Mehlville School District

Individually Focused. Committed to All.

Mehlville R-9 School District
Board of Education
And
Mehlville NEA

Memorandum of Understanding
For the 2026-2027 School Year

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Memorandum of Understanding

The following points summarize the terms and conditions endorsed and recommended to the Mehlville School District Board of Education ("District") by the bargaining teams, set forth below, representing the Mehlville National Education Association ("Association") and the District respectively.

Section 1 Memorandum of Understanding Foundations

Recognition

1.1 So long as it represents the below described employees pursuant to Board policy, during the term of this Memorandum of Understanding **("**MOU**")** the District recognizes the Mehlville National Education Association (Mehlville NEA*)* as the representative organization of its full-time certified teachers, counselors**,** and librarians who are eligible for tenure under state law, for the purpose of discussing salaries, and other conditions of employment. All other employees of the District are excluded.

Negotiations Procedures

1.2 The Association and the District will negotiate pursuant to current Board policies HA, HBA, and HH, and Ground Rules (Appendix A). Note: we will return to the Ground Rules in December 2026**,** to assess negotiation models.

The District and Association teams will mutually agree to participate in collaborative bargaining for the following bargaining season.

Publication of Agreement

1.3 The MOU will be posted on the Human Resources portion of the District's website.

Management Rights

1.4 Notwithstanding any provision of this MOU, the Board may unilaterally modify the MOU in emergency, unforeseen, or unusual situations such as disasters or causes of financial hardships that would prohibit the District from operating in a responsible and legal manner. Examples of these situations include changes in law or regulation, fire, flood, tornadoes, earthquakes, acts of war, acts of terrorism, significant losses of revenue, or large and unusual increase in expenditures. This list is not intended to be all-inclusive, and this clause is not limited to those items listed above. In the event the District determines an emergency situation exists as defined above, it shall reconvene the negotiations process with the Association's representatives to discuss the situation and possible solutions. Both parties agree that the determination of a resolution in an emergency situation is vested solely in the Board.

In addition, to eliminate any ambiguity, except as expressly provided in this MOU, nothing in this MOU shall be interpreted or construed to in any way restrict or affect the Board's exclusive rights

to direct and manage District operations and employees represented by the Association and to adopt, modify or delete District policies.

Section 2 Collaborative Decision Making

Collaborative Forum

2.1 The President of the Association or designee shall be a source of information upon request by the Board or District Administration. The District values teacher voice in the decision-making process and recognizes that our students benefit when teachers are included in the decision-making process. Both the District and the Association recognize that it is beneficial to student learning when both parties have joint communication that is transparent and collaborative.

The Association and the District will meet on a monthly basis. The focus of the meeting will be to discuss and come to solutions on issues of concern regarding the current MOU or other items. These monthly meetings will take place in order to maintain a level of trust between the District and the Association in order to move the district forward with strategic goals. Standing item**s** on each month's agenda will be to address progress on previously discussed matters, current topics, and to discuss district committees. The Association President or designee will also be represented at District Leadership "All Hands" meetings throughout the school year.

Committees

2.2 In order to maintain open communication and provide opportunities for the NEA to advise and consult with the Board and the Superintendent of the District on issues, the District shall provide an option for the Association to appoint at least one representative to serve on all District committees.

Any committee formed to study teacher salaries will be defined through and report to negotiations.

The District shall notify the Mehlville NEA President with a list of known District committees prior to the start of the school year. The monthly meeting between the Association and the District will include a standing agenda item to discuss any committees being created/formed after the start of the school year. The Association and the District shall work collaboratively during those monthly meetings to determine the appropriate representation for each committee.

Building Charters

2.3 Each building will announce and publish the structure, mission, task and members of their building leadership team, in the form of a charter, on or before the second Friday in September annually. Members of building leadership teams can include but are not limited to, building administration, department chairs, committee chairs, and/or grade level/team representatives. Additionally, administration will communicate to all staff the means in which the minutes will be dispersed each month. Each building will provide the minutes of each leadership team meeting to all building staff within seven (7) calendar days of each meeting. Each school faculty will work

collaboratively to identify their individual strengths and needs as well as the directives/initiatives that most benefit their student population and staff.

Sense of Belonging

2.4 The District strictly prohibits discrimination and harassment against employees, students, or others on the basis of race, color, religion, sex, sexual orientation, national origin, ancestry, disability, age, genetic information, and any other characteristic protected by law.

The District and the Association will continue to collaborate on ways to promote student and staff sense of belonging within the school environment. Collaborative initiatives include but are not limited to:

The District will continue to provide and promote professional development opportunities that foster a sense of belonging for all faculty, staff and students. District-wide initiatives will be communicated to all staff to encourage participation and share best practices.

Each school improvement plan will include sense of belonging as implemented through District practices and providing each school community with the autonomy to identify and respond to the needs of its unique community.

MOU Implementation

2.5 The Assistant Superintendent of Academics, Human Resources, and the NEA President and Bargaining Team Representatives agree to meet prior to the start of the school year to collaborate on a presentation (or presentations) to educate administration and staff on the MOU.

Section 3 Association Rights and Responsibilities

New Employee Orientation

3.1 The Association shall have an opportunity to speak at new employee orientation meetings and at any district sanctioned “back to school” event on such dates, and at such locations and times, as shall be determined by District. Such speaking shall not interfere, as determined by the District, with the District event. Prior to the event, the President of the Association shall contact the District official in charge to inquire about logistics.

