

COLLECTIVE BARGAINING AGREEMENT

July 1, 2025 to June 30, 2027

Between

Independent School District #2909

Rock Ridge Public Schools

And

Education Minnesota Rock Ridge

Local #7394

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Article I - Agreement

Section 1. AGREEMENT: This Agreement is entered into between the School Board of Independent School District #2909, Eveleth-Gilbert-Virginia, Minnesota, hereinafter referred to as the School District, and Education Minnesota Rock Ridge, Affiliate of Education Minnesota, National Education Association, and American Federation of Teachers hereinafter referred to as the Union, pursuant to and in compliance with the Public Employment Labor Relations Act of 1971 as amended, hereinafter referred to as the P.E.L.R.A., provides the terms and conditions of employment for teachers during the term of this Agreement.

Article II - Exclusive Representative

Section 1. RECOGNITION: In accordance with P.E.L.R.A., the School District recognizes the Union as the exclusive representative of the teachers employed by the School District, which exclusive representative shall have those rights and responsibilities as prescribed by the P.E.L.R.A. and as described in the provisions of this Agreement.

Section 2. APPROPRIATE UNIT: The Exclusive Representative shall represent all teachers in the district as defined in P.E.L.R.A and in this Master Agreement.

Section 3. NEGOTIATIONS: The Board agrees not to negotiate with any individual teacher, group of teachers or teacher's organization other than the Union so long as the Union is the duly authorized, exclusive bargaining agent of the teachers of this district.

Article III - Definitions

Section 1. TERMS AND CONDITIONS OF EMPLOYMENT: The term "terms and conditions of employment" means the hours of employment, the compensation thereof, including fringe benefits, except retirement contributions or benefits other than employer payment of, or contributions to, premiums for group insurance coverage for retired employees or severance pay, and the employer's personnel policies affecting the working conditions of the employees. In the case of professional employees the term does not mean educational policies of a school district. "Terms and conditions of employment" is subject to the provisions of the P.E.L.R.A.

Section 2. TEACHER: The word, "teacher" shall mean all persons employed by the School District in a position for which the person must be licensed or certified by the P.E.L.S.B., including positions providing instruction to children in a prekindergarten or early learning program pursuant to MN Statutes 179A.03, or are otherwise defined as teachers in MN Statutes 179A.03.

Subd. 1. Full-Time Teacher: A full-time teacher shall be defined as a licensed teacher under contract by the School District at .8 FTE or more.

Subd. 2. Part-Time Teacher: A part-time teacher shall be defined as a licensed teacher under contract by the School District at less than a .8 FTE.

Subd. 3. School Readiness Teacher: A School Readiness teacher must possess a valid Minnesota teaching license.

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

Section 4. OTHER TERMS: Terms not defined in this Agreement shall have those meanings as defined in the P.E.L.R.A.

Article IV - School District Rights and Obligations

Section 1. INHERENT MANAGERIAL RIGHTS: The Exclusive Representative recognizes that the School District is not required to meet and negotiate on matters of inherent managerial policy, which includes, but is not limited to, such areas of discretion or policy as the functions and programs of the employer, its overall budget, utilization of technology, the organizational structure and selection and direction and number of personnel.

Section 2. MANAGEMENT RESPONSIBILITIES: The Exclusive Representative recognizes the right and obligation of the School District to efficiently manage and conduct the operation of the School District within its legal limitations and with its primary obligation to provide educational opportunities for the students of the School District.

Section 3. EFFECT OF LAWS, RULES AND REGULATIONS: The Exclusive Representative recognizes that all employees covered by this Agreement shall perform the teaching and non-teaching services prescribed by the School District and shall be governed by the laws of the State of Minnesota, and by School Board rules, regulations, directives and orders, issued by properly designated officials of the school district. The Exclusive Representative also recognizes the right, obligation and duty of the School District and its duly designated officials to promulgate rules, regulations, directives and orders from time to time as deemed necessary by the School District insofar as such rules, regulations, directives and orders are not inconsistent with the terms of this Agreement. The Exclusive Representative also recognizes that the School District, all employees covered by this Agreement, and all provisions of this Agreement are subject to the laws of the State of Minnesota, federal laws, rules and regulations of the Minnesota Department of Education and valid rules, regulations and orders of State and Federal governmental agencies. Any provision of this Agreement that is found to be in violation of any such laws, rules, regulations, directives or orders shall be null and void and without force and effect.

Article V - Teachers' Rights

Section 1. RIGHT TO VIEWS: Pursuant to the P.E.L.R.A., nothing contained in this Agreement shall be construed to limit, impair, or affect the right of any teacher or representative of a teacher to the expression or communication of a view, complaint, or opinion on any matter so long as such action does not interfere with or circumvent the rights of the Exclusive Representative.

Section 2. RIGHT TO JOIN: Teachers shall have the right to form and join labor or employee organizations and shall have the right not to form and join such organizations, but membership in a teacher organization shall not be required as a condition of employment.

Section 3. RIGHT TO EXCLUSIVE REPRESENTATIVE: Teachers in an appropriate unit shall have the right by secret ballot to designate an exclusive representative for the purpose of negotiating terms and conditions of employment and a grievance procedure for such teachers as provided in the P.E.L.R.A.

Section 4. REQUEST FOR DUES CHECK-OFF: Teachers shall have the right to request and be allowed dues check-off for the teacher organization of their selection. Upon receipt of a properly executed

authorization form by October 10th, the School District will deduct in fifteen (15) equal installments beginning October 31 and ending May 31st from the teacher's paycheck and transmit these dues to the teacher organization. The Exclusive Representative hereby warrants and covenants that it will defend, indemnify and save the School District harmless from any and all actions, suits, claims, damages, judgements, and executions or other forms of liability liquidated or unliquidated, which any person may have or claim to have, now or in the future, arising out of or any reason of the deduction of any part of union dues.

Section 5. PERSONNEL FILES: Pursuant to M.S. 122A.4, Subd. 19, as amended, all evaluations and files in paper or digital format generated within the School District relating to each individual teacher shall be available during regular school business hours to each individual teacher upon written request. The teacher shall have the right to reproduce any of the contents of the files and to submit for inclusion in the file written information in response to any material contained therein. However, the School District may destroy such files as provided by law.

Section 6. EMERGENCY CLOSINGS: In the event that a student or a teacher duty day is lost for an emergency and the total teacher contract days is less than 175, the teacher shall perform duties on other days when school may be legally held, upon consultation with the exclusive representative. The day will be made up and the school board and union shall mutually agree on the make-up day.

Section 7. VACANCIES AND POSTING PROCESS: Whenever the administration opens a teaching or extra-curricular position, the District shall post notice of that available position. All postings shall be sent via email to all licensed staff's district email on the day the position is posted.

Subd. 1. Posting: The posting shall be made in each building, with a copy to the Union.

Subd. 2. Dates: Each posting shall indicate the date such notice is posted and the date the posting expires.

Subd. 3. Application: Teachers may apply for transfer, assignment, or reassignment to an available position provided they: (1) make written application prior to the expiration date of the notice, and; (2) possess a valid license to teach in the subject area or grade level that requires such licensure.

Subd. 4. Teacher Reassignment: District wide, seniority will be considered when exercising the right of assignment. Impacted teachers will be compensated 15 hours of time at their summer school rate of pay to move classrooms/buildings and develop curriculum.

Subd. 5. Exceptions: Posting requirements shall not apply in cases where teachers on unrequested leave of absence have a right to positions that become vacant.

Section 8. Surrender of Education License: Teachers can't surrender a license under which they are currently teaching without superintendent approval or two years notice.

Article VI - Basic Schedules and Rates of Pay

Section 1. 2025-2026 and 2026-2027 SALARY SCHEDULES: The wages and salary schedules are a part of a teachers' continuing contract as outlined in this Agreement while this Agreement is in effect. The wages and salaries reflected in Schedule A, attached hereto, shall be a part of the Agreement for the 2025-2026 and 2026-2027 school years and teachers shall advance one increment on the salary schedule.

Section 2. SALARY PAYMENTS: Teachers' salaries will be paid in twenty-four (24) equal payments. If a teacher has resigned or is retiring from the system, and has given sufficient notice, all earned salary will be paid at the close of the school year. Salaries will be paid on the 15th and the last day of the month. In a case where the 15th or the last day falls on a Saturday or Sunday or holiday, salaries will be paid on the last working day preceding the 15th or last day of the month.

Subd. 1. Salary Deduction: Whenever a pay deduction is made for a teacher's absence, the deduction will be calculated on the basis of 1/180 of the annual salary, or the salary per day.

Subd. 2. Schedule "B" Payments/Other Non-Salary Schedule Compensation: All Schedule "B" and/or other non-salary schedule compensation payments will be made after the activity is completed on a separate check from regular payroll.

Subd. 3. Overpayments & Underpayments: When payroll errors are identified, the District will review the nature of the error with the Union. In the case of an underpayment, the District shall reimburse the employee in full. In the case of an overpayment, the schedule and amount of deductions will be determined by mutual agreement between the District and the employee up to a maximum retroactive period of one year.

Section 3. LANE PLACEMENT ON SALARY SCHEDULE: All contract personnel will be placed on the proper lane on the salary schedule based on actual degree qualifications.

Subd. 1. Classifications: All teachers must hold valid Minnesota licenses for their teaching assignments. Provided, however, that alternative permissions granted by the Professional Educator Licensing and Standards Board (P.E.L.S.B.) shall be permitted.

Subd. 2. Germane: All credits or degrees must be germane to the teaching assignment or teaching licensure. Workshops, seminars, and courses are to be attended on the instructor's own time with no reimbursement for expenses.

Subd. 3. Prior Approval: All credits, in order for application on the salary schedule, must be approved by the superintendent in writing. If credits are denied, the Superintendent must provide in writing the reason for the denial.

