

**MINNEWAUKAN PUBLIC SCHOOL
NEGOTIATED AGREEMENT 2017-2019**

Article I

Parties and Recognition

Section 1. Parties: This agreement is entered into between the Minnewaukan School Board, hereinafter the Board, and the Minnewaukan Education Association, hereinafter the Association.

Section 2. Recognition: The Board recognizes the Association as the sole and exclusive representative of all certified teachers employed by the Board during the duration of the agreement.

Section 3. Management Rights: All terms and conditions of employment not specifically covered by this agreement shall continue to be subject to the Board's exclusive direction and control and shall not be subject of negotiations during the term of this agreement.

Article II

Negotiations and Procedures

Section 1. Organizational Meetings: The first meeting will be for the purpose of organization and development of the ground rules.

Section 2. Proposals: All proposals, including complete detailed language of each proposal, must be submitted in writing and exchanged by the parties at the first regular scheduled negotiations meeting. Additional proposals may be added thereafter with prior agreement of both parties.

Section 3. Chairperson: The chairperson will alternate at each meeting.

Section 4. Negotiated Terms: The Board and Association teams will consist of two persons. Each Team will designate a spokesperson for their respective organizations and only the designated spokesperson will be allowed to speak at the table, except by mutual agreement of both parties. Each party will supply a recorder to record the actions of the negotiations. The spokesperson of each unit will sign off on the minutes of each party.

Section 5. Meetings: Meeting dates and times shall be scheduled upon the agreement of both parties, with each meeting not to exceed two hours in duration, except by mutual agreement to continue beyond that time limit.

Section 6. Right to Caucus: The individual negotiation teams will have the right to caucus for reasonable period(s) of time, in order to facilitate and expedite the process.

Section 7. Agendas: Before adjourning each meeting, an agenda shall be established for the next meeting.

Section 8. Tentative Agreements: As agreements are reached between the parties, those agreements will be reduced to writing and signed by the spokesperson of each bargaining unit, certifying tentative approval. Final ratification by the Association and the Board shall be on the final agreement.

Article III Salary

Section 1: Salary Schedule:

A. Teachers will be paid on a twelve month basis.

B. The regular teacher contracts will be for 185 teacher contract days. Five are contracted for Professional Development. The penalty for unexcused absences from these days requires a \$125 forfeit of salary for each missed day unless excused by a doctor or their respective principal.

C. Salary Schedule: 2017-2018 Salary Schedule

Step	Base	Plus 10	Plus 20	Plus 30	Plus 40	Masters
1	\$39,250.00	\$39,800.00	\$40,350.00	\$40,900.00	\$41,450.00	\$42,000.00
2	\$39,750.00	\$40,300.00	\$40,850.00	\$41,400.00	\$41,950.00	\$42,500.00
3	\$40,250.00	\$40,800.00	\$41,350.00	\$ 1,900.00	\$42,450.00	\$43,000.00
4	\$40,750.00	\$41,300.00	\$41,850.00	\$42,400.00	\$42,950.00	\$43,500.00
5	\$41,250.00	\$41,800.00	\$42,350.00	\$42,900.00	\$43,450.00	\$44,000.00
6	\$41,750.00	\$42,300.00	\$42,850.00	\$43,400.00	\$43,950.00	\$44,500.00
7	\$42,250.00	\$42,800.00	\$43,350.00	\$43,900.00	\$44,450.00	\$45,000.00

