

MASTER AGREEMENT

2025-2027

Between

**INDEPENDENT SCHOOL DISTRICT NO. 876
ANNANDALE, MINNESOTA**

AND

ANNANDALE EDUCATION ASSOCIATION NO. 7005

Effective Dates: July 1, 2025 through June 30, 2027

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ARTICLE 1

PURPOSE

Section 1. Parties: THIS AGREEMENT is entered into between Independent School District No. 876, Annandale, Minnesota, hereinafter referred to as the School District, and the Annandale Education Association, hereinafter referred to as exclusive representative or the Association, pursuant to and in compliance with the Public Employment Labor Relations Act of 1971, as amended, hereinafter referred to as PELRA, to provide the terms and conditions of employment for the teachers during the duration of this Agreement.

ARTICLE 2

RECOGNITION OF EXCLUSIVE REPRESENTATIVE

Section 1. Recognition: In accordance with PELRA, the School District recognizes the Association as the exclusive representative of the teachers employed by the School District which exclusive representative shall have those rights and duties as prescribed by PELRA and described in the provisions of this Agreement.

Section 2. Appropriate Unit: The exclusive representative shall represent all the teachers of the district as defined in this Agreement and in PELRA

ARTICLE 3

DEFINITIONS

Section 1. Terms and Conditions of Employment: The term "terms and conditions of employment" means the hours of employment, the compensation therefore including fringe benefits except retirement contributions or benefits, other than employer payment of, or contributions to, premiums for group insurance coverage of retired employees or severance pay, staffing ratios and the employer's personnel policies affecting the working conditions of the employees. In the case of professional employees, the term does not mean educational policies of a 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. The terms and conditions of employment are subject to the provisions of PELRA

Section 2. Teacher: The word “teacher” means all persons in the appropriate unit employed by the School District in a position:

- (1.) For which the person must be licensed by the Professional Educator Licensing and Standards Board (PELSB) or the Commissioner of Education;
- (2.) As a physical therapist, occupational therapist, art therapist, music therapist, or audiologist; or
- (3.) Creating and delivering instruction to children in a preschool, school readiness, school readiness plus, or prekindergarten program or other school district or charter school-based early education program.

However, it shall not include Superintendent, assistant superintendent, principals, and assistant principals who devote more than fifty percent (50%) of their time to administrative or supervisory duties, confidential employees, supervisory employees, and such other employees excluded by law.

Section 3. School District: For purpose of this Agreement, the term "School District" shall mean the School Board or its designated representative.

Section 4. Other Terms: Terms not defined in this Agreement shall have those meanings as defined by PELRA

ARTICLE 4

SCHOOL DISTRICT RIGHTS

Section 1. Inherent Managerial Rights: The exclusive representative recognizes that the School District is not required to meet and negotiate on matters of inherent managerial policy, which include but are not limited to such areas of discretion or policy as the functions and programs of the employer, its overall budget, utilization of technology, the organizational structure, selection of personnel, and direction of personnel.

Section 2. Management Responsibilities: The exclusive representative recognizes 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 the primary obligation to provide educational opportunity for students of the School District.

Section 3. Effect of Laws, Rules and Regulations: The exclusive representative recognizes that all employees covered by this Agreement shall perform the teaching and teaching-related services prescribed by the School District, and shall be governed by the laws of the State of Minnesota, and by School District rules, regulations, directives and orders issued by properly designated officials of the School District. The exclusive representative also recognizes the right, obligation and duty of the School District and its duly designated officials to promulgate rules, regulations, directives and orders from time to time as deemed necessary by the School District, insofar as such rules, regulations, directives and orders are not inconsistent with the terms of this Agreement and with the laws of the State of Minnesota, federal laws, and valid rules, regulations and orders of the state and federal governmental agencies. Any provision of the Agreement found to be in violation of any such laws, rules, regulations, directives or orders shall be null and void, and without force and effect.

Section 4. Reservation of Managerial Rights: The foregoing enumeration of School District rights and duties shall not be deemed to exclude other inherent management rights and management functions not expressly reserved herein, and all management rights and management functions not expressly delegated in this Agreement are reserved to the School District and its designated representative.

ARTICLE 5 TEACHER RIGHTS

Section 1. Right to Views: Nothing contained in this Agreement shall be construed to limit, impair or affect the right of any teacher 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 constructed to require any teacher to perform labor or services against their will.

Section 2. 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 3. Request for Dues Check Off: The exclusive representatives shall be allowed dues check off for its members, provided that the dues check off and the procedures thereof shall not be allowed to any exclusive representative that has lost its right to dues check off pursuant to PELRA. The school district will deduct from the teacher's paycheck the dues that the teacher has agreed to pay to the teacher organization in 18 equal installments, beginning with the first pay period in October. The district shall forward to the exclusive representative the amount of dues deducted in equal monthly installments beginning in October.

When a bargaining unit member has authorized a dues deduction, such authorization shall continue in effect for that year and from year to year, and cannot be canceled except by written notice from the Union President. A member seeking cancellation must provide written notice to the Union President. For bargaining unit members employed after the commencement of each school year, deductions of dues shall be made by the School District. The dues will be deducted equally between existing pay periods between the date of the bargaining unit members first pay date and (last dues deduction date list).

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

Section 4. Personnel files: Each teacher shall have the right to review the contents of their own personnel file, wherever generated, during the regular school business hours. The teacher shall have the rights to reproduce any of the contents of such files at the teacher's expense, and to submit for inclusion in the file written information in response to any material contained therein; provided, however, the school district may destroy such files as provided by law. Each inspection of personnel files shall be recorded on the appropriate district form, and signed by the teacher examining the file.

Section 5. Notice of Annual Teaching Assignment: The School District shall provide each teacher in the bargaining unit of the teacher's area of licensure and salary for the forthcoming school year. Such areas of licensure and salary will be provided via the District's employee self service system, and shall be viewable to the teacher on or before June 1 preceding the school year, except during a negotiations year at which time areas of licensure and salary shall be viewable within sixty (60) days of the completion of negotiations. Teachers shall not be assigned in an area for which they are not certified, unless mutually agreed upon.

Section 6. Extra-Curricular Assignments: Assignments in addition to the normal teaching schedule, including but not limited to, extra-curricular, co-curricular, or other extra duty assignments, shall be made by letter of assignment as provided on attachment F, and shall be subject to this Master Agreement and to established compensation for such assignment.

Section 7. School Board Information Packet: The district shall provide the President of the Association with the School Board information packet in a timely manner prior to each scheduled meeting.

ARTICLE 6

BASIC SCHEDULES AND RATES OF PAY

Section 1. Salary Schedule: The wages and salaries reflected in Schedule A, attached hereto, shall be a part of this Agreement for the 2025-2026 school year, and the wages and salaries reflected in Schedule B, attached hereto, shall be a part of the Agreement for the 2026-2027 school year.

Section 2. Status of Salary Schedule: The salary schedules referred to in Article 6, Section 1, are not to be construed as part of a teacher's continuing contract. The School District reserves the right to withhold increment advancement, lane changes, or any other salary increases for just cause. A salary increase shall not be withheld unless the teacher is given written notice of negligence with good and sufficient reason, and given reasonable opportunity to correct it. An action withholding an increment or lane change salary increase shall be subject to the grievance procedure. The School District shall give such teacher written notice and reasons for such action prior to June 1.

Section 3. Placement on the Salary Schedule:

Subd. 1. Credits: Only credits earned at an accredited institution will be accepted.

Subd. 2. Germane: All credits to be considered for application on any lane of the salary schedule shall be germane to the teacher's teaching assignment as determined by the School District.

Subd. 3. Time Limitations: No credits shall be allowed if they are more than ten years old at the time of request for a change in lane.

Subd. 4. Credits: A minimum of 2/3 of credits to be considered for application on any lane of the salary schedule must be:

- 1) Graduate credits or credits for which graduate credit can be received, and
- 2) In the field of teaching.

Undergraduate credits are subject to the conditions of Subd. 1 above. Credits to apply to lanes beyond a particular degree lane must be earned subsequent to the earning of the degree.

Subd. 5. Minimum Grade: A teacher must receive a minimum grade of 3.0 (B) in a course whose credits they wish to be considered for application on any lane of the salary schedule. Credits received from a course offered only on a Pass/Fail basis are exempt from this requirement.

Subd. 6. Advance Approval: All credits not in a graduate program, in order to be considered for application on the salary schedule, must be approved by the superintendent or their designee in writing prior to the taking of the course. Such prior approval requirements shall not apply to courses necessary to achieve the minimum requirements established by the Minnesota State Department of Education as a prerequisite for the individual to possess the proper certification required to fulfill the individual's teaching assignments.

Subd. 7. Advanced Degree Program: A teacher shall be paid on the master's degree lane or higher degree lane only if the master's degree program is germane to the teaching assignment as approved by the School District, and the degree program is determined in writing by the superintendent in advance.

Subd. 8. Credits referred to in this section shall be semester hour credits. Quarter hour credits applied to this section shall be calculated as follows:
1 semester credit = 1.5 quarter credits.

Subd. 9. Payment of Present Salary: The rules contained herein relating to the application of credits on the salary schedule shall not deprive any teacher of any salary schedule placement already recognized and actually being paid for the 2025-2026 school year.

Subd. 10. Effective Date: Individual contracts will be modified to reflect qualified lane changes two times each year. Requests for modification of contracts shall be submitted in writing to the superintendent no later than September 20 effective for the full contract year and February 1 effective for the second half of the contract payroll year, March 1st. Documentation of qualified credits must be submitted no later than September 20 and February 1.

Subd. 11. Prior Experience: A teacher who has had experience in other school systems may receive full credit for the first four (4) years of experience and 50% credit for each year thereafter, but in no case more than six (6) years experience credit unless by mutual agreement of the school district and teacher.

Subd. 12. Step Advancement: Full time teachers shall receive experience credit for each school year in which the teacher teaches a minimum of 110 days of their contract.

Section 4. Payment of Salaries: All regular contract salaries shall be paid in 24 payments. 1/24th of the contract salary on the 15th day or the last working day before the 15th day and 1/24th the last working day of the month.

Section 5. Pay Deduction: Whenever a pay deduction is made for a teacher's absence, the annual salary divided by the number of teacher duty days shall be deducted for each day's absence. Absence for less than a day shall be pro-rated. The salary reduction shall be made on the pay period immediately following the absence unless the affected teacher requests the reduction be made on the final payment of the school year.

Section 6. Substitute Teachers:

Subd. 1. A teacher who is employed to replace an absent teacher shall be paid a salary consistent with the Master Agreement following 10 days of

uninterrupted service. Placement on the salary schedule shall not exceed six years of experience. No lane changes will be granted to substitute teachers during the period of employment as a substitute teacher.

Subd. 2. Substitute teachers who replace an absent teacher for less than a full school year are not eligible for employee benefits including health insurance, life insurance, dental insurance, and long term disability insurance.

Subd. 3. If a substitute teacher is employed in a position which is scheduled to have a duration of more than 30 days, the substitute will be paid according to the Master Agreement, beginning with the first day of employment.

Subd. 4. Exceptions to the payment of substitute teachers may be made with the mutual agreement of the school district and the exclusive representative.

ARTICLE 7

EXTRA COMPENSATION SCHEDULES

Section 1. Extra Curricular Schedule: The wages and salaries reflected in Schedule C, attached hereto, shall be part of this Agreement for the 2025-2026 and 2026-2027 school years.

Section 2. Extra Duty Schedule: The wages and salaries in Schedule D, attached hereto, shall be part of this Agreement for the 2025-2026 and 2026-2027 school years. Teachers may choose to accumulate compensatory time to be used for paid time off in lieu of payment. Compensation time banked up to a maximum of 16 hours and may carry over from one year to another. A maximum of one full day of paid absence through compensation time may be used in each year.

Section 3. Extended Time Employment Schedule: The wages and salaries reflected in Schedule E, attached hereto, shall be part of this Agreement for the 2025-2026 and 2026-2027 school years.

Section 4. Status of Extra Compensation Schedules: The salary schedules referred to in Article 7, Sections 1, 2, and 3, are not to be construed as part of the teacher's continuing contract, unless expressly provided as such in the individual contract.

Section 5. Resource and Problem Solving Teams (RAPS): The school district will annually allocate the following amounts for the RAPS positions. The teams, together with the buildings administrator, will determine how to allocate the funds in their individual buildings.

	2025-26	2026-27
AES	\$3,278	\$3,278
AMS	\$1,500	\$1,500
AHS	\$1,588	\$1,588

ARTICLE 8 GROUP INSURANCE

Section 1. Health and Hospitalization Insurance:

Subd. 1. Effective July 1, 2025, the School District shall make an annual contribution toward the cost of the premium for medical/hospitalization insurance on behalf of each teacher employed by the School District who qualifies for and is enrolled in one of the group medical/hospitalization plans offered. The amount of this contribution shall depend on the plan the teacher selects from among the group plans available through the School District. See Appendix H, for plan options and corresponding District contributions for each plan.