Following a request, the District will provide to the Association the names, worksite, and positions of newly hired employees within ten (10) calendar days in advance of the new employee orientation. Any new hires will be added as supplemental information leading up to the first day of school with flexibility. The Association may provide information concerning Association membership, which the District may include in the new employee orientation package. The Association shall be the first teacher organization to speak to new employees during new Teacher Orientation and will be provided at least 15 minutes to do so.

Payroll Deduction of Association Dues

3.2 If the employee has so authorized, in writing, payroll deductions from his/her pay for Association dues and Association Political Action Committee contributions, then those deductions will be made provided that such payroll deductions are uniform for all employees within each dues tier and there shall be no more than four dues tiers. Any member of the bargaining unit who is a member of the Association, or who has applied for membership, will be eligible for such payroll dues deductions and PAC deductions in accordance with District's financial practices. Such payroll deductions shall continue unless the employee cancels such authorization by notice in writing to the District and the Association or unless such deductions are determined by District to be contrary to law or regulation.

Association Use of District Communication Systems

3.3 The Association shall have uncensored use of meeting spaces, mailboxes, email, and other communication systems for communicating with bargaining unit members, except that the Association will not use the District's email accounts, mailboxes, or other communication systems to advocate, support, or oppose any ballot measure or candidate for public office. The Association may use the District's email accounts to direct members to other Association-sanctioned websites, such as the Association web site and other related communication tools; and for all official Association business, provided the incoming e-mail does not include a subject line or information that advocates, supports, or opposes any ballot measure or candidate for public office. The Association shall exercise good judgment, professionalism, and ethical conduct in the nature of the materials and communications distributed.

Association Release Time

3.4 The District and the Mehlville NEA will maintain open communications and provide opportunities for the MNEA to advise and consult with the District and BOE on issues of mutual concern. To facilitate this relationship, the MNEA will be granted the equivalent of four (4) administrative leave days to be used during the school year by the MNEA President, or designee(s) thereof, for Association business as authorized by the President of the MNEA. The Association shall submit all requests for leave to the Superintendent or their designee in writing and shall specify the names of the Employees involved and the length of time/days off.

Section 4 Salaries and Benefits

Salary

4.1 The 2026-2027 salary schedule is attached as Appendix B and shall be part of this Agreement. Salaries shall be subject to the teacher salary schedule (Appendix B), teacher contracts, and negotiations to the extent required by law.

- All teachers will receive a one step increase.
- Channel changes will be given to all eligible staff.

- The current salary schedule will change by adding $1000 to the base and then distributed throughout the salary schedule.
- Tier 6.10 will be eliminated and redistributed throughout 6.1-6.9, in order to go from 29 total tiers to 28 total tiers.
- All teachers currently on Tier 7.4 will remain on 7.4 annually.

Insurance

4.2 The District will provide access to and contribute to the cost of health, dental, life**,** and vision insurance for full-time professional staff members in accordance with Board Policy GCBC. The parties acknowledge that the amount of group health and dental premiums are not within the District's control, but that the District and the Association both would like to restrain the growth of group health and dental premiums. To eliminate any ambiguity, this shall not prevent the District from changing the amount of its contribution at the start of any plan year. The District will involve employees, one or more of whom shall be members of the Association, during the study of new group health and dental plans or premiums that may occur during the term of this MOU.

Extra Duty Contracts

4.3 All certificated staff extra duty shall be by separate contracts stating the extra assignment pursuant to Board Policy GBAA. The Extra-Duty Contract Salary Schedule is set forth in Appendix C. The Extra Duty Contract committee will reconvene in 2028-2029 and will report to negotiations by February 1.

Overload Pay

4.4 The District discourages the use of any regular teacher in a substitute capacity. However, in cases of emergency, this practice may be used. A classroom teacher who substitutes for another teacher during their plan time, covered the classroom for the day, or took on additional students will be paid at the rate of $25.00 per hour by completing an Overload Pay Authorization Form (Appendix E).

Overload Pay Authorization forms will be submitted to Human Resources by the principal or designee in a timely manner not to exceed more than four (4) weeks after the date of service. Payment will be issued after receipt of this timesheet by Human Resources and according to the pay schedule. To be eligible for this rate, a minimum of 15 cumulative minutes must have been worked. Any time less than 15 minutes will not be eligible for such payment.

Tuition Reimbursement

4.5 Tuition reimbursement is only available to teachers who have served at least one year in the District, are returning to the District, and who are not on any type of leave. A minimum grade of B in a course is required for reimbursement. Teachers will be reimbursed for no more than nine (9) credit hours annually beginning with Summer Session 2026. Certified staff may only take a maximum of 6 credit hours per semester during the school year.

The District requires pre-approval for all degree programs and graduate courses through the Human Resources office. If seeking a second Masters, the area of study must be in a different area than the first. Teachers seeking to benefit from this program shall submit the Graduate Degree Program Approval form to the Human Resources office via TalentEd. Once the Program Approval form has been approved, Teachers must complete the Course Approval/Tuition Reimbursement Form to the Human Resources office via TalentEd.

The District shall annually budget an amount equal to two times (2x) the base teacher salary for tuition reimbursement. The funding year will have a summer semester, fall semester, and spring semester cycle. The formula to calculate per credit hour reimbursement is Teacher Base Pay divided by Total Number of Credit Hours taken (nine (9) credit hours maximum per teacher annually).

Building and District Teacher-of-the-Year

4.6 Each Mehlville School District building Teacher of the Year will receive building and district level recognition and be provided the opportunity to attend district funded regional, state, or national conferences/professional development of their choice not to exceed $1000. In addition, the District Teacher of the Year will also be recognized and provided with the opportunity to attend district funded regional, state, or national conferences/professional development of their choice with an additional $2000 (for a total of $3000). Approval of the selected conferences/professional development will follow the administrative leave policy and take place between July 1 and June 30 of the upcoming fiscal year.

