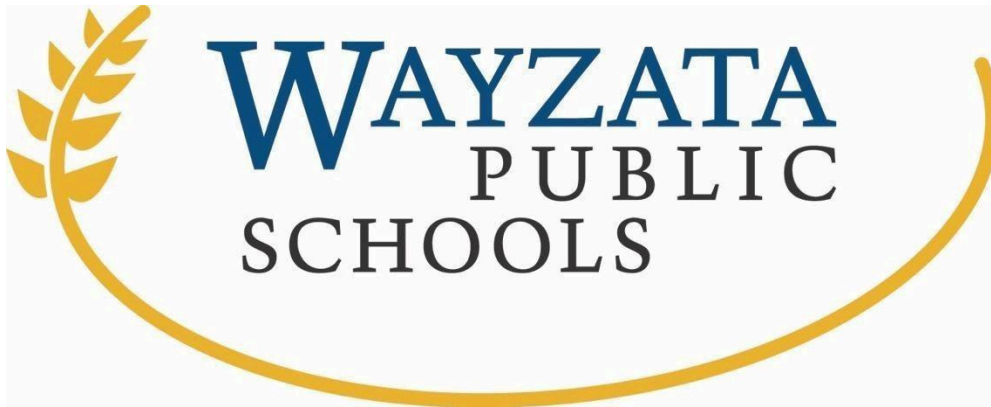




Independent School District 284

Wayzata, Minnesota

and the

Wayzata Education Association

MASTER CONTRACT

July 1, 2025 through June 30, 2027

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2025-27 Master Contract

This contract is made and entered into by and between INDEPENDENT SCHOOL DISTRICT NO. 284, Hennepin County, Minnesota, hereinafter referred to as the “Employer,” and the WAYZATA EDUCATION ASSOCIATION, hereinafter referred to as the “Association.”

Article I

Purpose

Section 1.1 Purpose

The purpose of this Contract is to encourage and increase orderly, constructive and harmonious relationships between the Employer, its teachers, and their duly authorized exclusive representative, the Association; to establish procedures for the resolution of differences over terms and conditions of employment; to preserve the paramount right of the citizens of this community to the operation of their schools; and to establish an environment in which the children of this community may receive education of the highest quality. Accordingly, the parties have set forth herein all terms and conditions of employment which have been agreed upon by the Employer and the Association, pursuant to and in compliance with the Public Employment Labor Relations Act of 1971, as amended (hereinafter referred to as the “PELRA”). Terms not specifically defined in this Contract shall have the meanings given them under the PELRA.

Section 1.2 Performance Increment Defined

Within this document, effective July 1, 2006, the term step shall be defined as Performance Increments.

Article II

Recognition

Section 2.1 Recognition

The Employer hereby recognizes the Association as the exclusive representative for the purpose of negotiating terms and conditions of employment for all persons included in the appropriate unit of teachers employed by the Employer, as established pursuant to the specific inclusions and exclusions provided in PELRA.

Whenever used in this Contract, the term “teacher” shall mean any employee who is included in the foregoing unit.

Article III

Teacher/Association Rights

Section 3.1 Right to Join

The Employer shall not interfere with the rights of teachers to join or participate in the Association. The Association shall not interfere with the right of teachers not to join or participate in the Association. The Employer agrees that it will not meet and negotiate or meet and confer with any other organization with respect to teachers as long as the Association continues to be the duly authorized exclusive representative.

Section 3.2 Dues Check-off

The Association shall give written notice to the payroll office at the beginning of each school year specifying the Association's current annual rate of membership dues for the forthcoming school year. The Employer agrees to deduct dues for membership in the Association, and to forward such dues to the Association.

Section 3.3 Building Representatives

Duly authorized representatives of the Association shall be permitted to transact official Association business on school property at all reasonable times, provided this shall not interfere with or interrupt normal school activities. The Association shall provide the Employer with a list of the Union authorized representatives.

Section 3.4 Use of Equipment and Facilities

The Association shall have the right to reasonable use of facilities and equipment of the Employer at reasonable times when such facilities and equipment are not in use. The Employer shall establish a list of charges for the cost of using the equipment or facilities whenever the use of such equipment or facilities results in an additional cost to the Employer.

Section 3.5 Communications

The Association shall have the right to post notice of activities or matters of Association concerns on teacher bulletin boards. The Association may use the district mail service, e-mail and teacher mail boxes, in a reasonable manner, for communication to teachers.

Section 3.6 Association Leave

Should the WEA decide to have a leadership team both years of the 2025-27 Master Contract, the WEA will be granted up to eighty (80) days of Association leave per year. The first fifty (50) days will be paid for by the School District; after fifty (50) days the Association will pay costs for any necessary substitute coverage.

Should the WEA decide to have a leadership team the first year of the contract and a president the second year of the contract, during the term of this contract the WEA will be granted up to 80 days of Association leave; the first fifty (50) days will be paid for by the District and for any days beyond fifty (50) any necessary substitute coverage will be paid for by the Association. During the term of this contract, one of the sabbatical leaves reserved for teachers may be used for a full time president. This position will be funded at the replacement cost of one FTE (full time equivalent). The association will pay for 20% or 25% of the president's salary for the year, depending on where the chosen president falls on the salary schedule as discussed in Section 7.6 Sabbatical Leave. The district will pay normal sabbatical costs. The two (2) years of full time work normally required following a sabbatical will be waived for this position. Forty (40) additional days will be funded by the District for Association related work.

Section 3.7 Personnel Files

A teacher's personnel file shall be available to the teacher for review of the contents upon request to Human Resources. Human Resources shall schedule an appointment at a mutually convenient time when a teacher requests such an appointment. A representative of the Association may, at the teacher's request, accompany the teacher. Teachers shall have the right to reproduce their file materials provided they first schedule a mutually agreeable time and pay reasonable copying costs for such reproduction. A teacher shall receive a copy of any deficiency notice, negative letter or negative report placed in the teacher's personnel file. The copy shall be sent to the teacher at the time of placement in the personnel file. The teacher shall have the right to file a written reply to such material. The provisions of this section shall not be considered to restrict a teacher's right as established by Minn. Statute 122A.40, Subd. 19, and as further set out in Article XIII of this Agreement.

Section 3.8 Transfer

The employer reserves the right to establish policies and procedures by which teachers are transferred. Disputes over the interpretation or application of these policies and procedures shall be subject to the grievance and arbitration provisions of Article XIII of this agreement. All transfers shall be done according to the procedures set forth in the Regulation on Professional Staff Assignments and Transfers. Although the Regulation is not part of this Master Contract, the Employer shall meet and confer with the Association prior to adopting any changes to such Regulation

Section 3.9 Non-Discrimination

Neither the Employer nor the Association will discriminate against any teacher by reason of the teacher's race, religion, national origin, sex, marital status or age, as those terms are defined under Title VII of the Civil Rights Act of 1964, or Chapter 363A of Minnesota Statutes. Since alleged discriminatory acts on the above defined basis, under the above referenced statutes, are under the jurisdiction of appropriate state or federal agencies, the arbitration provisions of this Agreement, which are set forth in Section 12.8 and 12.9, shall not be applicable to any grievances alleging violation of the above provisions. Instead, any grievance alleging violations of the above provisions which are not satisfactorily adjusted under Stages 1, 2, 3 or Optional Grievance Mediation of the Grievance Procedure shall be subject to the jurisdiction of the appropriate federal or state administrative agency.

Section 3.10 Violent Student Notification

Pursuant to MS 121A.64 Notification, representatives of the school board and the exclusive representative of the teachers shall discuss the issues related to notification prior to placement in classrooms of students with histories of violent behavior and any need for intervention services or conflict resolution or training for staff in these cases.

Section 3.11 Teacher Safety / Teacher Association Rights

The Employer and the Administration of Wayzata Public Schools are committed to a safe learning and working environment for all teachers in the District. There may be circumstances where staff members of the District feel that the safety of a student or staff member is not adequately addressed by their supervisor. In this case, staff members should request a meeting of their immediate supervisor, a WEA representative, and the individual to whom their supervisor reports. The purpose of the meeting will be to review the matter as to how the situation will be addressed.

Article IV

Teacher Duties and Responsibilities

Section 4.1 Basic Duties

Each teacher shall teach in such places, grades or subjects as shall be designated by the Employer. Each teacher shall perform all services prescribed by the Employer for the position assigned as detailed in the position description - which shall be updated and provided to the WEA for review and observe all policies, rules and regulations established from time to time by the Employer. The Employer recognizes the right of the Association to meet and confer with the Employer with respect to such policies, rules and regulations.

Section 4.2 Hours of Employment

Whenever used in this Contract, the term “full-time teacher” shall mean any teacher who is required to devote at least forty (40) hours per week to the performance of basic duties. The term “part-time teacher” shall mean any teacher whose individual contract or hourly assignment requires basic duties of less than forty (40) hours per week. The term “eligible teacher” shall mean any teacher whose individual contract or hourly assignment requires the performance of services of at least thirty-two (32) hours per week, but shall not include a long-term substitute employed for less than one-half of the annual work days. Each teacher is expected to be available for the hours required by such teacher’s individual contract as needed during the school day established for the particular building level. Under normal circumstances, full-time teachers are expected to remain in the building eight (8) hours each work day. Each eligible teacher and full-time, long-term reserve teacher will be provided a daily duty-free lunch period of thirty (30) minutes, except for emergencies when no other coverage options exist. Teachers may be required to reasonably participate in school activities, institutes, conferences and meetings outside the normal school day, as directed by the Employer.

Section 4.3 Basic School Year

The total number of work days for each full-time teacher employed for the full basic school year shall be 184. Deductions for each work day of absence without pay during the basic school year will be based upon the teacher’s annual basic salary divided by 184. Student contact days shall be 172 days. Work days during the basic school year shall be as specified in the school calendar as adopted by the Employer.

Section 4.4 New Teachers

All teachers new to the profession and/or new to the district will be required to work three (3) days in addition to those specified in Subd. 4.3 above to provide pre-service training and support to the new teacher. Teachers shall be paid a stipend of \$140.00 a day after successful attendance and completion of the pre-service training.

New Teachers will be required to attend twelve (12) hours of training and support outside the duty day during the first year of employment. After successful completion of the new teacher training, the teacher shall receive a stipend of \$480.00.

Teachers will also be provided four (4) hours of building mentorship provided during the contract day.

Teachers must be contracted for more than 120 days to participate in this section.

Expectation	Who	Compensation
Pre-Workshop Days	Everyone new to the district	\$140 stipend a day
Mentorship	Everyone new to the district	4 hours during the contract day
Professional Development	All teachers new to the district will participate in a “Wayzata Way” course.	12 hours - \$480.00 Stipend

Section 4.5 Additional Work Days

Work days beyond the basic school year during which an individual teacher is required to continue to perform regular basic duties shall be as established by the Employer. Compensation for each such additional work day shall be based upon the teacher’s annual basic salary divided by the number of days in the basic school year.

Section 4.6 Legal Holidays and Emergency Closings

Each teacher shall perform services on those work days designated by the Employer, including those legal holidays on which the Employer is authorized to conduct school. Each teacher shall also perform services on such work day or days as the Employer shall determine in lieu of any work day or days canceled due to any emergency; provided, however, that the Employer shall make every reasonable effort to ensure that any canceled workdays which are rescheduled occur prior to the last regularly scheduled work day for the school year. It is understood that the rescheduling of canceled work days may include adjustments in the length of the work day (e.g., to allow a 4-day work week of longer work days), provided that the total weekly hours required of a teacher shall not be increased. The Employer recognizes the right of the Association to meet and confer regarding the rescheduling of work days and changes in the length of the work day.

Section 4.7 Preparation Time

Within the student day for every 25 minutes of classroom instructional time, a minimum of five additional minutes of preparation time shall be provided to each licensed teacher. Preparation time shall be provided in one (1) or two (2) uninterrupted blocks during the student day. Exceptions to this may be made by mutual agreement between the district and the exclusive representative of the teachers, based on input of the building administration and teachers.

Section 4.8 Retention of License(s)

In order to retain employment, teachers are required to maintain the license(s) in the area(s) in which they are currently teaching and the license(s) with which they were initially hired unless their assignment has not necessitated the license(s) for three previous years.

Section 4.9 Renewal of License(s)

A teacher must have their license renewal submitted to the appropriate State agency by the last business day in June. Failure to submit by that date will result in forfeiture of all employment rights for the following school year.

Section 4.10 Notice of Retirement or Resignation

A teacher must submit a written letter of retirement or resignation to the Human Resources Department by February 1.

Article V

Compensation

Section 5.1 Basic Salary Schedules

The Basic Salary Schedule set forth in Appendix A (which is attached hereto and made a part of this Contract) shall be effective as of July 1, 2025 and until June 30, 2026. The Basic Salary Schedule set forth in Appendix B (which is attached hereto and made a part of this Contract) shall be effective as of July 1, 2026 and until June 30, 2027. Such basic salary schedules shall apply to the performance of basic duties during the basic school year. Part-time teachers employed in regular teaching positions will be compensated for the performance of basic duties according to the basic salary schedule, prorated on the basis of their employment (e.g., a teacher employed one-half time will receive one-half pay).

Section 5.2 Status of Basic Salary Schedules

The basic salary schedules set forth in this Contract are not, and shall not be construed to be, a part of the individual contract or continuing contract of any individual teacher. The Employer reserves the right to withhold step advancement, lane advancement, or any other salary increase for any teacher for just cause.

Section 5.3 Initial Placement

Initial placement on the basic salary schedule shall be determined by mutual agreement between the individual teacher and the Employer.

Section 5.4 Performance Increment

A full-time teacher will advance one (1) Performance Increment for each basic school year in which they receive two (2) satisfactory performance evaluations or complete the appeal process outlined in Article V, Section 5.6, Part 8 with a satisfactory evaluation. Teachers must create, review, and reflect upon a goal as a measure of student growth (MSG).

No Performance Increment will be granted to full-time teachers performing basic duties for the employer on fewer than one hundred twenty (120) work days during the basic school year.

The Employer will keep a cumulative record of the total contracted service for each part-time teacher, expressed as a full-time equivalent. Performance increment advancement for a part-time teacher will be based upon the cumulative full-time equivalent service for such teacher as of the first workday of the basic school year.

Section 5.5 Lane Advancement

Effective July 1, 2025 and until June 30, 2027 the compensation specified in individual teacher contracts for teachers previously placed on the basic salary schedule will reflect lane advancements as set forth below, subject to the right of the Employer to withhold salary increases for just cause.

Teachers who have completed at least one year of service for the Employer may advance to higher salary lanes by obtaining additional training, degrees, and/or credits for in-service work required by the Employer. Teachers must submit programs for such lane advancement to the building principal for review and approval by the designated central office administrator prior to commencement of the coursework. Programs submitted for approval must cover a block of at least 15 quarter hours of credit, and shall include a general description of the coursework to be taken under the program and the relevance of such coursework to the teacher's assignment.

Transcripts of credits or other necessary verification must be submitted prior to September 1 for lane change effective at the start of the school year and prior to February 1 for lane change effective at midyear. Credits earned immediately preceding summer session may be used to qualify for lane advancement retroactive to the start of the school year if submitted on or before October 15. Forms for lane advancement application are available from the building principals or the staff intranet.

All official transcripts filed by a teacher will be maintained in the teacher's personnel file. Upon request a receipt will be issued for any transcripts or other documentation submitted.

Advanced-degree programs must be taken from accredited institutions. Approved advanced degree programs will relate directly to the teaching assignment.

A lower division college course may be approved for lane advancement only where it would offer clear and significant breadth to the teacher's instructional background.

A. The second salary lane (B.A.+15) may be attained by:

1. Submitting an approved program and satisfactorily completing 15 quarter hours of upper division or graduate course credits after completion of the bachelor's degree. At least 75% of the course credits in such an Employer approved program must be in the area of the teacher's assigned basic duties, subject to approval of a specific exception for good cause by the building principal and the designated central office administrator.

B. The third salary lane (B.A.+30) may be attained by:

1. Submitting an approved program and satisfactorily completing 30 quarter hours of upper division or graduate course credits after completion of the bachelor's degree. At least 75% of the course credits in such an Employer approved program must be in the area of the teacher's assigned basic duties, subject to approval of a specific exception for good cause by the building principal and the designated central office administrator.
2. Course completion of a bachelor's degree in education after completion of a bachelor's degree in the subject field taught (a planned sequence).

C. The fourth salary lane (B.A.+45) may be obtained by:

1. Submitting an approved program for obtaining a master's degree or submitting an approved program and satisfactorily completing 45 quarter hours in upper division or graduate course credits after completion of the bachelor's degree. At least 75% of the course credits in such an Employer approved program must be in the area of the teacher's assigned basic duties, subject to approval of a specific exception for good cause by the building principal and the designated central office administrator.

D. The fifth salary lane (B.A.+60) may be obtained by:

1. Submitting an approved program for obtaining a master's degree or submitting an approved program and satisfactorily completing 60 quarter hours in upper division or graduate course credits after completion of the bachelor's degree. At least 75% of the course credits in such an Employer approved program must be in the area of the teacher's assigned basic duties, subject to approval of a specific exception for good cause by the building principal and the designated central office administrator.

E. The sixth salary lane (M.A. in field) may be obtained by:

1. Submitting for advance approval and satisfactorily completing a master's degree directly in the subject field(s) taught.
2. Completion of a master's degree in education in which at least 75% of the courses apply to subjects taught.
3. Completion of an M.A.T. from an approved graduate school, based upon a B.A. in the subject area taught.

Effective as of the beginning of the 1987-88 school year, no teacher may advance to the M.A. in field lane without a master's degree, unless such teacher had a course or courses approved on or before August 26, 1977 for credit

toward advancement from the B.A.+45 lane to the B.A.+60 lane. Teachers who attained the B.A.+60 prior to the 1987-88 school year will remain on the M.A. in field lane.

F. The seventh salary lane (M.A.+15) may be attained by:

1. Submitting an approved program and satisfactorily completing 15 hours in related upper division and graduate courses all of which must be taken following completion of the M.A. in field.

G. The eighth salary lane (M.A.+30) may be attained by:

1. Submitting an approved program and satisfactorily completing 30 hours in related upper division and graduate courses, all of which must be taken following completion of the M.A. in field

H. The ninth salary lane (M.A.+45) may be attained by:

1. Submitting an approved program and satisfactorily completing 45 hours in related upper division and graduate courses, all of which must be taken following completion of the M.A. in field.

I. The tenth salary lane (M.A.+60/Specialist) may be attained by:

1. Submitting an approved program and satisfactorily completing 60 hours in related upper division and graduate credits, all of which must be taken following completion of the M.A. in field.
2. Submitting an approved program and attaining the specialist degree from an approved institution in the field of assignment.

J. The eleventh salary lane (The Doctoral Degree) may be reached by:

1. Submitting an approved program and attaining the doctoral degree from an approved institution in the field of assignment.