Subd. 2. In no event shall a teacher receive cash in lieu of all or any part of the insurance premium as outlined in Subd. 1.

Subd. 3. In no event shall the insurance premium as outlined in Subd. 1 be applied to any insurance coverage other than the school district approved health and medical policy.

Subd. 4. Any health insurance premium not covered by the School District's contribution will be deducted through payroll from the teacher's current salary using the Flexible Benefit Plan, unless the teacher elects not to use said plan and notifies the School District.

Section 2. Long Term Disability Insurance: The School District will pay in full the premium for a long-term disability insurance plan for each full time teacher employed by the school district. In no event shall a teacher receive cash or other insurance in lieu of all or part of the insurance premium as outlined in this section.

Section 3. Term Life:

Subd. 1. The School District will pay in full the premium for a term life insurance policy in the amount of \$100,000 for each full time teacher employed by the school district who qualifies for, and is enrolled in the School District long term disability insurance program.

Section 4. Dental Insurance:

Subd. 1. For the 2025-2026 and 2026-2027 school years, the School District shall contribute up to the sum of \$1,272 per annum toward the cost of the premium for a dental insurance policy on behalf of each full time teacher employed by the School District who qualifies for and is enrolled in the group dental insurance plan.

Subd. 2. The cost of the dental insurance premium in excess of the School District contribution shall be borne by the teacher and paid by payroll deduction.

Subd. 3. In no event shall a teacher receive cash in lieu of all or part of the insurance premium as outlined in subd. 1.

Subd. 4. In no event shall the insurance premium as outlined in subd. 1 be applied to any insurance coverage other than the school district approved dental insurance policy.

Section 5. General Provisions:

Subd. 1. Persons on recognized leave shall have the right to continue as part of the group if they are eligible, but shall during the leave pay the premium unless the leave provision provides for the School District to pay a share of the premium as provided by law.

Subd. 2. Notwithstanding the provision of this article, the terms of any contract or policy issued by an insurance company hereunder shall be controlling as to matters concerning benefits, eligibility, termination of coverage, and other related matters.

Subd. 3. Selection: The selection of the insurance carrier and policy shall be made by the school district. The district or its representatives will review with the exclusive representative the bids received and the coverage provided in the successful bid.

Subd. 4. Teachers and their spouses who are both employed by the Annandale School District may combine their premium provisions as outlined in Article 8, Section 1, Subd.1, to participate jointly in the School District health and hospitalization and dental insurance programs.

Subd. 5. District board contributions will be used first to pay for the group insurance premium, chosen by the teacher, and to the extent there is remaining money available, will be used to make a district contribution to the individual teacher's Health Savings Account (subject to IRS maximum contribution rules).

Section 6. 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 herein, and no claim shall be made against the School District as a result of a denial of insurance benefits by an insurance carrier.

Section 7. 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. Upon termination of employment, all District participation and District contribution shall cease, effective on the last working day unless otherwise provided for under severance pay. However, a teacher who terminates their employment at the end of the regular school year shall be eligible for coverage through August for the balance of the contract.

Subd. 1. Retiree Participation: A retired teacher, drawing a TRA annuity, is entitled to continue in the School District's group insurance plans until eligible for Medicare, but shall pay the entire premium for such program as they wish to retain. It is the responsibility of the retired employee to make arrangements with the School District Business Office to pay the School District the monthly premiums in advance and on such date as reasonably determined by the School District. Said employee may continue to participate only in those plans which they carried during their last fiscal year of employment with the School District. Refer to Article 13, Section 6 for retiree health insurance eligibility and amount of District contribution.

Section 8. Eligibility: Full benefits provided in this Article are designed for full time personnel as described in Articles 10 and 11 hereof. Shared position personnel are eligible for partial benefits proportional to the extent of their employment. Part time employees who are employed an average of at least 15 hours per week and 150 days in

the school year shall be eligible for partial benefits proportional to the extent of their employment. (This stipulation is subject to the insurance carrier's limitations).

ARTICLE 9 LEAVES OF ABSENCE

SECTION 1. Sick Leave:

Subd. 1. All full time teachers shall earn sick leave at the rate of twelve (12) days for each year of service in the employ of the School District. Annual sick leave shall accrue monthly as it is earned on a proportionate basis to the teacher's work year. Part time and shared position teachers shall accumulate sick leave on a pro-rated basis.

Subd. 2. A teacher shall be permitted to utilize the annual sick day accrual in advance of accrual if they have performed their duties for at least twelve (12) working days. In the event that sick days are utilized prior to accrual, such days will be deducted from future accumulations. If a teacher is deducted pay prior to performing duties, they will be reimbursed for those days after accumulating that number of sick days pursuant to Subd. 1 of this section. In the event that a teacher using sick leave in advance of accrual leaves employment of the district, he shall be liable to the School District for any sick leave pay advanced beyond his earned accrual.

Subd. 3. Unused sick leave days may accumulate to a maximum credit of 150 days of sick leave per teacher.

Subd. 4. Sick leave may be used in accordance with Minn. Stat. § 181.9447.

Subd. 5. Up to five days of accumulated sick leave may be used for paternity leave immediately following the birth of a child. Sick leave used for a hospital stay prior to the birth of the child is not counted towards the five days of paternity leave. Paternity leave begins on the date of birth of the child.

Subd. 6. Five days of accumulated sick leave will be granted provided the leave is used preceding the placement of an adopted child(ren). The use of an additional five days of sick leave may be granted at the discretion of the superintendent. Up to six weeks of accumulated sick leave may be used immediately

following the adoption of a child(ren). If both parents are employed by the School District, they may use a combined total of up to six (6) weeks of accumulated sick leave.

Subd. 7. Documentation: In accordance with MN Statute 181.9447 the employer may require reasonable documentation

Subd. 8. Sick leave allowed shall be deducted from the accrued sick leave days earned by the teacher.

Subd. 9. Sick leave pay shall be approved only upon submission of a request upon the authorized School District electronic system.

Subd. 10. Teachers who are absent more than their days of accumulated sick leave will have deductions made from their salary at the following rate: 1/184 times the annual salary for each day of absence in excess of their accumulated sick leave. Absence for less than one day shall be prorated on the above rate of deduction.

Section 2. Child Care Leave:

Subd. 1. A childcare leave shall be granted by the school district, subject to the provisions of this section, to one (1) parent of a child. This leave shall include cases of adoption and the extended illness of a child.

Subd. 2. A teacher making application for child care leave shall inform the superintendent in writing of intention to take the leave at least sixty (60) calendar days before commencement of the intended leave.

Subd. 3. If the reason for the childcare leave is occasioned by pregnancy, a teacher may utilize sick leave pursuant to the sick leave provisions of the [Recovery Period After Child Birth Policy](#) . 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.

Subd. 4. The School District and the teacher may adjust the proposed beginning and ending date of child care leave so that 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. The availability of a substitute teacher may also be considered in the duration of a childcare leave.

Subd. 5. In making a determination concerning the commencement and duration of a childcare leave, the School District shall not, in any event, be required to:

- 1) Grant any leave more than twelve (12) months in duration.
- 2) Permit the teacher to return to his or her employment prior to the date designated in the request for childcare leave unless both parties agree upon an alternate date of return.

Subd. 6. A teacher returning from childcare leave shall be reemployed in a position for which he or she is licensed unless previously discharged or placed on unrequested leave.

Subd. 7. Failure of the teacher to return pursuant to the date determined under this section shall constitute grounds for termination unless the School District and the teacher mutually agree to an extension in the leave.

Subd. 8. The parties agree that the applicable periods of probation for teachers as set forth in Minnesota Statutes are intended to be periods of actual service enabling the school district to have opportunity to evaluate a teacher's performance. The parties agree, therefore, that periods of time for which the teacher is on child care leave shall not be counted in determining the completion of the probationary period.

Subd. 9. A teacher who returns from childcare 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 the Agreement at the commencement of the beginning of the leave. The teacher shall not accrue additional experience credit for pay purposes or leave time during the period of absence for childcare leave.

Subd. 10. A teacher on childcare leave is eligible to participate in group insurance programs if permitted under the insurance policy provisions, but shall pay the entire premium for such programs as the teacher wishes to retain, commencing with the beginning of the childcare leave. The right to continue participation in such group insurance programs, however, will terminate if the teacher does not return to the District pursuant to this section.

Subd. 11. Leave under this section shall be without pay or fringe benefits.

Subd. 11. Persons on child care leave will notify the board of their intent to return or not return by February 1st.

Section 3. Sabbatical Leave:

Subd. 1. The School District, upon recommendation of the superintendent of schools, may grant a sabbatical leave to teachers for the purpose of study, travel, and other educational purposes.

Subd. 2. All requests for sabbatical leave by teachers must be in writing and must be filed with the superintendent of schools at least ninety (90) days prior to the requested beginning date. Applicants will receive written notification on the approval or disapproval of this request at the earliest possible time.

Subd. 3. The teacher must have taught in the Annandale school system at least four (4) years before such leave will be granted.

Subd. 4. The number of teachers on leave shall not exceed two teachers at any time.

Subd. 5. The School District, upon recommendation of the superintendent of schools, shall determine prior to the beginning of the sabbatical whether or not there shall be allowance made for salary step increase or lane change. This determination shall be made upon the proposed program submitted by the teacher requesting the leave, and if approved, is contingent upon completion of the proposed program.

Subd. 6. Sabbatical leave shall be without pay or fringe benefits, except as provided in Subd. 7.

Subd. 7. Teachers on sabbatical leave may continue to participate in group insurance programs without loss of board contribution as provided in Article 8, if permitted under the provisions of the insurance policy.

Subd. 8. Upon returning from sabbatical leave, a teacher shall be placed at the same or like position and shall be placed on a salary pursuant to Schedule A and shall maintain the same fringe benefits when the leave commenced unless otherwise determined by the School District pursuant to Subd. 5 of this section.

Subd. 9. The time of the sabbatical leave and the arrangements for the same shall be subject to the final approval of the School District.

Subd. 10. Persons on leave will notify the board of their intent to return or not return by February 1st.

Section 4. Military Leave: Military leave shall be granted to a teacher pursuant to Minnesota Statutes, and other applicable laws. (A year for the purpose of this section shall be the school year.)

Section 5. Bereavement Leave:

Subd. 1. Up to five days leave with full pay shall be allowed due to the death of a teacher's spouse, father, mother, child, father-in-law, mother-in-law, son-in-law, and daughter-in-law.

Subd. 2. Up to three days leave with full pay shall be allowed due to the death of a teacher's brother, sister, grandparent, grandchild, brother-in-law, sister-in-law, grandmother-in-law, and grandfather-in-law.

Subd. 3. Up to one day leave with full pay shall be granted to a teacher to attend the funeral of a relative other than those relatives specified in subd. 1 and 2 of this section, including close friends and family friends.

Subd. 4. In all other cases, bereavement leave without pay may be granted at the discretion of the superintendent.

Subd. 5. Additional days of paid leave under this section may be granted by the superintendent, taking into consideration the relevant circumstances surrounding each death.

Section 6. Discretionary Leave

Subd. 1. At the beginning of the school year, each teacher shall be credited with two days of discretionary leave, with no payroll deduction. Under extraordinary circumstances, additional discretionary days (up to two) shall be at full pay less the current daily rate for substitute teachers upon approval of the Superintendent. The purpose of this leave shall be at the discretion of the teacher.

Subd. 2. Discretionary leave days may accumulate to five. When a teacher ends a school year with a credit of more than three days, they will automatically be reimbursed at the current daily sub rate for up to two days.

Subd. 3. When a teacher retires from employment with the District and ends a school year with discretionary leave available, they will automatically be reimbursed at the current daily sub rate for the available leave.

Subd. 4. Application for this leave must be five (5) days prior to the leave, and not more than sixty (60) days prior to the leave. (Except in cases of emergency or approved by an administrator.)

Subd. 5. No more than 9 teachers in the school district and a maximum of 5 in any one building shall be absent at any one time.

Subd. 6. Except under extraordinary circumstances, leave shall not be granted under this section for the first five student contact days and the last five student contact days of the school year.

Section 7. Flexible Days (Flex Days)

Subd. 1. Teachers will have up to two Flexible Days (Flex Days) per year that may be taken out of their bank of Sick Days. Flex Days are intended to be used for unique family events. For example, child or grandchild field trips, daycare closing, college visits, immediate family member's wedding, moving a parent or child, etc. and are not to be used for extension of vacation. Flex Days need approval from building administration. In addition, coaches and advisors can use a Flex Day to attend a clinic or state tournament in the sport/activity where they are identified as a coach or advisor within the district, but are not coaching that particular event. Unused Flex Days cannot be carried over to the following year as Flex Days. They will carry over as unused Sick Days.

Section 8. Leave Without Pay:

Subd. 1. Up to five (5) days leave without pay per year may be granted by the superintendent of schools.