National Board Certification

4.7 The Mehlville Teaching and Learning department will facilitate a National Board Certification Cohort. All costs and fees associated with obtaining National Board Certification or recertification will be approved and district funded (or reimbursed if obtained independently).

Full-time teachers completing and maintaining an approved National Board Certification will receive an additional amount to their scheduled salary each year commensurate with a doctorate. Once official notification of initial National Board Certification is received in Human Resources, it will be reflected on their contract for the following school year.

Section 5 Leave

Regular Leave

5.1 There will be no changes to Leave Policies GCBDA and GCBDB for the 2026-2027 school year except what comes out of the 2026-2027 negotiations.

Certified employees with probationary/permanent teaching contracts shall be given leave amounting to ten days for the first school year, ten days for the second school year, and seven days per school year of employment thereafter. All certified employees who work a 12-month

employment agreement shall receive 12 days for the first school year and nine days per school year of 12-month employment thereafter. There shall be no limit to the number of leave days that may be accumulated.

Pregnancy, Childbirth, and Adoption Leave

5.2 Employees eligible for FMLA leave for the birth, first-year care, adoption or foster care of a child will have such leave applied in accordance with the FMLA. Employees eligible for FMLA leave for the birth, first-year care, adoption or foster care of a child will receive 48 additional cumulative leave days for use over the duration of their employment, which must be taken concurrently with FMLA leave.

Employees who are ineligible for FMLA leave may take up to six weeks of leave for the birth, first-year care, adoption or foster care of a child and may use any combination of regular leave, vacation, or unpaid leave.

Bereavement

5.3 The Superintendent or designee may grant additional bereavement days, for a total of ten (10), due to extenuating circumstances as determined on a case by case basis.

Restricted Leave

5.4 A list of restricted leave days will be communicated to certified staff by the District prior to the first teacher contractual day. The list of restricted days (Appendix F) will be posted in the Human Resources Documents section of the shared All District Staff Google Drive.

HR has developed a process for requesting a waiver for leave on restricted days that are out of your control, singular, and/or directly related to an immediate family member that is housed on the All District Drive.

Attendance Incentive

5.5 An employee who uses two (2) or fewer regular leave days per year shall be awarded $250. Attendance incentives will be paid out once a year within thirty (30) days of the conclusion of the school year.

Use of administrative leave, bereavement leave, jury duty leave, crime victim leave, leave for court subpoena, and/or election leave will not be counted as an interruption to the attendance incentive.

The attendance incentive will be reviewed for effectiveness at the 2027-2028 negotiations.

An employee will not receive the attendance incentive in the event they separate from the District prior to the end of the school year.

Section 6 School Year/Day Defined

School Year Defined

6.1 The length of a teacher contract shall not exceed 182 working days. The calendar will include at least 3.5 self-directed teacher workdays. For the 2026-2027 year, one and a half (1.5) of those workdays include an option for remote work.

- August 21, 2026 and January 4, 2027 will both include an option for a half day of remote work either in the morning or in the afternoon, as chosen by the staff member.
- May 17, 2027 will include an option for a half day of remote work in the afternoon only.

School Day Defined

6.2 The work day for teachers is defined as 7 hours and 20 minutes which shall include a minimum twenty-five (25) minute duty-free lunch period. Duty-free lunch time does not include any time staff are required to supervise students and/or perform duties.
The duty-free lunch period will be reviewed for effectiveness at the 2027-2028 negotiations.

Building Meetings

6.3 The sum of required building faculty and building committee meetings held outside the contracted work day shall not exceed sixty (60) minutes total per month except in extenuating circumstances.

Duties Outside Regular School

6.4 Building principals, in collaboration with central office administrators, shall make reasonable efforts to advise teachers of expectations for activities such as concerts, sporting events, fundraisers, and picnics that are not part of a teacher's normal responsibilities under Board Policy GCA-R1, or under law.

School Calendar

6.5 Adopted school calendars are contained in Appendix D.

Planning Time

6.6 Full time certified staff will be provided the DESE recommended minimum of 250 minutes of self-directed plan time per week. Duty time, including supervision of students before school and after school, passing time and lunch, does not count toward these 250 minutes.

At the beginning of the 2026-2027 school year, each building's leadership team (see section 2.3), will determine the building's Professional Learning Community (PLC) structure for the year, in alignment with the District. This can include, but is not limited to, the frequency and time commitment spent on PLC tasks each week. This PLC structure and process will be reviewed for effectiveness during the 2027-2028 negotiations.

If a certified staff member is not receiving 250 minutes of self-directed plan time or if the building's PLC structure is not in alignment with the District, the certified staff member will contact their building administrator to work on a solution.

Professional Development

6.7 Beginning with the 2019-20 school year, professional development at the district or building level will not interfere with designated teacher workday time approved on the district calendar. All certified staff attending professional development outside of the contracted school year will receive compensation at a rate of $30 per hour. Professional development during the summer is encouraged but not mandatory in most cases.

Section 7 Certified Vacancies, Transfers, and Postings

Internal Transfer Philosophy

7.1 The Mehlville School District embraces appropriate movement of certified staff from one position to another as an effective vehicle to enhance the strength of the school system and ensure professional growth of our certified staff. The transfer process should enable certified staff to be employed in positions that best benefit the students, school, and District and allow for the greatest utilization of the employee's skills, strengths, and interests. The transfer process is designed to facilitate the movement of certified staff in a positive and timely manner.

