



2017-2019 Tentative Agreement with District 833

May 22, 2018

Changes from the first TA are noted with an *

Memorandum of Agreement renewals with no significant changes

Teachers on Special Assignment (TOSA)
Classroom Teachers on Special Assignment (CTOSA)
Middle School Homeroom/Advisory
High School Homeroom/Advisory
Reading Recovery

Memorandum of Agreement renewals with significant changes

*Rates of Pay for ABE/Homebound Instructors (\$28 1st year, \$30 2nd year)

Certificate of Clinical Competence

*Medical Emergency Pool (part-time teachers now included)

New Memorandum of Agreements

*Elementary Behavior Work Committee

*Caseload Review Committee

*Insurance

*ULA (addresses tiered licensure)

Contract Articles with significant changes

*Article IX – teacher duty days (defines hours for teacher work days)

Various Articles – hourly rate of pay \$28

Article VIII – overload pay and collapsed classroom

*Article VI – salary schedules (1% one-time payment off schedule and additional \$500 to retirees, 2.87% on schedule 2nd year)

*Article VII – insurance 3%, 6.2% 1st year, -6% 2nd year

Memorandum of Agreement
Adult Basic Education / ~~High School Diploma Center Access~~ /
Homebound Teachers
(Article VI, Section 1)

It is hereby agreed between the South Washington County School District 833 (hereafter “District”) and the United Teachers of South Washington County (hereafter “Union”) as follows:

Section 1. Community Education teachers teaching **evening** credit classes (Adult Basic Education/**ACCESS, High School Diploma**), and homebound teachers, who are members of the teachers’ bargaining unit, shall be compensated at the **hourly** rate of ~~\$26.00~~ **\$28.00 per hour for the 2017-2018 school year and \$30.00 per hour starting July 1, 2018.**

Section 2. Community Education teachers teaching **evening** credit classes (Adult Basic Education/**ACCESS, High School Diploma**), and homebound teachers, who are members of the teachers’ bargaining unit, shall be paid for a 15-minute preparation period for each hour they are contracted to teach at the agreed upon hourly rate.

Section 3. Community Education teachers teaching **evening** credit classes (Adult Basic Education/**ACCESS, High School Diploma**), and homebound teachers, who are members of the teachers’ bargaining unit, whose work schedule or assignment meets or exceeds the definition of a full-time teacher (see, Article 1, Section 3, Subd. 4) shall be entitled to the following benefits as outlined in ~~this~~ **the master** agreement;

- Article VII – Group Insurance
- Article X – Paid Absence Leave

Section 4. Community Education teachers teaching **evening** credit classes (Adult Basic Education/**ACCESS, High School Diploma**), and homebound teachers may not bump or displace K-12 teachers or other teachers in the district, and ~~vice~~ **vice** versa. This **memorandum of** agreement shall expire on June 30, ~~2017~~ **2019**.

Memorandum of Agreement
Certificate of Clinical Competence

It is hereby agreed between the South Washington County School District 833 (hereafter “District”) and the United Teachers of South Washington County (hereafter “Union”) as follows:

1. It is the District’s current practice to require all Speech Language Pathologists to maintain their Certificate of Clinical Competence. This requirement is in part to allow these employees to properly submit MA billing;
2. There is an annual expense, above and beyond customary license renewal fees, incurred by these individual employees;
3. Therefore, the District shall reimburse full-time Speech Language Pathologists up to ~~\$200.00~~ **\$225.00** annually toward the renewal fees associated with maintain their Certificate of Clinical Competence. ~~;~~ **and**
- ~~4. The effectiveness of this proposal shall be evaluated at the end of the 2016-2017 school year.~~

This **memorandum of** agreement shall expire June 30, ~~2017~~ **2019**.

Memorandum of Agreement **Medical Emergency Pool (MEP)**

The parties to this Memorandum of Agreement (“MOA”) are Independent School District No. 833 (“District”) and United Teachers of South Washington County (“Union”).