Subd. 4. Effective Date: Individual contracts will be modified to reflect qualified lane changes as they are verified. When verified with an official transcript of credits, the request for the lane change will be part of the agenda for a regular scheduled board meeting as soon as reasonably possible. The effective date of the lane approval will be retroactive to the day after verified paperwork has been properly submitted. All paychecks will be adjusted as soon as reasonably possible.

Subd. 5. Lanes:

- a) B.A. Lane: Bachelor's Degree from an accredited institution.
- b) B.A. +10 Lane: Semester credits can be undergraduate or graduate level.
- c) B.A. +20 Lane: Semester credits can be undergraduate or graduate level.
- d) B.A. +30 Lane or M.A.: Semester credits can be undergraduate or graduate level.
- e) M.A. +10 Lane: Semester credits must be graduate level, or if undergraduate level related to a specialized certificate or training.
- f) M.A. +18 Lane: Semester credits must be graduate level, or if undergraduate level related to a specialized certificate or training.

Section 4. NEW TEACHER:

Subd. 1. Lane Placement: A new teacher shall be placed on such lane of the salary schedule as provided by Article VI, Section 3, Subd. 5.

Subd. 2. Step Placement: A new teacher shall be placed on such a step of the salary schedule as agreed between the school district and the teacher.

Section 5. STEP ADVANCEMENT: All teachers employed in a school year qualify for a salary step advancement.

Section 6. SUBSTITUTE COVERAGE: Any teacher subbing on their prep for another teacher will receive \$42 per class period.

Subd. 1. Combined Classes Substitution: In cases where classes are combined and/or teachers take on additional students from other classes, they will be paid \$42 per period. This teaching assignment will be voluntary.

Subd. 2. Secondary Teachers Substitute Requirements: All full-time secondary teachers must substitute in 5 class periods (where a block class represents 2 periods) during the school year and all part-time teachers will substitute for a prorated amount of class periods, based on the 5 periods. After a secondary teacher has fulfilled their 5 class periods of subbing duties, secondary teachers who volunteer to substitute in a class period, will be paid \$42 per period. If teachers substitute for part of a class period their pay will be prorated.

Section 7. LONG-TERM SUBSTITUTE TEACHERS: After the thirtieth consecutive teaching day of subbing in the same position, or when the District knows the assignment will be more than 30 days, the teacher shall be a part of the bargaining unit and covered by the CBA. The rate shall be on the basis of the minimum salary of the schedule for the substitute's respective classification. However, the school board reserves the right to pay more than the minimum, if conditions warrant.

Section 8. PART-TIME TEACHERS: Part time employees employed at 0.8 FTE or more shall receive full fringe benefits. Such teachers shall advance one step on the salary schedule each year.

Section 9. HOMEBOUND INSTRUCTION: Homebound instructors shall be compensated with a stipend as outlined in Schedule B under Miscellaneous. Homebound instruction positions shall be offered to a student's normal instructor(s) first. These teaching assignments shall be voluntary.

Article VII - Extra Compensation and Benefits

Section 1. EXTRA-CURRICULAR SCHEDULES: The wages and salaries reflected in Schedule B, attached hereto, shall be a part of this Contract.

Section 2. VOCATIONAL/CTE CERTIFICATE: Teachers holding the correct CTE or Vocational license and teaching a CTE approved course will earn an annual stipend as outlined in Schedule B under Miscellaneous.

Section 3. CONCURRENT ENROLLMENT: All teachers who teach dual/concurrent enrollment courses and who have an approved credentialing standard plan through SD/PGC of 18 credits in the field will earn an annual salary stipend for teaching dual/concurrent enrollment courses.

Subd. 1. Payment: Concurrent Enrollment Stipend: as outlined in Schedule B under Miscellaneous. This stipend will only be in effect during the years in which teachers are actively teaching courses. If a teacher eligible for a stipend chooses or is not assigned to teach a dual/concurrent enrollment course in any given year the stipend will not be paid. If changes in state or federal law or administrative rules

are made regarding credentialing in dual/concurrent enrollment courses, this agreement will be revisited and modified to be consistent with the changes.

Section 4. EXTRA TEACHING ASSIGNMENT (OVERLOAD): Full pay will be allowed teachers for the overload hour class for regular classroom teaching assignment. Prior to assigning an overload hour class, the following eight (non-sequential) steps will be followed.

- a) Offered to part-time teachers, who are licensed in that area, first. Then the position may be offered to other part-time teachers if they are eligible for proper credentials from P.E.L.S.B.
- b) Advertise the position.
- c) Rotation based on seniority.
- d) Opportunity for both Elementary and Secondary Teachers.
- e) Not offered to non-tenured teachers, unless all tenured teachers have turned it down or the department has no tenured teachers and administration approves non-tenured teaching the class.
- f) Initial enrollment numbers are shared with teachers within 5 working days of completion of pre-registration.
- g) All classes that meet an enrollment threshold of 20 will trigger a meeting between administration, affected staff (department), and union representation prior to the district determining if the class will be offered.
- h) When/if determined that a class will be offered, a pre-overage meeting with administration, union (President/Negotiators), individual teacher(s) will occur.

Section 5. EARLY RETIREMENT ANNOUNCEMENT: A stipend, as outlined in Schedule B under Miscellaneous, will be paid to teachers if the teacher announces their retirement by February 15th of the school year before the end of the school year they are retiring from. This will be added to their last paycheck.

Section 6. LUNCH/PREP SUPERVISORY DUTIES: Teachers may voluntarily give up their 30 minutes of duty free lunch and/or 30 minutes of their prep to supervise students in the cafeteria, or on the playground. Teachers will be compensated with an annual stipend contained in Schedule B and paid at the end of the semester and at the end of the year. Volunteer teacher time will not be used to circumvent individuals who are currently in these positions.

Section 7A. SICK LEAVE RETIREMENT BENEFIT: Former Eveleth-Gilbert teachers hired before August 31, 2000 will retire under the severance provisions outlined in this section.

Subd. 1. Eligibility: Teachers who have completed at least ten (10) years of service with the School District (697, 699, 2154, 2909) and who are, at retirement, 53 years of age, shall be eligible for a retirement benefit subject to the provisions set forth in this section. This section shall only apply to teachers whose service has been half time or greater as defined by this agreement.

- a) Teachers who have completed at least ten (10) years but less than twelve (12) years of service with the district, upon retirement, shall be eligible to receive 25% of their accumulated sick leave.
- b) Teachers who have completed at least twelve (12) years but less than fifteen (15) years of service with the district, upon retirement, shall be eligible to receive 50% of their accumulated sick leave.
- c) Teachers who have completed at least fifteen (15) years of service with the district, upon retirement, shall be eligible to receive 100% of their accumulated sick leave.

Subd. 2. Benefit: An eligible teacher, as defined in Subd. 1 of this section, shall receive a retirement benefit equal to his/her accumulated sick leave days multiplied by his/her daily rate of pay, up to a maximum of 130 days. The daily rate of pay for the retiring teacher shall be calculated based on the salary listed in the appropriate step/lane of Schedule A.

Subd. 3. Sick Day Credit: If a teacher has reached the 145 day maximum sick leave allowance and is going to retire at the end of the school year, he/she will be credited with twenty (20) days sick leave at the start of the school year, from which absences due to illness will be deducted. Any unused portion of those twenty (20) days will be dropped, not added to the accumulated 145 or lesser number of days.

Subd. 4. Sick Day Accumulation: Should the teacher have the maximum accrued sick leave of 145 days, or a lesser amount at the beginning of the school year prior to the year of teacher's actual retirement, and be caused to utilize sick leave during that school year because of serious illness of the teacher or a member of the teacher's immediate family, School District shall allow the teacher to be credited in the actual year of retirement with up to 20 days of the annual sick leave allowance from that prior school year to the extent that the sick leave utilized for, and necessitated by, such serious illness. In no event, however, shall the teacher have accumulated more than 130 days of sick leave at the time of retirement to be used toward the teacher's retirement benefit.

Subd. 5. Retiree Medical Insurance: The value of unused sick leave days remaining at the time of retirement shall be deposited into the 403(b) account established by the employee. The method of converting and determining the value of the unused sick leave days shall be provided in Subd. 2 of this section. Payment will be made within thirty (30) days of the retirement date and will be within the applicable IRS limits. In the event the full amount cannot be deposited into the 403(b) account due to IRS limits, any amount remaining shall be deposited on the first January payroll in the year following the retirement date.

Section 7B. Former Eveleth-Gilbert teachers hired on or after August 31st, 2000, and former Virginia teachers hired prior to June 30, 2007, and any teacher who notified the district of potential retirement prior to June 30, 2026 will be eligible for the Health Care Savings Plan outlined in this section.

<u>Years of Service</u>	<u>Annual Contribution</u>
0-3	\$0
4-9	\$ 700
10-14	\$ 1,700
15-19	\$ 2,100
20+	\$ 2,600

Maximum Lifetime Employer-Paid Contribution is \$40,000

Subd. 1. District Contribution: The district's annual contribution to each employee employed at 0.8 FTE and above shall be based on the above grid. The district's total contribution will equal \$40,000 providing the employee retires from the district with 10 years continuous service with the district and 55 years of age or having taught 30 years and 10 years of continuous service with the district.

Subd. 2. Catch-up provision: Up to five years prior to retirement, the employee has the option to receive their remaining entitlement in equal annual installments up until their retirement date. The employee may state their intent to retire in writing prior to April 15th to receive this benefit.

Subd. 3. Payment Schedule: District contributions shall be made into each employee's Health Care Savings Plan on May 1st(or the last business day preceding May 1st if it falls on a weekend) each year.

Section 7C. All teachers hired by the Rock Ridge School District and all former Virginia teachers hired on or after June 30, 2007 will be eligible for the Health Care Savings Plan outlined in this section.

<u>Years of Service</u>	<u>Annual Contribution</u>
0-3	\$0
4-9	\$ 700
10-14	\$ 1,700
15-19	\$ 2,100
20+	\$ 2,600

Maximum Lifetime Employer-Paid Contribution is \$40,000

Subd. 1. District Contribution: The district's annual contribution to each employee employed at 0.8 FTE and above shall be based on the above grid. The district's maximum total contribution will equal \$40,000.