K. Special Institutes or Workshops. Graduate credits received for attendance at special institutes or workshops while enrolled in a master's degree program which do not count toward fulfillment of the requirements of the master's degree may in some cases be applied toward satisfaction of the requirements for lane advancement beyond the M.A. in field lane. Such use of the credits from a special institute or workshop must be approved in advance of the workshop or institute. Up to 6 quarter hours of graduate course credits so earned and approved may be applied toward advancement to the M.A.+15 lane, and up to a total of 9 quarter hours of graduate course credits so earned and approved may be applied toward advancement to lanes beyond M.A.+15.

L. Courses Required by Employer. A teacher who is required by the Employer to complete upper division, lower division, graduate or in-service credits which would not otherwise qualify to be applied toward lane advancement will be reimbursed by the Employer for tuition expenses. Such teacher will also be paid for scheduled classroom hours outside the contracted day at the applicable rate for curriculum writing. If said teacher is currently placed at a MA plus 60 or PHD, a one time stipend of one thousand dollars (\$1,000) shall be granted. In addition, a teacher may be granted lane changes for previously unrelated degree(s) credit if said degree is now required to teach district approved courses.

1. Agreement - Written agreement that the teacher shall remain in the District for two (2) full time years following the completion of said credits.

Section 5.6 Alternative Compensation Program

Part 1 Purpose

Wayzata Public Schools' primary goal is to increase student learning by providing each teacher with the support and tools to maximize their effectiveness as a teacher and encourage professional growth throughout the teacher's career. The focus of the Wayzata Public Schools' Alternative Compensation Plan is to attract, develop and retain high quality teachers.

Part 2 Peer Coaching

A primary component of the Alternative Compensation Plan is peer coaching. A Peer Coach is an exemplary teacher and instructional leader who coaches colleagues by modeling best practice strategies, conferencing, observing, peer review and providing substantive feedback.

The process for selecting Peer Coaches will begin with job posting, with internal candidates receiving first consideration. Candidates for the Peer Coaching positions will have consistently demonstrated effective instructional practices. Criteria for selection of the Peer Coaches include:

- a. Repeated participation in building and/or District initiatives,
- b. Commitment to professional development and growth,
- c. Demonstrated knowledge of a broad base of instructional strategies and practices that promote student learning,
- d. Effective communication skills,
- e. A minimum of seven (7) years of teaching experience.

It is the District's intent to hire internal candidates, but if enough qualified candidates do not apply; external candidates may be considered after internal interviews are completed. Teachers who are currently employed as a Peer Coach or currently employed as a TOSA (per Section 7.6, Part 2) may not apply for a subsequent Peer Coach position until external candidates are considered.

Selection of Peer Coaches will be made by an interview team consisting of two (2) current Peer Coaches appointed by the WEA executive board and two (2) teachers appointed by the WEA executive board, the Executive Director of Teaching and Learning and three (3) administrators appointed by the superintendent or superintendent's designee. Recommendations for employment must be reached by a consensus of the interview team.

The Peer Coaches will be paid at the same rate as their current position as identified on the Master Agreement.

Peer Coaches will be evaluated by the Executive Director of Teaching & Learning or a designated licensed administrator using direct observation and feedback from the Teacher Development and Evaluation (TDE) process, as articulated in Part 6 below. Peer Coaches will be eligible for the Performance Increment, Individual Performance Bonus and Site Goal Bonus. Teachers hired to be Peer Coaches will be guaranteed the opportunity to return to their previous assignment at the end of their peer coaching term, if their original position exists. In the 2006-07 school year Peer Coaches will be hired for a two (2), three (3) or four (4) year term. Subsequent hires will have a three (3) year term. If the Q Comp AWE Coordinator position is paired with a Peer Coach position, the length of term for both roles will be four (4) years.

If a Peer Coach chooses not to complete their term, the Peer Coach may request a transfer to an open position for the following school year. If the Peer Coach is re-assigned by the Executive Director of Teaching & Learning, the Peer Coach will be guaranteed the opportunity to return to their previous assignment, if their original position exists.

Part 3 Mentors

It is the goal of the District to have a new teacher induction program that includes a pre-workshop orientation, mentoring, and personal reflection. Sites will have building mentor(s) with a ratio of first year teachers to mentors that does not exceed ten (10) to one (1). Mentors will meet with new teachers for a total of four hours throughout the school year. Mentors will be paid a \$500 stipend in addition to their salary. Mentors will be selected by principals with input from the Q Comp AWE Coordinator and will continue in this position for up to three years. If a teacher is appointed to fill a term of less than two years, they are eligible to apply for a full term.

Criteria for selection of the Mentor include:

- a. Commitment to professional development and growth,
- b. Effective communication skills,
- c. A minimum of five (5) years of experience in the Wayzata School District.

Part 4 Academy of Wayzata Educators (AWE)

a) The Academy:

It is the goal of the District to have Wayzata's Alternative Compensation Program support an academy. The Academy will offer courses that will enhance educational practices. Courses will require the introduction of topics, professional practice, private reflection and group discussion focusing on students and achievement. Participation in the academy courses is optional. Course offerings through the academy are frequently referred to as AWE (Academy of Wayzata Educators) courses.

All courses must meet the requirements as outlined in the Academy of Wayzata Educators Guidelines. Teachers may submit proposals for courses or study groups. Course offerings will be determined on an annual basis by the Academy of Wayzata Educators Leadership Team. The Academy of Wayzata Educators Leadership Team will consist of the Executive Director of Teaching and Learning, Executive Director of Human Resources, WEA President, Q Comp AWE Coordinator, one elementary principal, one secondary principal and four (4) teachers appointed by the WEA.

b) AWE Coursework:

Eligible teachers who complete an Academy offering will receive a \$480 stipend. Teachers are limited to one \$480 stipend per school year. Teachers new to the district must complete the Wayzata Way Teacher Training prior to participation in AWE coursework.

Seminar facilitators will be paid an additional \$100 stipend for facilitation.

Course instructors will be paid a \$1000 stipend. Courses with more than fifteen (15) students will be allotted a second instructor.

Stipends for all Academy coursework, seminar facilitation, course instruction will be paid by the last pay period in June. The Academy of Wayzata Educators Coursework does not apply for lane change.

c) Q Comp AWE Coordinator:

A 0.5 FTE Q Comp AWE Coordinator position will provide leadership in developing, organizing, and implementing the Academy of Wayzata Educators.

The process for selecting a Q Comp AWE Coordinator will begin with a job posting, with internal candidates receiving first consideration. Letters of recommendation from supervisors and colleagues will be required as part of the application process. Criteria for selection of the Q Comp AWE Coordinator include:

1. Repeated participation in building and/or District initiatives,
2. Commitment to professional development and growth,
3. Demonstrated knowledge of effective professional development planning,
4. Effective communication skills,
5. A minimum of seven (7) years of teaching experience.

The Q Comp AWE Coordinator will be paid at the same rate as their current positions as identified on the Master Agreement.

The Q Comp AWE Coordinator will be evaluated and eligible for the Performance Increment, Individual Performance Bonus and Site Goal Bonus. The teacher hired to be the Q Comp AWE Coordinator will be

guaranteed the opportunity to return to their previous assignment at the end of the staff development term if their original position exists. Q Comp AWE Coordinator will be hired for a four (4) year term.

Part 5 Annual Performance Bonuses

a) Individual Performance Bonus:

Upon the completion of two (2) reflective peer reviews and one SMART/Inquiry Goal, or completion of the appeal process outlined in Article V Section 5.6, Part 8 with a satisfactory evaluation as well as the creation, review, and reflection upon a goal tied to student achievement, a full-time (1.0 FTE) teacher will be granted an Individual Performance Bonus of \$1700 to be paid on the second regular pay period in June (last business day in June). A full-time teacher performing basic duties for the employer on one hundred twenty (120) or more work days during the basic school year will be eligible for the Individual Performance Bonus. A part-time teacher whose contract begins prior to October 15 and extends through the remainder of the school year will be eligible for an Individual Performance Bonus prorated to equal his/her FTE.

A teacher retiring at the end of the first semester will be eligible for an Individual Performance Bonus prorated to equal their annualized FTE upon the completion of two (2) satisfactory peer reviews and creation, review, and reflection upon a goal tied to student achievement. To facilitate the scheduling of evaluations, it is the responsibility of the educator to notify their Peer Coach in writing by September 15 of their intent to retire at the semester break.

b) Site Goal Bonus:

A \$1.00 Site Goal Bonus will be paid to each teacher based on the attainment of the annual Alternative Compensation site goal by their assigned site(s). A \$1.00 Site Goal Bonus will be paid to each teacher based on the attainment of the annual Alternative Compensation site goal by their assigned site(s). Each site's goal will be developed with teacher input. A full-time (1.0 FTE) teacher performing their duties for the employer on one hundred twenty (120) or more work days during the basic school year will be eligible for the Site Goal Bonus. Any remaining balance in this fund will be transferred to the district professional development fund. The site goal bonus will be paid within thirty (30) days of all the schools' data becoming available.

Part 6 Evaluation of Continuing Contract Teachers

Teachers will be formally evaluated by their principal/supervisor once every three (3) years through the TDE process. In the non-TDE years, teachers will engage in the full peer review process that is also listed in Section 5.6, Part 5. A professional responsibilities reflection meeting with a teacher's principal/supervisor will also occur in every non-TDE year. The Wayzata Public Schools Teacher Development and Evaluation plan will be shared with continuing contract teachers that are on TDE by their principal/supervisor, and will also be linked on the WPS staff intranet.

Every teacher will annually develop a goal as a measure of student growth (MSG) and submit it to their assigned peer coach or supervisor no later than October 15th. The goal submission need not take place during required meetings with peer coaches. Peer coaches or supervisors will review submitted goals and (1) approve or (2) return to teachers for revisions no later than October 30th. Prior to May 30th, teachers will complete and submit a formal reflection providing rationale for their performance on the goal.

Teachers employed with a 0.8 FTE contract to 1.0 FTE contract will have the same requirements as a full time teacher. Teachers with a FTE of less than 0.8, will not be responsible for the formative (PC) evaluation. If a teacher's contract increases during the school year, it is the responsibility of the teacher to notify their Peer Coach within fifteen (15) days of the increased FTE.

The awarding of Performance Increments will be dependent on the teacher completing all of the components of the peer review process and professional responsibilities reflection in non-TDE years. In a TDE year, the awarding of

Performance Increments will be dependent on the teacher meeting expectations via the TDE process, meaning they are not recommended for a formal performance improvement plan.

The teacher must have completed the process described above or completed one of the items under Article V Section 5.6 Part 8. If a teacher has been placed on a Teacher Improvement Plan, the principal/supervisor will complete the formal evaluations through the TDE process, whether or not it is a scheduled TDE year for that teacher.

The Peer Coach is responsible for sharing peer coaching requirements and the 5D+ rubric with their assigned staff prior to the first pre-observation conference.

Q Comp Requirements During a Non-TDE Year	Q Comp Requirements During a TDE Year
SMART/Inquiry goal with peer coach	Completion of the TDE Program Requirements articulated in the WPS TDE Plan with principal/supervising administrator including: • SMART/Inquiry Goal • Individual Growth and Development Plan • Components of Effective Practice (TDE Observations) • Final Year-End Summary
Peer Review #1, with peer coach, including a brief pre-conference and post-conference	Peer Review #1, with peer coach, including a brief pre-conference and post-conference
Peer Review #2, with peer coach, including a brief pre-conference and post-conference	Peer Review #2, with peer coach, including a brief pre-conference and post-conference
Professional Responsibilities reflection, with principal/supervising administrator	

Part 7 Evaluation of Probationary Teachers

Administrators will be responsible for evaluating probationary staff. Probationary teachers who are offered a contract for the following year will receive both the Performance Increment and the Individual Performance Bonus. The administrator will submit evaluations to the Human Resource Department. Probationary teachers will also receive a copy from the administrator.

If a probationary teacher is non-renewed and subsequently rehired with no break in service, they will receive the Performance Increment and Individual Performance Bonus. The bonus will be paid on the first regular paycheck in September.

Q Comp Requirements for Probationary Teachers
Completion of the Probationary Evaluation Requirements, with principal/supervising administrator, including: • Three (3) formal evaluations, each including a pre and post conference.

• A Summative Evaluation Meeting
SMART/Inquiry goal, with peer coach
Peer Review #1, with peer coach, including a brief pre-conference and post-conference
Peer Review #2, with peer coach, including a brief pre-conference and post-conference

Part 8 Q Comp Peer Review Appeal Process

It is expected that all licensed staff members meet expectations of the peer review components defined in Part 6 or Part 7 of section 5.6. It is important to support each staff member and provide opportunities to achieve success.

A teacher may appeal the results of the peer review process and ask to complete peer coaching requirements with a different peer coach. A written request must be filed with the Executive Director of Human Resources within ten (10) working days of the post-conference.

2. If a teacher does not complete the second peer review, that teacher may then request a final review with the Executive Director of Human Resources to demonstrate completion of requirements in order to be eligible for the Performance Increment and Individual Performance Bonus that school year.

3. If a teacher has not completed the peer coaching requirements outlined in section 5.6 part 6 or part 7 for the year and is unable to reverse it prior to May 30th, that teacher will not be eligible for the year's Individual Performance Bonus. At the start of the new school year, that teacher will also not be eligible for the new Performance Increment to their base salary. Prior to December 1, that teacher may request from the Department of Human Resources a special evaluation to demonstrate completion of Q-Comp requirements. If successful, that teacher will then be eligible for that year's Performance Increment, retroactive to the first of the school year, but will not receive the previous year's Individual Performance Bonus. In order for the teacher to be eligible for the current year's bonus and increment the teacher will be expected to have two (2) peer reviews. The peer reviews used to determine last year's increment will not be counted as one of the two (2).

4. If the school district is unable to provide two (2) peer reviews for any teacher that teacher will be treated as if they had two (2) completed peer reviews.

5. Unsatisfactory probationary evaluations from a principal or licensed supervisor are not appealable. Probationary teachers who are non-renewed based on performance are not eligible for the Q Comp Bonus or Performance Increment.

6. TDE evaluations from a principal or licensed supervisor are also not appealable. Continuing contract teachers who are not able to demonstrate proficiency via the TDE or the TDE Teacher Improvement process by the end of the school year will not be eligible for the year's Individual Performance Bonus. If a teacher is able to demonstrate improvement and successfully exit the Teacher Improvement Process prior to December 1 in the following school year, that teacher will then be eligible for that year's Performance Increment, retroactive to the start of the contract year, but will not receive the previous year's Individual Performance Bonus.

Part 9 Carry Over Funds

It is an expectation that additional funding for alternative compensation be spent only to support the following programs: Peer Coaching, The Academy of Wayzata Educators, Site Goal Bonuses, and Individual Performance

Bonuses. Any funds not expended in a given year will carry over within the program to fund only the aforementioned items.

Part 10 Academy Funding

The funding for the Academy of Wayzata Educators will be dependent upon Alternative Compensation Funds and district Best Practice grants. If adequate staff development funding is not available or made available through district Best Practice grants then the amounts in Article V, Section 5.6 Part 4 (b) will be adjusted.

Part 11 Discontinued Funding

Should the funding for the Alternative Compensation Program be reduced by either state aid or reduced local levy to the point that the program could no longer be sustained, the WEA and the Wayzata Schools agree to eliminate the Alternative Compensation Plan. Teachers would return to the system of pay increases as it existed in the 2003-2005 contract. Any negotiated changes to the salary schedule and benefits not associated with the Alternative Compensation Plan will be maintained.

Part 12 Oversight Committee

A labor/management committee will be formed to provide oversight, monitor, and approve changes to non-contractual aspects of the Alternative Compensation Program. The committee will consist of a Board Member, the Executive Director of Teaching and Learning, Executive Director of Human Resources, WEA President, a Building Principal and four (4) teachers appointed by the WEA. The committee will also make recommendations to the negotiation teams for changes in contract language.

Section 5.7 Notification of Annual Salary

Each teacher shall be notified in writing of such teacher's performance increment and lane placement, annual basic salary and annuity contribution as of the beginning of each school year.

Section 5.8 Extra Assignment Salary Schedule

Individual teachers may enter into separate contracts with the Employer for the performance of assignments in addition to or differing from the performance of basic duties. Such separate extra assignments shall not be part of a teacher's continuing contract and shall not be subject to the provisions of Minnesota Statutes 122A.40.

During the term of this Contract, the compensation of teachers for the performance of the assignments listed in the extra assignment salary schedule set forth in Appendix D (which is attached hereto and made a part of this Agreement) shall be determined by such schedule. Compensation under this schedule is based upon the requirement of a significant additional time commitment beyond a full-time teacher's basic duties. Extra assignments may be given within the school day to a teacher with less than a full load of basic duties without additional compensation.

The Employer will determine which extra assignment positions are to be filled. All vacancies for Extra-Curricular Assignments (but not Extended Professional Assignments or Extra Service Assignments) shall be posted by the Employer, and no person outside the appropriate unit shall be hired for the position until after all members of the appropriate unit who applied for the position in writing within five (5) days after the date of posting have been interviewed by the Employer. Positions currently held by non-faculty members are not subject to annual postings unless deemed so by the employer. Should new extra assignment positions be created during the term of this Contract, compensation for such new positions will be determined through negotiations between the Employer and the Association. In the event the parties are unable to agree upon the compensation for a new extra assignment position, the Employer may set the compensation for such a position consistent with the compensation for similar assignments, subject to the grievance procedure.

Section 5.9 Hourly Teaching Assignments

Certified staff members under a contract to teach at an hourly rate shall have their hourly rate based on their current step and lane. (Annual salary ÷ (184 days x 8 hours) x # of teaching hours. Example: a certified staff member teaching an extra section at 3/4 hour for 42 days. \$40,000 (annual salary) ÷ 1472 hours (184 days x 8 hours) x 38.5 hours (42 days x 3/4 hours + 10 minute prep)) = \$1,046.20.

Section 5.10 Long-Term Reserve Teachers

Long-term reserve teachers contracted for more than 30 days and less than 93 days shall be placed on the salary schedule (Appendix A & B) but receive no benefits under Articles VI and VII of the Master Agreement.

Long-Term reserve teachers contracted for 93 days or more shall receive a long-term reserve contract, be placed on the salary schedule (Appendix A & B) and shall be eligible for benefits under Article VI and Section 7.1, 7.2, 7.3 and 7.4 of the Master Agreement.

Section 5.11 Career Increment

A teacher may qualify for a career increment in addition to the annual basic salary for such teacher, according to the teacher's initial placement on the salary schedule plus the teacher's years of service to the District as of the first day of the school year, as follows:

Initial Salary Schedule

Placement plus Years of Service to District

Career Step

14 but less than 19

15

19 but less than 24

20

24 but less than 30

25

30 or more

30

The amount of the career increment payment is incorporated into the Career Steps shown on the Basic Teacher Salary Schedules attached as Appendices A and B.

A part-time teacher who has been employed, either part-time or full-time, for 10 continuous years shall receive a prorated amount of the career increment on the basis of the amount of employment (e.g., a teacher employed one-half time will receive one-half of the specified career increment). A part-time teacher will receive the career increment when that teacher has earned credit for 14 years.