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

WHEREAS, the District and the Union would like to create a Medical Emergency Pool for teachers in the District;

NOW, THEREFORE, IN CONSIDERATION OF the mutual promises contained in the MOA and other valuable consideration, the sufficiency of which is acknowledged, the parties agree as follows:

1. **Creation of Medical Emergency Pool (“MEP”).** The District and Union hereby create a MEP for teachers who are experiencing a medical emergency or who have an immediate member of the family who has experienced a catastrophic illness or injury and requires care from the teacher. For purposes of this MOA, an “immediate member of the family” is a spouse, child, or stepchild.
2. **Definition of Medical Emergency.** A “medical emergency” means a medical condition that will require more than ten consecutive days of absence from duty and will result in a substantial loss of income to the employee because the employee has exhausted all forms of paid leave other than leave taken under the MEP. The medical condition must be recognized by the mainstream medical community and certified by a physician.
3. **Funding of MEP.** The MEP will be established by voluntary donations from members of the bargaining unit. In order to join the MEP for a four-year period, teachers must contribute one paid absence leave (PAL) day before September 30th of the school year. All donations are confidential and nonrefundable. Once a teacher donates a day of sick leave to the MEP the teacher cannot rescind or retract the donated sick leave for any reason. If at any point the pool becomes non self-sustaining, the District and Union may mutually agree to provide members of the bargaining unit an opportunity to donate additional days of accumulated sick leave. Participating teachers may contribute an additional PAL day if they so choose. PAL days contributed to the bank will have no effect on the wellness incentive language. Those individuals who belong to the former

Illness/Injury Bank will continue until their four years expire at which time they can donate a day of sick leave and continue in the MEP.

4. **Eligibility for MEP.** Teachers who have joined the MEP and are experiencing a medical emergency, or have an immediate member of their immediate family who has experienced a catastrophic illness or injury and requires care from the teacher, are eligible to receive up to thirty (30) days of paid sick leave from the MEP during any school year and a maximum of sixty (60) days during their career with the District. To obtain such leave, an eligible teacher must complete and submit the following: (a) a written application to draw paid sick leave from the MEP; (b) medical certification from the teacher's treating physician or the treating physician of the family member; and (c) an authorization giving the District permission to share the application and certification with the Union. Teachers may not begin to draw paid sick leave from the MEP unless and until the District and the Union approve the written application.
5. **Loss of Eligibility for MEP.** Teachers will immediately become ineligible to draw paid sick leave from the MEP if they become eligible to receive benefits from another source, such as long-term disability insurance or workers' compensation.
6. **No Precedent or Practice.** Nothing in this MOA 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. No party may submit this MOA in any proceeding as evidence of a precedent or practice.
7. **Term of MOA.** This MOA will automatically expire on June 30, 2019, unless the parties enter into a MOA or otherwise mutually agree, in writing, to extend this MOA. This MOA is separate from, and not part, the CBA.
8. **Tax Consequences.** While the parties have endeavored to create a tax advantaged medical emergency pool, neither the District nor any person affiliated with the District, including any School Board member, official, employee, agent, insurer, attorney, or representative, has made any statement or representation to the Union or any member of the bargaining unit regarding the tax consequences of the MOA. Likewise, neither the Union nor any person affiliated with the Union, including any official, employee, agent, attorney, or representative of the Union has made any statement or representation to the District or to any member of the bargaining unit regarding the tax consequences of this MOA.

9. **Entire Agreement.** This MOA represents the entire agreement between the parties related to the Past Practice and the resolution of the grievance. No party has relied upon any statements or promises that are not stated in this MOA. No changes to this MOA are valid unless they are in writing and signed by both parties. A copy of this MOA will have the same legal effect as the original. If the language for the MEP ceases to exist, the practice of the MEP will continue until all days of leave are exhausted.

Memorandum of Agreement **Elementary Behavior Work Committee**

This Memorandum of Agreement (“MOA”) is entered into by and between the United Teachers of South Washington County (“Union”) and Independent School District No. 833 (“District”).