Subd. 2. Payment Schedule: District contributions shall be made into each employee's Health Care Savings Plan on May 1st(or the last business day preceding May 1st if it falls on a weekend) each year.

Section 8. TAX-SHELTERED ANNUITIES/403(b) CONTRIBUTION:

Subd. 1. Individual Plan Modification: Tax-sheltered annuities are provided for all employees who wish to purchase or modify them on a quarterly basis (September 1, December 1, March 1, or June 1); A new group can be established by the request of a teacher.

Subd. 2. 403B Payment Schedule: The school district will match tenured teachers contributions up to \$1,000 annually in any approved State 403(b) annuities plan offered in the District. District supplied 403(b) monies will be calculated and allocated equally over 24 pay periods.

Subd. 3. 403(b)/457 Plan: All teachers covered by this Agreement shall be eligible to participate in a Deferred Compensation Plan which is subject to the rules of the State of Minnesota. Teachers hired after July 1st, 2024 shall be required to select from one of the following five companies: ESI, Fidelity, AXA Equitable, Lincoln Financial, Horace Mann. There shall be no less than five companies. Teachers hired before July 1st, 2024 shall be grandfathered into their current selected companies.

Subd. 4. 403(b) Contributions: The District will contribute the following annual matching amount for each full-time teacher who enrolls. The District will contribute a pro-rated annual matching amount for each part-time teacher who enrolls, based on that teacher's percentage of FTE." Years of teaching is based on the Rock Ridge Teachers Seniority list.

- a) \$600: For teachers in their 3rd - 10th years of teaching, or a teacher who is tenured.
- b) \$700: For teachers in their 11th - 15th years of teaching.
- c) \$800: For teachers in their 16th - 20th years of teaching.
- d) \$1,000: For teachers in their 21st and subsequent years of teaching.

Section 9. MENTORSHIP: Teachers accepting mentorship assignments for the school year will be granted the option to choose two personal days without restrictions or a \$500 stipend paid by May 15th. Mentorship assignments will be offered to tenured teachers on a rotating basis.

Section 10. TRAVEL COMPENSATION: All Rock Ridge teachers required by the District to travel between buildings will be entitled to mileage reimbursement at the IRS rate for each trip between Rock Ridge campuses.

Subd. 1: Loss of Prep or Lunch Time: Any traveling teachers that will lose any part of their contractual prep or lunch time because of such travel will be entitled to a once yearly choice of the following:

- a) For teachers that must travel for an entire year:
 - 1) A stipend, as outlined in Schedule B under Miscellaneous.
 - 2) Or, two (2) unrestricted personal days, paid by the District, to be used at the teacher's discretion during the school year. Teachers will follow normal procedures for personal day requests through their building principal when determining when these two days will be used.
- b) For teachers that must travel for a portion of the year:
 - 1) A prorated stipend, as outlined in Schedule B under Miscellaneous.
 - 2) Or, one (1) unrestricted personal day, paid by the District, to be used at the teacher's discretion during the school year. Teachers will follow normal procedures for personal day requests through their building principal when determining when these two days will be used.

Section 11. CONTINUING EDUCATION: The chairperson of the Continuing Education Committee shall receive a once yearly stipend of \$1,200. Other Continuing Education Committee members (one per building) shall receive their professional development rate of pay for hours worked. The District and Union will split this cost with the District paying the teachers and billing the Union for their portion.

Section 12. EXCEPTIONAL PROJECT BASED LEARNING EXPERIENCE: Teachers are entitled to compensation when exceptional circumstances exist as outlined below:

Subd. 1. A teacher teaching a semester course shall be paid a stipend of \$4,000 if all of the criteria below are satisfied. Maximum one (1) per semester.

- a) The teacher is instructing students in a project based learning format off the traditional instructional school property, at a business or other school-owned property, or otherwise designated site.
- b) The off-school property project based learning experience occurs approximately 90% of the class(s) time over a semester period of time.
- c) The teacher has extraordinary preparation duties for this class(s) which causes them to use up the equivalent of one full prep and increases the length of their normal work day by approximately one hour.
- d) The instructor is teaching a project based learning experience for the students that is directly related to a career academy.
- e) There is no educationally equivalent or practical way for this course to be taught in a traditional way within the walls of the traditional school property.
- f) The project based teaching experience is approved by the building principal.

Subd. 2. Over the period of a trimester, a teacher shall be paid a stipend of \$2,670 if all of the criteria below are satisfied. Over the period of a quarter, a teacher shall be paid a stipend of \$2,000 if all of the criteria below are satisfied. Maximum one (1) per Quarter or Trimester.

- a) The teacher is instructing students in a project based learning format within the traditional instructional school building or immediately adjacent to the school building.

- b) The project based learning experience occurs approximately 90% of the class(s) time over a trimester or quarter.
- c) The teacher has extraordinary preparation duties for this class(s) which causes them to use up the equivalent of one full prep and increases the length of their normal work day by approximately one hour.
- d) The instructor is teaching a project based learning experience that is directly related to the Minnesota Standards, or building/subject/grade curriculum.
- e) The project based teaching experience is approved by the building principal.

Article VIII - Working Conditions, Hours of Service, and Length of School Year

Section 1. LENGTH OF SCHOOL YEAR: The school year will consist of 180 duty days. The School District may add up to four (4) days of professional development contiguous to the school calendar. Teachers will be paid their individual daily rate (1/180) for each additional day up to four (4). The maximum number of student contact days will be 176 per school year and the maximum number of contract days 184. Teachers required to set up more than one classroom (i.e., traveling teachers and/or teachers teaching on more than one campus) will be granted a maximum of four (4) hours to set up each additional classroom and will be paid their daily rate of pay.

Subd. 1. Teacher Duty Days: The School District and president of designated representative shall, prior to April 1 of each school year establish the number of school days and teacher duty days for the next school year, and the teacher shall perform services on those days, including those legal holidays on which the School District is authorized to conduct school, and pursuant to such authority has determined to conduct school. The calendar year for ECFE, School Readiness, Parent Educators, and other early childhood teachers may be conducted over the period of the fiscal year on a calendar that may differ from that of K-12 programs.

Subd. 2. Calendar: The school calendar will be established with input from the teachers. The Exclusive Representative will appoint up to four teachers to provide input on the development of the school calendar. In the event the Board seeks to change the adopted calendar, it shall consult with the Exclusive Representative.

Section 2. CONFERENCES: The Union agrees to take part in six (6) hours of conferences not to exceed two (2) sessions beyond the contractual workday. The teachers and Principal at each site will decide how conferences are held. Up to one day compensatory time off for working beyond the regular school day will be scheduled district-wide.

Section 3. LENGTH OF TEACHER WORK DAY: The specific hours at all buildings may vary building to building within the District. The basic day for a teacher will be 7.5 consecutive hours inclusive of a thirty-minute duty-free lunch. Duty free lunches will occur between and include the earliest and latest student lunches. Teachers will be on duty for those hours on Monday through Friday. On Fridays and days before vacations and holidays, teachers may leave their buildings 15 minutes early but not until students are properly supervised.

Subd 1. Prep Time: Teacher workload will consist of 255 instructional minutes in the high school and 310 instructional minutes in the elementary schools. These instructional minutes shall occur on a daily basis and are not to average out over a week, semester, year, or other unit of time. Both parties

(District and Exclusive Representative) must agree if the instructional minutes are averaged out over any other period longer than one day. Travel time for teachers assigned duties on more than one campus will not be on prep time or duty free lunch. In addition, prep time for secondary teachers will consist of a minimum of two, separate, 50 continuous minute time periods. Prep time for elementary teachers will consist of a minimum of 70 minutes, at least 50 minutes of which will be in a continuous block of time.

Section 4. MEET AND CONFER MEETINGS: Will be held approximately every four (4) months at the request of the exclusive bargaining unit's meet and confer committee.

Subd. 1. Representation: Representatives of the School District and the exclusive bargaining unit's meet and confer committee will meet as prescribed by law or as needed for the purpose of reviewing the rules, regulations, or policies of the District.

Subd. 2. Format: Each party will submit to the other, at least twenty-four (24) hours prior to the meet and confer meeting, an agenda covering what they wish to discuss.

Subd. 3. Scheduling: All meet and confer meetings will be scheduled to take place as promptly as possible at times when teachers and board members involved are free from assigned responsibilities unless otherwise mutually agreed.

Section 5. PLC COMMITTEE: In every building, a PLC committee, composed of administrators and teachers who have volunteered, will meet periodically to discuss and decide on topics and processes of the upcoming PLC meetings.

Section 6. WORKPLACE SAFETY: Reimbursement Resulting From Assault/Aggressive Behavior. The District shall reimburse members of this bargaining unit for the cost of replacement or repair of personal property damaged or destroyed as a result of student assault or aggressive behavior that occurs while the employee is engaging in the performance of employee's duties.

Section 7. INSERVICE TIME and FLEX DAYS: One inservice day prior to the school year will be reserved for individual teacher prep. In addition to one full flex day for teacher preparation during workshop week, each teacher shall receive 2 additional flex days (15 hours) each school year for professional development, instructional improvement activities, and assessment. These hours may be used at any time during the school year, including the week prior to the normal teacher work year. The fifteen (15) flex time hours may be used for the following purposes:

- a) Providing professional development sessions or classes to other teachers or staff;
- b) Attending professional development sessions or classes provided by other Rock Ridge teachers;
- c) Performing assessment activities, provided that no more than four (4) of the fifteen (15) flex time hours may be used for assessment purposes; and
- d) Participating in other professional development activities approved by the building principal or superintendent.

The intent of the flex time hours, except for the four (4) hours permitted for assessment, is to provide opportunities for Rock Ridge teachers to improve their instructional skills through professional learning with other Rock Ridge teachers. Flex time activities may be conducted before or after the regular workday, during evenings, or on weekends. Flex time hours shall not be used during the teacher's normal workday.