In-Building Transfers

7.2 In-building transfers shall be defined as movement from one position to another in the same building. Approval for this movement should occur prior to April 1 effective the following school year. Prior to April 1, and when there is a vacant position in a building, the building principal will electronically inform the staff of the opening and allow those teachers in that building three (3) business days to indicate interest in the opening. Prior to posting the position district-wide, the principal shall interview all qualified candidates that express interest to allow movement within the building. If there are no known qualified candidates within a building for the vacant position, then the three (3) business days to indicate interest shall be waived and 7.3 shall apply.

Internal Application Process (Transfer)

7.3 Mehlville School District policy defines a transfer as the movement of an employee from one position or building to another at the request of the employee. It is desirable when making transfers to consider the interests and aspirations of employees as well as the best interest of student learning. If a vacant position is not filled through an in-building transfer, the vacant position shall be posted on the District's electronic application/hiring platform located on the District's website. Internal candidates may apply to internal postings for consideration.

Any displaced employee will be appropriately placed in a position for which they are qualified before voluntary internal transfer candidates will be considered for a vacant position.

District level training of building level administrators will take place to set expectations surrounding transfers, hiring, reassignments, and the use of these opportunities to help staff members grow. Audits of these practices shall be conducted throughout the school year to determine the effectiveness of our agreed upon procedures.

Internal Application Process (Transfer)

1. Current certified staff interested in an internal job posting effective the following school year shall apply to internal vacant positions posted on the District's electronic application/hiring platform located on the District's website.

2. If five (5) or fewer appropriately certified internal candidates apply for a vacant position, all internal candidates will be interviewed. If more than five (5) appropriately certified internal candidates apply for a vacant position, the principal will interview at least five (5) and may interview more at their discretion. When more than five (5) internal candidates apply for a vacant position, the five (5) selected for an interview will be determined by an administrative screening process that considers the internal candidate's qualifications in the following sequential order: certification, years of service in the District, and content knowledge/experience. An internal candidate will be notified if they are not selected for an interview. Selected candidates will be interviewed by the building principal or supervising administrator prior to the start of external interviews.

3. Following the interview and selection process, the principal/director will contact the employee regarding if they were/were not selected for the position.

4. Summer School vacancies will be posted internally prior to summer school session for a minimum of five (5) days. The District will interview internal candidates prior to interviewing external candidates.

5. Every effort will be made to provide professional development opportunities and necessary training to internal candidates who are selected for the implementation of new programs in order to support their success in these roles.

6. All vacant positions posted on the District's electronic application/hiring platform located on the District's website after April 1 shall not be subject to the in-building and voluntary transfer process. However, internal candidates may still apply.

Reassignment

7.4 Mehlville School District policy defines reassignment as movement of an employee from one position or building to another as initiated by the District. Where necessary in the judgment of the administration, a teacher may be reassigned due to, but not limited to, the reasons listed in policy GCI-AP(1).

Such action may be subjected to the grievance procedure, commencing at Level II. When the district initiates an involuntary transfer, said transfers will be made on the basis of:

i. District seniority
ii. Appropriate certification
iii. Subject matter/grade level experience

ACS Vacancies

7.5 Building principals will make all vacant ACS contract positions known to staff in that building via email. Building level candidates must express interest within 5 business days in order to be considered.

Section 8 Meeting Student Needs

Class Size, Ratios, and Balance

8.1 The District is committed to proactively reducing class sizes within the financial constraints of the District. Elementary certified staff, and secondary certified staff when applicable, will be actively involved in helping to determine balanced class rosters with their administrator(s). Input from specialists, and any other applicable staff, will also be considered when determining balanced class rosters.

A certified staff member who experiences difficulties with student/teacher ratio and/or equity of distribution should notify their building union representative or administrator(s).

- If the matter remains unresolved, then the administrator(s) will involve the appropriate school staff to brainstorm all possible options.
- If unable to resolve the problem at the building level, the certified staff member may discuss the problem with the Assistant Superintendent of Elementary or Secondary Schools or designee to ensure that all appropriate steps have been taken to address the issue.

Class and/or section sizes should be maintained at a student/teacher ratio that is conducive to student learning and success. At all levels, administrators should strive to equitably distribute students into classes/sections, taking into consideration the numbers and individual needs of students as well as the instructional environment intended to be created.

Individual teachers shall have class and/or section sizes that are at or below the DESE Minimum Standards. If class and/or section sizes exceed the Minimum Standards, an additional section of the grade level/course may be added, or a teacher's assistant will be assigned to assist the teacher. Short term alternatives to address class and/or section sizes may also be explored. The Assistant Superintendent of Elementary or Secondary Schools and building administrator(s) will collaborate to provide a resolution to the certified staff member, in writing, within ten (10) working days of the class and/or section size minimum standard being exceeded.

Class Size and Assigned Enrollments:		
Grades	**Minimum Standard**	Recommended Standard
Prekindergarten (PK)	**20**	10
K-2	**25**	17
3-4	**27**	20
5-6	**30**	22
7-12	**33**	25

Classroom Resources

8.2 Teachers who are employed to teach in any expanded Mehlville program(s) will be provided adequate technology and resources to serve their students. This could include but is not limited to virtual, school within a school, and theme schools. The District will work with staff to obtain input and feedback as to how to develop and then improve the program(s).

Student Behavior

8.3 Disciplinary action taken against any pupil will be in accordance with the Board Policies regarding student discipline (JG, JGD, JGE, JGF, and JG-R1) and building procedures. There will be consistency in the due process of student discipline policies and procedures from building to building and among administrators. Building administrators will inform and discuss student behavior philosophy, universals, and expectations with staff prior to the first day of student attendance.