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

WHEREAS, there has been an increase in the frequency and intensity of disruptive student behaviors at the elementary level in recent years;

WHEREAS, the current staffing models consist of blend of special education resources and general education resources; and

WHEREAS, UTSWC has expressed concerns over the staff’s ability to effectively serve those students as well as provide a positive learning environment for other students and building staff

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

1. The District and the UTSWC agree to form an Elementary Behavior Work Committee.
2. The committee will recommend an identified outcome for student behavior interventions at the elementary level. It will review the current staffing model and proposed conclusions on what has been effective and what needs to be eliminated or adjusted to meet the identified outcomes. It will review other outside resources and behavior intervention models utilized in other districts. It will make recommendations for any changes to the Superintendent.
3. The committee will be comprised of volunteers, which will ideally include at least a school Psychologist, school social worker, special education teacher, general education teacher, the Director of Special Education (or designee), an elementary school principal, an assistant Superintendent, and a UTSWC representative.

4. The committee will begin their work in the 2018-2019 school year with the committee Completing its work and forwarding recommendations to the Superintendent by February 1, 2019.
5. This memorandum of agreement shall expire on June 30, 2019.

Memorandum of Agreement **Special Education Caseload Review Committee**

This Memorandum of Agreement (“MOA”) is entered into by and between the United Teachers of South Washington County (“Union”) and Independent School District No. 833 (“District”).

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

WHEREAS, special education caseloads have been increasing and/or inconsistent across multiple sites in the District;

WHEREAS, the scheduling of meetings has proven more difficult when caseloads grow and the make-up of families changes; and

WHEREAS, UTSWC has expressed a concern that resources often times do not meet the needs of larger caseloads;

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

1. The District and the UTSWC agree to form a caseload review committee.
2. The committee will review established policy and criteria for caseloads throughout all sites in District 833. It will review and determine what has been effective and propose conclusions on what needs to be adjusted to meet the growing needs of our students. It will review outside resources and models utilized in other districts. It will make recommendations for any changes to the Superintendent.
3. The committee will be comprised of volunteers, which will ideally include at least an assistant Superintendent, elementary principal, Director of Special Education (or designee), ECSE teacher, elementary special education teacher, secondary special education teacher, elementary general education teacher, secondary general education teacher, elementary specialist teacher, secondary specialist teacher, and a UTSWC representative.

4. The committee will begin their work in the 2018-2019 school year with the committee Completing its work and forwarding recommendations to the Superintendent by February 1, 2019.
5. This memorandum of agreement shall expire on June 30, 2019.

Memorandum of Agreement **Change in Health Insurance Provider**

This Memorandum of Agreement (“MOA”) is entered into by and between the United Teachers of South Washington County (“Union”) and Independent School District No. 833 (“District”).

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

WHEREAS, the District has received bids for group health insurance for the period of January 1, 2019 through December 31, 2020;

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

1. Effective January 1, 2019, the District will switch from Health Partners to Preferred One consistent with the bid the District received from Preferred One, unless the Union votes in favor of the District moving to a self-insured model.
2. This MOA does not prohibit the District from asking the Union to conduct a vote to move to a self-insured model.

Memorandum of Agreement **Unrequested Leave of Absence (ULA)**

This Memorandum of Agreement (“MOA”) is entered into by and between the United Teachers of South Washington County (“Union”) and Independent School District No. 833 (“District”).

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

WHEREAS, effective July 1, 2019, the state legislature repealed Minnesota Statutes section 122A.40, subdivision 11, which governs the placement of teachers on unrequested leave of

absence (“ULA”);

WHEREAS, Minnesota Statutes section 122A.40, subdivision 10 applies to collective bargaining agreements that take effect on or after July 1, 2019; and

WHEREAS, the Union and the District are parties to an existing memorandum of agreement that addresses the ULA process and expressly states that it expires on June 30, 2017;

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

1. This MOA replaces the previous MOA addressing the ULA process. This MOA is separate from, and will not be considered to be part of, the CBA.
2. This MOA expires on June 30, 2019, or when the 2019-2021 contract is ratified, whichever occurs later.
3. From the date the 2017-2019 contract is ratified until the 2019-2021 contract is ratified, the following language will govern the placement of teachers on ULA:

Section 1. Unrequested leave of absence. The board may place on unrequested leave of absence, without pay or fringe benefits, as many teachers as may be necessary because of discontinuance of position, lack of pupils, financial limitations, or merger of classes caused by consolidation of districts. The unrequested leave is effective at the close of the school year. In placing teachers on unrequested leave, the board is governed by the following provisions:

Section 2. Continuing contract teachers: A teacher who has acquired continuing contract rights must not be placed on unrequested leave of absence (ULA) while Tier 1-licensed, Tier 2-licensed, or probationary teachers are retained in positions for which the teacher who has acquired continuing contract rights is licensed. Tier 3 and Tier 4 continuing contract teachers shall be placed on unrequested leave of absence in inverse order of seniority, as calculated by Section 9 of this Article.

Section 3. Exceptions for licensure: Notwithstanding the section 2, a teacher is not entitled to exercise any seniority when that exercise results in the teacher being retained by the district in a field for which the teacher holds only a provisional license, as defined by the board of teaching, unless that exercise of seniority results in the placement on unrequested leave of absence of another teacher who also holds a provisional license in the same field.

Section 4. Notice to teachers. Following school board action on discontinued positions and school board action proposing placement of teachers on unrequested leave of absence, each individual teacher proposed for placement on unrequested leave of absence shall receive notice by July 1st of the proposed placement that:

Subd. 1. States the applicable grounds for the proposed placement;

Subd. 2. Provides notice to the teacher of their right to request a hearing on the proposed placement within 14 calendar days from receipt of the notice; and

Subd. 3. Provides notice to the teacher that failure to request a hearing within fourteen calendar days will be deemed acquiescence to the school board's proposed placement action.

Section 5. Right to a hearing and decision: The teacher proposed for placement on ULA pursuant to school board action shall be entitled to a hearing concerning the proposed placement, if the teacher requests a hearing within 14 calendar days.

Section 6. Final board action. Final school board action to place a teacher on unrequested leave of absence must take place prior to July 1. Final school board action must not occur before notice to the teacher as required above and acquiescence, or notice to the teacher as required above and the decision of a hearing officer.

Section 7. Reinstatement: A teacher placed on unrequested leave of absence shall have rights to reinstatement for a period of five years or until the teacher is fully reinstated, after which the right to reinstatement will terminate. Teachers placed on unrequested leave of absence must be reinstated to the positions from which they have been given leaves of absence or, if not available, to other available positions in the school district in fields in which they are licensed. Reinstatement must be in the inverse order of placement on leave of absence. A teacher must not be reinstated to a position in a field in which the teacher holds only a provisional license, other than a vocational education license, while another teacher who holds a non-provisional license in the same field remains on unrequested leave. A teacher on unrequested leave does not forfeit right to reinstatement when accepting a position for less than the full position they were placed on leave from, or when they refuse an offered position.

Section 8. Vacancies and notification: No teacher shall be hired by the School District while any qualified teacher is on unrequested leave of absence in that field of licensure unless the teacher fails to advise the school board of their desire to accept the position within 30 days of the date of notification that a position is available to that teacher on unrequested leave. The district will not apply for a Tier 1 or Tier 2 teaching license for any individual while a teacher who has acquired continuing contract rights is on unrequested leave of absence unless the position has been offered to and rejected by the teacher on ULA.

Section 9. Seniority: Seniority for purposes of ULA means initial date of service with the school district in a position requiring a license as a teacher during the regular school year and during periods of time on approved leave of absence as provided by this Memorandum of Agreement.

Subd. 1. Original Seniority Date: The original seniority date shall be retained by any teacher whose employment has been legally terminated by resignation or termination pursuant to Minn. Stat. 122A.40, but whose employment was subsequently reinstated by the School District without any break in service.

Subd. 2. Part-time: Effective July 1, 1993, teachers employed at least 1/2 of a regular duty day or at least 1/2 of a regular duty year, shall earn full seniority. Teachers employed less than 1/2 of a regular day or less than 1/2 of a regular duty year shall earn 1/2 year of seniority for each full year of service.

Subd. 3. Probationary Teachers: Probationary teachers shall have no seniority status, but shall be listed on a separate seniority list for the purposes of information.