Flex time activities shall generally be offered in Rock Ridge school buildings. Teachers may attend an approved flex time activity offered in any Rock Ridge school building. Mileage reimbursement shall not be provided for attendance at flex time activities under this provision.

The following criteria shall apply:

- a) All flex time offerings shall be approved by the building principal or superintendent.
- b) All flex time offerings shall be reasonably related to improving the instructional skills or professional effectiveness of the participating teacher.
- c) A teacher providing a flex time session or class shall receive credit of two (2) flex time hours for each one (1) hour of instruction provided.
- d) A teacher attending a flex time session or class shall receive credit of one (1) flex time hour for each one (1) hour of instruction attended. A teacher must attend the entire session or class to receive credit.
- e) Teachers shall document flex time sessions or classes attended during the school year. Teachers shall provide their records to the building principal prior to the conclusion of the school year.
- f) The District shall provide reasonable opportunities for teachers to use their fifteen (15) flex time hours during the school year. Teachers shall make reasonable efforts to participate in available flex time opportunities.
- g) Flex time sessions or classes shall have a minimum of three (3) teachers preregistered to participate, unless otherwise approved by the building principal.
- h) Evening activities that are approved by the building principal or the superintendent pursuant to this provision shall qualify for flex time hours.
- i) Monthly faculty meetings that occur beyond the regular workday shall qualify for flex time hours.
- j) Teachers shall have the flexibility to use their flex time hours before or after the regular workday, during evenings, weekends, or during the week prior to the normal teacher work year, subject to the requirements of this provision.

Section 8. ONLINE INSTRUCTION: Online Instruction shall be defined as instruction in which all primary instructional content, interaction, and assessment are delivered through electronic means, with students and the teacher not physically present in the same location for instruction

Online Instruction shall not include:

- a) Hybrid, blended, flex, or concurrent models requiring both in-person and online instruction, unless mutually agreed in writing by the teacher, exclusive representative and the district.
- b) Occasional or supplemental use of digital tools, LMS, or online assignments in an in-person course.
- c) Emergency or short-term remote instruction, unless specifically designated as Online Instruction under this article.

No course may be designated as Online Instruction without advance written notice to the teacher, including assignment details and compensation.

Subd. 1. Assignment and Compensation: Teaching one Online Instruction course shall be equivalent to teaching one full class period FTE during the regular instructional day. Teachers shall not be required to teach Online Instruction in addition to a full teaching load without overload compensation. Any Online Instruction section beyond the teacher's regular assignment shall be compensated at the contractual overload rate. Teachers shall not be required to convert an in-person course to Online Instruction course without mutual agreement after August 15th.

Sub. 2. Full-Time Online Instruction Teachers – Work Location: A teacher shall be considered “full-time Online Instruction teacher” if 100% of their assignment consists of Online Instruction courses. Full-time Online Instruction teachers may perform their instructional duties remotely. Full-time Online Instruction teachers are required to attend in-person staff development days as designated on the district calendar, unless otherwise mutually agreed. Except for required staff development and once per grading period, full-time Online Instruction teachers shall not be required to report to a district worksite, provided instructional and professional responsibilities are met.

Sub. 3. Voluntary Nature of Online Instruction Assignments: No teacher shall be required, directed, or involuntarily assigned to teach an Online Instruction course or section. Without mutual agreement between the teacher, and district administration. Assignment to Online Instruction shall be strictly voluntary and shall occur only with the teacher’s prior written agreement. Refusal to teach Online Instruction shall not result in discipline, adverse evaluation, loss of assignment, loss of seniority, or any negative impact on future assignments or employment status. Nothing in this article shall be construed to permit Online Instruction as a condition of employment or continued employment.

Sub. 3. Workload and Preparation Time: Teachers assigned to Online Instruction shall be provided with Equivalent daily preparation time as in-person teachers; and reasonable limits on asynchronous communication expectations. Instructional duties, including grading, feedback, monitoring participation, parent communication, and online attendance, shall be considered part of the workload.

Sub. 4. Training: All training required to teach Online Instruction shall be provided by the district. Training outside the regular workday shall be compensated at the summer school rate, including travel time. No teacher shall be assigned to Online Instruction without training.

Sub. 5. Equipment and Technical Support: The district shall provide all equipment, platforms, and technical support.

Sub. 6. Class Size: The maximum Online Instruction class size shall be 35 students. Enrollment above thirty-five (35) students will result in compensation of \$300/per student above thirty-five (35).

Sub. 7. Low Enrollment Section Combination: When enrollment in an Online Instruction section is insufficient to reasonably maintain a separate section, the District may propose combining that section with another Online Instruction section. Any such combination shall require the mutual written agreement of the District, the affected Teacher, and the Exclusive Representative. No teacher shall be required to combine or accept a combined Online Instruction section without such mutual agreement.

Article IX - Unrequested Leave of Absence and Seniority Agreement

Section 1. PURPOSE: The purpose of this article is to implement the provisions of M.S. 122A.40, Subd. 10. which, when adopted, shall constitute the required plan for ULA because of discontinuance of position, lack of pupils, financial limitations, or merger of classes caused by consolidation of school districts.

Section 2. DEFINITIONS: For purposes of this article, the terms defined shall have the meanings respectively ascribed to them.

Subd. 1. Teacher: "Teacher" shall mean those members of the unit as defined by PELRA and this Agreement, except the provisions of this article shall not be applicable to any other bargaining unit member who is not a teacher as defined by M.S. 122A.40, Subd. 1. or M.S. 122A.41, Subd. 1(a).

Subd. 2. Qualified: "Qualified" shall mean a teacher who, in addition to the state license, has a major in the subject matter or field taught.

Subd. 3. Seniority: "Seniority" for purposes of ULA applies only to Tier 3 and Tier 4 qualified teachers per the provisions of Article IX, Secs 9 and 10.

Section 3. UNREQUESTED LEAVE OF ABSENCE: The Board may place on unrequested leave of absence, without pay or fringe benefits, as many teachers as necessary because of discontinuance of position, lack of pupils, financial limitations, or merger of classes caused by consolidation of districts. Such leave of absence shall continue for a period of five (5) years, after which the right to reinstatement shall terminate; provided the teacher's right to reinstatement shall also terminate if the teacher fails to file with the School District, by April 1st of each year, a written statement requesting reinstatement. Such leave shall be effective no later than the close of the school year. In placing teachers on unrequested leave, the Board is governed by the following provisions:

Subd. 1. 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 4 continuing contract teachers shall be placed on unrequested leave of absence in inverse order of seniority, as calculated by the initial date of hire as a licensed teacher.

Subd. 2. Exceptions for Licensure: Notwithstanding the provisions above, a teacher is not entitled to exercise any seniority when that exercise results in that teacher being retained by the district in a field for which the teacher holds only a Tier 1 or Tier 2 license or Out of Field Permission (OFP), as defined by PELSB, unless that exercise of seniority results in the placement on unrequested leave of absence of another teacher who also holds a Tier 1 or Tier 2 license, or OFP in the same field.

Subd. 3. Teacher On Special Assignment: Teachers on unrequested leave of absence (ULA) may apply for TOSA positions, and be considered by the district for these positions. The district will not be required to offer a teacher on ULA a TOSA assignment. (Per Article XIV, Section 2)

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 of the proposed placement that:

- a) states the applicable grounds for the proposed placement;
- b) provides notice to the teacher of their right to request a hearing on the proposed placement within 14 days from the receipt of the notice; and
- c) provides notice to the teacher that failure to request a hearing will be deemed acquiescence to the school board's proposed placement action.

Section 5. RIGHT TO A HEARING AND DECISION: If the teacher requests a hearing, teachers proposed for placement on unrequested leave of absence pursuant to school board action shall be entitled to a hearing and challenge the proposed placement pursuant to the grievance procedure as provided in this agreement commencing at the arbitration level.

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 arbitrator decision.

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 shall 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 Tier 1 or Tier 2 license, or OFP, other than a vocational education license, while another teacher who holds a Tier 3 or Tier 4 license in the same field remains on unrequested leave. A teacher on unrequested leave does not forfeit the 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 in the District will be based on the cumulative years of service.

- a) The term "hired" will mean the seniority date currently listed on the merged Rock Ridge Seniority List for all staff employed during the 2021-2022 school year and listed on the initial merged Seniority List.
- b) For teachers hired after September 1, 2021, the seniority date will be the teacher's first contractual date of employment in the Rock Ridge bargaining unit.
- c) For teachers hired prior to September 1, 2021, AND during the contract teaching year, defined as the period of time commencing with the first student contact day of the school year through the last day of spring workshop, the seniority date will be the teacher's first contractual date of employment in the Virginia, Eveleth-Gilbert, or Rock Ridge bargaining units.
- d) For teachers hired prior to September 1, 2021, AND during the non-contractual summer months, defined as the period of time commencing with the first day after the last day of spring workshop to the day before the first student contact day of the school year, the seniority date will be September 1 of that year.

Section 10. SENIORITY TIE BREAKER: In the case of equal seniority where there is a tie for years of service, the following tie-breaker will be utilized to determine who has higher seniority: the teacher with the lowest File Folder Number on the teacher's Minnesota Teaching License will be considered the more senior teacher.

Section 11. Filing Licenses and Preparation of Seniority Lists:

Subd. 1. Filing of 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 Superintendent's office as of January 15 of that year are considered for purposes of determining layoff within areas of licensure. A license filed after January 15 will be considered for purposes of recall, but not for layoff.

Subd. 2. Preparation and posting of seniority and licensure lists: By January 15 of each school year, the School District shall create and post a seniority and licensure list. The list will include the name of every teacher, their seniority date, continuing contract or probationary status, and licensure area by tier. Teachers will have 10 contract days to dispute placement on the Draft Seniority List. The District will then have 10 days to complete and distribute a Final Seniority List to all staff. The list will be posted at all school buildings in the district and email notification will be provided to teachers when the list is initially posted.