Mehlville School District will provide all district certified staff with student disciplinary guidelines. This will include a list of minimum and maximum consequences for violations of district disciplinary policies.

If a violation of district policy or building procedures occurs, staff have the option to enter the information into the District's student information system or follow building procedure at teacher discretion. No information entered into the District's student information system by a staff member may be removed or altered by anyone other than the staff person. However, an administrator may direct in writing a staff person to alter information they have entered into the District's student information system for clarity, accuracy, privacy, objectivity, clerical needs, or FERPA. Staff will be informed of the outcomes/consequences of disciplinary matters as soon as possible through the District's student information system.

Section 9 Teachers' Rights and Responsibilities

Right to Representation

9.1 Employees have the right to have an Association representative present when meeting with a school district administrator(s) where the employees may face discipline or when a meeting could lead to any actions or memorandums associated with the employee's discipline; including but not limited to meetings involving an employee's transfer, being placed on a Professional Improvement Plan (PIP), administrative leave, suspension, or termination.

Except in cases where the immediate safety and security of students and staff is at risk, in all meetings dealing with any items or memorandums associated with the employee's discipline, transfer, being placed on an PIP, suspension, or termination, the employee shall receive written communication at least two (2) contract days in advance with the nature/purpose of the meeting and who will be in attendance.

Except in cases where the immediate safety and security of students and staff is at risk, two (2) contract days, if requested, will be given to arrange for a representative. When a request for Representation is made, no action shall be taken with respect to the employee until the representative is present, provided such representation is timely. Any District decision regarding disciplinary action will be provided in writing to the employee.

Due Process

9.2 Employee discipline shall be fair and exercised for just cause. Except in cases of severe violation of District policy, serious or severe misconduct and/or illegal behavior under state or federal law, progressive discipline will be applied by the District.

Progressive discipline shall include but not be limited to: an informal discussion, formal discussions with written documentation, and then subject to further disciplinary action pending the outcome of an investigation.

All disciplinary action taken against an employee shall be in accordance with federal and state law. The District shall follow the requirements of just cause and due process. If an employee is placed on leave pending the outcome of an investigation, such employee shall continue to receive pay and benefits until the Board renders its decision.

If the District requires a written statement from an employee following an incident, the employee shall have twenty-four (24) hours to provide such statement.

Employees must be made aware of complaint(s)/concern(s) within five (5) working days of an administrator's knowledge if the complaint(s)/concern(s) may be used as the basis of disciplinary action. Anonymous complaints/concerns will not be used as the basis for disciplinary action.

Any complaint/concern/material mutually determined by the District and the employee to be inappropriate or invalid shall be removed from the employee's personnel file.

Dress Code

9.3 Employees will have the discretion to dress in a manner that is appropriate for their position and setting.

Communication Expectations

9.4 Employees are not expected to return phone calls and emails on weeknights or weekends.

Substitute Plans

9.5 Certified staff will maintain a sub folder that includes a minimum of two (2) days of curriculum-based activities and any other information necessary to conduct instruction with minimal disruption to daily learning.

Employee Assistance Program

9.6 The District will provide employees and their immediate family members with an Employee Assistance Program ("EAP"), including confidential access to treatment resources. Employees will become eligible for EAP services upon the effective date of employment. Information shared by employees or their immediate family members will be confidential and will not be shared with the District without informed written consent from the individual. All identifiable records concerning participation or non-participation in the EAP shall not be shared with the District or placed in the employee's personnel file.

Professional Autonomy

9.7 It is the intent of both the Mehlville School District and the Mehlville NEA to assure that teachers possess professional autonomy. Both parties understand that classroom instruction and assessments shall be relevant to course content as prescribed in the appropriate curriculum adopted by the Board of Education and appropriate to the maturity level and intellectual ability of the students. The parties acknowledge the fundamental need to protect teachers from censorship or restraint which might interfere with their obligation to present fairly all sides of issues in their teaching functions. Teachers shall be responsible to provide students opportunities to investigate all facets, sides, and/or opinions of and about any and all topics introduced and shall strive to promote tolerance for the views of others and for the right of individuals to form and hold differing views and opinions. The teacher shall be entitled to freedom of discussion within the classroom on all matters which are relevant to the subject under study, which are presented in a scholarly and objective manner. It is recognized that academic freedom is subject to such parameters as established by law, regulations, and the accepted standards of professional responsibility.

Section 10 Grievance Process

Grievance Process

10.1 Because violations of Board policies, regulations, and collective bargaining agreements are particularly problematic, the Board has developed a formal process for addressing these grievances.

Grievance processing should be viewed as a positive and constructive effort to establish the facts upon which the grievance is based and to accurately implement Board policies, regulations, or collective bargaining agreements. The Board strictly prohibits discrimination or retaliation against an employee for filing a grievance and directs all district employees to cooperate in the grievance process. The grievance process can be viewed in District policy GBM-3.

Section 11 Evaluations

Evaluation Process

11.1 The primary purpose of employee evaluations shall be the improvement of an employee's professional skills. All evaluations shall be fair and just. During the evaluation process, the employee has the right to bring representation.

Evaluation Appeal Process

11.2 An employee may appeal their evaluation as noted in the appeal process below when the employee believes that the procedures outlined in the evaluation process have not been followed or if the employee feels that information presented is not factual.