Subd. 4. Long-term Substitutes: Long-term Substitute Teachers shall have no seniority, until it is determined that the long-term substitute teacher has acquired a continuing contract. In the event said teacher acquires a continuing contract, seniority will be granted back to the original date of employment and will accrue in accordance with Subd. 1. of this Section.

Section 10. Seniority List: The School District shall prepare from its records a seniority list which shall contain the name, seniority date, area(s) of licensure, licensure tier, subject matter or grade level in which the teacher has a major validated by transcript and license file folder number for each teacher.

Subd. 1. Seniority Dates Prior to July 1, 1974: Teachers starting service prior to July 1, 1974, shall acquire a seniority date in accordance with the following:

- A. In order of a teacher's starting date of service as a teacher.
- B. In order of a teacher's educational lane placement as of March 1, 1974 (highest education lane shall be listed first).
- C. In order of the date a teacher signed his/her initial individual continuing contract (earliest date of signing shall be listed first).
- D. In order of a teacher's license file folder number (lowest number shall be listed first).

Subd. 2. Seniority Dates After July 1, 1974 and Before January 1, 2006: Teachers starting service after July 1, 1974 and before January 1, 2006, shall acquire a seniority date in accordance with the following:

- A. In order of a teacher's starting date of service as a teacher.
- B. In order of a teacher's educational lane placement as of his/her starting date of service as a teacher (highest educational lane shall be listed first).
- C. In order of the date a teacher signed his/her initial individual continuing contract (earliest date of signing shall be listed first).
- D. In order of a teacher's license file folder number (lowest number shall be listed first).

Subd. 3. Seniority Dates After January 1, 2006: Teachers starting service after January 1, 2006, shall acquire a seniority date in accordance with the following:

- A. In order of a teacher's starting date of service as a teacher.
- B. In order of the date a teacher signed his/her initial individual continuing contract (earliest date of signing shall be listed first).
- C. In order of a teacher's educational lane placement as of his/her starting date of service as a teacher (highest educational lane shall be listed first)

- D. In order of a teacher's license file folder number (lowest number shall be listed first).

Section 11. Posting Seniority List: The School District will provide 4 copies of the seniority list to the Union and will post 4 copies of the seniority list in each school building before November 15 of each school year.

Subd. 1. Grievance: A teacher may challenge the correctness of the seniority list by filing a grievance as provided in Article XIV of this Agreement.

Subd. 2. Time Limit: In the absence of a grievance being filed within ten (10) duty days from the date of posting, the posted seniority list will be conclusively deemed to be correct.

Section 12. Benefits while on leave. Teachers placed on unrequested leave of absence shall remain eligible for participation in the school district's group insurance programs at their own expense for the duration of their reinstatement period.

Section 13. Employment rights during leave: A teacher placed on unrequested leave of absence may engage in teaching or any other occupation during the period of this leave.

Section 14. Continuing contract rights and service credits: The unrequested leave of absence must not impair the continuing contract rights of a teacher or result in a loss of credit for previous years of service. A teacher's continuing contract must remain in full force and effect, except as modified by mutual consent of the board and the teacher. Any agreement to mutually modify continuing contract rights must be in writing and can only occur after the teacher is provided with an explanation of their rights under the continuing contract statute and an opportunity to consult with the exclusive representative. The School District agrees to provide notice to the exclusive representative of all mutual modifications of continuing contracts prior to the modifications being finalized.

Section 15. Unemployment benefits while on ULA: Nothing in this subdivision shall be construed to impair the rights of teachers placed on unrequested leave of absence to receive unemployment benefits if otherwise eligible.

Section 16. Terminations: The same provisions applicable to terminations of probationary or continuing contracts in Minnesota Statutes 122A.40 subdivisions 5 and 7 apply to placement on unrequested leave of absence. This does not give teachers the right to request arbitration to challenge their placement on ULA.

Section 17. Filing Licenses: In any year in which the School District is placing teachers on unrequested leave of absence, only those teaching licenses actually received by the Department of Human Resources as of January 15th of that year are considered for purposes of determining layoff within areas of licensure. A licensed filed after January 15th will be considered for purposes of recall, but not for layoff.