Subd. 1A. In case of emergency, additional days may be granted by the School District.

Subd. 2. The amount of pay deducted shall be the daily rate of pay divided by the number of contract days.

Subd.3. Application for this leave must be five (5) days prior to the leave, and not more than sixty (60) days prior to the leave except in an emergency.

Subd. 4. No more than two teachers per building shall be absent under this provision at any one time.

Subd. 5. Except under extraordinary circumstances, leave shall not be granted under this section for the first five days and the last five days of the school year.

Subd. 6. All insurances will remain in force and the Board's contribution shall continue during leaves allowed under this section.

Section 9. Workers Compensation:

Subd. 1. Upon the request of an employee who is absent from work as a result of a compensable injury incurred in the service of the school district under the provisions of the Workers Compensation Act, the School District will pay the difference between the compensation received, pursuant to the Workers Compensation Act, by the employee and the employee's regular rate of pay to the extent of the employee's earned accrual of sick leave.

Subd. 2. A deduction shall be made from the employee's sick leave accrual time according to the pro-rata portions of days of sick leave which is used to supplement workers compensation.

Subd. 3. Such payment shall be paid by the School District to the employee only during the period of disability.

Subd. 4. In no event shall the additional compensation paid to the employee by virtue of sick leave pay result in a payment of a total daily, weekly, or monthly compensation that exceeds the normal compensation of the employee.

Subd. 5. An employee who is absent from work as a result of an injury compensable under the Workers Compensation Act who elects to receive sick

leave pursuant to this policy shall display their Workers Compensation check to the School District prior to receiving payment from the School District for this absence.

Section 10. Family Leave Act: Any leaves not addressed in the above subdivisions of this section and addressed in the Federal Family and Medical Leave Act or Minnesota Statutes shall be applied pursuant to the respective provisions of the referenced laws.

Section 11. Long Term Leave of Absence: Minnesota law provides that the District may grant an extended leave of absence without salary or benefits to any full or part-time elementary or secondary teacher who has been employed by the district for at least five years and has at least ten years of full time teaching service in Minnesota public elementary or secondary schools. Pursuant to Minnesota Statutes, the duration of this leave shall be at least three years, but no more than five years. If the School Board denies a teacher's request, it must provide reasonable justification for the denial. The Board retains the right to grant any teacher leave of absence upon terms that are different than the terms that are discussed above.

Subd. 1. Persons on long term leave will notify the board of their intent to return or not return by February 1st.

Section 12. Catastrophic Medical Leave Sharing Bank: [Click here to view the Catastrophic Medical Leave Sharing Bank Policy and Forms.](#) Approved December 20, 2021.

ARTICLE 10 HOUR OF SERVICE

Section 1. Duty Day: The basic duty day for teachers shall be eight hours in length, which time shall include the teaching time, preparation time, supervisory time, and a 30 minute duty free lunch period. This section is subject to the provisions of Article 11, Section 2.

Section 2. Building Hours: The specific hours at any individual building may vary according to the needs of the educational program of the School District. The superintendent with the approval of the School District will designate the specific hours for each building.

Section 3. Additional Activities: In addition to the basic duty day, teachers shall participate in school activities beyond the basic duty day as is requested by the School District or its designated representative. These normal activities for teachers include after school meetings, parent-teacher conferences, in-service meetings, and a share of paid supervisory activities as determined by the administration. These assignments are subject to the provisions of Article 5, Section 6, of this Agreement.

ARTICLE 11 LENGTH OF THE SCHOOL YEAR

Section 1. Teacher Duty Days: The School Board shall 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 District, including those legal holidays on which the School District is authorized to conduct school and pursuant to such authority has determined to conduct school. A duty day is considered a day spent in classroom instruction, teacher-parent conferences, teacher workshop, either pre-school, during the school term, or post-school, or teacher workday.

Section 2. Professional Development Days: Independent School District No. 876 will schedule two staff development days into the school calendar for the 2025-2026 and 2026-2027 school years. The total number of days in the Master Agreement will remain at 184 days. The total number of instructional days in the 2025-2026 and 2026-2027 school calendars will be 171 days. The staff development days (2 days) will be exclusive of the current pre-school workshop (4 days), parent teacher conferences (2 days), end of the quarter work days (3 days), open house (.5 day), professional day as defined by building principal (.5 day) and end of the year work day (1 day).

Committees from each building will determine staff development needs, use of staff development days, and expenditure of staff development moneys.

Section 3. Emergency Closings:

Subd. 1. Short Term: In the event of a teacher duty day(s) lost due to inclement weather or other emergency of no more than three (3) days, the teacher shall perform duties on that day(s) as a self directed professional day. All other days will be performed by students and staff utilizing the E-Learning teaching model. Teachers will be encouraged to report to their respective building for professional and E-Learning

days, the district does however understand daycare closures and road conditions may restrict the teacher to working from home.

Subd. 2. Long Term: In the event of an emergency of more than seven (7) continuous duty days in duration, such as an energy shortage, the School District reserves the right to modify the school calendar, and if school is closed on a normal duty day(s), the teacher shall perform duties on such other day(s) in lieu thereof as the School District or its designated representative shall determine, if any.

Subd. 3. Hours: In the event of an emergency more than seven (7) continuous duty days in duration, such as an energy shortage, the School District further reserves the right to modify the length of the school day, as the School District shall determine, provided that the total number of hours per week shall not be increased.

Subd. 4. Meet and Confer: Prior to modifying the scheduled length of the school day pursuant to Subd. 3 hereof, or scheduling more than five (5) make-up days pursuant to Subd. 2 hereof, the School District shall afford to the Association the opportunity to meet and confer on such matters.

Section 3. 2025-2026 School Year: There shall be no more than 184 duty days in the 2025-2026 school year.

Section 4. 2026-2027 School Year: There shall be no more than 184 duty days in the 2026-2027 school year.

ARTICLE 12

403b Matched Deferred Compensation

Section 1. Eligibility: All teachers will be eligible for the 403b Matched Deferred Compensation based on their years of service in the District. District 403b match is prorated for part time teachers.

	2025-2026	2026-2027
1st - 3rd years of service	\$0 contribution	\$0 contribution
4 th year or Tenure - 10th years	\$1,110 matching	\$1,110 matching
11th - 20th years of service	\$1,560 matching	\$1,560 matching
21+ years of service	\$2,460 matching	\$2,460 matching

ARTICLE 13
Post Employment Health Care Contribution

Section 1. Teachers employed in the School District prior to July 1, 2012 shall be eligible to remain in the existing group health and hospitalization insurance programs following retirement. All retired teachers fifty-five (55) years of age or older who have completed 12 years of full time continuous service to the district shall be eligible for School District contribution of \$5,200 in 2025-2026 and \$5,200 in 2026-2027 school year to the teacher's MSRS Post-Retirement Health Care Savings Accounts. In no event shall this payment continue beyond the retired teacher's age of Medicare eligibility.

Section 2. All teachers who began regular employment in ISD 876 after July 1, 2012 will no longer qualify and shall not be eligible for the school district contribution toward health and hospitalization coverage after retirement from the school district. Such teachers shall only be eligible to participate in the Post-Retirement Health Care Savings Plan offered through the Minnesota State Retirement System.

It is agreed that employees falling under the PRHCSP provisions will be provided a maximum district contribution of \$34,500. At the conclusion of each school year (June) the school district contribution to the PRHCSP account in their name will be based on the following:

Years of Service in ISD 876	District Contribution into PRHCSP
1st - 3rd years of service	\$0
4th year or Tenure	\$500
5th - 9th years of service	\$1,000
10th - 23rd years of service	\$2,000

The PRHCSP provision of ISD 876 is subject to the Laws of the State of Minnesota, Minnesota Statutes and the Internal Revenue Service Code. District contribution to PRHCSP is prorated for part time teachers.

ARTICLE 14
UNREQUESTED LEAVE OF ABSENCE
AND SENIORITY POLICY

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

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

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

Subd. 1. Seniority: For purposes of this Article, “seniority” means:

a. For Early Childhood/Family Education (“ECFE”) teachers, as described in Article 17 of this Agreement, the first day of actual service in an ECFE teacher position; and

b. For all other teachers, the first day of actual service in a teacher position, other than an ECFE teacher position.

In the event that a teacher, other than an ECFE teacher is rehired after a break in services, the teacher’s seniority date following rehire shall be the first day of actual service in a teacher position, other than an ECFE teacher position, following the break in service.

If any teacher, including any ECFE teacher worked for the District in any position not included in the bargaining unit identified in this Agreement (e.g., paraprofessional, principal, or short-term substitute), time spent in that position will not be considered when determining the teacher’s placement on the respective seniority list.

In the event that a teacher, other than an ECFE teacher, accepts an ECFE teacher position, time spent in the teaching position other than the ECFE teaching position shall not be considered a break in service. The teacher, however, will be placed on the ECFE teacher seniority list, pursuant to Article 17, Section 5, subdivision 1 of this Agreement, effective of the teacher’s first date of service as an ECFE teacher.

A teacher will retain seniority while on an approved leave of absence. Time off for leave of any kind authorized by the school district shall not be deemed to be a break in continuous service.

In the case of equal seniority, the selection of the teacher to be discontinued shall be determined by sequential criteria:

1. Full time will have seniority over part time, total amount of service in the district.
2. Most areas of licensure
3. PELSB File Folder Number (lower number has seniority)

Subd. 2. Teachers on Special Assignment: Seniority for teachers on special Assignment (TOSA) is outlined in a Memorandum of Understanding attached to this Agreement.

Subd. 3. License: In any year in which the School District is placing teachers on ULA, only those teaching licenses actually received by the Superintendent's office as of January 1 of that year are considered for the purposes of determining ULA within areas of licensure. A license filed after January 14 will be considered for purposes of reinstatement, but not for ULA.

Subd. 4. No Realignment Required: The District is not required to realign positions, transfer teachers, or reassign a more senior teacher to a different position in order to accommodate the seniority claim of a teacher who is being placed on ULA or is asserting a right of reinstatement. If staff reduction based on seniority would result in the discontinuance of programs or services, the District may determine that the employee employed therein shall not be placed on leave and the next senior person shall be placed on such leave.

Section 4. No Dropping of a License: A teacher may not drop a license in the subject matter in which the teacher is currently assigned by the District. If a teacher drops the license which qualified the teacher for the teacher's current assignment, the District may place the teacher on ULA, and the teacher will have no bumping or reinstatement rights.

Section 5. Notice of Placement on ULA: The District will provide written notice to all teachers who are being placed on ULA. The notice will state the applicable ground(s) for the action and will notify the teacher(s) of the right to request a hearing within ten (10) calendar days from the receipt of the notice. If timely requested, the hearing will be held before an independent hearing officer selected by the District. The only issue at hearing is whether the District placed the teacher on ULA in the inverse

order of seniority in the field(s) in which the teacher is licensed. The failure to request a hearing within fourteen (14) calendar days will be deemed to be acquiescence to the District's actions.

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

Section 7. Reinstatement rights: For a period of five (5) calendar years after being placed on ULA, teachers have a right to be reinstated in the inverse order in which they were placed on ULA, to the positions from which they were placed on ULA or, if not available, to vacant positions for which they are licensed., All reinstatement rights will automatically terminate after five (5) calendar years. The District may not employ a new teacher in a vacant position for which a teacher with reinstatement rights is qualified by licensure and experience.

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

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

Section 10. Seniority List: On or before January 1st of each school year, the District will post two seniority lists, one for all ECFE teachers, as required by Article 17, Section 5 of this agreement, and a separate list for all other teachers (by name, date of employment, file folder number and licensure) in an official place in each school

building. Any teacher who disagrees with his or her placement on the respective seniority list will have ten (10) calendar days from the date of the posting to file a written objection and supply written documentation or other reliable evidence to the Human Resources Office establishing that the seniority list is inaccurate. Within thirty (30) calendar days after publishing the initial seniority list, the District will evaluate any written objections to either seniority list and will make any changes the District deems warranted. The District will then publish final seniority lists, which will be conclusive and binding unless a grievance is filed and establishes through arbitration that any teacher's placement on the respective list is inaccurate. Each year thereafter the District shall cause such seniority lists to be updated to reflect any addition or deletion of teacher caused by retirement, death, resignation, break in service, other cessation of services or new teacher. Such yearly revised lists shall govern the application of the unrequested leave.

ARTICLE 15

SHARED POSITIONS

Section 1. A shared position is defined as two properly licensed teachers performing duties required for one full time position. The provisions of Articles 10 and 11 shall apply to shared position teachers.

Section 2. A teacher or teachers who are teaching under a continuous contract and who are teaching full time may request to be employed in a shared position. Requests for such positions shall be made in writing to the superintendent by February 1, prior to the school year the position is to be shared. Teachers with continuing contract rights employed in a shared position shall have the continuing contract in effect. Final decision on approval of the request shall be made by the School District.

