd. 2. All principals will have a seniority date on the K-12 principal's seniority list.

Subd. 3. Any principal who disagrees with the order of seniority on the list shall have 20 days from the transmission of the list discuss the matter with the district. Absent an agreement, the matter may be resolved through the contractual grievance process.

Subd. 4. In the event the principals have equal seniority, their seniority ranking shall be determined by whoever has the highest degree in his/her area of certification.

Subd. 5. A principal who has held seniority as a full-time principal shall continue to retain the original seniority date and hold seniority if such principal becomes employed in a part-time position involving continuous service.

Section 4. Placement on Unrequested Leave of Absence:

Subd. 1. The School Board may place on unrequested leave of absence, without pay or fringe benefits, as many principals as may be necessary because of discontinuance of position, lack of students, financial limitations, or merger of classes by consolidation. The unrequested leave shall be effective at the close of the school year. In the event a principal or assistant principal must be placed on unrequested leave of absence due to discontinuance of position, lack of students, financial limitations, or merger of classes by consolidation the provisions of M. S. 122A.40, as amended, shall apply.

Subd 2. Principals and assistant principals shall be placed on unrequested leave in reverse order of their hiring on the K-12 seniority list.

Subd. 3. Principals may not assert a seniority right into a promotional position.

Subd. 4. For purposes of placement on unrequested leave, only service in the unit as a principal or assistant principal may be counted.

Subd. 5. Principals placed on unrequested leave have the right to return to other positions in the district for which they are licensed and for which they are senior.

Section 5. Reinstatement:

Subd. 1. Principals shall be recalled from an unrequested leave of absence to available positions in the School District in fields for which they are licensed in the inverse order in which they were placed on unrequested leave of absence.

Subd. 2. The School Board shall maintain a recall list in accordance with this Article. This list shall be updated every October 1st, and a copy shall be forwarded to the Association.

Subd. 3. No appointment of a new principal shall be made while there is available, on unrequested leave, a principal who is properly licensed to fill such vacancy. The principal's right to reinstatement shall terminate if the principal fails to file with the board by April 1 of any year a written statement requesting reinstatement.

Subd. 4. Notification of available positions shall be by certified mail to the last known address of the principal as recorded in the business office. In the event a principal declines a principal position or fails to notify the School Board in writing of the principal's intentions within thirty (30) days of the date of notification, the principal shall be removed from the recall list.

Subd. 5. A principal placed on unrequested leave of absence may engage in teaching or any other occupation during the period of this leave. Nothing in this Article shall be construed to impair the rights of principals placed on unrequested leave of absence to receive unemployment compensation, if otherwise eligible.

Subd. 6. The unrequested leave of absence shall not impair the continuing contract rights of a principal or result in the loss of any benefits accrued under the Master contract while the principal was employed by the School Board.

Subd. 7. The unrequested leave of absence of a principal who is not reinstated shall continue for a period of three (3) years from the date the principal's unrequested leave of absence began or until the principal fails to respond within thirty (30) days of the date of notification or until the principal submits in writing a request to be removed from the recall list, whichever occurs first.

ARTICLE X DURATION

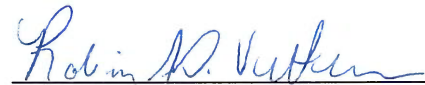
Section 1. Term and Reopening Negotiations: This Agreement shall remain in full force and effect for a period commencing July 1, 2025, through June 30, 2027. If either party desires to modify or amend this Agreement commencing July 1, 2027, it shall give written notice of such intent no later than May 1, 2027.

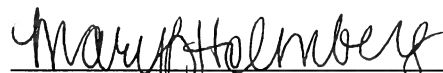
WHEREOF, the parties executed this Agreement as follows:

For the Rocori Area Principals Association

For Ind. School District No. 750


Principal Negotiator


Chair


Principal Negotiator


Clerk

Dated this 14 day of April, 2026

Dated this 13 day of April, 2026