Section 18. Reasons and Procedures: Teachers on the seniority list may be placed on unrequested leave of absence by the District for reasons described in Section 1.

Subd. 1. Transfer Committee: The Transfer Committee will be responsible for monitoring and implementing the unrequested leave of absence procedure.

Subd. 2. Procedure: Prior to the start of unrequested leave of absence procedure, teachers may volunteer to move to an assignment for which they are qualified.

A. After all voluntary movement has concluded, teachers will be placed on unrequested leave of absence, in any field in which licensure is required by the Professional Educator Licensing and Standards Board (PELSB).

B. Absent voluntary agreement, a more senior teacher may not be stranded or realigned by a less senior teacher. Consequently, when placing one or more teachers on unrequested leave of absence or when recalling one or more teachers from unrequested leave of absence, the District will not reassign a more senior teacher to a different position in order to accommodate the seniority claim of a less senior teacher, unless the more senior teacher has voluntarily agreed to the reassignment pursuant to this Article.

Section 19. No Dropping of License: A teacher may not exercise seniority to displace another teacher in a different licensure area by dropping the license in the subject matter in which the teacher is currently assigned by the District in order to acquire a different assignment through the unrequested leave of absence process. If a teacher drops the license which qualified the teacher for the teacher's current assignment the District may place the teacher on unrequested leave of absence, and the teacher will have no bumping rights nor realignment rights in another licensure area.

Section 20. Temporary Assignment: An employee on a temporary assignment for the District outside the bargaining unit will retain and earn full seniority rights.

Article IX, Length of the School Year

Section 1. Teacher Duty Days: The school year shall consist of 183 teacher duty days for returning teachers and 186 teacher duty days for probationary teachers.

Subd. 1. Of the 183 teacher duty days, **at least** six (6) shall be teacher workshop or in-service days.

Subd. 2. Of the 183 teacher duty days, **up to** 177 shall be student contact days.

Subd. 3. Probationary teacher days shall be structured in collaboration between the School District and the Union.

Letter: The District recognizes the value of teacher work days. Teacher work days provide time for teachers to perform important tasks, such as grading and lesson planning. During the 2019-2020 school year, teachers will have a work day at the end of each trimester. In other words, at

least three of the teacher workshop or in-service days will be teacher-directed work days. Although principals may schedule a limited number of meetings and activities on work days, at least 75% of each teacher work day will be reserved for teachers to perform end-of-the-trimester tasks and preparatory tasks for the next trimester. All principals will be reminded that the primary purpose of teacher work days is to provide time for teachers to complete such tasks.

Various Articles – Hourly pay increased from ~~\$25~~ per hour to \$28 per hour starting July 1, 2018. Starting June 11, 2018 hourly pay for curriculum writing will increase from ~~\$25~~ to \$28 per hour.

Article VIII, Hours of Service (Overload Pay)

Section 4. Secondary Teachers Preparation Time: The preparation period shall be defined as a single block of time or two nearly equal blocks of time within the teacher's basic day for the teacher to prepare for his/her teaching assignments. The teacher shall not be responsible for classroom or building activities during preparation time unless the teacher agrees to waive this restriction. Student contact shall be defined as time for which preparation or supervision is required.

Subd. 1. The remaining unscheduled time in a secondary teacher's basic day will be available for additional preparation, building meetings, staffings, department meetings, parental conferences or other activities in accordance with this Article.

Subd. 2. Secondary teachers who agree to teach during their preparation time will be paid at a rate of ~~\$37.00 for periods that exceed 60 minutes and \$25.00~~ \$28.00 for periods equal to or less than 60 minutes.

Section 5. Six and Seven Period Schedules: Secondary teachers shall be scheduled to a maximum of 5 periods and 30 minutes of supervision per teacher's basic day.

Subd. 1. Secondary teachers who agree to be scheduled in excess of 5 periods of student contact and 30 minutes of supervision per teacher's basic day will be compensated on a pro-rata basis (per period) ~~at the rate of \$1,464.00 per trimester in the 2015-2017 school years.~~ No first year teacher shall be allowed to teach an additional period.