Section 3. The sharing of a full time position shall be subject to annual review by the immediate supervisor. The supervisor will submit their recommendation for the continuance or discontinuance of the shared position to the superintendent. Final decision on the continuance of the shared position will be made by the School District.

Section 4. Tenured teachers with a prior full time contract in District 876 shall be reinstated upon an opening to their original positions or to positions of similar statute, conditions and pay by giving written notice of their intent to return to full time employment no later than February 1, prior to the school year in which they intend to return.

Subd. 1. Teachers with no prior full time contract with the district must make application for any full time position as a vacancy arises and be considered with all other applicants for that position.

Section 5. Seniority shall be accrued as defined in Article 8.

Section 6. Fringe benefits are subject to the provision of Article 8, Section 8.

Section 7. Shared positions shall be eligible for paid absences as defined in Article 14 on a pro-rated basis as determined by the percentage of their contract.

Section 8. Shared position teachers shall be eligible for leaves of absence as defined in Article 9.

Section 9. Notwithstanding the voluntary request or agreement of participating teachers to share a position, a shared assignment shall not be allowed if it would result in the placement of unrequested leave of a teacher who would not otherwise have been so placed.

ARTICLE 16

PART TIME POSITIONS

Section 1. A part time teacher is defined as any properly licensed teacher performing part time duties and excluding long term substitutes.

Section 2. Teachers with no prior full time contract with District 876 must make application for any additional hours as they become available, and will be considered with all other applicants for those hours at a full time position as they become available.

Subd. 1. A teacher with a prior full time contract would be entitled to any additional hours or full time position in the District if they are licensed for them.

Section 3. Fringe benefits are subject to the provisions of Article 8, Section 8.

Section 4. Part time teachers shall be eligible for paid absences as defined in Article 9 on a pro-rated basis as determined by the percentage of their contract.

Section 5. Part time teachers shall be eligible for leaves of absence as defined in Article 9.

Section 6. Part time teachers shall be paid according to the following payment structure.

Subd. 1. Determination of part time FTE. There is a need to arrive at an equitable formula for calculating the percentage of a full-time equivalency (FTE) part time teachers are at for determining compensation and benefits. This formula should apply consistently to all teachers in the school district no matter which building(s) they are assigned to work in. The following formula will be used.

of instructional minutes assigned to the part time teacher

of instructional minutes assigned to full time teachers in their building

This same percentage of FTE time will be applied to the minutes of prep time and before and after school time the part time teacher will be on duty on a daily basis. Using this FTE%, the principal, with input from the teacher, will determine the daily work schedule for the part time teacher.

Subd. 2. In the event of a change in the daily schedule or number of class periods in a day, the parties agree to meet and establish a mutually agreeable payment structure for part time positions.

ARTICLE 17

EARLY CHILDHOOD/FAMILY EDUCATION AND LEARNING READINESS TEACHERS

Section 1. Salary: Early Childhood/Family Education (ECFE) teachers' hourly rates will be paid on the following schedule:

2025-2026

STEP	BA	BA+10	BA+20	BA+30	MA
1	\$46,951	\$48,195	\$49,477	\$50,792	\$54,837
2	\$48,195	\$49,477	\$50,792	\$52,138	\$56,291
3	\$49,477	\$50,792	\$52,138	\$53,522	\$57,788
4	\$50,792	\$52,138	\$53,522	\$54,942	\$59,322
5	\$52,138	\$53,522	\$54,942	\$56,403	\$60,895
6	\$53,522	\$54,942	\$56,403	\$57,901	\$62,510
7	\$54,942	\$56,403	\$57,901	\$59,438	\$64,170
8	\$56,403	\$57,901	\$59,438	\$61,013	\$65,873
9	\$57,901	\$59,438	\$61,013	\$62,635	\$67,624
10	\$59,438	\$61,013	\$62,635	\$64,297	\$69,420
11	\$61,013	\$62,635	\$64,297	\$66,006	\$71,262

2026-2027

STEP	BA	BA+10	BA+20	BA+30	MA
1	\$47,773	\$49,038	\$50,343	\$51,681	\$55,797
2	\$49,038	\$50,343	\$51,681	\$53,050	\$57,276
3	\$50,343	\$51,681	\$53,050	\$54,459	\$58,799
4	\$51,681	\$53,050	\$54,459	\$55,903	\$60,360
5	\$53,050	\$54,459	\$55,903	\$57,390	\$61,961
6	\$54,459	\$55,903	\$57,390	\$58,914	\$63,604
7	\$55,903	\$57,390	\$58,914	\$60,478	\$65,293
8	\$57,390	\$58,914	\$60,478	\$62,081	\$67,026
9	\$58,914	\$60,478	\$62,081	\$63,731	\$68,807
10	\$60,478	\$62,081	\$63,731	\$65,422	\$70,635
11	\$62,081	\$63,731	\$65,422	\$67,161	\$72,509

All credits to be considered for application on any lane of the schedule above shall be germane to the teacher's teaching assignment as determined by the school district. All

credits, in order to be considered for application on the schedule must also be approved by the superintendent or his designee in writing prior to the taking of the course.

Section 2. EC Benefits and Career Increment: EC teachers are eligible as outlined in the master agreement. All benefits shall be prorated for teachers working less than full time.

Section 3. Duty Day: Instructors will be allowed 30 minutes preparation time for each 60 minutes of instruction. Preparation times include set up and take down as well as all other teaching related duties. Full time teachers are allowed a 30 minute duty free lunch.

Section 4. Leaves of Absence:

Subd. 1. Sick Leave: Full time early childhood teachers qualify for sick leave under Article 9 Section 1 Subd. 1. Part-time teachers are eligible for 1 day of sick leave for every 15 days of 8 hours full time service OR 1 day of sick leave for every 122 hours employed.

Section 5. Unrequested Leave and Seniority List:

Subd. 1. There shall be a separate seniority list for teachers qualifying under this Article.

Subd. 2. No teacher qualified under this Article will be allowed to exercise seniority to replace a K-12 classroom teacher.

Subd. 3. No K-12 classroom teacher will be allowed to exercise seniority to replace an EC/FE teacher under this Article.

Subd. 4. In the event that an ECFE teacher is rehired after a break in service, the ECFE teacher's seniority date following rehire shall be the first day of actual service in an ECFE teacher position following the break in service.

Subd. 5. In the event that an ECFE teacher accepts a K-12 teacher position or other non-ECFE teacher position within the bargaining unit identified in this Agreement, the ECFE teacher will be placed on the K-12 teacher seniority list, pursuant to Article 14, Section 3 of this Agreement, effective of the teacher's first date of service in the non-ECFE teaching position.

ARTICLE 18

PROFESSIONAL BEHAVIOR - TEACHER DISCIPLINE

Section 1. Disciplinary action shall comply with law and regulation and shall be fair, equitable and consistent.

Section 2. The teacher shall be entitled to have a representative of the Association present during any meeting which could lead to discipline. If the teacher requests representation, no action shall be taken with respect to the matter until a representative of the Association is present, provided that the Association within forty-eight hours of the time the District shall make such representative available proposes to meet with the teacher to discuss the disciplinary action. Nothing in this section shall prevent the District from suspending a teacher with pay until the time of the disciplinary meeting.

Section 3. Any disciplinary action, may be submitted to binding arbitration through the grievance procedure. All information forming the basis for a disciplinary action will be made available in writing to the teacher and to the Association at the time the action is taken.

Section 4. A teacher may be suspended without pay only for just cause; however, whenever possible, prior to any suspension, a teacher shall first be disciplined in the following manner, consistent with the principle of progressive discipline:

1. Oral reprimand
2. Written reprimand
3. Suspension with pay

Subd. 1. Suspension shall take effect upon written notification from the Superintendent of Schools to the teacher stating the grounds of the suspension, together with a statement that the teacher may make a written request for a hearing before an independent arbitrator to review the suspension within five days after receipt of this notification. Within five days after receipt of this notification, the teacher may make a written request for hearing before an independent arbitrator to review the suspension. If no hearing is requested within such period, the teacher to the suspension shall deem it acquiescence.

Subd. 2. The suspension shall take effect upon receipt by the teacher of the written notice of suspension or shall take effect as otherwise indicated in

the written notice of suspension. The suspension shall continue in effect for the time period provided in the written notice, or as otherwise decided by the Board.

Subd. 3. Selection of the independent arbitrator to review the suspension shall be in accordance with the grievance procedure in article 20 of this settlement.

Subd. 4. All costs shall be split between the parties if an independent arbitrator is used at the hearing.

ARTICLE 19 MISCELLANEOUS

Section 1. Mileage: The mileage paid for using personal vehicles for school business will be the IRS rate. Mileage paid to teachers who are required to travel between buildings will be \$200 per year for those who travel between the middle school and either the high school or elementary school or both, and \$100 per year for those who travel between the high school and elementary school.

Section 2. Subsistence: The School District will pay up to a maximum of \$15.00 for breakfast, \$20.00 for lunch, and \$25.00 for dinner, or a combined total of \$35.00 if during breakfast and lunch, combined total of \$45.00 if during lunch and dinner or \$60.00 for the entire day, for meals authorized, in advance for reimbursement by the administration, during the 2025-2027 school years. Snacks are not included, unless purchased as a replacement for a meal. Paid receipts must accompany the request for payment of meal expenses incurred. Meal reimbursements for non-overnight stays will be a taxable reimbursement beginning July 1, 2022.

Section 3. Use of School Facilities and Equipment: The exclusive representative shall have the privilege of use of school equipment and space, subject to the provisions of current school district policy. The exclusive representative agrees to pay for replacement of any materials and supplies incident to its use.

Section 4. Recognition Ceremony: Upon approval of the Superintendent, the district will recognize the selected teacher at an awards recognition ceremony.

Section 5. Voluntary Transfer

Subd. 1. The School District will post notices of all vacant positions in each school building with a copy to the association. Any teacher may apply for a transfer to any vacant position for which said teacher is eligible by filing a written application for transfer with the superintendent of schools, with a copy to the appropriate building principal within ten (10) days from the date of posting. The School District shall consider all timely applications for voluntary transfer before permanently filling any vacant teaching positions.

Subd. 2. The School District shall make a reasonable effort to grant applications for voluntary transfer as long as such applications are consistent with the educational requirements of the District. If more than one (1) teacher has applied for a vacant position, selection shall be based on the following criteria:

- 1) Contribution the staff member could make to students in the new position according to training, experience and interest.
- 2) Qualifications of the staff member as compared to those of other candidates.
- 3) The desires of the staff member.
- 4) The recommendations of the principals, department or grade-level chairs, or team members involved in the transfer.
- 5) The opportunities for the teacher's professional growth.

The administration shall make the final decision regarding filling any vacant position. Decisions of the administration are not subject to grievance.

Section 6: Involuntary Transfer

Subd. 1. The School District will seek qualified volunteers from among teachers in the district. If no satisfactory volunteer is found, selection shall be based on the following criteria:

- 1) Contribution the staff member could make to students in the new position according to training, experience and interest.
- 2) Qualifications of the staff member as compared to those of other candidates.
- 3) The desires of the staff member.
- 4) The recommendations of the principals, department or grade-level chairs, or team members involved in the transfer.

5) The opportunities for the teacher's professional growth.

Subd. 2. A teacher subject to the involuntary transfer shall be notified as early as possible. The administration shall make the final decision regarding filling any vacant position. Decisions of the administration are not subject to grievance.

Section 7. Subpoena: Any employee subpoenaed to provide testimony or information related to their employment, based on their District position(s) to any agency, commission, board, legislative committee, arbitrator, or court shall be provided leave with pay for each day or part thereof on which the employee is required to be absent or compensation at the daily substitute rate of pay if it is a nonwork day. This section shall not apply to when an employee brings a claim against the District. The employee shall notify the Superintendent in writing of the date(s) pending absence as soon as possible after receipt of the subpoena, but in no event later than one week prior to the date(s) of absence. The employee shall reimburse the District any remuneration that may be received by the employee up to the amount of per diem salary for each day of leave for providing testimony of information.

ARTICLE 20 GRIEVANCE PROCEDURE

Section 1. Definitions and Interpretations:

Subd. 1. Grievance: "Grievance" shall mean a dispute or disagreement between the Exclusive Representative and the District as to the interpretation or application of terms and conditions of employment insofar as such matters are contained in this Agreement.

Subd. 2. Days: Any reference to the word "days" regarding time periods in this procedure, shall refer to working days. The term "working day" is defined as all weekdays not designated as holidays by state law.

Subd. 3. Reduced to Writing: "Reduced to Writing" means a concise written statement outlining the nature of the grievance, the provision(s) of this Agreement in dispute, and the relief requested.

Subd. 4. Answer: "Answer" means a concise written response outlining the District's position on the grievance.

Subd. 5. 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.