The employee may submit an appeal in writing to their immediate evaluator after receipt of the evaluation documentation. The employee must identify the reason for the appeal, including an explanation of the information supporting the appeal. When an appeal is submitted, the evaluator will schedule a conference with the employee within seven (7) working days of receipt to discuss the appeal. The evaluator will notify the employee of their decision within seven (7) working days after the conference to discuss the appeal. If the employee is not in agreement with the decision or if timelines are not followed, they may appeal to the Assistant Superintendent of Human Resources in writing within seven (7) working days of receipt of their evaluator's decision. The Assistant Superintendent of Human Resources will schedule a conference with the employee within seven (7) working days of receipt of the appeal. The Assistant Superintendent of Human Resources will notify the employee of their decision within seven (7) working days of the conference to discuss the appeal.

Performance Improvement Plans

11.3 If at any time during the school year the evaluator judges a certified staff member's performance on any of the criteria listed on the current teacher evaluation tool to be ineffective, the evaluator will schedule a conference with the certified staff member to discuss these concerns.

Documentation in the form of classroom observations or other appropriate documentation/data collection will be provided. If improvement is not satisfactory, and if the evaluator determines remediation is required, a Professional Improvement Plan (PIP) for improving a certified staff member's performance will be written by the evaluator and the employee to identify the responsibilities of both evaluator and certified staff member for achieving improved performance.

Section 12 Ratification

This MOU shall be effective July 1, 2026 and shall continue in full force and effect through June 30, 2027 at which time it will expire and be of no further force and effect.

District Team	Association Team
Shannon Pike, Chief Negotiator	Bridget K. Kelly, Co-Chief Negotiator
Jason Landherr, Bargaining Team Member	Christopher Tice, Co-Chief Negotiator
Scott Clark, Bargaining Team Member	Corey Conroy, Bargaining Team Member
Emilee Madlinger, Bargaining Team Member	Sarah Bradley, Bargaining Team Member
Chad Dickemper, Bargaining Team Member	Garrett Farley, Bargaining Team Member
Brian Smith, Bargaining Team Member	Melinda Golubski, Bargaining Team Member

Approved by the Association on: 5/7/2026

Cindy Kidwell & Sarah Regan,
Co-Presidents of the Association

Approved by the Board of Education on: 5/8/2026

Peggy Hassler, President of the Board of Education

Appendix A

Ground Rules for Negotiations

Purpose:

It is the mutual objective of the Board-appointed District team and the Association team to provide the best possible education for the students of the District. Both parties aspire therefore to arrive at a mutually agreed upon document that outlines the salaries and the terms and conditions of employment for the individuals in the aforementioned bargaining unit. The Ground Rules set forth below are intended to guide and facilitate the negotiation process and assure good communication between the parties and create an environment characterized by mutual respect, trust and confidence.

Teams:

The Board-appointed District team and the Association team will each determine who the members of their respective teams will be. Neither negotiating team shall have more than six (6) members. Each team may have an expert(s) in a specific area who would join as needed to provide expertise, but this person(s) shall not be a member of the negotiating team. The District team shall consist of the Assistant Superintendent of Human Resources, and administrators. If there is an unavoidable absence of any one of the team members, each team may be allowed one alternate. There will be no rotation of new persons outside of these parameters for the duration of the bargaining session. The members of each team have the authority of their respective constituents to reach tentative agreement on the proposals at hand.

Communications:

All communications during the bargaining process will be at the discretion of both sides.

Schedule of Session:

The Association and the District will notify one another of bargaining issue statements on or before December 1 annually.
The Association and the District will notify one another of bargaining team members on or before September 25 annually. Such notice will include the name of a spokesperson.

The first meeting of bargaining teams will be on or after October 1, annually. The purpose of this meeting shall be to review the ground rules from the previous year and add, delete, or modify elements of the ground rules. At the end of the 2026-2027 school year, the team will evaluate this new structure for effectiveness. If the team decides the new structure has not led to a reduction in time, the team will agree to revert back to the structure used in 2025-2026 negotiations.

The District will provide a financial report to the Association on or before March 1 annually.

The bargaining teams will make every effort to reach a tentative agreement by April 1 annually. Per policy, May 31 is the last date to request mediation. The specific meeting dates of bargaining will be determined at the first bargaining meeting and mutually agreed to by the Mehlville Education Association and the District with flexibility. Prior to February 1, the bargaining team will make every effort to have no more than one meeting per month and no longer than two hours in duration. After February 1, the bargaining team will make every effort to have no more than two meetings total and no longer than four hours in duration each.

Meetings will be held on mutually agreed upon dates and times from now until a tentative agreement is reached. Changes in dates shall be scheduled prior to the close of meeting time.

Process:
An agenda will be mutually set for each meeting outlining the topics to be discussed during the session. The agenda for the subsequent meeting will be created and agreed upon at the end of the previous session. If there are changes in the dates, there will be no less than a 24 hour notice.

Notes from each session will be shared in a Google Doc and dated along with the agenda for the next meeting.

All parties will also honor timelines for data requests. Negotiating teams may request time to caucus. Any caucus lasting more than 30 minutes shall result in adjournment of the negotiating session unless mutually agreed.

Any proposals submitted shall be vetted against the following questions:
· Is it legal? Does it violate any rules, regulations, case law, statute, etc.
· Will the Board and bargaining unit membership agree to this?
· Is it affordable?
· Is it comparable to other similar districts?
· Is it sustainable?
· Is it supported by district goals and the strategic plan?

Once an MOU has been ratified, it will be posted on the district website.

Goal of the Negotiation Process:
The goal of the negotiation process will be to write all tentatively agreed items into a Memorandum of Understanding (MOU) final document. The existing Memorandum of Understanding will be the starting point for discussion. The tentative agreement will be presented by the Association to the Bargaining Unit members for a ratification vote. The results of the ratification vote will be communicated to the representative(s) for the District. The District negotiation chairperson will then present the MOU to the Board with a recommendation for final approval at the next regularly scheduled board meeting. The final agreement will be indicated by signatures of the members of the respective negotiations teams and signed by the president of the Board of Education.