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: Any teacher placed on leave may engage in teaching or any other occupation during the leave; may be eligible for unemployment compensation if otherwise eligible under that law for such compensation; and a leave will not impair the continuing contract rights of the teacher or result in a loss of credit for years of service in the district earned prior to the commencement of such leave.

Section 14. TERMINATIONS: The same provisions applicable to terminations of probationary or continuing contracts in Minnesota Statutes 122A.40 subd. 5 and subd. 7 must apply to placement on unrequested leave of absence.

Article X - Other Leaves of Absence

Section 1. SICK LEAVE ALLOWANCE:

Subd. 1. Eligibility: At the beginning of each school year each teacher shall be credited with a twenty (20) day sick leave allowance to be used for absences caused by illness, injury, a Doctor's diagnosed disability of the teacher, or for illness in the family. The family of a teacher or spouse shall include: mother, stepmother, father, stepfather, sister, brother, husband, wife, grandchild, guardian, member of household, adult or minor child, adult or minor stepchild, and grandparent, or other family member. Pursuant to Women's Economic Security Act, an employee who performs services for at least 12 months preceding the request, and for an average number of hours per week equal to one-half the full time equivalent position in the teacher's job classification as defined by the District's personnel policies or practices or pursuant to the provisions of this collective bargaining agreement during those twelve months, may use sick leave for absences due to the illness of the employee's child for such reasonable periods as the teacher's attendance may be necessary on the same terms the teacher is able to use sick leave benefits for the teacher's own absence.

Subd. 2. Doctor's Note: An attending doctor's excuse may be required by the Superintendent, or their representative for illness of three or more days.

Subd. 3. Unused Leave: The unused portion of such allowance shall accumulate from year to year to a maximum of 145 days.

Section 2. LEAVE FOR CHILDBIRTH OR ADOPTION:

Subd. 1. Eligibility: A child care leave may be granted by the School District, subject to the provisions of this section, to natural or adoptive parents of a child or foster care placement of a child in his or her family, provided such parent is caring for the child on a full-time basis.

Subd. 2. Written Notice: A teacher applying for child care leave shall inform the Superintendent in writing of intention to take the leave at least three calendar months, except in cases of emergency, before commencement of the intended leave.

Subd. 3. Pregnancy and Sick Leave: If the reason for the child care leave is occasioned by pregnancy, a teacher may utilize sick leave pursuant to the sick leave provisions of the Agreement during a period of physical disability. However, a teacher shall not be eligible for sick leave during a period of time covered by a child care leave. A pregnant teacher will also provide at the time of the leave application, a statement from her physician indicating the expected date of delivery.

Subd. 4. Leave Adjustment: The School District may adjust the proposed beginning or ending date of a child care leave so that the dates of the leave are coincident with some natural break in the school year, i.e., winter vacation, spring vacation, semester break or quarter break, end of a grading period, end of the school year, or the like.

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

- a) Grant any leave more than twelve (12) months in duration.
- b) Permit the teacher to return to his or her employment prior to the date designated in the request for childcare leave.

Subd. 6. Reinstatement: A teacher returning from child care leave shall be re-employed in a position in which he or she is licensed unless previously discharged or placed on unrequested leave.

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

Subd. 8. Experience Credit: A teacher who returns from child care leave within the provisions of this Section shall retain all previous experience credit for pay purposes and any unused leave time accumulated under the provisions of this Agreement at the commencement of the beginning of the leave. The teacher shall not accrue additional experience credit for pay purposes or leave time during the period of absence for child care leave.

Subd. 9. Group Insurance: A teacher on child care leave is eligible to participate in group insurance programs if permitted under the insurance policy provisions, but shall pay the entire premium for such programs as the teacher wishes to retain, commencing with the beginning of the child care leave. The right to continue participation in such group insurance programs, however, will terminate if the teacher does not return to the District pursuant to this Section.

Subd. 10. Extended Parental Leave: When a child is born or adopted during the school year, and after all federal and state leaves are exhausted, the spouse can ask the school board for additional leave days without district pay or benefits.

Subd. 11. Notification of Return: Teachers on child care leave shall notify the School District by April 1 of the leave year whether they plan to return to work at the conclusion of the child care leave.

Subd. 12. Spousal Leave: The second spouse will be granted a leave up to ten (10) days when a child is born or adopted during the school year. The spouse's leave will be deducted from their sick leave.

Section 3. SICK LEAVE BANK:

Subd. 1. Purpose: The purpose of the Sick Leave Bank is to provide additional sick leave to those members of the bargaining unit who have exhausted their sick leave and have a "medical emergency," as defined as "a medical condition of the employee or family member of the employee that will require the prolonged absence of the employee from duty and will result in a substantial loss of income to the employee because the employee will have exhausted all paid leave otherwise available."

Subd. 2. Qualifications: To qualify for leave under the Sick Leave Bank:

- a) Employees must be contributing members of the Sick Leave Bank.
- b) Employees must have exhausted their sick and personal leave accruals.
- c) Employees must provide written verification by an attending physician and submit a written application requesting sick leave days.
- d) Leave to care for relatives and children with a medical emergency will follow the eligibility and limitations of Minnesota Statutes Chapter 181.
- e) Employees who are collecting benefits from long-term disability or workers compensations will not be eligible to access the Sick Leave Bank. Upon a determination of eligibility for TRA disability benefits, Sick Leave Bank benefits will cease. A teacher initially denied LTD or workers compensation who ultimately collects will be responsible to cooperate in the repayment of the sick leave bank to the extent permissible.
- f) Employees who are working less than full-time shall be eligible for benefits only for the pro-rata portion of the school day for which they are employed.

Subd. 3. Membership: Participation in the Sick Leave Bank will be determined as follows:

- a) In order to establish the Sick Leave Bank, each employee who wants to join will donate one (1) sick leave day.
- b) At the time of hire, employees shall be given the option to join the bank by authorizing the donation of one (1) sick leave day.
- c) At such time as the Sick Leave Bank balance dips below 45 days, employees may join or rejoin the Sick Leave Bank. Employees who wish to participate will contribute one (1) day each. Employees who choose not to contribute will not be members of the sick leave bank. Members who opt out of this contribution will no longer be members of the Sick Leave Bank and will lose eligibility for its benefits. Employees may only join or rejoin the Sick Leave Bank during initial hire, or contribution request periods.

Subd. 4. Administration: The Sick Leave Bank will be administered the following way:

- a) An employee must apply for benefits under the Sick Leave Bank by completing the necessary application form.
- b) The application will be submitted to the human resources department for processing.
- c) In the event an application is denied, the employee may appeal such denial to a committee made up of two members representing the bargaining unit members and one member representing the School District.

Subd. 5. Accounting: The District shall provide an aggregate accounting to the Union of the status and use of the Sick Leave Bank at the end of each contract year, on or before October 15th.

Subd. 6. Donated Days Irretrievable: All days donated to the Sick Leave Bank shall be irretrievable by the donor except as provided herein.

Subd. 7. Severability: In the event 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, except that in no case will anyone receive more days than they contributed to the Bank.

Subd. 8. Maximum Benefit: The maximum Sick Leave Bank benefit shall be 30 days.

Section 4. DEATH IN THE FAMILY: A leave of three full days at full pay may be granted for any teacher each time a death occurs in the immediate family of the teacher or in the immediate family of the teacher's spouse. All days may be granted upon approval of the Superintendent. All days are to be deducted from sick leave. The immediate family of a teacher or spouse shall include: mother, stepmother, father, stepfather, foster parent, grandmother, grandfather, sister, sister-in-law, brother, brother-in-law, husband, wife, child, stepchild, son-in-law, daughter-in-law, grandchild, guardian, significant other, aunt, uncle, niece, nephew or member of the household. Up to one day of funeral leave for close friends may also be allowed at the discretion of the Superintendent and will be deducted from sick leave.

Section 5. COACHING CLINICS and STATE TOURNAMENTS: Two (2) MSHSL sanctioned head coaches, or their designees from the program, shall be able to attend up to two days of in-state coaching clinics or the State Tournament in their respective activity per school year per activity at district expense. All requests must be submitted to the Activities Director.

Section 6. PERSONAL LEAVE: A teacher shall have four personal leave days available during a duty/school year, subject to the following terms and conditions:

- a) A teacher shall have two personal leave days with no loss of wage to the teacher.
- b) A teacher shall have two personal leave days with a deduction of \$150 from the teachers wage.
- c) A teacher shall be allowed to roll-over or carry-over either one deduction or non-deduction day to the next school year, but in no event shall the teacher have more than five personal leave days.
- d) A teacher shall be allowed to sell back unused personal days that are at no loss of wage at \$150 per day. (Only days from part a).
- e) Requests for personal leave must be made two days in advance to the building principal, except in the event of provable emergencies.
- f) A total of 8 personal days can be taken in the high school, and 4 in each elementary building. Exceptions for extraordinary circumstances will require Superintendent approval.

Section 7. SHORT-TERM, LONG-TERM, and MEDICAL LEAVE OF ABSENCE:

Subd. 1. Short-Term Leave of Absence Without Pay: A short-term leave of absence without pay may be granted at the discretion of the Superintendent upon written request of the teacher. A teacher granted such leave shall retain all rights and benefits while on such leave. Short-term leave is defined as 1-15 days.

Subd. 2. Long-Term Leave of Absence Without Pay: A long-term leave of absence without pay may be granted by the Board of Education upon written request by the teacher. A teacher, while on a long-term leave of absence without pay, shall be eligible to receive fringe benefits, at the employee's expense, while on such leave and upon return to the same or a similar position, shall be reinstated to the rights and benefits acquired prior to such leave. Long term leave is defined as anything over 15 days.