Subd. 6. Time Limitation and Waiver: A grievance shall not be valid for consideration unless the grievance is submitted to the School District's designee in writing, signed by the President or designee of the Exclusive Representative, setting forth the facts and the specific provision(s) of the Agreement allegedly violated, and the particular relief sought within twenty (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 of the grievance. Failure to appeal a grievance from one level to another within the time periods provided below shall constitute a waiver of the grievance.

Subd. 7. Extension: Time limits specified in this Agreement may be extended by mutual, written agreement.

Section 2. Representation: The grievant(s), administrator(s), or School Board may be represented during any step of the procedure by any person or agent designated by such party to act on the party's behalf.

Section 3. Adjustment of Grievance: An effort shall first be made to adjust a grievance informally between the School District and the Exclusive Representative. The School District and the Exclusive Representative shall attempt to adjust all grievances that may arise during the course of employment as follows:

Subd. 1. Level I: The Exclusive Representative and the administrator involved or the School District's designee shall meet in an attempt to resolve the grievance within fifteen (15) days after receipt of a written grievance. Within five (5) days after the meeting, the administrator involved or the School District's designee shall issue an answer to the parties involved.

Subd. 2. 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, by the President or designee of the Exclusive Representative, within five (5) days after the receipt of the decision in Level I. If a grievance is properly appealed to the Superintendent, the Superintendent or the Superintendent's designee shall, within fifteen (15) days, set a time to meet regarding the grievance after receipt of the appeal. Within ten (10) days after the meeting, the Superintendent or the Superintendent's designee shall issue an answer to the parties involved.

Subd. 3. 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, by the President or designee of the Exclusive Representative, within five (5) days after receipt of the decision in Level II. If a grievance is properly appealed to the School Board, the School Board shall hear the grievance within twenty (20) days after receipt of the appeal. Within twenty (20) days after hearing the grievance, the School Board shall issue its answer 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 the findings and recommendations to the School Board. The School Board shall then render its answer.

Section 6. Denial of Grievance: Failure by the School Board or its representative(s) to issue a decision within the time period provided in this Article shall constitute a denial of the grievance, and the grievant(s) may appeal it to the next level.

Section 7. Grievance Mediation: In the event the grievant(s) and the School District are unable to resolve any grievance after Level III, the parties may jointly agree to participate in mediation for the purpose of compromising, settling, or resolving the grievance.

Subd. 1. Request: A request to submit a grievance to mediation must be made in writing, signed by the President or designee of the Exclusive Representative, or the School District, and delivered to the designee of the other party. The other party shall respond within five (5) working days to accept or deny the submission of a grievance to mediation.

Subd. 2. Selection of Mediator: A joint request for mediation shall be submitted to the Minnesota Bureau of Mediation Services (BMS) to assign a mediator.

Subd. 3. Mediation: The assigned mediator shall schedule at least one (1) mediation sessions. The mediation shall be conducted in conformance with BMS policies and procedures regarding grievance mediation. The mediator does not have authority to order discovery.

Subd. 4. Costs of Mediation: Each party shall bear its own costs related to representation during the mediation process.

Subd. 5. Recommendation: The recommendations of the mediator, if any, shall be advisory only and shall not be binding on either party. No reference to the mediation or any recommendation therefrom may be used in any subsequent proceeding.

Section 8. Arbitration Procedures: In the event the Exclusive Representative and the School District are unable to resolve any grievance, the grievance may be submitted to arbitration as defined in this Article.

Subd. 1. Request: A request to submit a grievance to arbitration must be made in writing and signed by the Exclusive Representative. Such request must be filed with the Superintendent within ten (10) days following denial of the grievance at Level III or completion of the grievance mediation procedure, if any.

Subd. 2. Prior Procedure Required: No grievance shall be considered by the arbitrator that has not first been 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 may, within ten (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 BMS to submit a panel of seven (7) arbitrators to the parties, pursuant to PELRA, provided such request is made within twenty (20) days after the request for arbitration. Within ten (10) days after receipt of the panel, the parties shall alternately strike names, and the remaining name shall be the arbitrator to hear the grievance. The order of striking will be determined by coin toss. Failure to agree upon an arbitrator or the failure to request an arbitrator from BMS within the time period as provided in this Article shall constitute a waiver of the grievance.

Subd. 4. Hearing: The grievance shall be heard by a single arbitrator, and both parties may be represented by such person(s) as they may choose, 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.

Subd. 5. Expenses: Each party shall bear its own expenses relating to arbitration, including expenses relating to the party's representatives, witnesses, and any other expenses the party incurs in connection with presenting its case in arbitration. A transcript or recording of the hearing shall be made at the request of either party and shall be paid for by the party requesting the same, however a party ordering a copy of such transcript shall pay for such a copy. The parties shall share equally the fees and expenses of the arbitrator.

Subd. 6. Jurisdiction: The arbitrator shall set the time and place for the hearing, the method or procedure, and make all necessary rulings. The arbitrator shall have no power to add to, subtract from, or modify any of the terms of the Agreement or to any agreement made supplementary hereto, and shall only be allowed to rule on those cases that apply to the definition of a grievance as described in this Article.

The decision of the arbitrator, if within the scope of their power, shall be binding on both parties within the limitations of PELRA as amended.

ARTICLE 21 DURATION

Section 1. Terms and Reopening Negotiations: This Agreement shall remain in full force and effect for the period commencing July 1, 2025, through June 30, 2027, and thereafter until modifications are made pursuant to PELRA, except no lane change or step advancement on the salary schedules shall occur after June 30, 2027, until a new agreement is reached. 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 2. Effect: This Agreement, and attached Memorandums of Understanding, constitute the full and complete Agreement between the School District and the exclusive representative representing the teachers of the district. The provisions herein relating to terms and condition of employment supersede any and all prior Agreements, resolutions, practices, school district policies, rules or regulations concerning terms and conditions of employment inconsistent with these provisions.

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

Section 4. Severability: The provisions of this Agreement, and attached Memorandums of Understanding, shall be severable, and if any provision thereof 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 thereof.

Section 5. Retroactivity: All aspects of this Agreement, with the exception of District Health and Dental Board Shares and hourly payments on Schedule D and Schedule E will be retroactive to July 1, 2025.

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

For the Annandale
Education Association

/S/ Laura Sellheim

Chairperson

/S/ Tara Kubian

Secretary

/S/ Lori Steffen

Treasurer

/S/ Adam Sparks

Lead Teacher Negotiator

Dated this 18 day of

May, 2026.

For Independent School
District No. 876



Chairperson



Clerk

/S/ Dillon Dougherty

Lead Board Negotiator

Dated this 18 day of

May, 2026.

Schedule A 2025-2026 Basic Salary Schedule

STEP	BA	BA10	BA20	BA30	MA	MA10	MA20	MA30
1	47424	48683	49976	51305	55390	57597	59888	62273
2	48683	49976	51305	52665	56860	59123	61483	63929
3	49976	51305	52665	54062	58371	60694	63112	65625
4	51305	52665	54062	55497	59921	62306	64787	67366
5	52665	54062	55497	56973	61511	63962	66505	69158
6	54062	55497	56973	58485	63141	65658	68272	70992
7	55497	56973	58485	60038	64818	67399	70085	72876
8	56973	58485	60038	61630	66539	69189	71946	74809
9	58485	60038	61630	63268	68307	71026	73799	76796
10	60038	61630	63268	64947	70121	72910	75816	78835
11	61630	63268	64947	66673	71981	74850	77831	80930
12	63268	64947	66673	68442	73894	76836	79898	83077
13	64947	66673	68442	70260	75856	78878	82017	85284
14	66673	68442	70260	72123	77870	80969	84196	87547
15	70232	72097	74010	75975	82025	85292	88687	92222

Career Increments: Teachers will receive a yearly career increment based on their years of experience in ISD 876 using the following schedule, amounts will be prorated for part time teachers:

22-24 \$1,000

\$1,000 will be deposited following the completion of the 22nd, 23rd and 24th year on June 15th.

25-27 years \$1,500

\$1,500 will be deposited following the completion of the 25th, 26th and 27th year on June 15th.

28 years + \$2,500

\$2,500 will be deposited following the completion of the 28th year on June 15th and each year thereafter.

Schedule B 2026-2027 Basic Salary Schedule

STEP	BA	BA10	BA20	BA30	MA	MA10	MA20	MA30
1	48254	49535	50851	52203	56359	58605	60936	63363
2	49535	50851	52203	53587	57855	60158	62559	65048
3	50851	52203	53587	55008	59392	61756	64216	66773
4	52203	53587	55008	56468	60970	63396	65921	68545
5	53587	55008	56468	57970	62587	65081	67669	70368
6	55008	56468	57970	59508	64246	66807	69467	72234
7	56468	57970	59508	61089	65952	68578	71311	74151
8	57970	59508	61089	62709	67703	70400	73205	76118
9	59508	61089	62709	64375	69502	72269	75090	78140
10	61089	62709	64375	66084	71348	74186	77143	80215
11	62709	64375	66084	67840	73241	76160	79193	82346
12	64375	66084	67840	69640	75187	78181	81296	84531
13	66084	67840	69640	71490	77183	80258	83452	86776
14	67840	69640	71490	73385	79233	82386	85669	89079
15	71461	73359	75305	77305	83460	86785	90239	93836

Career Increments: Teachers will receive a yearly career increment based on their years of experience in ISD 876 using the following schedule, amounts will be prorated for part time teachers:

22-24 \$1,000

\$1,000 will be deposited following the completion of the 22nd, 23rd and 24th year on June 15th.

25-27 years \$1,500

\$1,500 will be deposited following the completion of the 25th, 26th and 27th year on June 15th.

28 years + \$2,500

\$2,500 will be deposited following the completion of the 28th year on June 15th and each year thereafter.

Schedule C Extra Curricular Schedule		
2025-2026		
Football		
	Head Varsity Coach	\$5,102
	Asst. Varsity Coach	\$4,020
	10th Grade Coach	\$3,830
	9th Grade Coach	\$3,601
	7th & 8th Grade Coach	\$2,686
Volleyball		
	Head Varsity Coach	\$5,102
	Asst. Varsity Coach	\$4,020
	9th Grade Coach	\$3,830
	7th & 8th Grade Coach	\$2,686
Cross Country (Boys & Girls)		
	Head Varsity Coach	\$4,687
	Asst. Varsity Coach	\$3,601
	7th & 8th Grade Coach	\$2,686
Tennis		
	Head Varsity Coach	\$4,687
	Assistant Varsity Coach	\$3,601
	7th & 8th Grade Coach	\$2,686
Alpine Ski		
	Ski Coach	\$4,827

Basketball	(Boys & Girls)	
	Head Varsity Coach	\$5,242
	Asst. Varsity Coach	\$4,157
	9th Grade Coach	\$3,739
	7th & 8th Grade Coach	\$3,028
Gymnastics	Head Varsity Coach	\$5,242
	1st Asst. Coach	\$4,157
	2nd Asst. Coach	\$3,739
	7th & 8th Grade Coach	\$3,028
Wrestling (Boys)	Head Varsity Coach	\$5,242
	1st Asst. Coach	\$4,157
	2nd Asst. Coach	\$3,739
	7th & 8th Grade Coach	\$3,028
Wrestling (Girls)	Head Varsity Coach	\$4,157
Hockey	Head Varsity Coach	\$5,242
	Asst. Varsity Coach	\$4,157
Track	(Boys & Girls)	
	Head Varsity Coach	\$4,687
	Asst. Varsity Coach	\$3,601
	7th, 8th, & 9th Coach	\$2,686

Baseball / Softball		
	Head Varsity Coach	\$4,687
	Asst. Varsity Coach	\$3,601
	9th Grade Coach	\$2,950
	7th & 8th Grade Coach	\$2,686
Golf	(Boys & Girls)	
	Head Varsity Coach	\$4,687
	Asst. Varsity Coach	\$3,601
	7th, 8th, & 9th Coach	\$2,686
Danceline		
	Danceline Coach	\$4,696
Cheer		
	Head Coach - Sideline	\$3,421
	Asst. Coach - Sideline	\$2,696
	Head Coach - Winter	\$3,421
	Asst. Coach - Winer	\$2,696
Strength and Conditioning (Each season)		
		\$1,876
Marching Band (Summer)		
	Director	\$3,476
	Percussion	\$2,672
	Color Guard (single) or split	\$2,672

	Rifles and Honor Guard	\$1,505
	Silks	\$1,462
Middle School Marching Band		\$1,518
Drum Line		\$2,618
Pep Band		extended time Schedule, min. 2 hours
Jazz Band Director (Middle School & High School)		\$1,717
Chamber Choir Director		\$1,717
Musical Director		
	Head Director	\$3,731
	Assistant Director	\$2,487
Musical Pit Orchestra Director		\$1,929
Speech		
	Head Varsity Coach	\$4,096