Example: Teacher A has taught 10 years at .5 time. The teacher has five years toward the career increment to be paid upon earning 14 years.

For purposes of Section 5.11, a part-time teacher is one employed at less than 0.8.

Article VI

Insurance

Section 6.1 Group Insurance Policies

During the term of this Contract, the Employer will purchase the group insurance policies described in this Article. It is understood and agreed that the provisions of this Article are merely descriptive of the coverage provided, and that the eligibility of a teacher for benefits shall be governed by the terms of the master insurance contracts in force between the Employer and the insurers providing such coverage. It is further agreed that the Employer's only obligation under the policies described in this Article is to make the premium payments as provided in this Contract, and no claim shall be made against the Employer in the event of a denial of insurance benefits by an insurance carrier.

Any teacher whose combined individual contract and hourly assignment requires performance of services of at least twenty (20) hours (.5 FTE) but less than thirty (30) hours (.75 FTE) per week may also enroll in the District's insurance program and the Employer will contribute one-half (1/2) the amount of the regular employer premium contribution for eligible teachers. Coverage shall become effective only upon enrollment and agreement by such teacher to contribute through payroll deduction any premium in excess of the amount paid by the Employer.

Section 6.2 Life Insurance

Each eligible teacher is provided basic group term life insurance and ADD (Accidental death and dismemberment) coverage in an amount equal to the teacher's annual basic salary, with each partial thousand rounded to the next higher one thousand dollars (\$1,000), and with double indemnity for accidental death. The Employer pays the full premium for the coverage.

The District shall provide a program of voluntary supplemental term life insurance. Upon initial hire and during allowed annual enrollment years, an employee may enroll in a maximum of \$200,000 of supplemental life insurance without Evidence of Insurability. After initial hire and in years that the coverage is not available during annual open enrollment, this voluntary supplemental life program will include the option to elect additional coverage subject to Evidence of Insurability of the applicant.

The availability of such coverage shall be subject to all terms and conditions imposed by the carrier. In no event shall such voluntary supplementary coverage increase the premium for the basic coverage provided by the Employer. Voluntary coverage requested by an employee shall be paid by the employee through payroll deduction.

Section 6.3 Hospitalization and Medical Insurance

The District's contribution towards hospitalization/medical insurance will be as follows per month and per plan for the 2025-26 fiscal year:

High Deductible Insurance Plan + VEBA Contribution

Single Plan	Employee Plus One Plan	Family Plan
Full Single Premium + \$60 VEBA contribution	1,299.70 per month + \$120 VEBA Contribution	\$1,523.15 per month + \$180 VEBA Contribution

Low Deductible Insurance Plan (No VEBA Contribution)

Single Plan	Employee Plus One Plan	Family Plan
\$819.25	\$1,445.55	\$1,742.10

Due to the fluctuating cost of health insurance, the District's contributions towards hospitalization/medical insurance may be as follows per month and per plan for the 2026-2027 fiscal year. The district contribution will not exceed a 5% increase.

High Deductible Plan	3% Increase	4% Increase	5% Increase
Single (\$60 Veba)	No Change	No Change	No Change
1+1 (\$120 Veba)	\$1,338.70	\$1,351.70	\$1,364.70
Family (\$180 Veba)	\$1,568.85	\$1,584.10	\$1,599.30

Low Deductible Plan - No Veba	3% increase	4% increase	5% increase
Single	\$843.80	\$852.00	\$860.20
1+1	\$1,488.90	\$1,503.40	\$1,517.80
Family	\$1,794.35	\$1,811.80	\$1,829.20

For those employees electing single coverage plans, an additional District contribution will be made on behalf of the employee under Section 6.7.

Where two or more eligible district employees are enrolled in family coverage as part of the same family unit, the maximum Employer contribution toward the premium for family coverage will be the combined maximum Employer contributions for such employees.

The District Health Benefits Committee shall be composed of five (5) representatives designated by the exclusive representative of the teachers, one representative designated by the administrative staff, one representative designated by each bargaining unit within the classified staff, and one representative designated by the Employer and shall recommend to the Employer the specifications of the hospitalization and medical insurance plan.

Participation in the insurance program selected will be voluntary. Coverage shall be available from the first day of employment but shall be effective only upon enrollment of the individual teacher and his or her family. Each teacher enrolled under the plan shall contribute, through payroll deduction, any excess of the monthly premium under the plan over the maximum Employer contribution toward the type of coverage for which such teacher is enrolled.

Section 6.4 Long Term Disability

The Employer will continue to pay the total premium for each eligible teacher in the present long term disability plan.

Section 6.5 Tax Sheltered Program - 403(b) Plan

A 403(b) Plan shall be available to all teachers. Salary Reduction Agreements (SRA) may be submitted for approval at any time during the year. Approved SRA's will be implemented no later than twenty-one (21) days following submission of an accurate application.

The Employer will contribute to the 403(b) Plan for all teachers as follows:

1. The Employer will match the contributions of a teacher on steps 1-7 to a 403(b) plan, subject to a maximum contribution by the Employer of two percent (2%) of such teacher's actual salary and further subject to any other limitations imposed by law.
2. The Employer will match the contributions of a teacher on steps 8-15 to a 403(b) plan, subject to a maximum contribution by the Employer of three percent (3%) of such teacher's actual salary and further subject to any other limitations imposed by law.
3. The Employer will match the contributions of a teacher on steps 16 and beyond to a 403(b) plan, subject to a maximum contribution by the Employer of four percent (4%) of such teacher's actual salary and further subject to any other limitations imposed by law.

Beginning July 1, 2026 the District and the WEA agree that the District will administer its 403(b) Plan to provide for qualifying student loan payments to be treated as elective deferrals for purposes of qualifying for matching employer contributions pursuant to the 403(b) Plan, the SECURE 2.0 Act of 2022 (Pub. L. 117-328, Div. T), and Minn. Stat. § 356.24(f), subject to Employer's procedures. The District will communicate procedures to teachers on this process in the spring of 2026.

Section 6.6 Dental Insurance

Effective July 1, 2017 the employer will contribute an amount equivalent to single coverage for each eligible teacher who is enrolled in the District dental insurance plan. This amount may be applied towards all levels of coverage.

Participation in the dental insurance program will be voluntary. Coverage shall be available from the first day of employment but shall be effective only upon enrollment of the individual teacher and his or her family. Each teacher enrolled under the plan shall contribute, through payroll deduction, any excess of the premium under the plan over the maximum Employer contribution toward the type of coverage for which such teacher is enrolled.

Section 6.7 Health Care Saving Plan (HCSP) - MN State Retirement System

The District shall participate in the Health Care Savings Plan (HCSP) established by the Minnesota State Retirement System. The District will contribute \$90.00 per month to the HCSP account for each employee at or above 0.75 FTE (thirty (30) hours or more per week), who elects single health insurance. Participation will only be allowed in one District Health Care Savings Plan.

If the 2026-27 Health Insurance premium increases by more than 5%, the HCSP district contribution will be reduced to keep the high deductible teacher single premium as fully funded. This reduction amount cannot exceed the \$90.00 per month HCSP district contribution. The low deductible HCSP district contribution will be reduced by the same amount as the high deductible HCSP district contribution, and their monthly premium costs will be lowered accordingly.

Article VII

Leaves and Absences

Section 7.1 Sick Leave

In conjunction with the long-term disability insurance provided above, the Employer has established the following provisions for paid sick leave in order to minimize a teacher's loss of income because of unavoidable absence due to illness or injury during the basic school year. Sick leave may be used to care for an ill or injured dependent child. A "child" means an individual less than eighteen years of age or an individual under age twenty who is still attending secondary school. Accrued sick leave may also be used due to the illness or injury of an adult child, spouse/partner, sibling, parent, step-parent, grandparent or step-grandparent if required by applicable Minnesota statutes as informed by the Human Resources Department.

The District will comply with all applicable state and federal laws regarding earned sick and safe time, including the provisions outlined in Minnesota Statutes § 181.9445–181.9448. Employees may use sick leave for reasons and individuals as permitted under these laws.

The District will provide annual communication to employees outlining who qualifies as an eligible family member under ESST.

Paid sick leave is provided for full time teachers (0.8 -1.0 FTE) for 9 nine days during each basic school year with a year-end accumulation of sixty-one (61) days or fewer. After a year-end accumulation of more than sixty-one (61) days, paid sick leave is provided for full-time teachers for eight (8) days during the basic school year. If a year-end accumulation drops to sixty-one (61) days or fewer, the teacher's annual sick leave provided will revert to nine (9) days. Part-time teachers (including hourly teachers) will be granted sick leave in proportion to the amount of their employment (e.g., a teacher employed one-half time will be granted nine (9) half days of sick leave). Beginning July 1, 2003, sick leave may accumulate up to a total of one-hundred ninety (190) days. A teacher who is absent at either the beginning or end of the regular school day for less than one-half (1/2) of such teacher's regular work day (less than four (4) hours for a full-time teacher) shall be charged for one-half (1/2) day of sick leave. All other absences will be charged as a full day of sick leave.

Teachers may use sick leave in hourly increments of time with prior administrative approval and substitute availability, with the exception of an emergency situation.

The Employer reserves the right to require substantiation of illness where there is evidence that sick leave is being abused.

Following a medical disability leave or a period of incapacity of 25 consecutive scheduled work days or more, in the same school year, as certified by a medical doctor, an employee who returns to work will be granted five (5) sick leave days.

A teacher may use one (1) day of accumulated sick leave per summer school session to cover up to two (2) days of summer school absence due to illness or injury.

If an employee is absent for four (4) or more consecutive workdays, regardless of the type of leave used (e.g. sick leave for self or family, family emergency leave, bereavement leave), the employee is required to notify the Human Resources Department. This notification ensures the District can determine whether the employee may be eligible

for Family and Medical Leave Act (FMLA) protections or other applicable leave provisions. Failure to notify HR may delay access to applicable leave protections and could affect benefit eligibility of employment status.

Section 7.2 Family Emergency Leave

A teacher may apply up to ten (10) days of accumulated sick leave benefits to absence during the basic school year and extended work days due to the critical illness, which may include recovery time, for a teacher's family member or close personal friend. Advance notice and approval by the building principal is normally required; however, in emergency situations in which advance notice to the principal is not possible, the teacher shall notify the substitute scheduler according to district procedures.

A teacher may use one (1) day of accumulated sick leave per summer school session to cover up to two (2) days of summer school absence due to a family emergency.

Section 7.3 Bereavement Leave

A teacher shall be granted up to three (3) days paid leave without a deduction from accumulated sick leave, per incident, during the basic school year and extended work days, including summer school, due to the death of a close family member, close personal friend, or a pregnancy loss. Advance notice and approval by the building principal is normally required; however, in emergency situations in which advance notice to the principal is not possible, the teacher shall notify the substitute scheduler according to district procedures.

A teacher shall be granted, per incident, up to three (3) days paid leave without a deduction from accumulated sick leave for a current student, up to one day for a former student, and up to one day for a current student's parent.

A teacher may use one (1) day of accumulated sick leave benefits toward an absence during the basic school year or an extended work day due to the death of a relative or friend, or to support a colleague.

A teacher may use one (1) day of accumulated sick leave per summer school session to cover up to two (2) days of summer school absence due to death of a relative or close friend, or to support a colleague.

Section 7.4 Personal Leave

Each teacher employed at a 0.8 FTE or greater contract with a year-end sick leave accumulation of sixty-one (61) days or fewer is eligible for three (3) days of leave during each basic school year. After a year-end sick leave accumulation of more than sixty-one (61) days, each full-time teacher is eligible for four (4) days of leave during the basic school year which may accumulate up to four (4) days. If a teacher's year-end sick leave accumulation drops to sixty-one (61) days or fewer, the teacher's annual personal leave provided will revert to three (3) days.

A part-time teacher (between 0.5 FTE but less than 0.8 FTE) will be granted three (3) days of personal leave in proportion to the amount of their employment (e.g. a teacher employed one-half time will be granted three (3) half days of personal leave.) This leave may accumulate to a maximum of four (4) days, (4 half-days for 0.5 FTE) and will not be deducted from sick leave credits.

Employees who have completed ten (10) years under the WEA master agreement, may accumulate to a maximum of five (5) days (5 half-days for 0.5 FTE). Employees who have completed twenty (20) years under the WEA master agreement, may accumulate a maximum of six (6) days (6 half-days for 0.5 FTE). *Any additional unused personal leave will be converted to sick leave.*

Employees have the option of borrowing one (1) personal leave day from the next school year's allocation. This borrowed day will be paid back by reducing the number of allocated personal leave days at the start of the following school year. If the teacher resigns or is terminated, that day will be deducted from their final paycheck.

Employees may use personal leave in hourly increments with prior administrative approval and reserve teacher availability. Prior administrative approval is not necessary in an emergency situation.

Requests for such leave must be submitted to the building principal/supervisor in writing at least three (3) duty days in advance, except for emergency situations, and must be approved. In emergency situations, approval must be obtained upon return. On the days preceding and following a holiday break, no more than two (2) teachers per elementary building and four percent (4%) of the teachers per secondary building will be granted personal leave on the same day. In special circumstances, the building principal/supervisor may elect to exceed the limitations on the number of teachers on personal leave on any given day.

Personal and Sick Leave Allocation

Sick Day Balance as of 6/30	61 Sick Days or Fewer	More than 61 Sick Days
7/1 Sick Leave Allocation	9 Sick	8 Sick
7/1 Personal Leave Allocation	3 Personal	4 Personal

Maximum Personal Leave Accumulation

Completed WEA Contract Years in District	Fewer than Ten Years in District	Ten Plus Years in District	Twenty Plus Years in District
Personal Day Accumulation Max*	Accumulate Max of 4 Personal Days	Accumulate Max of 5 Personal Days	Accumulate Max of 6 Personal Days

*Any additional unused personal leave will be converted to sick leave.

Section 7.5 Short-Term Professional Leave

Short-term professional leaves with pay may be granted at the discretion of the Employer. Examples of such leaves might be for such purposes as visiting another school or attending a professional conference meeting. Such leave must be approved in advance by the Superintendent or the Superintendent's authorized representative. Requests for short-term professional leaves should be made as early in the school year as possible.

Section 7.6 Sabbatical Leave

Sabbatical leaves may be approved by the School Board for graduate study in an area related to the teacher's assignment or for other non-paid activity which would advance the teacher's skills in their instructional area.

Eligibility - Qualified teachers are eligible for sabbatical leave for graduate study or travel, upon approval by the Employer. A teacher must have completed the equivalent of at least six (6) full basic school years of full-time employment by the Employer since 1) the teacher's initial date of employment by the Employer or 2) the expiration of such teacher's last previous sabbatical leave.

Availability/Approval - The number of leaves, which can be granted in any one year, will not exceed one and one-half percent (1 1/2%) of the total number of full-time teachers employed by the employer. It is the intent of the Employer to normally grant all available leaves when there are qualified requests. The Professional Leave Committee will review all applications. The Committee shall recommend approval or disapproval to the Superintendent, who shall forward a recommendation to the School Board, based on the premise that each leave will result in a distinct contribution to the school system which could not be accomplished without such a leave.

Duration - Each leave will normally be for the full basic school year. Part-time leaves may be granted within the one and one-half percent (1 1/2%) limitations. Part-time leaves shall be prorated for the period of the leave.

Compensation - 1) Full-time sabbatical leaves will be at one-half (50%) salary and career increment, payable on normal pay dates. These teachers may choose instead to take 75% of salary and career increment for the sabbatical leave year and 75% for the succeeding corresponding period of time. 2) Teachers who have been placed on Step 10 of the Salary Schedule for three years or more will be paid 60% of the basic salary and career increment while on sabbatical leave. These teachers may choose instead to take 80% of salary and career increment for the sabbatical leave year and 80% for the succeeding corresponding period of time.

A part-time sabbatical leave shall be prorated for the period of the leave. The salary of a part-time teacher on sabbatical leave shall be prorated on the basis of the percentage of full-time employment during the school year while on sabbatical leave.

Agreement - Written agreement that the teacher shall return for the equivalent of two (2) full-time years following the sabbatical leave is mandatory to receive the compensation and career increment while on sabbatical. Advancement on the salary schedule for the sabbatical year shall be granted if the objectives of the leave have been achieved.

Section 7.7 Military Leave

Leaves of absence for military service will be granted in accordance with all requirements of federal and state law.

Section 7.8 Child Care Leave

A child care leave is defined as a) the period of time once a teacher (mother) has been released from the period of incapacity or b) the period of time a teacher (mother or father) wishes to take to provide for the care of a newborn or newly adopted child/ren.

- a. A teacher may be granted a leave of absence without pay for a period of up to twelve (12) months for the purpose of providing full-time care for a newborn or newly adopted child or children. Written application for such leave shall be submitted to the Human Resource Department at least four (4) months prior to the effective date of such leave, and shall indicate the proposed starting and ending dates for the leave.
- b. A child care leave shall begin on the date approved by the Employer and shall end on the last day preceding the school quarter/trimester unless otherwise mutually agreed between the Employer and the teacher. In the case of a premature delivery or availability of an adopted child upon short notice, the Employer may adjust the starting date for the leave, provided a satisfactory substitute is available.
- c. A teacher may utilize accumulated sick leave up to a maximum of twelve weeks, minus the period of incapacity, for child care leave. See Section 7.1 of the contract for information regarding the period of incapacity.
- d. Teachers may utilize accumulated sick leave up to a maximum of six weeks (30 contract days) for the care of a newly adopted child/ren.

- e. The Employer may send a teacher a written request that the teacher confirm their intention to return to work, and the teacher shall respond in writing within ten (10) days after receipt of such request. Failure of the teacher to respond to such a request within ten (10) days will result in termination of employment, as will the failure to return to work upon expiration of a child care leave (except for illness or injury). The Employer shall have no obligation to re-employ a teacher at any time other than at the end of a child care leave.

Section 7.9 Special Leaves Without Pay

Special short or long term leaves without pay may be granted at the discretion of the Employer.

Section 7.10 Applications for Leave

Applications for sabbatical leave and extended (mobility) leaves of absence must be submitted by February 1 preceding the basic school year for which such leave is requested. Other leaves may be applied for on an as needed basis.

Section 7.11 Religious Observance Leave

Employees are entitled to take up to three (3) days for religious observance leave each school year. Such days must be recognized as religious holidays and shall not be granted where personal alternative attendance options exist that would not require the employee to be absent from duty. Personal leave will be used to account for the absence.

Employees may elect to convert up to one (1) day of sick leave to personal leave for religious observance each year. Additional requests will require the use of personal leave, followed by unpaid leave if personal leave is exhausted. Requests to convert up to one (1) sick day to personal leave for the purpose of religious observance shall be made to the Executive Director of Human Resources or designee. For brief absences that do not disrupt the job duties of an employee, the principal/supervisor may work with the educator to make up the missed time. A religious observance leave request must be submitted to the appropriate principal/supervisor for approval at least seven (7) days prior to such requested absence. Absence requests will be submitted via the district's absence management system.

If adequate substitute coverage is not available on a scheduled school day for students, then it may be necessary for the district to deny additional requests, based on undue hardship.