8	\$42,750.00	\$43,300.00	\$43,850.00	\$44,400.00	\$44,950.00	\$45,500.00
9	\$43,250.00	\$43,800.00	\$44,350.00	\$44,900.00	\$45,450.00	\$46,000.00
10	\$43,750.00	\$44,300.00	\$44,850.00	\$45,400.00	\$45,950.00	\$46,500.00
11	\$44,250.00	\$44,800.00	\$45,350.00	\$45,900.00	\$46,450.00	\$47,000.00
12	\$44,750.00	\$45,300.00	\$45,850.00	\$46,400.00	\$46,950.00	\$47,500.00
13	\$45,250.00	\$45,800.00	\$46,350.00	\$46,900.00	\$47,450.00	\$48,000.00
14	\$45,750.00	\$46,300.00	\$46,850.00	\$47,400.00	\$47,950.00	\$48,500.00
15	\$46,250.00	\$46,800.00	\$47,350.00	\$47,900.00	\$48,450.00	\$49,000.00
16	\$46,750.00	\$47,300.00	\$47,850.00	\$48,400.00	\$48,950.00	\$49,500.00
17	\$47,250.00	\$47,800.00	\$48,350.00	\$48,900.00	\$49,450.00	\$50,000.00
18	\$47,750.00	\$48,300.00	\$48,850.00	\$49,400.00	\$49,950.00	\$50,500.00
19	\$48,250.00	\$48,800.00	\$49,350.00	\$49,900.00	\$50,450.00	\$51,000.00
20	\$48,750.00	\$49,300.00	\$49,850.00	\$50,400.00	\$50,950.00	\$51,500.00
21	\$49,250.00	\$49,800.00	\$50,350.00	\$50,900.00	\$51,450.00	\$52,000.00
22	\$49,750.00	\$50,300.00	\$50,850.00	\$51,400.00	\$51,950.00	\$52,500.00
23	\$50,250.00	\$50,800.00	\$51,350.00	\$51,900.00	\$52,450.00	\$53,000.00
24	\$50,750.00	\$51,300.00	\$51,850.00	\$52,400.00	\$52,950.00	\$53,500.00
25	\$ 1,250.00	\$51,800.00	\$52,350.00	\$52,900.00	\$53,450.00	\$54,000.00
26	\$51,750.00	\$52,300.00	\$52,850.00	\$53,400.00	\$53,950.00	\$54,500.00
27	\$52,250.00	\$52,800.00	\$53,350.00	\$53,900.00	\$54,450.00	\$55,000.00
28	\$52,750.00	\$53,300.00	\$53,850.00	\$54,400.00	\$54,950.00	\$55,500.00
29	\$53,250.00	\$53,800.00	\$54,350.00	\$54,900.00	\$55,450.00	\$56,000.00
30	\$53,750.00	\$54,300.00	\$54,850.00	\$55,400.00	\$55,950.00	\$56,500.00

31	\$54,250.00	\$54,800.00	\$55,350.00	\$55,900.00	\$56,450.00	\$57,000.00
32	\$54,750.00	\$55,300.00	\$55,850.00	\$56,400.00	\$56,950.00	\$57,500.00
33	\$55,250.00	\$55,800.00	\$56,350.00	\$56,900.00	\$57,450.00	\$58,000.00
34	\$55,750.00	\$56,300.00	\$56,850.00	\$57,400.00	\$57,950.00	\$58,500.00
35	\$56,250.00	\$56,800.00	\$57,350.00	\$57,900.00	\$58,450.00	\$59,000.00

G. In the event the district does not attract a qualified applicant for the certified positions, the Board may attempt to fill a hard to fill position by compensating the new hire by offering a salary and/or benefit package beyond his/her level of experience. The Board, with advice from the Superintendent, will decide what higher package the new hire will be offered.

Section 2: Extra-Curricular Activities Salary Schedule:

Years of Experience	Head BB, Head VB, Head Track	Asst. BB, Asst. FB, Asst Track, Asst VB	Science Olympiad, Speech, Music	JH VB, FB, BB, Track	Drama, Elem BB, St. Council	Yearbook, School Imp, Cheer Adv., One Act Play, Elem FB
	100%		50%	40%	35%	20%
0 to 2	\$4,000.00	\$3,000.00	\$2,000.00	\$1,600.00	\$1,400.00	\$800.00
3 to 5	\$4,500.00	\$3,500.00	\$2,250.00	\$1,800.00	\$1,575.00	\$900.00
6 to 8	\$5,000.00	\$4,000.00	\$2,500.00	\$2,000.00	\$1,750.00	\$1,000.00
9 to 11	\$5,500.00	\$4,500.00	\$2,750.00	\$2,200.00	\$1,925.00	\$1,100.00
12 to 15	\$6,000.00	\$5,000.00	\$3,000.00	\$2,400.00	\$2,100.00	\$1,200.00
16 to 18	\$6,500.00	\$5,500.00	\$3,250.00	\$2,600.00	\$2,275.00	\$1,300.00
19 to 20+	\$7,000.00	\$6,000.00	\$3,500.00	\$2,800.00	\$2,450.00	\$1,400.00

1. Experience in one activity is transferable to a similar position at a lower level (i.e. from the high school to junior high level experience) is transferable.

2. Coaches new to the district without any previous coaching experience will start at the 0-2 Step.
3. Coaches of extended seasons will be compensated \$250 for each week beyond the regularly scheduled season and \$500 for a state qualifying event, with the exception of music.
4. In the event that the drama department decides to produce a musical, the music director will be paid \$500.
5. If the extra-curricular activity is being conducted during the school day (8:40-4:00) the instructor is not eligible for the extra-curricular pay.
6. If an instructor not on the extra-curricular pay schedule has an event, performance, or contest outside of school hours, they will be compensated \$125 per day.

Article IV

Leaves

Section 1. Sick Leave: Each teacher shall be allowed 10 days of sick leave with pay. These days may accumulate to 91 days. Each full-time teacher shall be paid annually \$25 for each unused day of leave on the last day of school. The unused days shall be credited to the accumulated days. Pregnancy shall be treated in like manner as any other disability for the purpose of sick leave. Leave is non-transferable.

Section 2. Professional Leave: Employees may request time and compensation for attending or participating in professional meetings or activities, exclusive of the NDEA convention. One week notice shall be given and materials and information shall be presented to the faculty. Professional leave is to be granted at the discretion of the Superintendent.

Section 3. Personal Leave: Each teacher shall be allowed 5 days personal leave per year. The days can be accumulated to 7 days. Sick days cannot be exchanged for additional personal leave days. In the event that personal leave is requested beyond the limits set above, the teacher will have 1/185 of their regular salary deducted for each day missed. Personal leave cannot be used during the first or

last week of school. Personal leave is discouraged and will be approved only on a limited basis, just prior to and after a vacation. Leave may be approved provided a qualified substitute is available. The school will pay for the substitute. One week notice shall be given to the principal and personal leave will be scheduled at the discretion of the principal. Each full-time teacher shall be paid annually \$125 for each unused personal day they cannot carry over (2). Each full-time teacher may be paid \$125 for ALL unused personal days with the option of not carrying over any days.

Section 4. Emergency Leave: Emergency leave may be granted at the discretion of the Superintendent.

Section 5. Funeral Leave: A maximum of five days per incident may be granted for death in the immediate family which shall include spouse, children, parents, sisters, brothers, aunts, uncles, grandparents, grandchildren, nieces, and nephews of the staff member or spouse.

Section 5. Sick Leave Bank: The Minnewaukan Public School District will maintain a sick leave bank for participating employees whose applications are approved by the sick leave bank committee.

The purpose of the sick leave bank is to allow members experiencing catastrophic illness or injury, who have exhausted available sick leave and personal leave, to petition for additional sick leave. The sick leave bank is to serve as a supplement to each individual's sick leave and personal leave. It will not be used to restore depleted sick leave.

A. Committee: The sick leave bank committee will consist of one teacher, one administrator, and one Board Member. Each member will be appointed by each of the five groups prior to the school year. Upon receiving an application, the committee shall meet to rule on the application. A simple majority will be binding to the committee and the applicant.