Subd. 2. Secondary teachers may agree to be scheduled to 4 periods of student contact one trimester and 6 periods of student contact in another trimester with no additional compensation and no additional supervisory duties or a combination of 6/4 or 4/6 periods per trimester with additional supervisory duties.

Subd. 3. When individual secondary buildings schedule periods in excess of 6 periods per student day (Excluding a home room period) teachers shall not be scheduled for more than 5 periods for which preparation time or supervision is required.

Section 6. Four and Eight Period Schedules: Secondary teachers shall be scheduled to a maximum of: 3 long periods: or 2 long periods and 2 short periods: or 1 long period and 4 short periods: or 6 short periods of student contact: and 30 minutes of supervision per teacher's basic day. Individuals or departments who wish to change the length of their class periods must have final approval from SITE teams.

Subd. 1. Secondary teachers who agree to be scheduled to teach an extra-long period will be compensated on a pro-rata basis (per period) ~~at the rate of \$1,648.00 per term for each~~

~~additional period in the 2015-2017 school years.~~ Secondary teachers who agree to be scheduled to teach an extra short period will be compensated on a pro-rata basis (per period) at the rate of \$824.00 per term for each additional period in the 2015-2017 school years. Secondary teachers who agree to teach an extra short period on the trimester schedule shall be compensated on a pro-rata basis (per period) at \$1,099.00 per term. No first year teacher shall be allowed to teach an additional period.

Subd. 2. Secondary teachers may agree to be scheduled to a lighter schedule one term and a heavier schedule another term as long as it totals one FTE for the school year with no additional compensation or additional supervisory duties.

Section 7. Five Period Schedules: Secondary teachers shall be scheduled to a maximum of: 4 periods of student contact: and 30 minutes of supervision per teacher's basic day.

Subd. 1. Secondary teachers who agree to be scheduled to teach an extra period will be compensated on a pro-rata basis (per period) at the rate of \$1,757.00 per trimester for each additional class period in the 2015-2017 school years. No first year teacher shall be allowed to teach an additional period.

Subd. 2. Secondary teachers may agree to be scheduled to a lighter schedule one term and a heavier schedule another term as long as it totals one FTE for the school year with no additional compensation or additional supervisory duties.

Article VIII, Hours of Service (Collapsed Classroom)

Section 9: Collapsed Classrooms: If students are dispersed to other classrooms due to substitute shortages, those classroom teachers who take on the extra students for the day will be compensated at 50% of the substitute daily rate of pay, in addition to their regular salary. Additionally, if a specialist teacher takes on extra students, they will be able to voucher for the hourly rate of pay, in addition to their regular salary. ~~If an LSN is required to sub more than twice a month, the LSN will receive no less than the daily sub rate, in addition to their regular daily pay.~~ An LSN will receive the daily teacher sub rate in addition to his or her regular daily rate if the following occurs in a building that the LSN is responsible for serving: a full-time Health Aide or Health Care Specialist submits a request to the District for a substitute; the District is unable to find a substitute; and the LSN is required to work as a substitute for the full-time Health Aide or Health Care Specialist for more than fifteen (15) hours in a calendar month.

Article VI, Basic Schedules and Rates of Pay

2017-2018: Step and lane movement (retro)
1% one-time payment (off schedule) an additional \$500 to retirees

2018-2019: Step and lane movement
2.87% increase on the salary schedule

Salary Schedules on next page

2017-2018 (Steps/Lanes with off-schedule payment of 1% + additional \$500 to retirees)