Asst. Varsity Coach	\$3,030
High School Play	\$4,096
One Act Play	\$4,096
Middle School Play	\$2,648
High School Yearbook	\$4,057
Middle School Yearbook	\$1,624
Cardinal Advisor	\$2,476
Business Professionals of America Advisor	\$2,267
Secondary Student Council Advisor	\$3,312
Key Club Advisor	\$2,208
Middle School Stepping Up Advisor	\$1,489
Elementary Student Council Advisor	\$395
Honor Society Advisor	\$1,511

Math League		\$2,367
<i>Knowledge Bowl</i>		
	<i>High School</i>	\$2,082
	<i>Middle School</i>	\$1,314
Robotics		
	Fall Varsity Coach	\$2,686
	Fall Asst. Varsity Coach	\$2,159
	Winter Varsity Coach	\$5,241
	Winter Asst. Varsity Coach	\$4,157
Mock Trial		\$1,598
Geography Bee		\$161
Spelling Bee		\$224
Coach Support		\$27.34

ATHLETICS 26-27								
A \$5242	B \$5102	C \$4687	D \$4157	E \$4020	F \$3601	G \$3028	H \$2686	I \$2476
Head Basketball	Head Football	Head Cross Country	Asst. Basketball	Asst. Football	Asst. Cross Country	C Baseball	7 & 8 Football	Asst. Fall Sideline Cheer
Head Gymnastics	Head Volleyball	Head Tennis	Asst. Gymnastics	Asst. Volleyball	Asst. Tennis	C Softball	7 & 8 Volleyball	7 & 8 Fall Sideline Cheer
Head Boys Wrestling		Head Alpine Ski	Asst. Wrestling		Asst. Track	C Gymnastics	7 & 8 Tennis	7 & 8 Winter Comp Cheer
		Head Track (Boys & Girls)			Asst. Baseball	C Wrestling	7 & 8 Basketball	
		Head Baseball			Asst. Softball	Asst. Alpine Ski	C Track	
		Head Softball			Asst. Golf	Head Fall Sideline Cheer	7 & 8 Baseball	
		Head Golf (Boys & Girls)			C Volleyball		7 & 8 Softball	
		Head Girls Wrestling			C Basketball		7 & 8 Golf	
					C Football		Asst. Winter Comp Cheer	
					Head Winter Comp Cheer			
ACTIVITIES 26-27								
A \$4157	B \$3593	C \$3030	D \$2618	E \$2476	F \$2267	G \$2082	H \$1876	I \$1624
HS Play Director	Head Robotics	Asst. Speech	Drumline	HS Knowledge Bowl	BPA Advisor	Jazz band	Winter Strength and Conditioning	MS Yearbook

HS Yearbook			MS Play		Key Club Advisor	Encore choir		Honor Society Advisor
One Act Play					Math League			MS Knowledge Bowl
Head Speech								MS Marching Band
HS Student Council								MS Stepping Up Advisor
								Head Clay Target
								Head E Sports
								HS Play Technical Director

Experience Factor – The maximum experience allowed shall be twelve (12) years for the 2025-2027 school year. The experience factor shall be 5% of the extra curricular base for each year. Full experience shall include the total number of years, which the teacher has coached in that activity, or the like, in any position, in District #876. Teachers may be allowed prior Minnesota State High School League sponsored activity or coaching experience outside the district of five (5) years in that activity, or the like, for which they are coaching to a maximum of five (5) years at the discretion of the school board.

The school district and the association realize that new positions or paired positions may need to be created in Schedules C and D. If the need arises, the school district and the association agree to meet and negotiate on these positions.

Upon resignation, if a suitable replacement is not found the District may request a maximum of 1 year to continue assignment. The school district will seek replacement in a timely manner.

Schedule D
Extra Duty Schedule

A department chair shall be named for each department with one or more full-time persons. **Teachers performing the following services shall be compensated at the following rates per hour.**

	2025-2026	2026-2027
10th & 12th Grade Advisors Co-Heads	\$715	\$727
11th Grade Advisor (Prom)	\$1,883	\$1,916
9th Grade Advisor	\$344	\$350
Scholarship Coordinator	\$3,165	\$3,220
Wellness Coordinator	\$1,996	\$2,031
Literacy	\$1,614	\$1,642
Department Head/Team Leaders	\$621	\$632
Behind the wheel instructors (per hour)	\$39.00	\$39.68
Summer School Director	# of Student Seat Hours * \$35	# of Student Seat Hours * \$35
Summer School Teacher	Extended Time Schedule	Extended Time Schedule
Pep Band	Extended Time (2 hr. minimum)	Extended Time (2 hr. minimum)

		2025-2026	2026-2027
LEVEL 1	Ticket Takers	\$19.81	\$20.16
	Ticket Sellers		
	Chaperones		
LEVEL 2	Time Keepers	\$23.37	\$23.78
	Scorekeepers		
	Announcers		
LEVEL 3	Chain Crew	\$24.67	\$25.11
	CC/Track Event Workers		
	Line Judges		
	Site Supervisors		
	Coaching Support		
LEVEL 4	Game Officials	\$38.64	\$39.32

Level 1: In the event the time involved is less than two hours, a minimum of \$29.72/\$30.24 shall be paid for the 2025-26/2026-27 school years.

Level 2: In the event the time involved is less than two hours, a minimum of \$35.06/\$35.67 shall be paid for the 2025-26/2026-27 school years.

Level 3: In the event the time involved is less than two hours, a minimum of \$37.01/\$37.67 shall be paid for the 2025-26/2026-27 school years.

Level 4: In the event the time involved is less than two hours, a minimum of \$57.96/\$58.98 shall be paid for the 2025-26/2026-27 school years. A minimum of \$77.28/\$78.64 shall be paid to C-Level game officials for the 2025-26/2026-27 school years.

K-12 classroom teachers shall be paid at the rate of \$38.64/\$39.32 per 60-minute period for the 2025/26-2026/27 school years when substituting for another teacher during their preparation periods, and not less than 60% of the full hourly rate in the event they substitute for less than 25 minutes. Teachers must decide at the time of subbing whether to be paid or to accumulate compensation time to be used for paid time off in lieu of

payment. In such a case, for each hour, 1.3334 hours of compensation time is earned. Compensation time can be banked up to a maximum of 16 hours (two days) on an ongoing basis and carried over from one year to the next. A maximum of one full day of paid absence through compensation time may be used in each year. At the point of retirement, termination, or resignation, unused compensation time is forfeited.

A rate of \$28.97/\$29.48 per teacher shall be paid for homebound instruction plus mileage where appropriate.

A rate of \$84.73/\$86.21 per contest lasting less than four hours and a rate of \$100.05/\$101.80 per contest lasting four or more hours shall be paid for judging a speech contest. Time shall include traveling time.

**Schedule E Extended
Time Schedule**

Step	2025-2026	2026-2027
1	\$26.43	\$26.89
2	\$27.02	\$27.49
3	\$27.60	\$28.08
4	\$28.17	\$28.66
5	\$28.87	\$29.38
6	\$29.44	\$29.96
7	\$29.99	\$30.51
8	\$30.60	\$31.14
9	\$31.17	\$31.72
10	\$31.83	\$32.39
11	\$32.39	\$32.96

ATTACHMENT E

EXTENDED TIME ASSIGNMENT

INDEPENDENT SCHOOL DISTRICT NO. 876

This agreement is entered into between Independent School District No. 876 and _____ to perform the following additional duties for the school year ____ - ____ as listed below:

ACTIVITY

HOURS REQUESTED

This assignment is subject to the provisions of the Master Agreement between Independent School District No. 876 and the exclusive bargaining representative. Pay for the above activity shall be made at the conclusion of the activity on the next payday.

Date

Approved _____

Disapproved _____

Building Principal

ATTACHMENT F

EXTRA DUTY ASSIGNMENT

Independent School District No. 876

This agreement is entered into between Independent School District No. 876 and _____ to perform the following additional duties for the school year ____ - ____ as listed below:

ACTIVITY	SALARY
_____	\$ _____
_____	\$ _____
_____	\$ _____
_____	\$ _____

Step on extra curricular schedule _____

This assignment is subject to the provisions of the Master Agreement between Independent School District No. 876 and the exclusive bargaining representative. Pay for the above activity shall be made at the conclusion of the activity.

Date

School District Official

ATTACHMENT G
MILEAGE REIMBURSEMENT FOR
TEACHERS ASSIGNED TO TWO OR MORE BUILDINGS

Independent School District No. 876

The mileage paid for using personal vehicles for school business will be the IRS rate as of July 1 for each given school year.

Mileage paid to teachers who are required to travel between buildings will be \$200.00 per year for those who travel between the middle school and either the high school or elementary school or both, and \$100.00 per year for those who travel between the high school and elementary school.

Date

Teacher Signature

Teacher Print Name

Date

Principal

APPENDIX H

Health Insurance Options

2026

Blue Cross Blue Shield of MN

Monthly rates as of January 1, 2026.

The Maximum District Contribution for Family health insurance is *\$18,285 or \$1,523.75 per month.

The Maximum District Contribution for Single health insurance is * \$9,892 or \$824.33 per month.

The Maximum District Contribution for Duals (2 eligible) health insurance is *\$27,941 or \$2,328.42 per month.

BCBS Plan 7 High Value Network HSA

\$6,400 /Individual Deductible; \$12,800 /Family Deductible

Total Cost **\$6,400** Individual Out of Pocket Max; **\$12,800** Family Out of Pocket Max

Preventative Care 100%

MONTHLY RATES:

	Rate	HSA Board	District Cont.	Employee Cost	District HSA Cont.
Single -	\$588.00	\$236.33	\$824.33	\$0.00	\$2,835.96 / yr.
Family -	\$1,582.00	\$0.00	\$1,573.75	\$58.25	\$0.00 / yr.
Dual Fam -	\$791.00 per dual	\$373.21 per dual	\$1,164.21 per dual	\$0.00	\$4,375.00 / yr. /dual

BCBS Plan 7 Aware Network

\$6,400 /Individual Deductible; \$12,800 /Family Deductible

Total Cost **\$6,400** Individual Out of Pocket Max; **\$12,800** Family Out of Pocket Max

Preventative Care 100%

MONTHLY RATES:

	Rate	HSA Board	District Cont.	Employee Cost	District HSA Cont.
Single -	\$634.00	\$190.33	\$824.33	\$0.00	\$2,283.96 / yr.
Family -	\$1,717.00	\$0.00	\$1,573.75	\$193.25	\$0.00 / yr.
Dual Fam -	\$858..50 per dual	\$305.71 per dual	\$1,164.21 per dual	\$0.00	\$3,668.52 / yr. /dual

BCBS Plan 5 Aware Network

\$4,400 /Individual Deductible; \$8,800 /Family Deductible

Total Cost **\$4,400** Individual Out of Pocket Max; **\$8,800** Family Out of Pocket Max

Preventative Care 100%

MONTHLY RATES:

	Rate	HSA Board	District Cont.	Employee Cost	District HSA Cont.
Single -	\$706.00	\$118.33	\$824.33	\$0.00	\$1,419.96 / yr.
Family -	\$1,924.00	\$0.00	\$1,573.75	\$400.25	\$0.00 / yr.
Dual Fam -	\$962.00 per dual	\$202.21 per dual	\$1,164.21 per dual	\$0.00	\$2,426.52 / yr. /dual

BCBS Plan 3 Aware Network

\$3,400 /Individual Deductible; \$6,800 /Family Deductible

Total Cost **\$3,400** Individual Out of Pocket Max; **\$6,800** Family Out of Pocket Max

Preventative Care 100%

MONTHLY RATES:

	Rate	HSA Board	District Cont.	Employee Cost	District HSA Cont.
Single -	\$755.00	\$69.33	\$824.33	\$0.00	\$831.96 / yr.
Family -	\$2,070.00	\$0.00	\$1,573.75	\$546.25	\$0.00 / yr.
Dual Fam -	\$1035.00 per dual	\$129.21 per dual	\$1,164.21 per dual	\$0.00	\$1,550.52.52 / yr. /dual

DENTAL HealthPartners

	Rate	District Contribution	Your Cost	LIFE – Reliance Standard 11858
Single	\$61.53	\$61.53	\$0.00	Term Life Benefit for full time employees
Emp + Spouse	\$113.92	\$106.002	\$7.92	Certified Staff \$100,000
Emp + Children	\$147.73	\$106.00	\$41.73	Life Insurance District Contribution 100%
Family	\$210.47	\$106.00	\$104.47	Less than 1.0 FTE Life Insurance: \$50,000
Dual	\$210.47	\$210.47	\$0.00	At time of hire -
				Additional Life is available see Kacy for details

Teachers Dental Annual District Contribution: \$1,272.00

Long Term Disability – Madison Nat'l Life 9481 @ .00236 District Contribution 100%

District contribution to insurance premium is prorated for part time teachers.