Section 7.12 Fringe Benefits During a Leave

A teacher on non-paid leave of absence shall remain eligible for all employee benefit plans except long-term disability insurance, but must pay the entire premium while on leave. A teacher on paid leave of absence shall remain eligible for all employee benefit plans, and benefit coverage based upon income shall be based upon the salary such teacher would ordinarily have received without the leave of absence. Since long-term disability insurance coverage replaces salary and there is no salary for an unpaid leave, long term disability insurance coverage is not available.

Section 7.13 Worker's Compensation

A teacher receiving compensation under the Worker's Compensation Act may elect to apply accumulated sick leave credits in order to make up the difference between the worker's compensation payments and such teacher's basic salary. Deductions from sick leave will be made on a prorated basis according to the additional payments to the teacher. In no event shall the additional compensation paid to the teacher result in the payment of total daily, weekly or monthly compensation in excess of such teacher's basic salary.

Section 7.14 Jury Duty

For any teacher who is required to serve as a juror, the Employer will make up the difference between such teacher's basic salary and the fees received by the teacher (less unreimbursed expenses actually incurred during jury service, such as mileage, parking, and meals). In order to be eligible for this supplement, the teacher must submit to the payroll office an itemized certification of fees and expenses for jury duty. Advance notice to the building principal is required for absence due to jury duty to permit the scheduling of a substitute. A teacher is also required to notify the building principal immediately upon being excused from jury duty. The foregoing provisions shall also apply when a teacher is subpoenaed as a witness in litigation (but not in grievance arbitration) arising out of and in the course of the teacher's employment, except where the teacher's interest is adverse to the interests of the Employer.

Section 7.15 Return From Leave

A teacher returning from leave of absence shall be returned to employment, subject, however, to the Unrequested Leave of Absence provisions of Article IX. The parties agree that the applicable periods of probation for teachers set forth by Minnesota statutes are intended to be periods of actual service in order that the Employer may evaluate the performance of a teacher. Accordingly, the period during which an employee is on any leave of absence shall not be counted toward completion of the probationary period.

Section 7.16 Family Medical Leave Act

Eligible teachers shall be granted leave and benefits to which they are entitled pursuant to the Family and Medical Leave Act, 29 U.S.C.2601 et. seq.

Section 7.17 Student-Related Injury Leave

In the event a teacher is physically harmed by an interaction with a student while performing their job duties, the incident must be immediately reported to a building administrator. The affected teacher may be granted up to five (5) days of paid leave per incident, which shall not be deducted from the teacher's accumulated sick or personal leave.

Section 7.18 Extended Leaves of Absence (Mobility Leave)

Extended Leaves of Absence (formerly called Mobility Leaves) are intended for qualified teachers that wish to explore other career opportunities outside the field of education. Pursuant to Minnesota Statute 122A.46, the School Board may grant an extended leave without salary to any teacher who has at least five (5) years of employment in the District *and* has at least ten (10) years of allowable service in any of Minnesota's teacher retirement associations (TRA or the St. Paul Teachers Retirement Fund Associations), unless one of the following exceptions apply:

1. K-12 exception: The teacher has 10 full-time years of allowable or forfeited teaching service credit. Members can be full-time or part-time employees.
2. State University and College Exception: The teacher must have 10 years of allowable service — forfeited service will not be accepted. Teachers must be full-time employees.

An extended leave must be granted for at least three years, but may not be more than five years. Mutual consent of the Board and the teacher is required. However, the granting of extended leaves of absence is within the discretion of the School Board and the School Board reserves the right to refuse to grant any extended leaves, if, in the judgment of the School Board, such leaves should not be granted. The School Board will consider the granting of extended leaves only under the conditions as they are described in M.S. 122A.46, Section 354.05, Subdivision 13, 354.094 and 354.091 as of the date of this agreement. Requests for extended leaves of absence must be submitted to the Human Resource Director by February 1 of the year preceding the school year for which the leave would commence. (Section 7.10)

Any TRA member who is granted an extended leave of absence without salary may receive TRA allowable service credit toward a retirement annuity by paying both the employee and employer contributions to the retirement fund. There is no District contribution during an extended leave. Refer to Section 7-12 for benefit eligibility during a leave.

Article VIII

Severance Pay

Section 8.1 Statutory Authority

The parties have agreed upon the following standards and procedures for the implementation of a program of retirement incentive pay pursuant to M.S. 122A.48.

Section 8.2 Teachers Eligible

All teachers must submit a written letter of retirement to the Human Resource Department by February 1, including the requested date of retirement. A teacher will be eligible for severance pay only if each of the following standards are met:

- a. The teacher must have completed at least 20 years of full-time service as a teacher in the Wayzata School District, or at least 15 years of full-time service as a teacher in the Wayzata School District and a total of at least 25 years of full-time service as a teacher in school districts in the State of Minnesota.
- b. The teacher must have attained the age of 55 years as of June 30 of the school year in which a retirement letter is submitted.
- c. The School Board shall act on the letter of retirement at its first regular February meeting.
- d. No severance pay will be paid to any teacher who has been discharged for cause by the Employer pursuant to M.S. 122A.40.
- e. The teacher must have been hired before July 1, 1997 and must have been on step five (5) or higher in fiscal year 1998 (July 1, 1997-June 30, 1998).

Section 8.3 Amount

A teacher who qualifies under 8.2 and whose letter of retirement is approved by the School Board will be paid the amount determined by adding one-half (1/2) (up to 75 days) of the teacher's unused accumulated sick leave to 80 days, and then multiplying such sum by his/her daily rate of pay. The maximum number of total days shall be 155 (75 sick leave days + 80 days).

For purposes of this calculation only, a teacher who has 150 days of unused accumulated sick leave as of July 1 of the final year of active employment and who uses no more than ten (10) days of sick leave in that final year, will be deemed to have 150 days of accumulated unused sick leave.

Example: An eligible teacher is 55 years or older and has 120 days of unused accumulated sick leave. Such teacher is entitled to 140 days pay, computed as follows:

$(1/2 \times 120 \text{ days}) = 60 \text{ days} + 80 \text{ days} = 140 \text{ days pay.}$

If an employee has met the eligibility requirements in 8.2 and subsequently, reduces their FTE, his/her daily rate of pay will be calculated based on the FTE and salary immediately preceding the reduction of FTE.

Section 8.4 Payment

In the event that it is determined by the IRS that the severance benefit listed in this Article is constructively received by the individual employee in the year that the employee first became eligible to receive the benefit (and not in the year that the person retires), the employer agrees to withhold from the imputed income and transmit to the IRS the amount necessary to comply with tax withholding requirement for lump sum payments under IRS rules in the year that the income is constructively received.

Upon retirement, the District will contribute an amount equal to the value of the employee's accrued severance pay into a 403(b) account established by the employee exclusively for the purpose of receiving such payment (the "Severance 403(b)"). The employee will not receive direct payment from the District for severance pay.

Payment will be made within sixty (60) days of the retirement date and will be within the applicable IRS limits. In the event the full amount of severance cannot be deposited into the 403(b) due to the IRS limits, any amount remaining shall be deposited on the first January payroll in the year following the retirement date (e.g. June 30th retirement, the first payment would be August 30th of the same year and the next payment would be January 15th of the following year). Provided that, in the event any such deposit would violate the applicable IRS limits, the Board may adjust the payment schedule as needed. The amount of the District contribution shall be calculated in accordance with this article.

Upon request of the District, the employee shall provide information needed to determine the amount of the District contribution that may be deposited into the Severance 403(b) without exceeding the applicable IRS limits on annual additions to all tax-deferred accounts held by the employee. The information needed shall be provided regardless of whether the employee has retired or is still employed by the District. For purposes of calculating the deferment limit, the District will provide the employee with contribution information for the last 12 months.

The retiree will not make any other deposits to the Severance 403(b) until the District has paid out the entire amount of severance due. The District will maintain a list of 403(b) vendors that may be used for the employee's Severance 403(b). Upon request of an employee, the District will add other vendors to the list, but only if the provider meets district requirements for compliance with state and federal law.

In the event the full amount of severance cannot be deposited into the 403(b) due to the IRS limits, any amount remaining in the fifth year after retirement shall be paid out as taxable compensation, subject to all applicable employment taxes.

In the event that a retired teacher dies before receiving the full amount of the severance pay to which that teacher is entitled, any remaining amount shall be payable to the teacher's legal heirs.

Section 8.5 Effective Date

This Article shall not be retroactive to any teacher who retired prior to the first day of the 1987-88 school year, but shall apply only to teachers who retire thereafter.

Section 8.6 Insurance Benefits

This section will apply only to employees whose service with the School District has been full-time and continuous as defined by this Agreement and whose service began prior to September 3, 2019. For employees whose employment with the School District began after this date, the provisions of this Section will not be applicable.

Any eligible teacher who has completed fifteen (15) or more years of continuous full-time service and who has attained the age of fifty-five (55) as of the effective date of retirement; or has completed twenty (20) years of full-time service to the District and who has attained the age of fifty-five (55) as of the effective date of retirement shall be eligible for the same employer contribution toward the premium actually charged by such retired teacher's insurance carrier for hospital/medical insurance as is provided to eligible teachers actively at work. Benefits

available under the insurance plan shall be coordinated with any government-provided benefits (such as Medicare) to provide the same total benefits available to teachers actively at work, not to exceed \$980 per month for retirees electing single coverage, \$1,520 per month for retirees electing E+1 coverage and \$1,820 per month for retirees electing family coverage. Such employer insurance premium contribution shall terminate once the teacher has been eligible for Medicare for five years. For eligible teachers who retire after June 30, 2008, such employer insurance premium contribution shall terminate at Medicare eligibility. By paying their own premiums, all retired teachers may continue to receive hospital/medical insurance coverage for as long as they wish even if the retiree is not eligible for District contribution.

Article IX

Unrequested Leave of Absence

Section 9.1 Purpose

This Article sets forth a plan for providing unrequested leaves of absence, without pay or fringe benefits, for teachers as may be necessary because of discontinuation of position, lack of pupils, financial limitations, or merger of classes caused by consolidation of districts, or other reasons permitted by law. This article has been agreed upon by the Employer and the Association pursuant to the provisions of M.S. 122A.40, Subd. 10.

Section 9.2 Seniority Date

Seniority shall be based upon continuous and unbroken employment with the Employer from the most recent date of hire, including periods of employment outside the appropriate unit and periods on authorized leave of absence. Each employee employed under individual written contract pursuant to M.S. 122A.40 in a position for which a license is required by the State Board of Education will be assigned a seniority date based upon the first day of actual service for the Employer pursuant to such individual contract. The original seniority date shall be retained by any teacher whose employment has been legally terminated by resignation or termination pursuant to M.S. 122A.40, but whose employment was subsequently reinstated by the Employer without actual interruption of regular service.

Section 9.3 Seniority Lists

The seniority list(s) for teachers in effect as of November, 2025 is the approved seniority list(s). Teachers' seniority shall be based on their first day of actual service. In the event of a tie, the teacher approved for the highest salary lane as of the first date of actual service will be listed first. Subsequently, if an additional tie-breaker is necessary, the teacher with the lowest Minnesota Department of Education file folder number will be listed first. The Employer will send, via email, on or before November 15 of each year, a copy of the updated seniority list(s) to all WEA members. Any teacher may challenge the correctness of the information contained in the distributed seniority list by filing a grievance. In the absence of a grievance filed within fifteen (15) calendar days from the distribution date, these seniority lists will be conclusively deemed to be correct.

For purposes of this article the following seniority lists will be established:

- 1) ECFE as provided by Article X of this contract.
- 2) Part time teachers as defined, for purposes of this Article, as any teacher less than a 0.80 FTE.
- 3) Full time teachers as defined for purposes of this Article, as any teacher from 0.80 FTE to 1.0 FTE.

Tier I and Tier II teachers do not have continuing contract rights under this contract and will not be placed on the seniority list.

Probationary teachers will not be officially placed on the seniority list until they achieve continuing contract status.

Section 9.4 Unrequested Leave of Absence

Continuing contract teachers proposed for placement on unrequested leave of absence shall be done in inverse order of seniority within the licensure. If an unrequested leave of absence for any teacher would result in any violation of the Employer's affirmative action program, the Employer may retain the teacher with less seniority and the next senior teacher in the field shall be placed on unrequested leave of absence. Any teacher placed on unrequested leave of absence pursuant to this Section shall be notified, in writing, of such unrequested leave of absence by the date required by law (currently July 1), together with a statement of the reasons therefore.

Section 9.5 Bumping Rights

A qualified teacher will be placed into an open position or a position held by probationary staff, on the same seniority list, for which they have licensure by the State Board of Education regardless of recent experience

A qualified teacher may include a principal or district administrator who achieved continuing contract rights as a teacher in the District before accepting their promotion. Bumping will be limited to five years after placement in the new position, at that time the teacher will be removed from the seniority list.

Teachers employed at a 0.80 to 1.0 FTE will be considered full time and may bump into full time or part time positions. No qualified Tier 3 or Tier 4 teacher who acquires continuing contract rights will be placed on ULA while Tier 1, Tier 2, or Special Permission teachers are retained in positions for which the Tier 3 or Tier 4 teacher with continuing contract rights is qualified.

Teachers employed at less than a 0.80 FTE may bump into a position at their FTE or less at the time of proposed placement on ULA. Moreover, the District will not break any full time position into two part time positions so that a part-time teacher could have a portion of the full-time teacher's FTE. Teachers less than 0.8 FTE wishing to increase their FTE must apply for open positions.

Section 9.6 Status While on Leave

Any teacher placed on unrequested leave of absence shall remain eligible for all employee benefit plans except long-term disability insurance, but must pay the entire premium while on leave. A teacher on such leave may engage in teaching or any other occupation during the period of such leave, and may be eligible for unemployment compensation pursuant to the criteria for eligibility under the Unemployment Compensation Act. A teacher placed on Unrequested Leave of Absence will not earn years of service.

Section 9.7 Recall

No new teacher shall be employed by the Employer in a full-time position while there is available, on unrequested leave of absence, a full-time teacher on the seniority list who is properly licensed to fill the vacant position. No new teacher shall be employed by the Employer in a part-time position while there is available a full-time or part-time teacher on the seniority list who is properly licensed to fill the vacant position.

A teacher is not eligible for recall if such teacher has previously declined recall to a position involving at least the same number of hours of work as the vacant position. Teachers shall be recalled in the inverse order of placement on leave from the seniority list: the last teacher placed on unrequested leave of absence who is licensed for the position shall be the first recalled.

Notice of recall by the Employer shall be complete upon mailing such notice by certified mail addressed to the last known address provided by the teacher to the Employer. If notice of recall is given to any teacher on or after July 15 of any school year, such teacher shall have the right to defer the effective date of return to actual service until

the beginning of the next succeeding school year; provided, however, that any teacher so deferring the date of return to actual service shall sign an individual teacher contract for such next succeeding school year.

Any teacher accepting recall shall notify the Employer of such acceptance in writing, including notification of any election to defer the effective date of return to actual service, within fifteen (15) calendar days after the date of mailing of the notice of recall. In the event a teacher accepts recall but the effective date of return is deferred, the Employer shall be free to fill the vacant position on a temporary basis from any source, without regard to teachers remaining on unrequested leave of absence. The Employer shall also be free to fill any position on a temporary basis pending completion of the recall procedure.

Section 9.8 Termination of Rights

A teacher's seniority rights, unrequested leave of absence, and recall rights, if any, shall terminate upon the earliest of the following events:

- a. Resignation;
- b. Retirement;
- c. Discharge or termination of contract;
- d. Failure to return at the expiration of a leave of absence or any authorized extension thereof;
- e. Failure to give written notification to the Employer accepting recall to a position with at least the same number of hours of work as the teacher's position at the time of placement on unrequested leave, including notification of any election to defer the effective date of return to actual service, within fifteen (15) calendar days after the date of mailing of the notice of recall; or
- f. The expiration of five (5) years from the effective date of an unrequested leave of absence without recall.
- g. The expiration or revocation of a valid teaching license.
- h. Voluntary removal by a teacher of their name from the recall list which must be a written request, when a teacher selects a lesser position than owed.

Section 9.9 Challenge

Any challenge by a teacher who is proposed for placement on ULA or recall therefrom shall be subject to the hearing and review procedures as provided in M.S.122A.40 and, therefore, shall not be subject to the individual grievance procedure. WEA reserves the right to grieve but agrees that the grievance not be filed until the individual hearing decisions are final or the timeline to request a hearing has lapsed.

Article X

Early Childhood and Family Education Teachers

Section 10.1 Roster of ECFE Teachers

The Employer maintains a separate roster of individuals eligible to perform services as Early Childhood and Family Education ("ECFE") teachers subject to the availability of funds and an annual decision by the Employer regarding the number of ECFE teachers and hours needed. For any school year in which there is a net aggregate reduction in the total hours of the employment of ECFE teachers covered by this Master Contract compared to the immediately previous school year, the Employer will use its best practicable efforts to assign the remaining hours in such a manner that any ECFE teacher employed for at least ten (10) hours per week or more for each of the previous three (3) school years will not be reduced below the level of ten (10) hours per week. The Employer shall issue to every ECFE teacher an individual written contract providing that such individual will be placed on the roster of eligible ECFE teachers.

Section 10.2 Seniority List for ECFE Teachers

On or before December 1 of each year, the Employer will prepare and deliver to the Association one (1) copy of a separate seniority list for individuals on the roster of eligible ECFE teachers. Seniority will be based upon continuous and unbroken employment with the Employer as an ECFE teacher during consecutive school years and shall be measured from the first day of actual service under the most recent period of continuous employment. For teachers with identical seniority dates, ties will be broken based on the date the teacher signed the original contract covering the first day of actual service during the most recent period of continuous employment. For purposes of this Article, an ECFE teacher shall be deemed to have had continuous and unbroken employment for a school year only if such ECFE teacher actually performed services for the Employer for at least one hundred forty (140) duty hours. There is no break in service during the period covered by an approved leave of absence.

Any ECFE teacher may challenge the correctness of the information contained in the seniority list. In the absence of a grievance filed within thirty (30) calendar days from the date of mailing to the Association, the seniority list shall be deemed to be conclusively correct.

ECFE teachers shall be subject to a three (3) year probationary period.

Section 10.3 Annual Notification of Employment Status

On or before July 15 of each year the Employer will send each person on the roster of eligible ECFE teachers a notice of employment status indicating minimum contracted total number of hours; or, a notice that the ECFE teacher is being placed on unrequested leave of absence. The total number of hours in the aforementioned notice is binding. However, the employer reserves the right to cancel classes. If a class is canceled, the ECFE teacher may design and deliver a new class using assigned hours. New class offerings must be pre-approved by the Early Learning Manager.

A letter of agreement will be available for each ECFE teacher on or before July 15 indicating schedule step placement for the coming school year, to be signed by the ECFE teacher and returned to the Employer.