Package Completion: Impasse procedures
In the event of an impasse, both parties will follow Policy HBA.

Duration of the Ground Rules:
This document shall be agreed upon before negotiations on other matters related to salary, benefits, and working conditions and shall be referred to as Appendix A to the tentative agreement. These ground rules will also be considered as applicable for negotiations in subsequent years. These ground rules may be amended by mutual consent of both parties.

Appendix B

Mehlville School District
Individually Focused. Committed to All.

2026-2027 Salary Schedule

Placement on the salary schedule will be given for up to ten year's previous experience. Teachers who have earned an approved Ed.S. (Educational Specialist) degree will receive $1,000 added to their scheduled salary. Teachers who have earned an approved National Board Certification, Ed.D. or Ph.D. degree will receive $1,500 added to their scheduled salary.

Tier	Bachelors	Bachelors +15	Masters	Masters +15	Multiple Advanced Degrees
Tier 1-1.1	$49,100	$49,600	$51,100	$54,100	$57,100
Tier 1-1.2	$49,800	$50,300	$52,475	$55,500	$58,600
Tier 1-1.3	$50,500	$51,000	$53,850	$56,900	$60,100
Tier 1-1.4	$51,200	$51,700	$55,225	$58,300	$61,600
Tier 1-1.5	$51,900	$52,400	$56,600	$59,700	$63,100
Tier 2-2.1	$52,900	$53,400	$58,525	$61,700	$65,600
Tier 3-3.1	$54,050	$54,550	$60,025	$63,225	$67,175
Tier 3-3.2	$55,200	$55,700	$61,525	$64,750	$68,750
Tier 3-3.3	$56,350	$56,850	$63,025	$66,275	$70,325
Tier 3-3.4	$57,500	$58,000	$64,525	$67,800	$71,900
Tier 4-4.1	$58,300	$58,800	$65,975	$69,250	$73,400
Tier 4-4.2	$59,100	$59,600	$67,425	$70,700	$74,900
Tier 4-4.3	$59,900	$60,400	$68,875	$72,150	$76,400
Tier 4-4.4	$60,700	$61,200	$70,325	$73,600	$77,900
Tier 5-5.1	$62,700	$63,200	$72,325	$75,600	$79,900
Tier 6-6.1	$63,785	$64,285	$74,300	$77,575	$81,930
Tier 6-6.2	$64,870	$65,370	$76,275	$79,550	$83,960
Tier 6-6.3	$65,955	$66,455	$78,250	$81,525	$85,990
Tier 6-6.4	$67,040	$67,540	$80,225	$83,500	$88,020
Tier 6-6.5	$68,125	$68,625	$82,200	$85,475	$90,050
Tier 6-6.6	$69,210	$69,710	$84,175	$87,450	$92,080
Tier 6-6.7	$70,295	$70,795	$86,150	$89,425	$94,110
Tier 6-6.8	$71,380	$71,880	$88,125	$91,400	$96,140
Tier 6-6.9	$72,465	$72,965	$90,100	$93,375	$98,170
Tier 7-7.1	$73,265	$73,765	$92,100	$95,375	$100,170
Tier 7-7.2	$74,065	$74,565	$94,100	$97,375	$102,170
Tier 7-7.3	$74,865	$75,365	$96,100	$99,375	$104,170
Tier 7-7.4	$75,665	$76,165	$98,100	$101,375	$106,170

ACS Schedule 2026-2027

Mehlville School District

Appendix C

$49,100

Level	Percent	Experience in Position 1-3	4-7	8+
1	14%	$6,874	$7,548	$8,222
2	12%	$5,892	$6,470	$7,048
3	11%	$5,401	$5,931	$6,461
4	10%	$4,910	$5,392	$5,874
5	9%	$4,419	$4,851	$5,283
6	8%	$3,928	$4,312	$4,696
7	8%	$3,928		
8	7%	$3,437	$3,773	$4,109
9	6%	$2,946	$3,234	$3,522
10	6%	$2,946		
11 Department Chair	5.5%	0-4: $2,701	5-10: $3,201	11-14: 3,701 / 15+: $4,201
12	5%	$2,455	$2,695	$2,935
13	4.25%	$2,087		
14	4%	$1,964	$2,156	$2,348
15	3.5%	$1,719	$1,887	$2,055
16	3%	$1,473	$1,617	$1,761
17	1.5%	$737		
18	1.0%	$491		

Athletics

Level	Positions
1	4 Head Basketball 2 Head Football
2	4 Head Soccer 4 Head Wrestling
3	2 Head Baseball 4 Head Swimming 4 Head Track
4	4 Head Water Polo 4 Head Volleyball 2 Varsity Cheer 2 Head Dance
5	1 Head Field Hockey 4 Head Cross Country 4 Head Golf 2 Head Softball 4 Head Tennis 8 Asst Basketball 8 Asst Soccer 16 Asst Football 4 Asst Wrestling 1 Head Girls Lacrosse
6	4 Freshman Basketball 4 Freshman Soccer 2 Freshman Wrestling 4 Asst Baseball 4 Asst Softball 8 Asst Track 4 Asst Swimming 4 Asst Cheer
7	2 Weight Room
8	2 Freshman Baseball 8 Asst Volleyball 2 Asst Water Polo 2 Freshmen Cheer
9	2 Freshman Softball 4 Asst Cross Country 1 Asst Field Hockey 4 Asst Tennis 4 Asst Golf 1 Asst Lacrosse