APPENDIX I

MEMORANDUM OF UNDERSTANDING BETWEEN ISD #876 AND THE ANNANDALE EDUCATION ASSOCIATION

Whereas, the exclusive representative and the school district acknowledge that when they hold a valid teaching license, the positions of, Elementary Literacy Coordinator, High Potential Teacher, Dean of Students, Technology Integration Specialist, Student Support Specialist, Director of Curriculum & Testing, Middle School Instructional Coach/Equity Specialist and MN Graduation Standards Coordinator are currently in the bargaining unit, and are held by unit employees and

Whereas, the exclusive representative and the school district acknowledge that the district is best served by keeping the current employees in their current positions and

Whereas, the exclusive representative and the school district acknowledge that the students of the district are best served with the current staff filling these positions

Be it resolved that individuals holding the positions of, Elementary Literacy Coordinator, High Potential Teacher, AES Dean of Students, AMS Dean of Students, AHS Dean of Students, Director of Curriculum & Testing, Technology Integration Specialist, Student Support Specialist, Middle School Instructional Coach/Equity Specialist and MN Graduation Standards Coordinator are to remain on the salary schedule and the seniority list and shall move forward on these as if they were in the classroom. They shall retain all rights and benefits offered to them through the contract and the Union. They shall retain the right to remain members of the Annandale Education Association. In addition, they retain the right to move into a regular classroom position only if a vacancy occurs and only if they were previously tenured as a teacher in Minnesota. TOSA employees may be placed on unrequested leave if a more senior teacher with the same licensure and qualifications for the TOSA position is proposed for reduction. The job descriptions/qualifications are on file in the Human Resource office. TOSA employees may not be involuntarily realigned (stranded) out of their positions. If a vacancy occurs in one of these positions, the parties agree that in addition to the license required by the position description, the district shall fill the position with an individual who meets the requirements of the position description.

IN WITNESS WHEREOF, the parties have executed this MOU as of the dates indicated below.

For Annandale Education Association No. 7005

By: /S/ Laura Sellheim

(President)

Dated: May 18, 2026

For Independent School District No. 876

By: 

(Chair of the School Board)

By: 

(Superintendent)

Dated: May 18, 2026

APPENDIX J

**MEMORANDUM OF UNDERSTANDING
BETWEEN ISD #876 AND THE ANNANDALE EDUCATION ASSOCIATION**

The Annandale Education Association and Independent School District 876 agree that the following vendors will be eligible to receive contributions from employees and the employer for the 403(b) Deferred Compensation plan referenced in Article 12 of the Master Agreement:

1. *Dougherty & Associates Financial Advisors Inc.*
2. *Berger Financial Group, Inc.*

The Association may designate up to two (2) additional vendors, for a total of four (4) approved vendors, provided that any such additional vendors utilize Aspire as the record keeper for the District's 403(b) plan.

(These vendors will be incorporated into the 403(b) plan document required by the IRS.)

This Memorandum shall be effective throughout the 2025-2026 and 2026-2027 Master Agreement. After such time, the parties may renew or change this Memorandum.

IN WITNESS WHEREOF, the parties have executed this MOU as of the dates indicated below.

For Annandale Education Association No. 7005

By: /S/ Laura Sellheim (President)

Dated: May 18, 2026

For Independent School District No. 876

By:  (Chair of the School Board)

By:  (Superintendent)

Dated: May 18, 2026

APPENDIX K
PART-TIME INCENTIVE
MEMORANDUM OF UNDERSTANDING
BETWEEN
INDEPENDENT SCHOOL DISTRICT NO. 876
ANNANDALE, MINNESOTA
AND
ANNANDALE EDUCATION ASSOCIATION NO. 7005

This Memorandum of Understanding is entered into between ISD #876 and the Annandale Education Association for the purpose of establishing a part-time incentive.

WHEREAS, the Union and the District are parties to a collective bargaining agreement (“CBA”) 2025-2027 governing the negotiated terms and conditions for teachers employed by the District; and

WHEREAS, the District’s reasons for offering a one time part-time incentive are to improve the District’s financial status and keep new part-time positions filled.

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

NOW, THEREFORE, the District and the Union agree as follows:

Eligibility. To be eligible for the part-time incentive benefits provided under this MOU, a teacher must meet the following requirements:

- a. Must be a full-time teacher employed by the District during the 2023-2024 school year;
- b. Must be a part-time teacher employed by the District during the 2024-2025 school year

Part-time Incentive Benefit. The school board will approve a part-time general leave continuing contract. Probationary staff will be non-renewed at the 1.0 FTE and will receive a new 24-25 contract at the part-time FTE. These individuals will continue to receive full-time health insurance board contributions for the 2025-2027 contract year, so long as they remain on the district’s approved health insurance plan. The full time

monthly district board contributions are the amounts as outlined in Appendix I of the CBA.

Limitation. The District's obligation to make the insurance payments described in the preceding paragraph of this MOU is subject to all federal and state laws.

No Representations Regarding TRA Benefits. Teachers choosing to take advantage of this MOU are solely responsible for determining the impact this MOU will have on their TRA benefits. The District, including its employees and representatives, make no representations regarding how this MOU may affect teachers' TRA benefits. The parties to this MOU expressly understand and agree that any issues related to the benefits a teacher may expect to receive from TRA are strictly between the teacher and TRA. The District, including its employees and representatives, will have no responsibility or liability for such issues. The parties agree that the District, including its employees and representatives, are released from any responsibility or liability as to any disputes, claims, or any other matters arising out of teachers' TRA benefits.

Sunset. This MOU provides a "one-time" benefit and will sunset on at the end of the 2025-2027 contract year.

Separate from CBA and No Precedent. This MOU is separate from, and not a part of, the CBA. Nothing in this MOU may be deemed to establish a precedent or practice or to alter any established precedent or practice arising out of or relating to the CBA between the District and the Union. Neither the District nor the Union may refer to this MOU or submit it in any proceeding or case as evidence of a precedent or practice.

Entire Agreement. This MOU constitutes the entire agreement between the parties related to the part-time incentive provided under this MOU. Neither party has relied on any statements, promises, or representations that are not stated in this MOU. The terms of this MOU supersede any inconsistent provisions in the MOU. No changes to this MOU will be valid unless they are in writing and signed by both parties. A copy of this MOU will have the same legal effect as the original.

IN WITNESS WHEREOF, the parties have voluntarily entered into this MOU on the dates shown by their signatures. This MOU will not become effective unless and until it is approved by the District's School Board and is signed by both parties.

For Annandale Education Association No. 7005

By: /S/ Laura Sellheim (President)

Dated: May 18, 2026

For Independent School District No. 876

By:  (Chair of the School Board)

By:  (Superintendent)

Dated: May 18, 2026

APPENDIX L

MEMORANDUM OF UNDERSTANDING BETWEEN ISD #876 AND THE ANNANDALE EDUCATION ASSOCIATION

This Memorandum of Understanding is entered into between Independent School District No. 876, Annandale, Minnesota (hereinafter referred to as the “School District”) and the Annandale Education Association (hereinafter referred to as the “Association”) as follows: In the event a teacher is physically assaulted by a student while performing the teacher’s duties, the teacher may use up to three (3) days of paid leave (doctor/dental or personal illness), not to be deducted from the teacher’s paid time off balances, subject to the following conditions:

- A. When a physical assault occurs the teacher should seek appropriate medical attention and along with their supervisor, follow the protocols for reporting an injury for Workers Compensation.
- B. The physical assault must cause the teacher to be unable to perform the duties of the teacher’s position.
- C. For purposes of this MOU a “physical assault” is defined to mean the intentional application of physical force by a student on a teacher that causes physical injury to the teacher.
- D. The paid leave provided by this MOU must be used within ten (10) work days of the occurrence of the physical assault.
- E. Student assaults resulting in the use of paid leave pursuant to this MOU will be reported to the Superintendent or designee by the Human Resources Department.
- F. In no case shall the combined benefits paid to the teacher from Workers’ Compensation and the use of this leave exceed the teacher’s regularly scheduled salary for the period of leave used.

IN WITNESS WHEREOF, the parties have executed this MOU as of the dates indicated below.

For Annandale Education Association No. 7005

By: /S/ Laura Sellheim
Dated: May 18, 2026

(President)

For Independent School District No. 876

By: Kate Jones

(Chair of the School Board)

By: Timothy Brown

(Superintendent)

Dated: May 18, 2026

APPENDIX M

CREDITS/PLACEMENT ON THE SALARY SCHEDULE MEMORANDUM OF UNDERSTANDING BETWEEN INDEPENDENT SCHOOL DISTRICT NO. 876 ANNANDALE, MINNESOTA AND ANNANDALE EDUCATION ASSOCIATION NO. 7005

This Memorandum of Understanding (“MOU”) is entered into between ISD #876 (“District”) and the Annandale Education Association (“Union”) regarding credits/placement on the salary schedule.

WHEREAS, the Union and the District are parties to a collective bargaining agreement (“CBA”) for the duration of 2023-2025 that is continuing in effect governing the negotiated terms and conditions for teachers employed by the District; and

WHEREAS, the CBA includes Article 6, Section 3, which addresses the placement of teachers on the negotiated salary schedule, including procedures governing the submission and approval of credits for lane changes; and

WHEREAS, a dispute arose between the Union and the District regarding the application of the provisions of Article 6, Section 3, resulting in the Union filing a Grievance on or about June 12, 2025 (the “Grievance”); and

WHEREAS, the parties are in the process of meeting and negotiating a successor agreement to the 2023-2025 CBA; and

WHEREAS, during negotiations for the successor to the 2023-2025 CBA, the District provided written notice to the Union that to the extent the Union contends there is a past practice regarding Article 6, Section 3 of the CBA, effective upon ratification of the successor to the 2023-2025 CBA the District is terminating and will no longer recognize any alleged practice which deviates from the express language of the CBA; and

WHEREAS, the Parties agree that it is in their mutual interest to enter into this MOU to clarify Article 6, Section 3 of the CBA.

NOW, THEREFORE, the District and the Union agree as follows:

1. **Credits beyond a Masters.** The parties agree that teachers may only advance one 10-credit lane per contract year for credits beyond a Master's Degree (i.e., from MA10 to, MA20 or from MA20 to MA30) that are not part of an advanced degree program (i.e., a program leading to a Ph.D., Ed.D., or other terminal degree) in which the teacher is enrolled. These credits must meet all other requirements of the CBA. The one annual lane change limitation and the rest of the terms of this MOU do not apply to teachers enrolled in an advanced degree program subject to Article 6, Section 3, Subdivision 7.
2. **Master's Credit Course List.** Following ratification of this MOU, the District will prospectively develop and share with teachers a list of approved courses with the provider listed for credits beyond a Master's Degree that are not part of an advanced degree program. This list is provided for informational purposes only. Prior approval and germaneness are still required, and the District reserves the right to remove courses from the list following a meet and confer with the Union. Removal of a course from this list will not impact any prior approvals of such course.
3. **Request for Reconsideration.** If a teacher submits an approval request that is denied by the District on the basis that it is not germane to their teaching assignment, the teacher may submit a brief written statement as to how they will use the information from the course in their position and request that the District reconsider the denial. The District will provide a response to the request for reconsideration within ten (10) working days of receipt of the request.
4. **Course Restrictions.** The parties agree that credits, either directly from the following institutions or through a third party, from Idaho State University and Colorado State University Pueblo, completed after the ratification of this MOU, will not be approved credits outside of an advanced graduate degree program. This restriction shall not apply to courses for which a teacher received prior written approval from the District before the effective date of this MOU.
5. **No Precedent.** Nothing in this MOU may be deemed to establish a precedent or practice or to alter any established precedent or practice arising out of or relating to the CBA between the District and the Union. Neither the District nor the

Union may refer to this MOU or submit it in any proceeding or case as evidence of a precedent or practice.

6. **Entire Agreement.** This MOU constitutes the entire agreement between the parties related to the subject matter of this MOU. Neither party has relied on any statements, promises, or representations that are not stated in this MOU. The terms of this MOU supersede any and all prior agreements between the parties related to the subject matter of this MOU. No changes to this MOU will be valid unless they are in writing and signed by both parties. A copy of this MOU will have the same legal effect as the original.
7. **Severability.** If any provision of this MOU is held to be invalid, illegal, or unenforceable by a court of competent jurisdiction or arbitrator, such provision shall be deemed severed from this MOU, and the remaining provisions shall continue in full force and effect. In the event any provision is severed, the parties agree to meet and confer in good faith to negotiate a lawful replacement provision that most closely approximates the intent of the severed provision.
8. **Grievance Withdrawal.** Upon final execution of this MOU evidenced by all signatures below, the Union shall withdraw the June 12, 2025 Grievance.
9. **Term and Effective Date.** This MOU shall become effective upon final execution evidenced by all signatures below, including approval by the District's School Board, and shall remain in effect until the ratification of the 2027-2029 collective bargaining agreement; or mutual written agreement of the parties to terminate this MOU.

IN WITNESS WHEREOF, the parties have voluntarily entered into this MOU on the dates shown by their signatures. This MOU will not become effective unless and until it is approved by the District's School Board and is signed by both parties.