STEP	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45
a	38,257	39,724	41,026	42,378	44,310	44,310	45,682	47,073	48,304
b	39,677	41,330	42,737	44,145	46,241	46,241	47,770	49,166	50,442
c	41,106	43,137	44,596	46,077	48,168	48,168	49,773	51,230	52,670
d	42,674	44,641	46,263	47,759	50,143	50,143	51,795	53,286	54,870
e	44,256	46,308	47,943	49,581	52,230	52,230	53,990	55,548	57,117
f	45,858	48,003	49,713	51,468	54,365	54,365	56,190	57,791	59,039
g	47,460	49,700	51,486	53,366	56,968	56,968	58,918	60,594	62,381
h	49,525	51,858	54,045	56,073	62,492	62,492	64,478	66,404	68,492
i	53,974	56,409	58,692	60,805	67,500	67,511	69,582	71,607	73,774
j	53,974	56,409	58,692	60,805	67,500	67,511	69,582	71,607	73,744
k	53,974	56,409	58,692	60,805	67,500	67,511	69,582	71,607	73,744
l	57,049	59,481	61,765	63,877	70,573	70,573	72,644	74,654	76,830
m	57,049	59,481	61,765	63,877	70,573	70,573	72,644	74,654	76,830
n	57,049	59,481	61,765	63,877	70,573	70,573	72,644	74,654	76,830
o	59,541	61,973	64,256	66,371	73,065	73,065	75,137	77,145	79,322
p	59,541	61,973	64,256	66,371	73,065	73,065	75,137	77,145	79,322
q	59,541	61,973	64,256	66,371	73,065	73,065	75,137	77,145	79,322
r	62,849	65,280	67,564	69,678	76,372	76,372	78,444	80,453	82,630

2018 -2019 (Steps and Lanes, 2.87% whole schedule)

STEP	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45
a	39,355	40,864	42,203	43,594	45,582	45,582	46,993	48,424	49,690
b	40,816	42,516	43,964	45,412	47,568	47,568	49,141	50,577	51,890
c	42,286	44,375	45,876	47,399	49,550	49,550	51,201	52,700	54,182
d	43,899	45,922	47,591	49,130	51,582	51,582	53,282	54,815	56,445
e	45,526	47,637	49,319	51,004	53,729	53,729	55,540	57,142	58,756
f	47,174	49,381	51,140	52,945	55,925	55,925	57,803	59,450	60,733
g	48,822	51,126	52,964	54,898	58,603	58,603	60,609	62,333	64,171
h	50,946	53,346	55,596	57,682	64,286	64,286	66,329	68,310	70,458
i	55,523	58,028	60,376	62,550	69,449	69,449	71,579	73,662	75,891
j	55,523	58,028	60,376	62,550	69,449	69,449	71,579	73,662	75,891
k	55,523	58,028	60,376	62,550	69,449	69,449	71,579	73,662	75,891
l	58,686	61,188	63,538	65,710	72,598	72,598	74,729	76,797	79,035
m	58,686	61,188	63,538	65,710	72,598	72,598	74,729	76,797	79,035
n	58,686	61,188	63,538	65,710	72,598	72,598	74,729	76,797	79,035
o	61,250	63,752	66,100	68,276	75,162	75,162	77,293	79,359	81,599
p	61,250	63,752	66,100	68,276	75,162	75,162	77,293	79,359	81,599
q	61,250	63,752	66,100	68,276	75,162	75,162	77,293	79,359	81,599
r	64,653	67,154	69,503	71,678	78,564	78,564	80,695	82,762	85,001

Article VII, Group Health and Hospitalization Insurance

January 1, 2018: Increase of 3% on the dollar amount the district contributes to all plans except single high deductible. (Retro to January 1, 2018)

January 1, 2018: Increase of 6.2% on the dollar amount the district contributes to the single high deductible plan. (Retro to January 1, 2018)

January 1, 2019: Decrease of 6% on the dollar amount the district contributes to all plans. Provider will change to Preferred One but all plans stay the same. Staying with Health Partners would have resulted in a 9% increase.

	2018			2019		
	Monthly Cost	District Contribution	Employee Contribution	Monthly Cost	District Contribution	Employee Contribution
S high ded	564.26	564.26	0	530.03	530.16	0
F high ded	1510.83	1396.93	113.9	1420.49	1313.11	107.38
S open access	644.48	550.28	94.2	605.4	517.27	88.13
F open access	1725.62	1083.5	642.12	1622.48	1018.5	603.98
S select choice	638.83	545.89	92.94	600.08	513.14	86.94
F select choice	1710.51	1077.85	632.66	1608.21	1013.18	595.03