Section 10.4 Unrequested Leave of Absence

Placement on unrequested leave of absence shall be based upon seniority among ECFE teachers. A teacher on the ECFE seniority list who is subsequently employed under a regular teaching contract shall receive a new seniority date under Section 8.3 and shall lose all seniority on the ECFE seniority list. Recall of ECFE teachers shall be by the inverse order of placement on unrequested leave of absence: the last ECFE teacher placed on unrequested leave shall be the first recalled. All seniority, unrequested leave of absence, and recall rights of ECFE teachers shall terminate, and the ECFE teacher shall be removed from the seniority list and roster of eligible ECFE teachers upon the earliest of the following events:

- a. resignation;
- b. retirement;
- c. discharge or termination of contract;
- d. failure of the ECFE teacher to return a signed Letter of Agreement within ten (10) days of receipt; or
- e. the completion of any school year in which the ECFE teacher has not performed services on at least one hundred forty (140) duty hours, except that teachers employed for four (4) years of continuous and unbroken employment with Employer as an ECFE teacher shall have two (2) years of recall rights, and teachers with five (5) or more years of such employment shall have three (3) years of recall rights.

This Article has been agreed upon by the Employer and the Association pursuant to the provisions of M.S. 122A.40, Subd. 10. Accordingly, the provisions of M.S. 122A.40, Subd. 11 shall not be applicable to any ECFE teachers included in the appropriate unit.

Section 10.5 Compensation

The hourly rate of pay for individuals performing contracted hours as ECFE teachers shall be as set forth in Appendix C to this Agreement. The initial placement of an ECFE teacher on this schedule shall be determined by the Employer.

These hourly rates of pay have been negotiated and set at levels that include compensation for all time associated with contracted hours, including: teaching on-going classes; curricular development time (curriculum development, locating resources, developing and reproducing handouts, contacting speakers, consultations, etc.), program development time (set-up and clean-up before and after class, District and department in-service, site set-up, open house, and workshops); and staff meetings.

All ECFE teachers shall receive four curriculum development hours per class per year they teach and 1 hour per special event or field trip. Each teacher will be paid to attend building professional development days or a conference at their hourly rate.

Step advancement for ECFE teachers shall occur only on July 1, and requires a minimum of 400 annual contracted instructional and staff meeting hours since initial placement or last advancement. Hours spent on field trips, one-time classes, newsletter writing and long-term substitution also shall be included for purposes of step advancement, but any hours spent on ordering supplies or other similar special assignments will not be included in determining eligibility for step advancement.

Transcripts of credits or other necessary verification must be submitted prior to September 1 for lane change effective at the start of the school year and prior to February 1 for lane change effective at midyear. Credits earned immediately preceding summer session may be used to qualify for lane advancement retroactive to the start of the school year if submitted on or before October 15. Forms for lane advancement applications are available from the Early Learning Director or on the intranet.

Section 10.6 Paychecks

ECFE teachers will receive their pay in installments using time cards.

Section 10.7 Other Provisions

ECFE teachers shall be subject to:

Article I Section 1.1 - Purpose

Article II - Recognition

Article III - Teacher/Association Rights

Article IV, Sections 4.1, 4.2, 4.5 - Basic Duties, Hours of Employment, Additional Work Days

Article V, Compensation Sections 5.4, 5.6 (Parts 1-8)

Article VI, Section 6.1, 6.2, 6.3, 6.4, 6.5, 6.6, 6.7 -Insurance

Article VII, Leaves and Absences Sections 7.1, 7.2, 7.3, 7.4 and 7.5-7.17

Article XI- Paychecks

Article XII - Grievances and Arbitration

Article XIII- Management Rights

Article XIV- Progressive Discipline

Appendix H – MOU Sick Leave Bank

Appendix I - Sick Leave Accumulation

No ECFE teacher or substitute teacher shall be eligible for any other compensation, differential, leave or benefits of any nature whatsoever, except as provided for in this Article X.

Section 10.8 Definition

For purposes of this Article, “school year” shall be the District’s fiscal year. The exception will be for benefits eligibility. The number of hours per week for ECFE benefits eligibility will be determined by the total annual hours on an ECFE teacher’s Letter of Agreement divided by the number of weeks of ongoing ECFE classes held during the two semesters in a school year. “Ongoing” also applies to 1/2 semester classes. Employees hired after July 1, 2007, must be employed at least 1184 hours/year in order to be eligible for full health benefits or must be employed Article XI

Article XI

Paychecks

Section 11.1 Basic Paychecks

A teacher’s annual basic salary will be paid in twenty-four equal semi-monthly installments. The first payday each year will be September 15. Paydays will be the 15th and last day of each month, except that, if the 15th or last day of any month occurs on a Saturday, Sunday, or holiday, that payday will be the preceding work day. A teacher will receive payment in a lump sum for the remaining unpaid amount of the teacher’s annual basic salary. Final paycheck will be no later than June 22.

Section 11.2 Extra Assignment Checks

Extra assignment checks will be issued as follows:

1. Work on an annual recurring basis will be paid with the regular salary throughout the school year or in a single sum. It will, however, be defined in a separate contract.
2. Nonrecurring extra assignment work will be paid on the regular salary date, provided that an order for payment from the administrator in charge of the assignment has been received 10 days prior to such pay date.

Article XII

Grievances and Arbitration

Section 12.1 Purpose

The purpose of this Article is to secure, at the lowest possible administrative level, an equitable resolution of any grievance which may arise during the term of this Contract. Whenever used in this Contract, the term “grievance” shall mean any dispute or disagreement as to the interpretation or application of any term or terms of this contract.

Section 12.2 Discipline

The Employer shall not discipline teachers except for just cause. Any such disciplinary action shall be subject to review through the grievance procedure, commencing directly with the filing of a written statement of the grievance with the designated central office administrator at the Second Stage of the grievance procedure within ten (10) calendar days after the disciplinary action.

Section 12.3 First Stage

The Association or any teacher with a grievance shall first attempt to resolve such grievance through an informal conference with the Principal or other immediate administrative supervisor. Any teacher who is not satisfied with the informal adjustment of the grievance must, within fifteen (15) calendar days of the event giving rise to the grievance, file with the Principal or other immediate supervisor a written statement of the grievance on the form set forth in Appendix E signed by the teacher and set forth the facts and state the provisions of this contract alleged to have been violated. A “class grievance” affecting a group of teachers shall be signed by at least one of such teachers and a representative of the Association, and may be appealed from one stage to the next by the Association. The Principal or other administrative supervisor may meet with the teacher to discuss the grievance, and shall indicate the disposition of the grievance, in writing, with a copy to the teacher and to the Association. If the parties fail to agree or the matter has not been satisfactorily adjusted within five (5) calendar days after the written statement has been filed, the teacher may appeal the grievance to the Second Stage.

Section 12.4 Representation

Any teacher, administrator, the Association, or the Board of Education may be represented at any stage of the grievance procedure by any properly designated person or agent.

Section 12.5 Second Stage

The Association or a teacher who is not satisfied with the disposition of the grievance at the First Stage shall file a copy of the written statement of the grievance with the designated central office administrator within ten (10) calendar days after the grievance has reached the First Stage. The Director of Human Resources may meet with the teacher to discuss the grievance, and shall indicate the disposition of the grievance, in writing, with a copy to the teacher and to the Association. If the parties fail to agree or the matter has not been satisfactorily adjusted within ten (10) calendar days after the grievance has reached the Second Stage, the teacher may appeal the grievance to the Third Stage.

Section 12.6 Third Stage

Within fifteen (15) calendar days after the grievance has reached the Second Stage, the Association or a teacher who is not satisfied with the disposition of the grievance at the Second Stage shall file with the Superintendent a written request for a conference with the Board of Education regarding the grievance. At its next meeting, the Board of Education shall set a time for a conference of the teacher with the Board, or with a committee or representative of the Board and the Superintendent, which conference shall take place within fifteen (15) calendar days of such meeting. If the grievance is not satisfactorily resolved as a result of such conference, it shall be referred to arbitration within fifteen (15) days of such conference.

Section 12.7 Grievance Mediation

The Association or an employee and the school district may, if mutually agreed, have the option of requesting Grievance Mediation by the Bureau of Mediation Services prior to section 13.8, Submission to Arbitration. Timelines shall automatically be waived upon request by either party. If agreement or resolution is not reached in Grievance Mediation, the grievance process shall be automatically resumed by requesting arbitration within ten (10) days of impasse. No offers, counter offers, or any documentation relating to Grievance Mediation shall be used by either party to the dispute at arbitration. If resolution is reached, the agreement shall be put in writing and the grievance withdrawn by the moving party.

Section 12.8 Submission to Arbitration

The Association may submit to arbitration any grievance which has been properly processed through the Third Stage of the grievance procedure. The Association must file with the Superintendent a written notice of intention to

arbitrate not more than fifteen (15) calendar days after the Third Stage conference with the Board of Education. Arbitration proceedings shall be conducted according to the rules of the Bureau of Mediation Services.

Section 12.9 Jurisdiction and Authority of Arbitrator

The arbitrator shall have jurisdiction only over those grievances which have been properly submitted to arbitration in accordance with the terms of this Contract. The arbitrator shall have no power to add or subtract from, or change, modify or amend in any way the terms and conditions of employment set forth in this Contract. The decision of the arbitrator shall be binding on both parties, subject to all the limitations of arbitration decisions set forth in the PELRA.

Section 12.10 Time Limitations

Since it is important that grievances be processed as rapidly as possible, the time limitations specified herein shall be considered a maximum and every effort will be made to expedite the process. Such time limitations may be extended only by mutual consent. Failure of a teacher or the Association to comply with the limitations specified shall constitute a waiver of the grievance. Failure of an administrator or the Board of Education to act within the time limitations specified shall constitute a denial of the grievance and shall permit the teacher or the Association to proceed to the next stage.

Article XIII

Management Rights

Section 13.1 Authority and Power of the Employer

The laws of the State of Minnesota have vested in the Employer the full authority and power to manage, control and direct the operation of the school district, and to adopt, modify or repeal policies, rules and regulations for the district. All such authority and power of the Employer shall continue unimpaired, except as limited by a specific provision of this Contract.

Section 13.2 Provisions Contrary to Law

Any portion of this Contract which violates any provision of the laws of Minnesota or of the United States, or any rules or regulations promulgated thereunder, either now or hereafter, shall be null and void and without force and effect. The provisions of this Contract shall be severable, and if any provision hereof or the application of any such provision under any circumstances is held invalid, it shall not affect any other provisions of this Contract or the application of such provisions under other circumstances. The Employer and the Association shall meet to attempt to negotiate an amended clause to replace any invalid provision. However, the Employer reserves the final right to amend any provision of this Contract as necessary to comply with federal or state laws or rules and regulations promulgated thereunder.

Article XIV

Progressive Discipline

The Wayzata Education Association and the Wayzata Public Schools, District 284, have agreed to implement the tenets of Progressive Discipline to ensure the highest quality of professionalism and instruction for our students.

When appropriate, the administrator shall meet with the teacher to discuss concerns which may eventually lead to a disciplinary action and shall offer constructive suggestions for correction before any disciplinary action is initiated.

When discipline is deemed necessary, under normal conditions, teachers being disciplined will be provided progressive discipline as follows:

1. a documented oral warning (during which the administrator will advise the teacher an oral warning is being issued)
2. a written warning
3. suspension with pay
4. suspension without pay
5. termination for just cause.

Suspension without pay shall take effect upon the teacher's receipt of written notification from the teacher's immediate supervisor and the Director of Human Resources. The written notification will state the grounds for suspension. The decision to suspend a teacher without pay shall be subject to the Grievance Procedure as provided in this Agreement commencing at the Arbitration level, provided written notification requesting arbitration is received by the Director of Human Resources within 10 working days after receipt of the notice of suspension.

A teacher has the right to representation at all steps of the above progressive discipline procedure.

Article XV

Duration and Renegotiation of Contract

Section 15.1 Term of Contract

This Agreement shall remain in full force and effect for a period commencing July 1, 2025 through June 30, 2027, and thereafter as provided by PELRA.

Section 15.2 Effect of Contract

Any and all prior agreements, resolutions, practices, policies, rules and regulations regarding terms and conditions of employment, to the extent inconsistent with the provisions of this Contract, are hereby superseded.

Section 15.3 Termination or Modification

Either party desiring to terminate or modify this Contract must notify the other party in writing at least thirty (30) days but not more than one hundred fifty (150) days prior to June 30, 2026, or at least thirty (30) days but not more than one hundred fifty (150) days prior to June 30 of any odd-numbered years thereafter. A notice of desire to modify this Contract shall set forth specifically all proposed modifications sought by the party, and all clauses of this Contract for which no modification is sought shall be renewed automatically. Negotiations with respect to proposed modifications may commence at any time after notice of proposed modifications have been given.

After the expiration of the term of this Contract, if either party has given timely notice of intent to terminate or modify this Contract, no step increases, lane changes or career increments shall be granted prior to the negotiation and execution of a new Agreement.

Section 15.4 Negotiations During Term

The parties mutually acknowledge that during the negotiations which resulted in this Contract, each had the unlimited opportunity to make demands and proposals regarding terms and conditions of employment for teachers. All understandings and agreements arrived at by the parties are set forth in this Contract. For the duration of this Contract, the Employer and the Association each voluntarily and unqualifiedly waives the right to meet and negotiate regarding any and all terms and conditions of employment, whether or not specifically referred to or covered in this Contract, even though such matters may not have been within the knowledge or contemplation of either or both of the parties at the time this Contract was negotiated or executed; provided, however, that any provision of this Contract may be amended in writing at any time by mutual consent of the parties.

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

INDEPENDENT SCHOOL DISTRICT 284



Milind Sohoni, Chairperson



Heidi Kader, Acting Clerk

10-30-2025

Date

WAYZATA EDUCATION ASSOCIATION



Rachel Falkowski, WEA President



Tyler Trimberger, Negotiator

11-4-2025

Date

Appendix A - Salary Schedule / July 1, 2025 to June 30, 2026

PI	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	\$50,785	\$51,747	\$53,214	\$54,920	\$57,117	\$59,305	\$61,258	\$63,456	\$65,648	\$67,846	\$71,013
2	\$51,754	\$52,728	\$54,200	\$56,143	\$58,455	\$60,772	\$62,720	\$64,929	\$67,115	\$69,307	\$72,474
3	\$52,728	\$53,697	\$55,169	\$57,361	\$59,803	\$62,239	\$64,187	\$66,379	\$68,582	\$70,774	\$73,935
4	\$54,920	\$55,899	\$57,361	\$60,284	\$62,715	\$65,166	\$67,115	\$69,302	\$71,506	\$73,686	\$76,864
5	\$57,361	\$58,336	\$59,803	\$62,715	\$65,648	\$68,328	\$70,281	\$72,480	\$74,661	\$76,864	\$80,036
6	\$59,293	\$60,772	\$62,239	\$65,166	\$68,826	\$71,506	\$73,449	\$75,641	\$77,844	\$80,036	\$83,208
7	\$60,972	\$64,674	\$66,135	\$69,069	\$71,987	\$74,926	\$76,864	\$79,056	\$81,259	\$83,451	\$86,607
8	\$60,972	\$66,872	\$69,069	\$71,987	\$75,159	\$78,320	\$80,274	\$82,472	\$84,659	\$86,867	\$91,305
9	\$60,972	\$68,750	\$72,480	\$75,895	\$79,294	\$82,710	\$84,659	\$86,867	\$89,054	\$91,246	\$94,413
10	\$61,875	\$69,773	\$76,035	\$79,624	\$84,680	\$88,653	\$90,618	\$92,848	\$95,084	\$97,308	\$100,523
11	\$61,875	\$69,773	\$78,195	\$81,876	\$87,560	\$91,652	\$93,692	\$95,999	\$98,299	\$100,611	\$103,934
12	\$61,875	\$69,773	\$78,195	\$81,876	\$90,028	\$94,239	\$96,345	\$98,711	\$101,087	\$103,452	\$106,873
13	\$61,875	\$69,773	\$78,195	\$81,876	\$90,028	\$94,239	\$96,345	\$98,711	\$101,087	\$103,452	\$106,873
14	\$61,875	\$69,773	\$78,195	\$81,876	\$90,028	\$94,239	\$96,345	\$98,711	\$101,087	\$103,452	\$106,873
15-19	\$64,290	\$72,393	\$81,027	\$84,935	\$93,303	\$97,720	\$100,047	\$102,630	\$104,844	\$107,793	\$111,431
20-24	\$68,506	\$76,647	\$85,308	\$88,864	\$97,508	\$101,585	\$104,129	\$106,684	\$108,719	\$111,762	\$115,329
25-29	\$72,068	\$80,220	\$88,864	\$92,432	\$101,082	\$105,152	\$107,696	\$110,229	\$112,785	\$115,329	\$118,885
30 *PI29 + \$1000	\$73,068	\$81,220	\$89,864	\$93,432	\$102,082	\$106,152	\$108,696	\$111,229	\$113,785	\$116,329	\$119,885

Appendix B - Salary Schedule / July 1, 2026 to June 30, 2027

PI	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	\$52,308	\$53,300	\$54,811	\$56,568	\$58,831	\$61,084	\$63,096	\$65,359	\$67,617	\$69,882	\$73,143
2	\$53,306	\$54,310	\$55,826	\$57,828	\$60,208	\$62,595	\$64,602	\$66,877	\$69,128	\$71,386	\$74,648
3	\$54,310	\$55,308	\$56,824	\$59,082	\$61,597	\$64,106	\$66,113	\$68,371	\$70,639	\$72,897	\$76,153
4	\$56,568	\$57,576	\$59,082	\$62,092	\$64,596	\$67,121	\$69,128	\$71,381	\$73,651	\$75,897	\$79,170
5	\$59,082	\$60,086	\$61,597	\$64,596	\$67,617	\$70,378	\$72,390	\$74,654	\$76,900	\$79,170	\$82,437
6	\$61,072	\$62,595	\$64,106	\$67,121	\$70,890	\$73,651	\$75,652	\$77,910	\$80,179	\$82,437	\$85,704
7	\$62,801	\$66,614	\$68,120	\$71,142	\$74,147	\$77,174	\$79,170	\$81,428	\$83,697	\$85,955	\$89,206
8	\$62,801	\$68,878	\$71,142	\$74,147	\$77,413	\$80,669	\$82,683	\$84,946	\$87,199	\$89,473	\$94,044
9	\$62,801	\$70,812	\$74,654	\$78,172	\$81,673	\$85,191	\$87,199	\$89,473	\$91,725	\$93,983	\$97,245
10	\$63,732	\$71,866	\$78,316	\$82,013	\$87,220	\$91,313	\$93,337	\$95,633	\$97,936	\$100,227	\$103,539
11	\$63,732	\$71,866	\$80,541	\$84,333	\$90,187	\$94,401	\$96,503	\$98,879	\$101,248	\$103,629	\$107,052
12	\$63,732	\$71,866	\$80,541	\$84,333	\$92,729	\$97,066	\$99,236	\$101,672	\$104,119	\$106,556	\$110,079
13	\$63,732	\$71,866	\$80,541	\$84,333	\$92,729	\$97,066	\$99,236	\$101,672	\$104,119	\$106,556	\$110,079
14	\$63,732	\$71,866	\$80,541	\$84,333	\$92,729	\$97,066	\$99,236	\$101,672	\$104,119	\$106,556	\$110,079
15-19	\$66,218	\$74,564	\$83,457	\$87,483	\$96,103	\$100,652	\$103,049	\$105,708	\$107,989	\$111,027	\$114,774
20-24	\$70,561	\$78,947	\$87,868	\$91,530	\$100,434	\$104,632	\$107,253	\$109,885	\$111,980	\$115,114	\$118,788
25-29	\$74,230	\$82,626	\$91,530	\$95,205	\$104,114	\$108,306	\$110,926	\$113,536	\$116,168	\$118,788	\$122,452
30 *PI29 + \$1000	\$75,230	\$83,626	\$92,530	\$96,205	\$105,114	\$109,306	\$111,926	\$114,536	\$117,168	\$119,788	\$123,452