For Annandale Education Association No. 7005

By: /S/ Laura Sellheim

(President)

Dated: May 18, 2026

For Independent School District No. 876

By: Kate Johnson

(Chair of the School Board)

By: Timothy Johnson

(Superintendent)

Dated: May 18, 2026

APPENDIX N

MEMORANDUM OF UNDERSTANDING BETWEEN INDEPENDENT SCHOOL DISTRICT NO. 876 AND THE ANNANDALE EDUCATION ASSOCIATION NO. 7005

This Memorandum of Understanding (“MOU”) is entered into between Independent School District No. 876 (“District”) and the Annandale Education Association (“Association”), the exclusive representative of teachers in the District.

I. PURPOSE

The purpose of this MOU is to define the terms and conditions under which teachers may work remotely on designated grading days.

II. AGREEMENT

Effective with the commencement of the **2026–2027 school year**, the District agrees to permit teachers to work remotely on student non-contact grading days scheduled at the conclusion of **Quarter 1, Quarter 2, and Quarter 3**, subject to the provisions outlined below.

III. CONDITIONS

A. Work Responsibilities

Teachers working remotely shall perform all professional duties associated with grading days, including but not limited to grading student work, finalizing and submitting grades, and completing required documentation in accordance with District timelines and expectations.

B. Work Day and Availability

Teachers shall adhere to their regular contracted workday and shall remain accessible via District-approved communication methods during those hours.

D. Technology Requirements

Teachers electing to work remotely are responsible for securing reliable internet access and maintaining the ability to access District systems in a secure manner consistent with District policies.

E. Performance Expectations

Failure to fulfill assigned duties or meet established deadlines may result in the revocation of remote work privileges at the District’s discretion.

IV. MANAGEMENT RIGHTS

Nothing in this MOU shall be construed to limit or restrict the District’s rights under Minnesota Statutes, Section 179A, or the management rights clause of the collective bargaining agreement.

V. NO PRECEDENT / NO PAST PRACTICE

This MOU is non-precedential and shall not constitute a past practice. It shall not be cited or relied upon in any grievance, arbitration, or future negotiations except as expressly provided herein.

VI. DURATION

This MOU shall be effective for the **2026–2027 school year only** and shall expire automatically at the end of that school year unless mutually extended in writing by both parties.

IN WITNESS WHEREOF, the parties have executed this MOU as of the dates indicated below.

For Annandale Education Association No. 7005

By: /S/ Laura Sellheim

(President)

Dated: May 18, 2026

For Independent School District No. 876

By: 

(Chair of the School Board) +

By: 

(Superintendent)

Dated: May 18, 2026

APPENDIX O

MEMORANDUM OF UNDERSTANDING

BETWEEN

Independent School District #876 (hereinafter referred to as “District”)

AND

Annandale Education Association, Local #7005 (hereinafter referred to as “Union”)

This Memorandum of Understanding (“MOU”) establishes the terms and conditions regarding compensation and responsibilities for serving as an Edmentum Teacher of Record.

WHEREAS, the Union and the District are parties to a collective bargaining agreement (“CBA”) 2023-2025 governing the negotiated terms and conditions for teachers employed by the District; and

WHEREAS, the parties agree to implement an alternative learning opportunity for student programming.

NOW, THEREFORE, the District and the Union agree as follows:

1. Responsibilities of a Teacher of Record
 - a. A Teacher of Record shall:
 - i. Be assigned to all students enrolled in Edmentum courses under their responsibility.
 - ii. Be available to respond to student questions and inquiries within two contract days.
 - iii. Monitor student progress and provide academic support as needed.
 - iv. Complete all Edmentum course grading requirements in accordance with district and program expectations.
2. Compensation
 - a. Quarterly compensation for fulfilling Edmentum Teacher of record responsibilities shall be provided in the form of a stipend, based on the number of students enrolled in the course on the sixth 6th student contact day of the quarter.
 - i. 1-5 Students - \$400.00
 - ii. 6-10 Students - \$800.00
 - iii. 11-15 Students - \$1,200.00

- iv. 16-20 Students - \$1,600.00
 - v. 21-25 Students - \$2,000.00
 - vi. 26-30 Students - \$2,400.00
 - b. Compensation for enrollment in an Edmentum course beyond 30 students will need to be further negotiated at the time it occurs between the District, the Union and the Edmentum Teacher.
- 3. Payment
 - a. Payment will be made within thirty (30) days following the completion of the quarter.
 - b. A teacher of record is responsible for signing and submitting the appropriate request for payment form to the building principal within five (5) contract days of the end of the quarter. Failure to submit the form within this timeframe may result in a delay in payment but will not result in forfeiture of compensation.
- 4. This MOU shall continue in effect until June 30, 2027 or until a successor MOU is ratified, whichever occurs first.

NOW THEREFORE, be it further resolved that the parties agree to the following:

Impact on Precedent. Nothing in this MOU may be deemed to establish a precedent or practice or to alter any established precedent or practice arising out of or relating to the CBA between the District and the Union. Neither the District nor the Union may refer to this MOU or submit it in any proceeding or case as evidence of a precedent or practice.

Entire Agreement. This MOU constitutes the entire agreement between the parties related to compensation for teachers for the responsibility of being the Edmentum course teacher of record. Neither party has relied on any statements, promises, or representations that are not stated in this MOU. The terms of this MOU constitute the entire agreement between the parties and supersede any prior written or oral, or other agreement, statement, or practice between the parties relating to the subject matter of this MOU. No changes to this MOU will be valid unless they are in writing and signed by both parties. A copy of this MOU will have the same legal effect as the original.

IN WITNESS WHEREOF, the parties have voluntarily entered into this MOU on the dates shown by their signatures. This MOU will not become effective unless

and until it is approved by the District's School Board and is signed by both parties.

For the District:



Dated:

May 18, 2026

For the Union:

/S/ Laura Sellheim

Dated:

May 18, 2026

APPENDIX P

**ALTERNATIVE TEACHER PROFESSIONAL PAY SYSTEM (Q-COMP)
MEMORANDUM OF UNDERSTANDING
BETWEEN
INDEPENDENT SCHOOL DISTRICT NO. 876
ANNANDALE, MINNESOTA
AND
ANNANDALE EDUCATION ASSOCIATION NO. 7005**

This Memorandum of Understanding is entered into between ISD #876 and the Annandale Education Association for the purpose of establishing an Alternative Teacher Professional Pay System (“ATPPS” or “QComp”) pursuant to Minnesota Statutes sections 122A.413, 122A.414, 122A.4144, and 122A.415, as well as Minnesota Statutes chapter 179A. All licensed staff shall be eligible for and participate in this program.

The District and the Union agree to the terms of this Memorandum of Understanding through the conclusion of the 2026-27 school year. The District and Union may mutually agree to local revisions to QComp during this time period without renewing this entire document. Should there be any change to the alternative teacher professional pay systems statutes (MN Stat. 122A.413-12A. 415), both parties agree to reopen negotiations to discuss changes to the ATPPS system necessary under the amended statutes.

Should the parties agree to end participation in QComp, all performance pay and steps earned will be paid per this MOU for the last year of participation.

Disagreements arising over the disposition of any element of the ATPPS/QComp plan will be resolved via the grievance procedure outlined in the Master Agreement.

Any changes to the application approved by the Minnesota Department of Education on April 2, 2008 must be made by mutual agreement of the Union and District. The District will make copies of the original application and subsequent amendments (“the Application”) available to all staff on request.

The terms of the Application are incorporated into this MOU and have the full force and effect of the master agreement between the Union and District.

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

For Annandale Education Association No. 7005

By: Laura Sellheim (President)

Dated: May 18, 2026

For Independent School District No. 876

By:  (Chair of the Board)

By:  (Superintendent)

Dated: May 18, 2026

APPENDIX Q

MEMORANDUM OF UNDERSTANDING

BETWEEN

Independent School District #876 (hereinafter referred to as “District”)

AND

Annandale Education Association, Local #7005 (hereinafter referred to as “Union”)

WHEREAS the District and Union are parties to a collective bargaining agreement (CBA) for the period from July 1, 2023, through June 30, 2025; and,

WHEREAS the District and Union desire to address the time commitment, compensation, schedule, location of training, and deadlines for teachers required to complete the state of Minnesota mandated READ Act training; and,

WHEREAS the District and Union have agreed that teachers will participate in **Consortium on Reaching Excellence in Education (CORE) Learning Online Language and Literacy Academy (OL&LA)**; and,

WHEREAS the total anticipated number of hours of training required for **CORE Learning OL&LA Training** is **55 hours**;

NOW THEREFORE, be it resolved that the parties agree to the following:

1. Eligibility

The Union and District will establish a list of eligible teachers, who must:

- a. Hold a license issued by the Professional Educator Licensing and Standards Board; and,
- b. Be employed by the District between **August 26, 2024** and **June 30, 2025**; and,
- c. Be required by the District to complete approved training described under Minn. Stat. § 120B.123, subdivision 5.

2. Compensation earned for READ Act training

Teachers will earn compensation as follows:

- a) A stipend payment of **\$1,485 paid within in 30 days of** providing evidence of successful completion of **OL&LA** training. **Successful**

completion is defined as completing the training with a passing score of 80% or higher.

3. Credit Recognition

Up to three (3) credits can count towards lane changes when graduate credits are purchased through CORE. Requests for graduate credits to apply toward a lane change may be made according to Article 6, Section 3.

4. Proof of completion and payment timeline

In all cases, teachers shall submit proof of training completion to **Jon Meinke, Curriculum/Testing Coordinator**.

5. Failure to comply with the READ Act

Compliance with the Minnesota READ Act (Minn. Stat. § 120B.123) is mandatory for both the District and eligible teachers. Failure by the District to comply with these requirements may result in action taken by the Minnesota Department of Education. Failure by an eligible teacher to comply with the training requirements may result in a teacher being out of compliance with READ Act requirements related to reading instruction in accordance with state statute and could result in discipline pursuant to Article 18 of the CBA.

6. Effective Date and Duration

This MOU shall continue in effect until **June 30, 2027**.

NOW THEREFORE, be it further resolved that the parties agree to the following:

Impact on Precedent. Nothing in this MOU may be deemed to establish a precedent or practice or to alter any established precedent or practice arising out of or relating to the CBA between the District and the Union. Neither the District nor the Union may refer to this MOU or submit it in any proceeding or case as evidence of a precedent or practice.

Entire Agreement. This MOU constitutes the entire agreement between the parties related to compensation for teachers for completing READ Act training. Neither party has relied on any statements, promises, or representations that are not stated in this MOU. The terms of this MOU constitute the entire agreement between the parties and supersede any prior written or oral, or other agreement, statement, or practice between the parties relating to the subject matter of this MOU. No changes to this MOU will be valid unless they are in writing and

signed by both parties. A copy of this MOU will have the same legal effect as the original.

IN WITNESS WHEREOF, the parties have voluntarily entered into this MOU on the dates shown by their signatures. This MOU will not become effective unless and until it is approved by the District's School Board and is signed by both parties.

For the District:



Dated:

May 18, 2026

For the Union:

/S/ Laura Sellheim

Dated:

May 18, 2026

APPENDIX R

MEMORANDUM OF UNDERSTANDING BETWEEN INDEPENDENT SCHOOL DISTRICT 876 AND THE ANNANDALE EDUCATION ASSOCIATION NO. 7005

This Memorandum of Understanding (“MOU”) is entered into by and between Independent School District 876 (“District”) and the Annandale Education Association (“Association”).

1. Purpose

The purpose of this MOU is to set forth the full and complete agreement of the parties regarding retroactive compensation for the 2025–2026 school year.

2. Notwithstanding Clause

Notwithstanding any provision of the Master Agreement, past practice, or policy to the contrary, the terms of this MOU shall control and govern the payment of any retroactive compensation for the 2025–2026 school year.

3. Retroactive Compensation Limitation

The parties expressly agree that bargaining unit members shall receive fifty percent (50%) of any retroactive salary or compensation that would otherwise be payable for the 2025–2026 school year under the successor agreement. Retroactive pay pertaining to board approved lane changes and Edmentum teacher of record stipends will be paid at one-hundred percent (100%).

4. Calculation and District Discretion

Retroactive compensation, if any, shall be calculated by the District based on the final agreed-upon salary schedule and applicable contract provisions.

The District retains sole administrative authority to determine the method of calculation, eligibility, and issuance of payment, consistent with this MOU.

5. Payment Timing

The District shall issue the retroactive payment at a time determined by the District, within a reasonable period following ratification of the successor agreement.

6. Duration

This MOU shall remain in effect until all obligations herein are fulfilled and shall thereafter expire without precedent.

IN WITNESS WHEREOF, the parties have executed this MOU as of the dates indicated below.

For Annandale Education Association No. 7005

By: /S/ Laura Sellheim (President)

Dated: May 18, 2026

For Independent School District No. 876

By:  (Chair of the School Board)

By:  (Superintendent)

Dated: May 18, 2026