- B. Catastrophic Illness:** Catastrophic illness means serious, extreme, or life threatening illnesses. This term does now include conditions associated with pregnancy.
- C. Eligibility:** Sick leave bank days will be available only for the contributing members.
- D. Contribution:** All teachers must donate 2 days to the sick bank leave for the first 2 years of employment. The days donated will be deducted from the total sick leave days accumulated.

Should the sick leave bank become depleted within any year, members will be expected to contribute so it is once again viable.

Article V

Fringe Benefits

Section 1. Health Insurance: The Board will pay a single premium dollars worth towards health insurance for all certified teachers that elect coverage. Part time teachers will receive benefits in pro-rated amounts to the percentage of time the contract is of a full time contract. To receive the benefit the teacher must join the school group or must apply the money to an approved HMO or other health insurance that is approved by the Superintendent. Health insurance coverage paid by the Board will cease to be paid on the annual anniversary date of the coverage (October 1). For those employees not returning to the Minnewaukan School District for the following school year, former employees may elect to remain in the group's health insurance plan upon payment of premium to extent required by federal regulations (COBRA).

Section 2. Dental Insurance: The Board will pay for a single dental insurance policy for all certified teachers.

Section 3. Vision Insurance: The Board will pay for a single vision insurance policy for all certified teachers. The teachers must belong to the same group.

Section 4. Teacher Retirement: The Board will pay the full amount of Teacher's Retirement (both the teacher's and the Board's share) and tax shelter the full amount.

Section 5. Retirement Bonus: Upon retirement from Minnewaukan Public School, teachers will receive bonus of \$75 per year of service upon reaching the rule of 85, for service to Minnewaukan Public School. Payment will be mutually agreed upon by the teacher and the Board. Previously retired teachers returning to work will be paid a retirement bonus of \$75 year of part time service.

Section 6. Tuition Payments: The Board will pay up to \$500 per year (accumulative to \$1,000) for tuition to attend graduate level classes, provided the credits are necessary as a result of an advanced degree program or required by the Minnewaukan Public School Board as a result of accreditation or other requirements or graduate level credits that are directly related to their area of teaching. The Board may elect to pay the full amount in case of special needs. The payments will only be allowed if approval is given by the Superintendent or the Board prior to taking the class. Payments will be made upon receipt of the grade sheet from the college or university. The Superintendent will have discretion to approve other professional development cost when he/she decides that it is necessary.

Section 7. Stipends: Teachers will be paid a stipend of \$125 per day while attending required in-service or other workshops that are not part of the school calendar.

Article VI Extra Duty

Section 1. Ticket Selling: If teachers are needed for ticket selling they will be paid \$15 per game.

Section 2. Noon Meals: All teachers will receive free meals.

Section 3. Bus Driving: A professional staff driving bus for an extra-curricular event, before or after normal school hours will be paid \$10 for practices and \$15 per hour of driving time for games.

Article VII
Miscellaneous Provisions

Section 1. Savings Clause: Should any article, section, or clause of this agreement be declared illegal by a court of competent jurisdiction, said article, section, or clause, as the case may be, shall be automatically deleted from the agreement to the extent that it violates the law. The remaining article, sections, and clauses shall remain in full force and effect for the duration of the agreement if not affected by the deleted article, section, or clause.

Section 2. Individual Contracts: Individual contracts shall not conflict with the terms and conditions of this agreement.

Article VIII
Duration

The provisions of each article, except as otherwise specifically provided, shall be effective as of July 1, 2017 to June 30, 2019, at which time it shall automatically renew itself unless written notification to the contrary is made by either party at least sixty days prior to the anniversary of the agreement. If such notification occurs, the agreement shall be renegotiated. Changes may be made at any time by mutual consent.

Ratification

IN WITNESS THEREOF, signatures of the duly authorized representatives of the Association and the Board indicate that this agreement has been ratified by the Minnewaukan Education Association and the Minnewaukan School Board.

Dated this day _____ of _____, 2017.

Minnewaukan Education Association

Minnewaukan School Board

BY: _____

BY: _____

Its President

Its President

Its Chief Negotiator

Its Chief Negotiator