Appendix C - ECFE Wage Schedule

2025-26			
<u>Step</u>	BA	BA+30	MA
1	\$34.61	\$36.32	\$38.09
2	\$35.34	\$37.09	\$38.89
3	\$36.04	\$37.82	\$39.62
4	\$36.70	\$38.53	\$40.38
5	\$37.50	\$39.36	\$41.24
6	\$38.19	\$40.12	\$42.02
7	\$38.88	\$40.78	\$42.76
8	\$39.61	\$41.58	\$43.56
9-13	\$42.78	\$44.91	\$47.07
14-18	\$44.90	\$47.14	\$49.36
19+	\$47.14	\$49.49	\$51.85
2026-27			
<u>Step</u>	BA	BA+30	MA
1	\$35.65	\$37.41	\$39.23
2	\$36.40	\$38.20	\$40.05
3	\$37.12	\$38.95	\$40.81
4	\$37.80	\$39.69	\$41.59
5	\$38.62	\$40.54	\$42.48
6	\$39.34	\$41.32	\$43.28
7	\$40.04	\$42.01	\$44.04
8	\$40.80	\$42.83	\$44.87
9-13	\$44.06	\$46.26	\$48.48
14-18	\$46.25	\$48.56	\$50.85
19+	\$48.56	\$50.97	\$53.41

Appendix D - Extra Assignment Schedule

A standing Extracurricular Committee will be co-chaired by the Activities Director and the WEA President or designee and will include at least one elementary school, at least one middle school, and at least one high school teacher (at least one (1) of these teachers should be a WEA negotiator) selected by the WEA. The committee should also include an elementary principal, a middle school principal, and a Human Resources designee. Committee selection should take into account the diversity of the activities Wayzata supports. All recommendations made in regards to the contract will be reviewed during negotiations. The focus on the committee will be to:

- Create and review a system for eliciting and processing feedback from members about the extracurricular section of the contract,
- Recommend placement on the pay scale for new advisor or coach positions,
- Review and possibly recommend changes in placement based on the changed expectations for a job, and
- Review other processes and procedures as necessary to facilitate improvements in the extracurriculars.

I. Extra-Curricular Assignments

A. High School

- All Extracurricular Assignments shall be calculated from a 1.000 factor of \$9,168 in 2025-26 and \$9,351 in 26-27. Positions included in Section I and identified with ❖ are not eligible for the Extracurricular Career Increments

MSHSL Activities: Interscholastic

Assignment	Factor	2025-26	2026-27
Baseball Coach	0.850	\$7,793	\$7,949
Basketball Coach	1.000	\$9,168	\$9,351
Cross Country Coach	0.715	\$6,555	\$6,686
Dance Team Coach (Winter)	0.870	\$7,976	\$8,136
Football Coach	1.000	\$9,168	\$9,351
Golf Coach	0.660	\$6,051	\$6,172
Gymnastics Coach	0.870	\$7,976	\$8,136
Hockey Coach	1.000	\$9,168	\$9,351
Lacrosse Coach	0.700	\$6,418	\$6,546
Soccer Coach	0.850	\$7,793	\$7,949
Softball Coach	0.850	\$7,793	\$7,949
Swimming Coach	0.850	\$7,793	\$7,949
Tennis Coach	0.640	\$5,868	\$5,985
Track Coach	0.850	\$7,793	\$7,949
Volleyball Coach	0.870	\$7,976	\$8,136
Wrestling Coach	0.920	\$8,435	\$8,603
Debate Coach	0.638	\$5,849	\$5,966
Assistant Debate Coach	0.478	\$4,382	\$4,470
Speech	0.638	\$5,849	\$5,966
Assistant Speech Coach	0.478	\$4,382	\$4,470

MSHSL Activities: Coed Interscholastic

<u>Assignment</u>	<u>Factor</u>	<u>2025-26</u>	<u>2026-27</u>
Adapted Soccer	0.390	\$3,576	\$3,647
Adapted Floor Hockey	0.495	\$4,538	\$4,629
Adapted Softball	0.410	\$3,759	\$3,834
Adapted Bowling	0.266	\$2,439	\$2,487
Nordic Skiing Coach*	0.850	\$7,793	\$7,949
Alpine Skiing Coach*	0.715	\$6,555	\$6,686

*These factors are for assignments as head coach of both boys' and girls' teams. If separate coaches are assigned for these activities, the factor for Alpine shall be .646 and the factor for Nordic shall be .768.

Other Related Activities

<u>Assignment</u>	<u>Factor</u>	<u>2025-26</u>	<u>2026-27</u>
Adapted Athletic Coordinator (per season)	0.210	\$1,925	\$1,964
Athletic Equipment Supervisor	1.750	\$16,044	\$16,365
Weight Room Trainer (per semester)	0.750	\$6,876	\$7,014
Assistant Weight Room Trainer (per semester)	0.500	\$4,584	\$4,676
Dance Team Coach (Fall)	0.300	\$2,750	\$2,805
Cheerleading Advisor (Fall)	0.375	\$3,438	\$3,507
Cheerleading Advisor (Winter)	0.375	\$3,438	\$3,507
Intramural Staff	per hour	\$33.04	\$33.70

- Grade 10-12 assistant coaches at the varsity level shall be paid .750 times the head coach's salary.
- Grade 9 assistant coaches at the varsity level shall be paid .680 times the head coaches salary. If a Grade 9 assistant coach was hired before 7/1/03, their salary shall be .75 times the head coach's salary.

Postseason Athletics

- Postseason is defined as the first day following the first section competition.
- Varsity and assistant coaches will be paid 80% of their pro-rata salary for post-season competition (based on a 6-day work week).
- When individual student(s) competes beyond the regular season, coaches are paid as follows:
 - Head Coach - \$200; Assistant Coach - \$150.
- The Activities Director will determine the number of coaches necessary for each post-season competition.

Postseason Activities (Effective September 1, 2011)

- Eligibility for postseason compensation will be determined by the advisor's job description.
- Advisors will receive 50% prorated salary for post-season competition (based on the work-week as indicated in their job description).

- The Activities Director will determine the advisors' job descriptions. The Activities Director will determine the number of coaches necessary for each post-season competition.

Theatre Arts

<u>Assignment</u>	<u>Factor</u>	<u>2025-26</u>	<u>2026-27</u>
Theatre Arts Coordinator	0.500	\$4,584	\$4,676
Theatre Publicity	0.325	\$2,980	\$3,039
Theatre Specialist (Fall Musical, Winter Musical, Fall Play or Spring Mainstage)	0.200	\$1,834	\$1,870
Fall Musical Artistic Director	0.850	\$7,793	\$7,949
Fall Musical Vocal Director	0.550	\$5,042	\$5,143
Fall Musical Choreographer	0.425	\$3,896	\$3,974
Fall Musical Technical Director	0.425	\$3,896	\$3,974
Fall Musical Orchestra Director	0.425	\$3,896	\$3,974
Fall Musical Pianist	0.255	\$2,338	\$2,385
Fall Musical Lighting/Sound	0.425	\$3,896	\$3,974
Fall Musical Costumes	0.425	\$3,896	\$3,974
Winter Musical Artistic Director	0.630	\$5,776	\$5,891
Winter Musical Choreographer	0.255	\$2,338	\$2,385
Winter Musical Lighting/Sound	0.340	\$3,117	\$3,180
Winter Musical Costumes	0.255	\$2,338	\$2,385
Winter Musical Pianist	0.255	\$2,338	\$2,385
Winter Musical Technical Director	0.400	\$3,667	\$3,741
Winter Musical Vocal Director	0.425	\$3,896	\$3,974
Winter Musical Orchestra Director	0.425	\$3,896	\$3,974
Winter Play Artistic Director	0.400	\$3,667	\$3,741
Winter Play Technical Director	0.340	\$3,117	\$3,180
Winter Play Lighting/Sound	0.255	\$2,338	\$2,385
Winter Play Costumes	0.200	\$1,834	\$1,870
Fall Play Artistic Director	0.400	\$3,667	\$3,741
Fall Play Costumes	0.200	\$1,834	\$1,870
Fall Play Technical Director	0.340	\$3,117	\$3,180
Fall Play Lighting/Sound	0.255	\$2,338	\$2,385
Spring Mainstage Play Artistic Director	0.850	\$7,793	\$7,949
Spring Mainstage Play Technical Director	0.400	\$3,667	\$3,741
Spring Mainstage Play Lighting/Sound	0.400	\$3,667	\$3,741
Spring Mainstage Play Costumes	0.200	\$1,834	\$1,870
Spring Mainstage Play Choreographer	0.255	\$2,338	\$2,385

One Act Play Student Directed Advisor	0.200	\$1,834	\$1,870
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Publications

<u>Assignment</u>	<u>Factor</u>	<u>2025-26</u>	<u>2026-27</u>
Wayako Advisor	0.650	\$5,959	\$6,078
Assistant Wayako Advisor	0.200	\$1,834	\$1,870
School Newspaper Advisor (10 issues min.)	0.600	\$5,501	\$5,611

Music Direction

<u>Assignment</u>	<u>Factor</u>	<u>2025-26</u>	<u>2026-27</u>
Instrumental/Vocal/ Music Director	1.000	\$9,168	\$9,351
Summer Drumline	0.500	\$4,584	\$4,676
Percussion Ensemble Director	0.350	\$3,209	\$3,273
Spirit Band	0.375	\$3,438	\$3,507

Miscellaneous Activities

<u>Assignment</u>	<u>Factor</u>	<u>2025-26</u>	<u>2026-27</u>
AFS Supervisor - International Club	0.190	\$1,742	\$1,777
Amnesty International	0.135	\$1,238	\$1,262
Art Club	0.135	\$1,238	\$1,262
Auditorium Coordinator	1.000	\$9,168	\$9,351
Business Professionals of America	0.750	\$6,876	\$7,014
Chess Club	0.135	\$1,238	\$1,262
Creative Writing Club	0.135	\$1,238	\$1,262
Dance Club Head Coach, Fall	0.300	\$2,750	\$2,805
Dance Club Asst. Coach, Fall	0.225	\$2,063	\$2,104
DECA Advisor	0.750	\$6,876	\$7,014
DECA Assistant	0.500	\$4,584	\$4,676
Drama Club	0.135	\$1,238	\$1,262
First Robotics	0.475	\$4,355	\$4,442
Future Problem Solving	0.135	\$1,238	\$1,262
HOSA	0.750	\$6,876	\$7,014
Model UN	0.210	\$1,925	\$1,964
Link Advisor	0.500	\$4,584	\$4,676
Literary Magazine Advisor	0.250	\$2,292	\$2,338
Math Team Coach	0.250	\$2,292	\$2,338
Math Team Asst. Coach	0.188	\$1,719	\$1,753
Mock Trial Coach	0.375	\$3,438	\$3,507
Mock Trial Asst. Coach	0.250	\$2,292	\$2,338

❖ Music Accompanist	per hour	\$32.86	\$33.51
National Honor Society	0.650	\$5,959	\$6,078
G.S.A	0.135	\$1,238	\$1,262
H.E.A.R.T	0.135	\$1,238	\$1,262
Quiz Bowl Coach	0.250	\$2,292	\$2,338
Quiz Bowl Asst. Coach	0.188	\$1,719	\$1,753
Dare To Be Real	0.135	\$1,238	\$1,262
School Store - DECA	0.155	\$1,421	\$1,449
Science Bowl	0.250	\$2,292	\$2,338
Biology Bowl	0.140	\$1,284	\$1,309
Science Olympiad	0.250	\$2,292	\$2,338
Skills USA - VICA	0.500	\$4,584	\$4,676
Student Council Advisor	0.650	\$5,959	\$6,078
Supermileage	0.250	\$2,292	\$2,338
Trap Club	0.300	\$2,750	\$2,805
World Language Club	0.135	\$1,238	\$1,262

B. Middle Schools

<u>Assignment</u>	<u>Factor</u>	<u>2025-26</u>	<u>2026-27</u>
Activities/Athletics Coordinator	0.770	\$7,059	\$7,201

Athletics

<u>Assignment</u>	<u>Factor</u>	<u>2025-26</u>	<u>2026-27</u>
Basketball Coach 7th or 8th Grade	0.445	\$4,080	\$4,161
Tennis Coach	0.445	\$4,080	\$4,161
Track Coach	0.445	\$4,080	\$4,161
Volleyball Coach 7th or 8th Grade	0.445	\$4,080	\$4,161
Wrestling Coach	0.445	\$4,080	\$4,161

Theatre Arts

<u>Assignment</u>	<u>Factor</u>	<u>2025-26</u>	<u>2026-27</u>
Assistant Play Director	0.115	\$1,054	\$1,075
Play Director	0.300	\$2,750	\$2,805
Play Technical Director	0.225	\$2,063	\$2,104
Musical Artistic Director	0.550	\$5,042	\$5,143
Musical Assistant Artistic Director	0.413	\$3,786	\$3,862
Musical Vocal Director	0.225	\$2,063	\$2,104
Musical Choreographer	0.225	\$2,063	\$2,104
Musical Technical Director	0.225	\$2,063	\$2,104
Musical Stage Manager	0.225	\$2,063	\$2,104

Publications

<u>Assignment</u>	<u>Factor</u>	<u>2025-26</u>	<u>2026-27</u>
Yearbook	0.365	\$3,346	\$3,413

Music Activities

<u>Assignment</u>	<u>Factor</u>	<u>2025-26</u>	<u>2026-27</u>
Band, Orchestra and Vocal	per concert	\$358	\$365
Jazz Band/Select Choir/Chamber Strings	per hour	\$40.08	\$40.88
❖ Accompanist	per concert	\$329	\$335

Miscellaneous

<u>Assignment</u>	<u>Factor</u>	<u>2025-26</u>	<u>2026-27</u>
Art Club	0.070	\$642	\$655
Audiovisual	0.258	\$2,365	\$2,413
❖ Bus Supervision/School Safety	0.210	\$1,925	\$1,964
Computer Club	0.140	\$1,284	\$1,309
Extended Day MS Environmental Learning Trip Supervision	Stipend	\$75.09	\$76.59
Extended Day MS Environmental Learning Trip Coordinator	Stipend	\$300.37	\$306.38
Future Problem Solving	0.197	\$1,806	\$1,842
Lego League	0.258	\$2,365	\$2,413
Math Counts	0.140	\$1,284	\$1,309
Math League	0.197	\$1,806	\$1,842
Math Masters	0.140	\$1,284	\$1,309
Production Club	0.258	\$2,365	\$2,413
Quiz Bowl	0.140	\$1,284	\$1,309
Science Bowl	0.140	\$1,284	\$1,309
Spelling Bee	0.030	\$275	\$281
Student Council Advisor	0.492	\$4,511	\$4,601
❖ Student Club Instructor/Coach	per hour	\$33.04	\$33.70

Post-Season Activities (effective September 1, 2011)

- Eligibility for postseason compensation will be determined by the advisor's job description.
- Advisors will receive 50% prorated salary for post-season competition (based on the work-week as indicated in their job description).

- The Building Principal will determine the advisors' job descriptions. The Building Principal will determine the number of coaches necessary for each post-season competition.

C. Elementary Schools

<u>Assignment</u>	<u>Factor</u>	<u>2025-26</u>	<u>2026-27</u>
❖ Accompanist	per concert	\$330	\$337
Vocal Music Conductors	per hour	\$40.07	\$40.87
❖ Destination Imagination	0.14	\$1,284	\$1,309
❖ Bus Supervision/School Safety	0.210	\$1,907	\$1,945
LEGO League	0.258	\$2,365	\$2,413
Video News	0.159	\$1,458	\$1,487
❖ Clubs	per hour	\$33.04	\$33.70

D. Extra-Curricular Career Increments

Positions included in Section I and identified with ❖ are not eligible for the Extracurricular Career Increments. A teacher who has supervised (coached or directed) the same activity in the Wayzata School District as a member of the bargaining unit covered by this Master Contract for a minimum of three (3) school years will be eligible for an extra-curricular career increment as follows:

After 3 years of supervising the activity	After 7 years of supervising the activity	After 14 years of supervising the activity
10% of the base rate of the activity	15% of the base rate of the activity	20% of the base rate of the activity

For purposes of this section, coaching the same sport for boys or girls or both will be treated as a single activity.

Example: A senior high girls' soccer coach with 5 years' experience coaching only boys' soccer, 3 years coaching both boys' and girls' soccer, and 5 years coaching only girls' soccer will be credited with 13 years of supervising the same activity. The teacher would be eligible for an extra-curricular career increment of 15% of the 2019-20 soccer rate of pay: $.15 \times \$ 6,740 = \$1,011$ career increment.

II. Extended Professional Assignments

A. Summer School and Targeted Services Assignments

The Employer will pay teachers under summer school and targeted services contracts at the following rates per class hour taught:

<u>Lane</u>	<u>Beginning 9/1/25</u>	<u>Beginning 9/1/26</u>
All BA Lanes	\$40.75	\$41.57
All MA Lanes	\$44.95	\$45.85

B. Curriculum Writing

<u>Assignment</u>	<u>Factor</u>	<u>2025-26</u>	<u>2026-27</u>
Curriculum Writing Rate	per hour	\$37.55	\$38.30

C. Department Chairpersons and BILT Members

Department chairpersons and BILT members will be compensated as follows:

<u>Assignment</u>	<u>Factor</u>	<u>2025-26</u>	<u>2026-27</u>
Elementary and Middle BILT Members	stipend	\$618	\$631
<u>Assignment</u>	<u>Factor</u>	<u>2025-26</u>	<u>2026-27</u>
High School Department Chairpersons	stipend	\$618	\$631
Increase per teacher (FTE) in department	stipend	+ 118.75 /teacher	+ \$121.13 /teacher

Department Chairpersons may take up to four (4) days professional leave, with advanced administrative approval, for the purpose of discharging their duties.

D. Miscellaneous Extended Professional Assignments

Other extended professional assignments not covered in this section will be paid at a rate agreed upon by the employer and the teacher(s) involved. The Exclusive Rep will be notified of any new positions added during the contract and these positions will be reviewed at the subsequent negotiations.