Notes:

- There is no change to years of experience within a program with the movement from five columns to three columns

Fine Arts

Level	Positions
1	2 HS Band
2	2 HS Vocal Music 2 HS Head Drama
5	2 HS Asst Band
8	4 MS Instrumental Music 1 Strings Coordinator 1 Strings Director
12	4 HS Asst Drama 2 HS Asst Vocal Music
14	4 MS Vocal Music
15	4 MS Asst Instrumental Music
16	4 Color Guard
18	22 Elementary Fall & Spring Music All-District Honor Choir

Notes:

- There is no change to years of experience within a program with the movement from five columns to three columns
- Beginning in the 2025-2026 school year, longevity steps have been added to middle school fine arts programs

Teaching and Learning

Level	Positions
6	2 HS Yearbook
8	2 HS Speech & Debate 4 HS Student Council 2 HS Newspaper 2 HS Broadcast Journalism
10	11 Student Support 2 HS Detention 6 Building Technology Coordinators
11	HS Department Chairs MS Department Chairs
13	2 Prof Dev Co-Chair
14	2 HS Asst Speech & Debate 1 HS Quiz Bowl 2 HS Robotics
16	2 HS Honor Society
17	18 Prof Dev Associate 22 Clubs per HS 9 Clubs per Elementary 31 Clubs per MS 2 Seal of Biliteracy
18	Teacher Mentors

Notes:

- There is no change to years of experience within a program with the movement from five columns to three columns
- Middle school and high school department chairs stipends are determined by number of staff in department

APPENDIX D

2026-2027 Academic Calendar

Mehlville School District

July 2026

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August 2026

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September 2026

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October 2026

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November 2026

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December 2026

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

January 2027

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February 2027

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March 2027

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April 2027

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May 2027

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

June 2027

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Key Dates:

Fall Semester:

July 3: District Closed - Independence Day
August 18-20: Professional Development
August 21: Teacher Workday
August 24: First Day of School
September 7: District Closed - Labor Day
October 12: No School - Professional Development
October 16: End of First Quarter
October 26: Elementary School Conferences
October 27: Middle School Conferences
October 28: High School Conferences
October 30: Early Release / Conferences in afternoon
November 2: District Closed
November 3: No School - Professional Development
November 25-27: District Closed - Thanksgiving Break
December 22: End of Second Quarter / First Semester
Early Release, 1/2 Teacher Workday in afternoon
December 23-31: District Closed - Winter Break

Spring Semester:

January 1: District Closed - Winter Break
January 4: No School - Teacher Workday
January 5: First day of second semester
January 18: District Closed - Martin Luther King Jr. Day
February 15: District Closed - Presidents Day
March 9: District Closed
March 12: End of Third Quarter
March 15-19: District Closed - Spring Break
March 29: District Closed
April 6: No School - Professional Development
May 17: No School - Teacher Workday / Professional Development
May 27: End of Fourth Quarter / Second Semester / Last Day of School
Early Release, 1/2 Teacher Workday
May 28: Inclement weather makeup day if needed
May 31: District Closed - Memorial Day
June 1-7: Inclement weather makeup days if needed
June 18: District Closed - Juneteenth

Calendar Key

- First and Last Day of School
- No School - District Closed
- Early Release Day
- No Students - Teacher Workday
- Professional Development
- Inclement Weather Makeup Day

Appendix E

Mehlville School District
Individually Focused. Committed to All.

OFFICE OF HUMAN RESOURCES

TEACHER OVERLOAD PAY AUTHORIZATION FORM
2026-2027

Complete this form and return to Human Resources when a teacher covers another teacher during plan time or takes on additional students.

Reimbursement will be at the approved rate of $25.00 per hour. A minimum of 15 minutes (.25 of an hour) must have been worked. Any time less than 15 minutes will not be eligible for such payment; time worked should be reported in increments of 15 minutes (i.e., .25, .50 or 1.00)

Overload Pay Authorization forms will be submitted to Human Resources by the principal or designee in a timely manner not to exceed more than four (4) weeks after the date of service. Payment will be issued after receipt of this timesheet in Human Resources and according to the pay schedule.

Building:_____ Date:_____

Choose one of these columns

Name (First & Last)	Teacher Substituted For	Hours Worked (list in increments of 15 minutes or .25)	Additional students taken on (yes or no)	Covered class during plan time (yes or no)
TOTAL Hours Worked				

_____ _____

Building Administrator's Signature Date

Appendix F

Mehlville School District
Individually Focused. Committed to All.

RESTRICTED DAYS
2026-2027

August 18-24, 2026:	First 5 Contracted Days
September 4, 2026:	Day before Labor Day
September 8, 2026:	Day after Labor Day
October 12, 2026:	Professional Development Day
October 30, 2026:	Day Before Conference Comp Day
November 3, 2026:	Day After Conference Comp Day
November 24, 2026:	Day Before Holiday
November 30, 2026:	Day After Holiday
December 22, 2026:	Day Before Winter Break
January 4, 2027:	Day After Winter Break
January 15, 2027:	Day Before Holiday
January 19, 2027:	Day After Holiday
February 12, 2027:	Day Before Holiday
February 16, 2027:	Day After Holiday
March 8, 2027:	Day Before Holiday
March 10, 2027:	Day After Holiday
March 12, 2027:	Day Before Spring Break
March 22, 2027:	Day After Spring Break
March 26, 2027:	Day Before Holiday
March 30, 2027:	Day After Holiday
April 6, 2027:	Professional Development Day
May 17, 2027:	Professional Development Day
May 21- May 27, 2027:	Last 5 Contracted Days (subject to change due to snow days)