Subd. 3. Medical Leave of Absence: A teacher who is unable to teach because of personal illness or injury, or who is on long-term disability and who has exhausted all accumulated paid sick leave

available shall be granted an additional leave of absence without pay for the duration of such illness or disability, up to one year. The leave may be renewed each year upon written request of the teacher. A teacher on such leave shall be permitted, at his/her own expense, to continue the fringe benefits available to the rest of the teachers. A note from a physician indicating the employee is unable to work shall be required.

Subd. 4. FMLA: Nothing in this article shall infringe on an employee's rights under FMLA.

Section 8. SABBATICAL LEAVE: The School Board will grant up to three (3) requests for sabbatical leave of absence per year.

Subd. 1. Qualifications: Teachers shall be eligible for a sabbatical leave after each seven (7) years of teaching. Sabbatical leave shall be granted on the basis of seniority.

Subd. 2. Time to Apply: Application for sabbatical leave must be made on or before January 1. Successful applicants will be notified on or before February 1.

Subd. 3. Salary: The teacher awarded sabbatical leave receives no compensation or benefits.

Subd. 4. Requirements: In order to be granted a sabbatical leave, teachers must agree to satisfy the following requirements:

- a) They will undertake programs which are designed to help them better perform their duties upon return.
- b) Staff members must have submitted for approval a tentative program leading to an advanced degree.
- c) Staff members with a M.A. Degree or training beyond the M.A. degree must submit for approval a summary of plans for study, research, and/or travel. (d) If the leave is granted for study, the recipient will earn a minimum of twenty (20) semester hours during the sabbatical year with one summer or equal work by writing a thesis or other work which has had prior approval by the Superintendent.

Section 9. JURY DUTY: If teachers must appear for jury duty or are subpoenaed as a witness for judicial proceedings, they shall receive the difference between their regular pay and the compensation given them, as a juror or witness, during the period of time they are compelled to be present in court as a juror or witness. A teacher subpoenaed for a school related case outside of the regular school year shall be paid their daily rate of pay.

Section 10. MILITARY LEAVE: M.S. 192.26 will apply.

Section 11. PROFESSIONAL LEAVE FOR UNION BUSINESS:

Subd. 1. Delegates: The executive officers of the local professional teacher organization will certify to the School Board the number of official delegates allowed to the delegate assembly. Meetings of the delegate assembly are those dates which are scheduled and do not include information meetings, "emergency" meetings, or other similar meetings. The dates of said scheduled meetings will also be submitted to the School Board along with the names of said delegates. Two delegate members will be authorized to attend said delegate assembly without loss of pay. Two additional delegate members may be permitted to attend without loss of pay at the discretion of the Superintendent providing there is no expense to the District for substitutes.

Subd. 2. Usage: Members of the Union authorized by the Union president shall be granted up to sixteen (16) days collectively of paid union leave per school year, to conduct union business. Union

leave by Union members for negotiations, mediation sessions, or meetings called by the District shall not be deducted from the sixteen (16) total union leave days. The Union shall reimburse the School District the cost of a substitute teacher for each day of union leave that is used, if one is hired. The District will submit an invoice to the Union for the cost of substitute teachers.

Section 12. RELIGIOUS HOLIDAYS: Leave for religious holidays/observances/rituals shall be granted.

Article XI - Group Insurance

Section 1. SELECTION: The selection of the insurance carrier and policy shall be negotiated between the School Board and the Exclusive Representative.

Section 2. HEALTH, HOSPITALIZATION:

Subd. 1. Single Coverage BCBS J-Plan: The School District shall contribute 95% minus \$25 per month toward the premium for individual coverage for each full-time teacher employed by the School District who qualifies for and is enrolled in the School District group health and hospitalization plan. (This includes current employees employed 0.8 FTE or greater as well as all retirees receiving district paid health and hospitalization insurance as well as future retirees.)

Subd. 2. Family Coverage BCBS J-Plan: The School District shall contribute 70% minus \$25 per month toward the premium cost for family coverage for each full-time teacher employed by the School District who qualifies for and is enrolled in the School District group health and hospitalization plan and who qualifies for family coverage. (This includes current employees employed 0.8 FTE or greater as well as all retirees receiving district paid health and hospitalization insurance as well as future retirees.)

Subd. 3. VEBA: Employees covered by this agreement will have an opportunity to choose to participate in a BC/BS VEBA 100 Plan. The school district's contribution shall be 85% of the VEBA 100 deductible regardless of the individual's FTE. Monthly premiums for the VEBA 100 Plan will be paid in the same way and manner in which premiums are paid for the "J" Plan. (This includes current employees employed 0.8 FTE or greater as well as all retirees receiving district paid health and hospitalization insurance as well as future retirees.)

The school district's contribution toward the VEBA 100 deductible shall be made in increments during the school year and such contribution is limited to only one contribution per family plan. Should any employee incur a medical or pharmaceutical bill in the first year of participation and before the school district contributes its full deductible obligation to the employee's VEBA balance, the school district shall contribute its full VEBA 100 deductible obligation to the employee's account under the following conditions:

- a) The request must be made in written form; and
- b) The written request must be supported by such proof and evidence as required by the school district.

Retirees opting for the VEBA 100 plan will have the same contribution levels made by the school district.

Subd.4. High Deductible: Employees covered by this agreement will have an opportunity to choose to participate in the medical HSA plan 4000/8000. Monthly premiums for the HSA 4000/8000 plan

will be paid in the same way and manner in which premiums are paid for the "J" Plan. (This includes current employees employed .80 FTE or greater).

Subd. 5. Open Enrollment Period: An employee can exercise the option to participate in either the VEBA 100 Plan or BCBS J-Plan at any time in the future by the required election date (August 1 of each year). Employees can opt out of the VEBA 100 Plan or BCBS J-Plan anytime prior to the required election date (August 1 of each year).

Section 3. DENTAL INSURANCE: The District will provide \$20.00 per month per employee towards one District dental plan.

Section 4. LIFE INSURANCE: The School Board will furnish a fully paid term life insurance policy in the amount of \$50,000, with the option for teachers to purchase an additional \$50,000 of coverage at teacher cost including taxes and fees.

Section 5. LONG-TERM INSURANCE: Long-term (income protection) insurance is provided by the School Board for full-time contract employees.

Section 6. FRINGE BENEFITS: Full benefits provided in this article are designed for full-time personnel working at 0.8 FTE or more. Part-time employees working at less than 0.8 FTE shall be eligible for partial benefits and district contributions proportional to the extent of their employment. Eligibility is subject to any limitations contained in the contract between the insurance carrier and the district.

Section 7. CHANGE IN STATUS: A change in status by a teacher must be requested before September 15th of the contract year or two months prior to the new group contract year. A change in status may be made at any time during the year based on a qualifying life event.

Section 8. EARLY RETIREMENT MEDICAL AND HOSPITAL INSURANCE:

Subd. 1. Eligibility: The School District provides an early retirement medical and hospitalization insurance benefit program for those teachers hired prior to June 30, 1987, who retire with 30 or more years of service or are 55 years or older, and who have eight years or more of service in the District. Retirees subscribing to family coverage will receive the same medical and hospital coverage and premium contributions by the District as actively employed teachers. Retirees subscribing to single coverage will receive the same medical and hospital coverage and premium contributions by the District as actively employed teachers. Teachers with at least five years but less than eight years of service in the School District who retire at age 55 or later will receive one-half of the medical and hospital insurance benefits and premium contributions by the District provided for actively employed teachers.

Subd. 2. Medicare Eligibility: When an eligible teacher and or spouse reaches Medicare eligibility they will be required to participate in Medicare Parts A & B. Those choosing not to participate in Medicare Parts A & B will not receive the School District health insurance contributions.

Section 9. RETIREMENT: Retiring teachers shall be permitted to remain in the medical and hospital insurance plan that is in effect at the time of their retirement.

Section 10. SURVIVING SPOUSE: A surviving spouse, upon death of a retired or active teacher, shall be permitted to remain in the medical and hospital plan at their own expense.

Section 11. HEALTH COVERAGE: (Former Virginia Contract) Any employee hired by the former I.S.D. 706 on or after July 1, 1987, who retires from service to the School District shall not be eligible for any contribution from the School District toward the cost of any medical and hospital insurance plans upon retirement.

Subd. 1. 1986-1987 Seniority List: This section will not apply to any teacher who has his/her name on the 1986-87 Seniority List.

Subd. 2. Eligibility after July 1, 1987: Teachers hired after July 1, 1987, who retire from the School District will be allowed to stay in the medical and health insurance plan that is in effect at the time of their retirement at their own expense.

Article XII - Grievance and Arbitration

Section 1. APPLICATION: This grievance procedure is applicable when a public employer and an exclusive representative of public employees have not reached agreement on or do not have access to a contract grievance procedure as required by Minnesota Statutes, Section 179A.20, Subd. 4.

Section 2. DEFINITIONS:

Subd. 1. Scope: For the purpose of this Article, the words defined in this part have meanings given them.

Subd. 2. Bureau: "Bureau" means the Bureau of Mediation Services.

Subd. 3. Days: "Days" means calendar days.

Subd. 4. Employee: "Employee" means any public employee who is employed in a position that is part of an appropriate unit for which an exclusive representative has been certified under Minnesota Statutes 179A.12.

Subd. 5. Grievance: "Grievance" means a dispute or disagreement regarding the application or interpretation of any term of a contract required under Minnesota Statutes, Section 179A.20, Subd. 1.

Subd. 6. Non-probationary: "Non-probationary" means an employee who has completed an initial probationary period required as a part of the public employer's employment process.

Subd. 7. Party: "Party" means either the exclusive representative and its authorized agent or the employer and its authorized representative.

Subd. 8. Service: "Service" means personal delivery; service by the United States Postal Service, postage prepaid and addressed to the individual or organization at its last known mailing address; or documented service through email. Service under this article is effective upon deposit with the United States Postal Service, as evidenced by a postmark or dated receipt; upon personal delivery; or an email time-stamp.

Section 3. COMPUTATION OF TIME: In computing any period of time prescribed or allowed by this Article, the day or act or event upon which a period of time begins to run shall not be included. The last day of the time period shall be included unless it is a Saturday, Sunday, or holiday.