III. Extra Service Assignments

The following assignments when performed by members of the professional staff will be paid at the rates indicated for the 2025-27 period of this Agreement. The following assignments are not eligible for the career increments outlined in Section I.

<u>Assignment</u>	<u>Factor</u>	<u>2025-26</u>	<u>2026-27</u>
Chaperone	per hour	\$32.29	\$32.94
Middle & Senior High Lunch Room Duty	stipend	\$1,396	\$1,424

Appendix E - Contract Grievance Form

Independent School District No. 284

Wayzata, Minnesota

Contract Grievance Form

Grievance Number: _____

(Assigned by Employer)

Teacher Presenting Grievance: Name

School: _____ Date of Incident: _____

Description of Grievance: _____

Specific Provision(s) of Contract Allegedly Violated: _____

Dated: _____ Teacher: _____

Association Representative
(For "class grievances")

Disposition of Grievance: _____

Dated: _____

Principal or Supervisor

Appeal to Second Stage: ☐ Yes ☐ No

Signature: _____ Date: _____

Second Stage Disposition: _____

Executive Director of Human Resource Services

Date

Appeal to Third Stage: ☐ Yes ☐ No

Signature

Date

Third Stage Disposition: _____

Superintendent

Date

Appendix F - Hiring Retired Teachers

MEMORANDUM OF UNDERSTANDING

WHEREAS, the Wayzata School District is interested in hiring retired teachers to fill vacant positions; and

WHEREAS, the Association understands that the District would be unwilling to rehire these retirees if all provisions of the contract were to apply; and

WHEREAS, the parties have reached agreement on which terms of the agreement will apply to retirees.

NOW, THEREFORE, BE IT HEREBY AGREED by Independent School District 284, Wayzata, Minnesota and the Wayzata Education Association as follows:

1. Teachers 2025-2027 Master Contract. The following provisions of the Master Contract will not apply to returning retirees: Article III, Section 8, Transfer; Article V, Compensation; Article VI, 6.3 Hospitalization and Medical Insurance; Article VII, Sections 6 and 9, Sabbatical Leave and Special Leaves Without Pay; Article VIII, Severance Pay; and Article IX, Unrequested leave of Absence.
2. Salary. A retired teacher shall be placed on the salary schedule as agreed upon by the retired teacher and the District.
3. Health Insurance. If the retired teacher was eligible for retiree health benefits under section 8.6 of the Master Contract the retired teacher may elect to continue to receive insurance benefits as a retiree under Section 8.6 or as an active employee under Section 6.3 while actively employed. If the retired teacher was not eligible for retiree health benefits under Section 8.6 of the Master Contract, the retired teacher shall receive insurance benefits as an active employee under Section 6.3 while actively employed. Teachers will not be credited with years of service while employed as a retired teacher to become eligible for retiree insurance benefits under Section 8.6.
4. Severance Pay. The parties acknowledge that returning retirees covered by this Memorandum of Understanding do not waive eligibility for Severance Pay (Article VIII) to which they were entitled at the time of their retirement. However, retired teachers will not accrue additional benefits under Article VIII while actively employed.
5. Tax-Sheltered Program – 403(b) Plan. Retirees covered by this Memorandum of Understanding are eligible for the Tax Sheltered Program - 403 (b) Plan outlined in Section 6.5 of this agreement.
6. Individual Retired Teacher Contract. A Retired Teacher Contract will be used for retired teachers hired under this Memorandum of Understanding.

The parties agree to these terms until the end of the 2026-2027 school year only. This memorandum may be renewed with the agreement of both parties.

Memorandum established 2001-2003 contract.

For School District 284

By: Melinda Shoo

Dated: 10/30/2025

For Wayzata Education Association

By: Rachel Falkowski

Dated: 11/4/2025

Appendix G - Elementary Team Planning

MEMORANDUM OF UNDERSTANDING

The School Board agrees to provide elementary classroom teachers, grades K-5, team planning time of two (2) days for the 2025-26 school year and two (2) days for the 2026-27 school year. The School Board Agrees to provide elementary specialists, elementary special education, and non-classroom elementary teachers planning time of two (2) days for the 2025-26 school year and two (2) days for the 2026-27 school year.

In addition to planning days, elementary teachers will be eligible for up to fourteen (14) hours of flexible planning time to be used outside the contract day (e.g. summer, winter break, etc.) during the 2025-26 school year and fourteen (14) hours during the 2026-27 school year. Payment will be based on the curriculum writing rate. At least two (2) team members must be in attendance. Hours must be submitted from July 1 through May 1.

In the future, planning days may be discontinued, but only if the School Board changes student contact minutes at either the elementary or secondary levels.

This Memorandum of Understanding was developed at the recommendation of the 1999-2001 contract and added as a Memorandum of Understanding in the 2001-2003 contract.

This Memorandum of Understanding will expire on June 30, 2027.

For School District 284

By: Melinda Shore

Dated: 10/30/2025

For Wayzata Education Association

By: Rachel Falkowski

Dated: 11/4/2025

Appendix H - Sick Leave Bank

MEMORANDUM OF UNDERSTANDING

Wayzata Public Schools ISD No. 284 and the Wayzata Education Association agree to establish a voluntary sick leave bank. A sick leave bank is set up to provide additional sick leave to those members of the bargaining unit who have exhausted their sick leave and are experiencing a medical emergency that will require a prolonged absence from work and a substantial loss of income because they have exhausted their accumulated leave.

Donation Eligibility:

- 1) The teacher must be a full-time or part-time member of the bargaining unit eligible for benefits. A person on sabbatical leave may contribute to the sick leave bank.
- 2) Must be an active employee and not have submitted a resignation or retirement to the District prior to making the donation.
- 3) A teacher must donate sick days in order to use the sick leave bank.

Donation Process:

- 1) In order to opt in to the Sick Leave Bank, all teachers who wish to participate and are not current sick bank participants must donate one (1) sick leave day by completing the opt-in form sent by Human Resources within the specified timeline.
- 2) All donations once made are irrevocable.
- 3) Donations are not taxed for the donor and are not tax deductible.
- 4) Days donated are donated at the donor employee's rate of pay.
- 5) At such time the sick bank balance dips below 60 days, all members who wish to continue to participate in the sick leave bank will need to opt in to contribute one (1) day each. Employees who do not opt in to the refill contribution will no longer be a part of the sick leave bank and will lose eligibility for its benefits.
- 6) New employees will have thirty (30) days in which to opt into the Sick Leave Bank.
- 7) Teachers may opt in to the Sick Leave Bank every year during the first thirty days of school. A teacher must contact HR to do so.

Eligibility to Receive Sick Leave from the Bank:

1. Must be a full or part time employee eligible for benefits.
2. Members on Sabbatical leave are not eligible to draw from the sick leave bank while on Sabbatical.
3. Must be a contributing member of the Sick Leave Bank.
4. Exhaust all sick and personal accumulated leave. One personal day may be retained.
5. Be eligible for leave under the Family Medical Leave Act (FMLA).
6. Not receiving Worker Compensation, Social Security, or Long Term Disability. If there is an initial denial from LTD or Worker Compensation who ultimately collects benefits they will be responsible to cooperate in the repayment to the sick leave bank.
7. Not have submitted a resignation or retirement to the District.
8. Not serving a disciplinary suspension.
9. Teachers working less than full time shall be eligible for benefits at a pro-rata basis.
10. Teachers may draw from the sick leave bank until they are eligible for Long Term Disability or up to 60 days per school year
11. The Sick Leave Bank may not be used outside of the teacher's established school year.

12. The Sick Leave Bank may be used for normal childbirth delivery and recovery shall be limited to 20 days. The amount of time granted from the sick leave bank shall not exceed the maternity period of incapacity. For example, if a person has 20 days of accumulated sick leave and they are out for a 6 week time period, the sick leave bank would contribute 10 days so that the period of incapacity is covered.

Administration:

1. A teacher must apply for benefits under the Sick Leave Bank by completing the necessary forms.
2. The application will be submitted to the Human Resources Department and reviewed in collaboration with the WEA president or their designee.
3. Decisions are final and not subject to the grievance process.

The District shall provide an accounting of the status and use of the Sick Leave Bank at the end of the year.

In the event that the Sick Leave Bank is dissolved, all days shall be returned to those participating in the bank. All members will receive an equal number of days, with the understanding that no one will receive more days than they contributed to the Bank.

This Memorandum of Understanding was established in the 2023-2025 contract.

This Memorandum will expire on June 30, 2027 assuming MNPL has been effectively implemented by this date.

For School District 284

By: Melinda Stora

Dated: 10/30/2025

For Wayzata Education Association

By: Rachel Falkowski

Dated: 11/4/2025

Appendix I - Sick Leave Accumulation

MEMORANDUM OF UNDERSTANDING

Teachers having thirty (30) or more accumulated sick days, not including days donated in Appendix H, in a school year may elect to convert sick leave days as a cash payment to a tax-deferred plan (district-offered 403b) at \$160.00 per day and the following conditions. The district will use the sick leave balance as of the end of each school year and the new balance will reflect a reduction based on the number of sick days that have been converted to cash.

ECFE staff may participate based upon taking the overall accumulated sick leave hours and dividing by 8 hours to determine the number of days.

This payment will be made to a tax deferred plan within 60 days after the end of the school year on the following basis:

Accumulated Sick Leave	Amount
30-60 days accumulated sick leave	2 days (\$320)
60+ days accumulated sick leave	3 days (\$480)
90+ days accumulated sick leave	4 days (\$640)
120+ days accumulated sick leave	5 days (\$800)
150+ days accumulated sick leave	6 days (\$960)
180+ days accumulated sick leave	10 days (\$1600)

This plan will be subject to state and federal laws, rules and regulations.

The parties agree to these terms until the end of the 2026-27 school year. This memorandum may be renewed with the agreement of both parties.

This Memorandum of Understanding was established in the 2007- 2009 contract.

For School District 284

By: Melinda Shore

Dated: 10/30/2025

For Wayzata Education Association

By: Rachel Falkowski

Dated: 11/4/2025

Appendix J - Leave Committee and Minnesota Paid Leave (MNPL)

Whereas, Independent School District 284, Wayzata Public Schools (“District”) and Wayzata Education Association (“WEA”) have a common mission to provide excellent working conditions for staff and want to continue exploration of ways we can make our structures are more accommodating and flexible;

Whereas, the Minnesota Paid Family Medical Leave program is effective January 1, 2026;

Whereas, the Minnesota Paid Family Medical Leave program provides guidance for the granting of leaves and partial salary payment that differs from current practice;

Therefore let it be resolved that:

1. Minnesota Paid Leave shall be granted pursuant to applicable law. When this program is implemented (currently scheduled for January 1, 2026), the district will begin deducting the employee’s portion of the premiums from wages and submitting the wage deductions to the State of Minnesota. The default employee portion is fifty percent (50%) of the premium costs. Any subsequent changes in premium will be split with the employer paying fifty percent (50%) and the employee paying fifty percent (50%).
2. A committee is hereby formed to study the impact of Minnesota’s Paid Family Medical Leave program on current practice and recommend changes to leaves provided for in the WEA contract.
 - a. The Committee consists of:
 - i. Three teachers—one from each level (elementary, middle, and high school);
 - ii. WEA President or their designee;
 - iii. WEA Vice President or their designee;
 - iv. WEA Lead Negotiator or their designee;
 - v. Two principals—one from elementary and one from secondary to provide input on leave usage and serve in an advisory capacity;
 - vi. The Executive Director of Human Resources or their designee;
 - vii. Representation from the Finance or Payroll Department;
 - viii. Others agreed to by the committee unanimously to serve in an advisory capacity only.
 - b. The Committee will meet at least once per month beginning in January 2027. Members must be appointed no later than November 15, 2026.
3. The Committee may recommend changes to Section 7 of the WEA contract as well as any relevant contractual language that pertains to leave. Any recommendations of the Committee must be unanimously made. Once the committee has made the recommendation, it can:
 - a. Refer the recommendation for further negotiation in the 2027-2029 contract cycle;
 - i. The recommendation and approvals are complete no later than May 15, 2027.

Memorandum of Understanding established in the 2025-2027 contract.

For School District 284

By: Melinda Shaw

Dated: 10/30/2025

For Wayzata Education Association

By: Rachel Falkowski

Dated: 11/4/2025

Appendix K - Substitution during Prep Time

MEMORANDUM OF UNDERSTANDING

The District and the Union desire to promote a collaborative work environment that is focused on the individual educational needs of all students and the delivery of quality instruction. The parties recognize the mutual benefits derived from teachers substituting during their preparation hour when regular substitutes can't be scheduled.

Therefore, it is agreed:

1. When a substitute is unavailable, teachers may be asked to substitute during their preparation time.
2. Teachers may select compensation for substituting during their preparation time.
 - a. Teachers substituting during their preparation time may earn a rate of \$40.00 an hour.
 - b. Teachers substituting during their preparation time may choose to earn time off. (Frequently referred to as Comp Time.)
3. Teachers may earn up to 360 minutes of time off each year. Time accrued beyond 360 minutes will be paid at the above mentioned hourly rate.
4. Teachers may use earned time off in an hour, half day or full day time increments. All requests for time off must be submitted in the current substitute management system (Frontline Absence Management).
5. Teachers earning time off must use this time prior to May 1.
6. All time off requests require a three day notice and prior approval of the immediate supervisor. Teachers earning time off should not extend regular vacation periods except in unusual circumstances.
7. Earned time off will not transfer into the next school year. All balances will be paid at the end of the school year at the rate stated in 2 (a).

The parties agree to these terms until the end of the 2026-27 school year. This memorandum may be renewed with the agreement of both parties.

Memorandum of Understanding established 2019-2021 contract.

For School District 284

By: Melinda Stone

Dated: 10/30/2025

For Wayzata Education Association

By: Rachel Falkowski

Dated: 11/4/2025

Appendix L - Special Services Team Stretch Calendars

MEMORANDUM OF UNDERSTANDING

Whereas, Independent School District 284, Wayzata Public Schools ("District") and Wayzata Education Association ("WEA") have a common mission to educate all students and to provide best practice delivery models to meet the needs of each and every student.

Whereas, it is the District and WEA's belief that a stretch calendar for the purpose of continued special education assessments should not delay services for qualifying students at the start of the school year.

Be it THEREFORE resolved that:

For the purpose of this memorandum, a "stretch calendar" is defined as a school year calendar that extends work days over the summer months and maintains the total contract days articulated in the WEA Master Agreement (184 days).

The stretch calendar will be created annually by the teacher following guidelines established by the Special Services Supervisor and includes Birth-3 ECSE staff, Evaluation Team Members, SpEd Coordinators, and School Nurses. The calendar will be approved by the Student Services Supervisor and Director of Student Services.

The parties agree to these terms until the end of the 2026-27 school year. This memorandum may be renewed with the agreement of both parties.

This Memorandum of Understanding was established in the 2021-2023 contract.

For School District 284

By: Melinda Stone

Dated: 10/30/2025

For Wayzata Education Association

By: Rachel Falkowski

Dated: 11/4/2025

Appendix M - Special Education Conferencing and Due Process Days

MEMORANDUM OF UNDERSTANDING

Whereas, Independent School District 284, Wayzata Public Schools (“District”) and Wayzata Education Association (“WEA”) have a common mission to educate all students and to provide support to staff in their efforts to do so:

Whereas, it is the District and WEA’s belief that special education due process paperwork and timelines are an essential function of the teacher’s job description and should be completed as a part of their salaried obligations. It is also recognized that on occasion, these responsibilities may require additional support and time for correct and timely implementation. The District and WEA are committed to supporting staff in meeting these obligations while also prioritizing the needs of all students and families.

Be it THEREFORE resolved that:

1. **Parent/Teacher Conferences:** Special Education staff are expected to attend and participate in parent/teacher conferences in person, alongside general education staff. When not participating in a conference, special education staff may use this time to complete paperwork and other related responsibilities.
2. **Due Process Days:**
 - a. When necessary the District may recommend a due process paperwork day to complete due process expectations.
 - b. If this day is at the request of the teacher, the teacher must submit and seek prior approval from the District’s Director of Student Support Services or their designee.
 - c. Days taken to complete special education due process will not be deducted from accumulated leave.
 - d. Staff requesting Due Process Days must request a substitute, if needed, a minimum of seven (7) days prior to taking time off.
 - e. With prior approval by the Director of Student Support Services, Special Education staff may work up to sixteen (16) hours (for full-time staff; hours available for part-time staff will be prorated based on FTE) during the school year to complete due process requirements. Special Education staff that receive approval for additional hours will be paid at the curriculum writing rate. Staff will also be eligible for up to four (4) hours of paid time outside of the contract time during workshop week. This work is specifically intended to support the completion of IEPs in preparation for the first day of school. The hours will be paid at the curriculum writing rate and must be completed at least two (2) calendar days prior to the first day of school.
 - f. Staff may request permission from the Executive Director of Human Resources to work from home on their due process paperwork days.

The parties agree to these terms until the end of the 2026-27 school year only. This memorandum may be renewed with the agreement of both parties.

This Memorandum of Understanding was established in the 2021-2023 contract.

For School District 284

By: Melinda Stasi

Dated: 10/30/2025

For Wayzata Education Association

By: Rachel Falkowski

Dated: 11/4/2025

Appendix N - Extracurricular Committee

MEMORANDUM OF UNDERSTANDING

Wayzata Public Schools ISD No. 284 and the Wayzata Education Association agree to implement the Extracurricular Committee as outlined in Appendix D with the following additions. Due to the work and review necessary to update the current salary schedule, the Extracurricular Committee will meet at least twice during the second year of the contract prior to contract negotiations in order to make recommendations to the negotiations team. It is recommended the committee meet prior to February 1 and plan to meet with the negotiations team in March.

The Extracurricular team will consist of the following members to ensure that all voices are heard and input is relevant to impacted areas. The team will consist of: 1) Activity Director 2) WEA President 3) HR Representative 4) WEA negotiator (up to two representatives 5) Principal(s) at each level (Elementary, Middle and High School) 6) High School teachers (Up to two) 7) Middle School teachers (Up to two) 8) Elementary teachers (Up to two).

The parties agree to these terms until the end of the 2026-27 school year. This memorandum may be renewed with the agreement of both parties.

This Memorandum of Understanding was established in 2019.

For School District 284

By: Melinda Shore

Dated: 10/30/2025

For Wayzata Education Association

By: Rachel Falkowski

Dated: 11/4/2025

Appendix O - Required Second Licensure Reimbursement

MEMORANDUM OF UNDERSTANDING

Whereas, Independent School District 284, Wayzata Public Schools (“District”) and Wayzata Education Association (“WEA”) have a common mission to support teachers and implement consistent practices.

Whereas, it is the District’s and WEA’s belief that providing compensation to teachers in need of two license requirements, both professional and through the Professional Educator and Licensing Board of MN, recognize the additional financial obligations placed upon these teachers.

Be it THEREFORE resolved that:

All District Licensed School Nurses (LSN) and School Social Workers may seek reimbursement of up to \$400.00 towards the professional license required of PELSB for licensure in a school setting. These dollars may not be used towards late fees or more than one licensing area. Proof of payment must be submitted to the District’s payroll department for reimbursement.