Section 4. STEP ONE: When an employee or group of employees represented by an exclusive representative has a grievance, the employee or an agent of the exclusive representative shall attempt to resolve the matter with the employee's immediate supervisor within thirty days (30) days after the employee, through the use of reasonable diligence, should have had knowledge of the event or act giving rise to the grievance. The supervisor shall then attempt to resolve the matter and shall respond in writing

to the grievant and the agent of the exclusive representative within fifteen (15) days after the grievance is presented.

Section 5. STEP TWO: If the supervisor has not been able to resolve the grievance or has not responded in writing within the time period provided in step one, a written grievance may be served on the next appropriate level of supervision by the Exclusive Representative. The written grievance shall provide a concise statement outlining the nature of the grievance, the provisions of the contract or the just cause situation in dispute, and a statement of the relief or remedy requested. The written grievance must be served on the employer's representative within fifteen (15) days after the immediate supervisor's response was due under step one. The employer's representative shall meet with the agent of the exclusive representative within fifteen (15) days after service of the written grievance and both parties shall attempt to resolve the grievance. The employer's representative shall serve a written response to the grievance on the agent of the exclusive representative within fifteen (15) days of the meeting. The response shall contain a concise statement of the employer's position on the grievance and the remedy or relief the employer is willing to provide, if any.

Section 6. STEP THREE: If the grievance is not resolved under step two, the Exclusive Representative may serve the written grievance upon the Superintendent of the employer or the person's designated representative within fifteen (15) days after the written response required by step two was due. An Agent of the exclusive representative shall meet with the Superintendent or designee within fifteen (15) days of service of the written grievance and they shall attempt to resolve the matter. The Superintendent or designee shall serve a written response to the grievance of the Agent of the exclusive representative within fifteen (15) days of the meeting.

Section 7. ARBITRATION:

Subd. 1. Referral to Arbitration: If the response of the Superintendent or designee is not received within the period provided in Step 3 or is not satisfactory, the Exclusive Representative may serve written notice on the employer of its intent to refer the case to arbitration within fifteen (15) days after the response required by Step three is due.

Subd. 2. Selection of Arbitrator: Within fifteen (15) days of the service of written notice of intent to arbitrate, the employer's Superintendent or designee shall consult with the Agent of the exclusive representative and endeavor to mutually agree upon an arbitrator to hear and decide the grievance. If the parties do not agree upon the selection of an arbitrator, either party may request a list of impartial arbitrators from the Bureau. The parties shall alternately strike names from a list of five names to be provided by the Bureau until only one name remains, and the remaining name shall be the designated arbitrator. The determination of which party will commence the striking process shall be made by mutual agreement or a flip of a coin. If your party refuses to strike names from the list provided by the Bureau, the other party may serve written notice of this fact upon the Bureau, with a copy to the offending party. Unless it is confirmed that the parties have otherwise selected or agreed upon an arbitrator within three (3) days of services of the notice of refusal or failure to strike names, the Bureau shall designate one name from the list previously provided to the parties and the person so designated so designated by the Bureau shall have full power to act as the arbitrator of the grievance.

Subd. 3. Arbitrator's Authority: The arbitrator shall have no authority to amend, modify, add to, or subtract from the terms of an existing contract. The decision and award of the arbitrator shall be final and binding upon both parties.

Subd. 4. Arbitration Expense: The employer and the Exclusive Representative shall share equally the arbitrator's fees and necessary expenses. Cancellation fees shall be paid by the party requesting the cancellation and any fees incurred as the result of a request for clarification shall be paid by the party requesting the clarification. Each party shall be responsible for compensating its own representatives and witnesses except to the extent provided by Section 8, Subd. 1.

Subd. 5. Transcripts and Briefs: Because arbitration is intended to provide a simple, speedy alternative to litigation processes, the use of transcripts and briefs should be considered only in exceptional circumstances. If a verbatim record is required, it may be prepared providing the party desiring the record pays the cost and makes a copy available to the other party and the arbitrator without charge. The arbitrator may maintain written notes of the hearing and may use an electronic recording device to supplement the note taking. These notes shall be considered the arbitrator's private and personal property and shall not be made available to the parties or another third party. If a recording device is used by the arbitrator to supplement the arbitrator's notes, the arbitrator shall retain the recording for a period of 90 days following the issuance of the award.

Section 8. PROCESSING OF GRIEVANCES:

Subd. 1. Release Time: To the fullest extent feasible, the processing of grievances under this Article shall be conducted during the normal business hours of the employer. Employees designated by the Exclusive Representative shall be released from work without loss of regular non-overtime earnings as a result of their necessary participation in meetings or hearings held pursuant to this Article, whenever such release is consistent with the ability of the employer to conduct safe and reasonable operations. No more than three employees shall be entitled to compensation for participation in a single meeting or hearing with respect to any one grievance.

Subd. 2. Waiver of Steps: The parties may, by written mutual agreement, waive participation in the grievance steps in Sections 4, 5 and 6, and may similarly agree to extend the time limits established by Sections 4, 5, 6 and 7.

Subd. 3. Time Limits: Failure to raise a grievance within the time limits specified in Section 4, or to initiate action at the next step of the procedure in Sections 4, 5, 6 and 7 within the time limits in these parts shall result in forfeiture by the Exclusive Representative of the right to pursue the grievance. A failure of an employer representative to comply with the time periods and procedures in Sections 4, 5, 6 and 7 shall require mandatory alleviation of the grievance as requested in the last statement by the exclusive representative.

Article XIII - Teachers on Special Assignment

Section 1. DEFINITION: The term "Teacher on Special Assignment" (TOSA) will be used to describe the assignment of a teacher into a non-classroom assignment. Special assignment positions may exist to provide leadership, mentorship, peer assistance or review, or coordination for an educational program of the district. The district will require a current Minnesota teaching license in order to be employed in a TOSA position. A Teacher in a TOSA position will follow the mutually agreed upon job description which will be included in an MOU. TOSA positions are not supervisory positions as defined in PELRA.

Section 2. ASSIGNMENT: A TOSA assignment must be mutually agreed on by the teacher and the district. Teachers may not use their seniority status to claim any TOSA position or vacancy. Teachers on unrequested leave of absence (ULA) may apply for TOSA positions, and be considered by the district for

these positions. The district will not be required to offer a teacher on ULA a TOSA assignment. In the event of a TOSA, the District and Exclusive Representative will agree to an MOU that defines the duties, responsibilities, and terms of the position.

Section 3. TERM: The School Board shall determine the beginning and ending dates of a TOSA assignment, but at no time will the duration be for less than one semester. During the term of the special assignment, both parties will have the ability to evaluate the program and/or personnel needs, and if necessary request a change in assignment. In the event that either the district or the TOSA wish to end the term of the assignment, notification must be given to the other party, in writing by April 15th for the following school year.

Section 4. COMPENSATION AND CONTRACTUAL RIGHTS: A TOSA under this section shall continue to receive all compensations, fringe benefits, and other contractual benefits and protections. Due to the nature of the special assignment, additional time and/or compensation may be required. Such time and compensation will be outlined in the description of the position when the position is posted or when the position is revised at a later date and mutually agreed upon. Job duties and pay for the TOSA will be defined in an individual contract. However the TOSA still falls under the main contractual agreement.

Section 5. SENIORITY: Accrual of seniority shall be unaffected by the TOSA. A TOSA shall continue to earn experience credit (seniority) as if he/she were regularly employed as a teacher in the district.

Section 6. REINSTATEMENT: An individual returning to their teaching duty from a TOSA under this section shall be reinstated to the teaching assignment he/she held prior to the special assignment, unless that position is no longer available. In that case, the teacher will be reassigned to a comparable position consistent with the teacher's license.

Article XIV - Licensed School Nurse

Section 1. School Nurse Designation: The position of Licensed School Nurse is covered by all provisions of the CBA, with the following exceptions:

- a) The designated Licensed School Nurse will work 180 days at the appropriate step and lane without additional compensation. The District may schedule up to 10 additional days, if needed, to be paid at the daily rate of pay.

Article XV - Public Obligation

Section 1. Public Obligation: The parties mutually recognize that their first obligation is to the public and that the right of students and residents of the School District to the continuous and uninterrupted operation of the School District is of paramount importance.

Section 2. Illegal Strike Prohibition: The exclusive representative agrees, therefore, that during the term of this Contract neither the exclusive representative nor any individual employee shall engage in any strike except as permitted.

Article XVI - Fair Practices

Section 1. Discrimination: No person or persons, department, or divisions responsible to the School Board shall discriminate against any employee on the basis of race, creed, color, national origin, sex, marital status, sexual orientation, gender identity, or membership in or association with the activities of the teacher organizations.

Article XVII - Duration and Effect

Section 1. TERM AND REOPENING NEGOTIATIONS: This Agreement shall remain in full force and effect for a period commencing on July 1, 2025, and continuing through June 30, 2027. If either party desires to modify or amend this Agreement commencing on July 1, 2025, it shall give written notice of such intent no later than May 1, 2027. Negotiations may begin at a date as mutually agreed upon. If a new and substitute contract has not been duly entered into prior to June 30 of that year, then terms and conditions of this contract shall continue in full force and effect until such a substitute contract has been adopted. The next contract shall be retroactive to July 1 of that year, except for new insurance benefits which cannot become effective until the new contract has been ratified and those fringe benefits secured.

Section 2. EFFECT: This Agreement constitutes the full and complete Agreement between the School Board and Education Minnesota Rock Ridge representing the teachers of the District. The provisions herein relating to terms and conditions of employment supersede any and all prior agreements, resolutions, practices, school district policies, rules, or regulations concerning terms and conditions of employment inconsistent with these provisions.

Section 3: FINALITY: Any matters relating to the current contract, whether or not referred to in this Agreement, shall not be open for negotiation during the term of this Agreement unless mutually agreed upon by the district and exclusive representative.