It is the current District practice to reimburse the professional license costs for the District Speech and Language Pathologists.

The parties agree to these terms until the end of the 2026-27 school year. This memorandum may be renewed with the agreement of both parties.

This Memorandum of Understanding was established in 2023.

For School District 284

By: Melinda Shore

Dated: 10/30/2025

For Wayzata Education Association

By: Rachel Falkowski

Dated: 11/4/2025

Appendix P - Special Education Direct Services Stipend

MEMORANDUM OF UNDERSTANDING

Whereas, Independent School District 284, Wayzata Public Schools (“District”) and Wayzata Education Association (“WEA”) have a common mission to educate all students and to provide support to staff in their efforts to do so:

Whereas, it is the District and WEA’s belief that due to special education due process paperwork and timelines, additional curriculum demands, and high caseloads, special education staff need additional time to complete their work. It is recognized that these responsibilities may require additional support and time for correct and timely implementation. The District and WEA are committed to supporting staff in meeting these obligations while also prioritizing the needs of all students and families;

Be it THEREFORE resolved that:

1. Special Education teachers who provide direct support to students within a school building schedule will earn a \$550 stipend due to the consistent loss of their designated lunch and/or prep time in response to supporting unexpected student needs. This stipend applies to the following positions:
 - a. SpEd Teachers (Resource and SDC)
 - b. ECSE Teachers who support students within a school building
 - c. Work Experience Teachers

The parties agree to these terms until the end of the 2026-27 school year. This memorandum may be renewed with the agreement of both parties.

This Memorandum of Understanding was established in the 2023-2025 contract.

For School District 284

By: Melinda Shaw

Dated: 10/30/2025

For Wayzata Education Association

By: Rachel Falkowski

Dated: 11/4/2025

Appendix Q - Teacher Safety

MEMORANDUM OF UNDERSTANDING

Whereas, Independent School District 284, Wayzata Public Schools (“District”) and Wayzata Education Association (“WEA”) have a common mission to ensure safe learning environments for our students and teachers;

Be it THEREFORE resolved that:

1. Teachers will be encouraged to utilize the student support teams and PLCs for resources and classroom strategies to create safe learning environments.
2. Principals will be encouraged to utilize Staff and BILT meeting time to review teacher needs as it relates to safety in their building and classrooms to determine additional professional development support for staff.
3. Teachers are encouraged to meet with their building principals with any safety concerns they may have.
4. If damaged by a student during the school day due to an unsafe situation, eye glasses and cell phones may be reimbursed at a reasonable replacement cost.
5. Create a committee to review new state statutes, district practices, and policies regarding student discipline in an effort to create safe learning environments and to improve communication regarding student behaviors. The committee will report periodically.
6. The committee will be re-convened by the Executive Director of Human Resources no later than December 2025.
 - a. Committee Members:
 - i. Executive Director of Human Resources
 - ii. WEA President or designee
 - iii. Principal Representatives (AP/Dean)
 - iv. Teacher Representatives
 - v. Special Education
 - vi. Board Members
 - vii. Director of Equity
 - viii. MTSS Coordinator
 - ix. Social Worker/Counselors
 - x. Paraprofessionals may be optional
 - xi. Safety Manager
 - xii. Additional staff as agreed upon by District and the WEA

The parties agree to these terms until the end of the 2026-27 school year. This memorandum may be renewed with the agreement of both parties.

This Memorandum of Understanding was established in the 2023-2025 contract.

For School District 284

By: Melinda Shae

Dated: 10/30/2025

For Wayzata Education Association

By: Rachel Falkowski

Dated: 11/4/2025

Appendix R - Class Size Committee

MEMORANDUM OF UNDERSTANDING

Whereas, Independent School District 284, Wayzata Public Schools (“District”) and Wayzata Education Association (“WEA”) have a common mission to educate all students and to provide learning environments that promote best instructional strategies and are designed to give students the attention they need to learn and grow:

Whereas, it is the District and WEA’s belief that small class size is important to the overall well-being of our students, to close the opportunity gap, and to create dynamic classroom instruction:

Whereas, the District and WEA recognizes that teacher voice is integral to solution-seeking around this issue:

Be it THEREFORE resolved that:

1. The board will continue to set recommendations for class size targets.
2. A committee will be developed to monitor the impact of class size and how we can continue to enhance classroom instruction and student success.
 - a. This committee will consist of
 - i. Teachers - At least one from each level (Elementary, Middle and High School) including Special Education and specialist elective teachers. The WEA president will be in charge of creating this team.
 - ii. Principals - At least one from each level (Elementary, Middle, and High School)
 - iii. District leadership - Executive Director of Teaching and Learning and Executive Director of Human Resources
 - iv. Board members - At least one plus an alternate
 - v. WEA President or designee
 - vi. Superintendent or designee
 - b. The committee will meet at least once a year but may meet more at the committee’s discretion.
 - c. The committee will discuss ways in which to increase support in the classroom and come up with strategies to reduce the impact of class size.

The parties agree to these terms until the end of the 2026-27 school year. This memorandum may be renewed with the agreement of both parties.

This Memorandum of Understanding was established in the 2023-2025 contract.

For School District 284

By: Melinda Shore

Dated: 10/30/2025

For Wayzata Education Association

By: Rachel Falkowski

Dated: 11/4/2025

Appendix S - Teacher Reassignment and Building Moves

Whereas, Independent School District 284 (“District”) and the Wayzata Education Association (“WEA”) share a common mission to support teachers whose non-voluntary assignment requires a move to a different building; and

Whereas, both the District and the WEA acknowledge that, at this time, there is no comprehensive data available to determine the cost implications of such moves;

Be it THEREFORE resolved that:

1. The Executive Director of Human Resources will track and categorize the number of teacher moves for the 2025-26 and 2026-27 school years. The tracking will include:
 - Moves within the same building (both non-voluntary and requested)
 - Moves to a new building (both non-voluntary and requested)
 - Changes in teacher assignments (both non-voluntary and requested)

This data will be compiled and shared to inform the 2027–2029 WEA contract negotiations.

2. For the 2026-27 school year, any teacher whose new assignment requires a non-voluntary move to a different building will be allotted up to eight (8) hours of additional compensation at the curriculum writing rate, in recognition of the time and effort required to relocate and set up their new instructional space.

The parties agree to these terms until the end of the 2026-27 school year. This memorandum may be renewed with the agreement of both parties.

Memorandum of Understanding was established in the 2025-2027 contract.

For School District 284

By: Melinda Shore

Dated: 10/30/2025

For Wayzata Education Association

By: Rachel Falkowski

Dated: 11/4/2025

Appendix T - Collaborative Support for Professional Performance and Administrator Training

Whereas, Independent School District 284 (“District”) and the Wayzata Education Association (“WEA”) share a common mission to support teachers through a collaborative and transparent approach to professional growth and accountability; and

Whereas, it is the objective of both the District and the WEA to create a positive working environment that fosters fairness, clarity, and consistency in how employee performance is addressed;

Be it THEREFORE resolved that:

1. The Executive Director of Human Resources will meet with the WEA President to gather input regarding overall concerns raised by WEA members related to employee performance and accountability practices.
2. The Executive Director of Human Resources will use that input to inform and continually engage with the WEA President in developing and delivering best practices training to all administrators who supervise WEA members. This training will include, but not be limited to, the following topics:
 - a. Predisciplinary Performance Improvement Strategies
 - b. Setting and Communicating Performance Expectations
 - c. Principles and Application of Progressive Discipline
3. In addition, the Executive Director of Human Resources will collaborate with the Executive Director of Teaching & Learning to ensure administrators receive training in the “5+ Guiding Questions” framework, which is designed to support instructional leadership and professional conversations aligned with district goals.
4. This Memorandum of Understanding reflects a shared commitment to supporting the professional success of all educators through ongoing dialogue, collaboration, and consistent leadership practices.

This Memorandum of Understanding was established in the 2025-2027 contract.

For School District 284

By: Melinda Shore

Dated: 10/30/2025

For Wayzata Education Association

By: Rachel Falkowski

Dated: 11/4/2025

Appendix U - Phased Retirement Program

This Memorandum of Understanding (“MOU”) is made by and between Independent School District No. 284, Wayzata Public Schools (“District”) and Wayzata Education Association (WEA).

WHEREAS, the WEA is the exclusive representative of educators employed by the District;

WHEREAS, the Master Agreement (“Agreement”) governs the educators’ terms and conditions of employment between the District and the WEA for the 2025-2027 school year;

WHEREAS, the District and the WEA agree that it is a strategic goal to ensure a world-class education that prepares each and every student to thrive today and excel tomorrow in an ever-changing global society;

WHEREAS, the District and the WEA agree that leveraging the educator leaders of today to help leaders of tomorrow will help ensure Wayzata’s continued excellence;

WHEREAS, the District and the WEA agree that educating students is both rewarding and challenging work;

WHEREAS, the District and the WEA recognize the benefit of flexible opportunities for Wayzata educators to assist in the achievement of District mission, vision, and strategic directions;

WHEREAS, the District and the WEA agree the Phased Retirement for Educators Pilot Program is based on a cost-neutral concept;

THEREFORE, the District and WEA agree as follows:

1. To pilot a Phased Retirement Program for the 2026-27 school year.
2. To be eligible to apply for Phased Retirement, an WEA educator must: 1) have a 1.0 FTE assignment; 2) have reached at least fifty-five (55) years of age prior to August 1, 2026; and 3) have provided at least fifteen (15) years of teaching service in the Wayzata Public Schools.
3. Educators selected for the Phased Retirement program will work eight (8) hours per day (inclusive of a duty free 30-minute lunch period) for the number of days provided for in number five below. If an educator is unable to work an assigned duty day, then they will make up that duty day on another date as determined by their supervisor.
4. Phased Retirement Educators will not be credited with more than eight (8) hours on any given work day.
5. A Phased Retirement Educator’s required number of duty days will be calculated as follows: BA Lane/Step 1 salary divided by Phased Educator’s Lane/Step salary multiplied by 184 and rounded up to the next whole number. Using the 2024-2025 salary schedule as an example, a Phased Retirement Educator on MA60/Step 20 would work 87 days based on this formula $(\$48,949/\$103,897 \times 184) = 86.69$ and rounded up to 87 days).
6. Phased Retirement Educators will be paid a 1.0 FTE salary based on BA/Step 1 if they work all of their required duty days. Phased Retirement Educators will be ineligible for the Q Comp program for that school year.
7. The District and the Phased Retirement Educator will contribute to the Minnesota Teachers’ Retirement Association (TRA) as required by TRA. A Phased Retirement Educator who is eligible upon retirement for an Employer Contribution towards Hospitalization-Medical Insurance as outlined in Section 8.6 of the WEA contract, Insurance Benefit, will maintain eligibility for the same benefits offered to full-time teachers, as articulated in sections 6.1-6.4, while working as a Phased Retirement Educator. Educators ineligible for the retiree contribution to Hospital/Medical insurance articulated in section 8.6, as they were hired after September 3, 2019, shall be eligible for the same benefits offered to part-time teachers, as articulated in sections 6.1-6.4, while working as a Phased Retirement Educator. Dental Insurance contributions articulated in section 6.6, Dental Insurance, will be provided to Phased Retirement Educators. A Phased Retirement Educator will receive a two (2) percent District match towards the District’s 403(b) plan). A Phased Retirement Educator who retires and is eligible for the Severance and Insurance Benefits

found in Sections 8.1 through 8.6 of the Agreement will receive such payments based on their FTE, step and lane placement, and years of service earned in the year prior to entering the Phased Retirement program. No other benefit provisions of the Agreement, including section 6.7, Health Care Savings Plan, apply to a Phased Retirement Educator.

8. Educators who meet these initial eligibility requirements and are interested in working in a Phased Retirement position during the 2026-2027 school year must apply no later than January 16, 2026. Application materials will be available in the Human Resources Department.
9. All educators that apply by the January 16, 2026 deadline, and meet the above eligibility requirements, will receive an interview for the Phased Retirement program.
10. The selection of Phased Retirement Educators, and the number of Phased Retirement Educators, and the assignments for Phased Retirement Educators, will be determined at the discretion of the District.
11. Educators selected for the Phased Retirement program will be required to resign a portion of their 1.0 FTE teaching position. The exact portion to be resigned will be determined using the same formula set out for calculating required duty days. Using the example in paragraph five above, the educator would need to resign from 0.54 FTE of their 1.0 FTE position (calculated using two decimal places, 84 days divided by 184 days equates to 0.46 FTE).
12. If the District is unable to hire a suitable replacement for a Phased Retirement Educator at the entry lane and step of the salary schedule, then the District has the right to return the Phased Retirement Educator to a 1.0 FTE teaching assignment.
13. If the District ends the Phased Retirement program following the 2026-2027 pilot, then all 2026-2027 Phased Retirement Educators will have the right to return to a 1.0 FTE teaching position for which they are licensed for the 2027-2028 school year at the career increment step they had earned prior to entering into the Phased Retirement Program.
14. The District makes no claims about the impact the Phased Retirement program will have on a Phased Retirement Educator's years of service, eligibility, pension amounts, or any part of their pension through TRA. A Phased Retirement Educator is solely responsible for making such determinations with TRA and monitoring their duty days to ensure they receive the service credit they desire.
15. Nothing in this MOU may be deemed to establish an interpretation of the Agreement between the District and WEA, a precedent, a practice, or to alter any established interpretation, precedent, or practice arising out of or relating to the Agreement between the District and WEA. Neither party may submit this MOU in any proceeding as evidence of a contract interpretation, precedent, or practice. This MOU does not alter any managerial rights that the District has in absence of this MOU. This MOU is not grievable.
16. Unless extended in writing by both parties, this MOU automatically sunsets on June 30, 2027.

The parties agree to the terms until the end of the 2026-27 school year. The memorandum may be renewed with the agreement of both parties.

WEA and the District are in agreement with the above language as evidenced by their representatives' signatures below.

For School District 284

By: Melinda Shore

Dated: 10/30/2025

For Wayzata Education Association

By: Rachel Falkowski

Dated: 11/4/2025

Appendix V - Workload Committee

WHEREAS, the Independent School District 284, Wayzata Public Schools (“District”) and Wayzata Education Association (“WEA”) share a mutual interest in supporting reasonable workload for teachers to promote instructional quality, student success, and educator well-being; and

WHEREAS, both parties acknowledge the importance of objective, accurate data to inform any future workload discussions;

THEREFOR, let it be resolved that: The District will collect and analyze workload data for all licensed teaching positions in the district to better understand current demands, time commitments, and resource needs. The Executive Director of Human Resources and the WEA President will meet in the spring of 2026 to develop a teacher workload survey, which will be administered in November 2026.

1. Scope of Data Collection: Data may include, but is not limited to:
 - Number of course preparations and sections taught
 - Average class size
 - Number of students with IEPs, 504 plans, or other special learning needs
 - Non-instructional duties assigned
 - Scheduled and unscheduled meetings
 - Paperwork, grading, and assessment responsibilities
 - Impact of building schedules
2. Data Collection Process
 - The data collection will occur during the fall of the 2026-27 school year.
 - If it is determined a survey will best facilitate the data collection, both the District and the WEA will review and approve the survey tools or data-gathering methods in advance.
 - Participation by teachers will be voluntary and responses will remain confidential.
 - Compile resignation data for the previous ten (10) for Middle School and Special Services educators.
3. Review of Findings
 - The District and the WEA will jointly review the aggregated data no later than February 2027.
 - Findings will be used for informational purposes only during the term of this agreement and may be used to guide discussions in future negotiations.

The parties agree to these terms until the end of the 2026-27 school year only. This memorandum may be renewed with the agreement of both parties.

This Memorandum of Understanding was established in the 2025-27 contract.

For School District 284

By: Melinda Shae

Dated: 10/30/2025

For Wayzata Education Association

By: Rachel Falkowski

Dated: 11/4/2025

Appendix W - Read ACT Requirements and Stipends

This Memorandum of Understanding (“MOU”) is made by and between Independent School District No. 284, Wayzata Public Schools (“District”) and Wayzata Education Association (WEA).

WHEREAS the District and Union are parties to a collective bargaining agreement (CBA) for the period from July 1, 2025 through June 30, 2027; and,

WHEREAS, the State of Minnesota has passed educational policy statutes that will require identified teaching staff to receive intentional reading training during the 2024-2025, 2025-2026 and 2026-2027 school years as mandated by the READ Act;

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

THEREFORE, the parties agree to the following;

1. Phase One, Round 2, WEA staff includes:

- New K-5 Classroom Educators without mandated training
- New Grades K-12 Reading Intervention Educators without mandated training
- New Grades K-5 Special Education Educators responsible for reading instruction without mandated training
- Grades 6-12 Special Education Educators responsible for reading instruction
- New EL Teachers grades K-5
- EL Teachers 6-12
- New Speech Language Pathologists K-5 without mandated training
- Speech Language Pathologists 6-12
- New K-5 Instructional Coordinators without mandated training
- New Elementary Media Specialists without mandated training
- New Special Education Coordinators without mandated training
- New Elementary Enrichment Specialists without mandated training
- New Early Learning Special Education Teachers without mandated training
- Others as assigned

b. Phase One -Round 2- 6-12 EL/Multilingual and 6-12 Special Education Teachers (2025-2026)-

- i. Completion of OL&LA training
- ii. 50 hours of training required
- iii. 39 hours were scheduled during the articulated work day
- iv. 11 hours were scheduled outside of the work day
- v. \$900.00 stipend for 80% proficiency and completion (.75 Factor)
- vi. Failure to pass the Read Act training by the due date with 80% proficiency will result in a 25% reduction of the articulated stipend.
 1. Teachers on a District approved leave of absence will work with HR to determine an extended timeline.

c. Phase One -Round 2- Required teachers (2025-2026) All K-5 Teachers New to District who have not completed mandated READ Act Training

- i. Completion of OL&LA training
 - ii. 50 hours of training required
 - iii. Responsible for training outside of the work day
 - iv. \$1200 stipend for 80% proficiency and completion (1.0 Factor)
 - v. Failure to pass the Read Act training by the due date with 80% proficiency will result in a 25% reduction of the articulated stipend.
- I. Teachers on a District approved leave of absence will work with HR to determine an extended timeline.

2. Phase Two WEA Staff includes (2025-2026)(Per State mandate, delayed until 2026-2027)

- Teachers in grades 6-12 who are responsible for providing reading instruction and/or teaching the MN ELA standards.

3. Lane Changes - Not applicable due to current contract language. Read Act hours will not be recognized and cannot be used for lane changes.

4. Proof of Completion - In all cases, teachers must submit proof of completion to the Executive Director of Teaching and Learning.

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 XII, Section 12.2.

6. Remaining funds will be redistributed as long as the remaining funds are at least \$25.00 per Teacher.

Effective date and duration: This MOU shall continue in effect until June 30, 2026.

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 School District 284

By: Melinda Stasi

Dated: 10/30/2025

For Wayzata Education Association

By: Rachel Falkowski

Dated: 11/4/2025