Section 4: SEVERABILITY: The provisions of this Agreement shall be severable, and if any provision thereof or the application of any such provision under any circumstances is held invalid, it shall not affect any other provisions of the Agreement or the application of any provision thereof.

Article XVIII - Collective Bargaining Contract Ratification

IN WITNESS WHEREOF, The Parties have executed this Contract as follows:

EDUCATION MINNESOTA ROCK RIDGE (LOCAL #7394)



EDMN RR President 9/16/26
Date



EDMN RR Chairperson 9/15/26
Date



EDMN RR Spokesperson 9/16/26
Date

and

INDEPENDENT SCHOOL DISTRICT 2909 ROCK RIDGE



District Superintendent 9/21/26
Date



District Chairperson 9/28/26
Date



District Clerk 9/28/26
Date

Schedule A - Salary Grid

2025 - 2026 0.0% year 1

2026 - 2027 1) Removal of steps D and G from the 2025-2026 Salary Grid

2) 1.0% increase on step J of the 2025-2026 Salary Grid

3) \$500 stipend for all other members not affected by item 1 or 2 listed above.

2025-26 Salary Grid ROCK RIDGE

<u>Step</u>	<u>BA</u>	<u>BA +10</u>	<u>BA +20</u>	<u>BA +30</u> <u>MA</u>	<u>MA +10</u>	<u>MA +18</u>
A	47,598.00	49,518.00	51,506.00	55,145.00	56,125.00	58,140.00
B	50,163.00	52,187.00	54,422.00	58,270.00	59,272.00	61,295.00
C	52,732.00	54,850.00	57,348.00	61,379.00	62,418.00	64,516.00
D	55,291.00	57,505.00	60,262.00	64,493.00	65,578.00	67,726.00
E	57,853.00	60,163.00	63,182.00	67,609.00	68,717.00	70,941.00
F	60,422.00	62,833.00	66,098.00	70,725.00	71,870.00	74,155.00
G	62,982.00	65,490.00	69,025.00	73,843.00	75,017.00	77,368.00
H	65,543.00	68,159.00	71,942.00	76,952.00	78,166.00	80,578.00
I	68,120.00	70,814.00	74,860.00	80,070.00	81,316.00	83,795.00
J	73,411.00	76,384.00	80,792.00	86,404.00	87,738.00	90,420.00

2026-27 Salary Grid ROCK RIDGE

<u>Step</u>	<u>BA</u>	<u>BA +10</u>	<u>BA +20</u>	<u>BA +30</u> <u>MA</u>	<u>MA +10</u>	<u>MA +18</u>
1	47,598.00	49,518.00	51,506.00	55,145.00	56,125.00	58,140.00
2	50,163.00	52,187.00	54,422.00	58,270.00	59,272.00	61,295.00
3	52,732.00	54,850.00	57,348.00	61,379.00	62,418.00	64,516.00
4	57,853.00	60,163.00	63,182.00	67,609.00	68,717.00	70,941.00
5	60,422.00	62,833.00	66,098.00	70,725.00	71,870.00	74,155.00
6	65,543.00	68,159.00	71,942.00	76,952.00	78,166.00	80,578.00
7	68,120.00	70,814.00	74,860.00	80,070.00	81,316.00	83,795.00
8	74,145.00	77,148.00	81,600.00	87,268.00	88,615.00	91,324.00

Longevity: cumulative, for teachers teaching in the District.

Years of teaching is based on the Rock Ridge Teachers Seniority list.

Beginning of year 15 - end of year 19:

Beginning of year 20 - end of year 24:

Beginning of year 25 - end of year 29:

Beginning of year 30 and yearly thereafter:

Career Increment #1: \$1,000

Career Increment #2: \$1,000

Career Increment #3: \$1,000

Career Increment #4: \$1,000

Maximum: \$4,000

Schedule B - Extra-Curricular Salary Agreement

2025 - 2026 0.00% year 1

2026 - 2027 0.00% year 2

BOYS ATHLETICS	2025-2026	2026-2027
Football		
Head Coach, Varsity	7,060	7,060
Assistant Coach, OC	4,791	4,791
Assistant Coach, DC	4,791	4,791
Head Coach, JV	4,791	4,791
Assistant Coach, JV	4,791	4,791
Coach, "C" Team	3,782	3,782
Coach, 8th Grade	3,278	3,278
Coach, 7th Grade	3,278	3,278
Basketball		
Head Coach	7,816	7,816
Assistant Coach	5,295	5,295
JV Coach	5,295	5,295
C Team Coach	4,034	4,034
8th Grade	3,278	3,278
7th Grade	3,278	3,278
Hockey		
Head Coach	7,816	7,816
Assistant Varsity Coach	5,295	5,295
JV Coach	5,295	5,295
Swimming		
Head Coach	6,555	6,555
Assistant Coach	4,791	4,791
Assistant Coach (Diving)	3,278	3,278
C Team Coach	3,278	3,278
Baseball		
Head Coach	6,052	6,052
Assistant Coach	4,791	4,791
JV Coach	4,791	4,791
JV Assistant	4,791	4,791
8th Grade	3,278	3,278
7th Grade	3,278	3,278
Track		
Head Coach	6,052	6,052

Assistant Coach	4,791	4,791
Assistant Coach	4,791	4,791
C Team Coach	3,278	3,278
Boys' / Girls' Alpine Ski		
Head Coach	6,052	6,052
Assistant Coach	4,791	4,791
C Team Coach	3,278	3,278
Golf		
Head Coach	6,052	6,052
Assistant Coach	4,034	4,034
C Team Coach	3,278	3,278
Tennis		
Head Coach	6,052	6,052
Assistant Coach	4,034	4,034
C Team Coach	3,278	3,278
Wrestling		
Head Coach	6,555	6,555
Assistant Coach	4,791	4,791
Assistant Coach	4,791	4,791
C Team Coach	3,278	3,278
Cross Country		
Head Coach	6,052	6,052
C Team Coach	3,278	3,278
GIRLS ATHLETICS	2025-2026	2026-2027
Volleyball		
Head Coach	7,060	7,060
Assistant Coach	4,791	4,791
JV Coach	4,791	4,791
C Team	4,034	4,034
8th Grade	3,278	3,278
7th Grade	3,278	3,278
Basketball		
Head Coach	7,816	7,816
Assistant Coach	5,295	5,295
JV Coach	5,295	5,295
C Team Coach	4,034	4,034
8th Grade	3,278	3,278

7th Grade	3,278	3,278
Hockey		
Head Coach	7,816	7,816
Assistant Varsity Coach	5,295	5,295
JV Coach	5,295	5,295
Swimming		
Head Coach	6,555	6,555
Assistant Coach	4,791	4,791
Assistant Coach (Diving)	3,278	3,278
C Team Coach	3,278	3,278
Softball		
Head Coach	6,052	6,052
Assistant Coach	4,791	4,791
JV Coach	4,791	4,791
JV Assistant	4,791	4,791
8th Grade	3,278	3,278
7th Grade	3,278	3,278
Track		
Head Coach	6,052	6,052
Assistant Coach	4,791	4,791
Assistant Coach	4,791	4,791
C Team Coach	3,278	3,278
Golf		
Head Coach	6,052	6,052
Assistant Coach	4,034	4,034
C Team Coach	3,278	3,278
Tennis		
Head Coach	6,052	6,052
Assistant Coach	4,034	4,034
C Team Coach	3,278	3,278
Boys/ Girls Danceline		
Head Coach	6,052	6,052
Assistant Coach	4,791	4,791
Junior High	3,278	3,278
Cross Country		
Head Coach	6,052	6,052

C Team Coach	3,278	3,278
ATHLETICS MISCELLANEOUS	2025-2026	2026-2027
GAME WORKERS - 1 Event	42.25	42.25
GAME WORKERS - Varsity / JV	63.35	63.35
SITE MANAGER - Varsity / JV	95.00	95.00
SITE MANAGER - Lower Level	52.80	52.80
OTHER MSHSL ACTIVITIES	2025-2026	2026-2027
One Act Play Director	3,198	3,198
One Act Play Asst. Director	1,722	1,722
Speech Head Coach	3,590	3,590
Speech Asst Head Coach	2,112	2,112
Speech Junior High	1,584	1,584
Robotics	3,590	3,590
OTHER STUDENT ACTIVITIES	2025-2026	2026-2027
Art Club	505	505
AVID Site Coordinator (1 position per building)	1,000	1,000
Battle of the Book Club (competition included)	505	505
Cafeteria/Noon/Before School Supervision	3,026	3,026
Chess Club /Board Games	505	505
Class Advisor- Senior (includes graduation)	1,513	1,513
Class Advisor- Junior (includes prom)	1,513	1,513
Class Advisor- Sophomore	1,261	1,261
Close Up	1,008	1,008
Construction Club	505	505
Crossing Guard Supervisor, Safety Patrol, Ambassador	1,968	1,968
DECA	1,008	1,008
Elementary Clubs	505	505
Engineering Club	505	505
eSports Club	1,008	1,008
Fiddle Club	505	505
Fishing Club	1,008	1,008
HOSA		1,008
I Love to Read Coordinator	505	505
World Language Club (included exchange programs)	505	1,008
LEO's	1,008	1,008
Knowledge Bowl	1,513	1,513
Knowledge Bowl JV	1,513	1,513
Knowledge Bowl- Junior High	1,513	1,513
Knowledge Bowl, Elementary	1,261	1,261
Major Play Director (Fall and Spring)	3,278	3,278
Major Play Asst Director (Fall and Spring)	1,765	1,765

Math League (Sr)	1,008	1,008
Mathcounts (Jr)	1,008	1,008
Musical: Director/Choreographer	3,278	3,278
Musical: Music Director/Producer	2,773	2,773
Musical: Assistant Director	1,765	1,765
National Honor Society	2,018	2,018
National Honor Society- Junior High	1,008	1,008
Poms Head Coach	3,278	3,278
Poms Asst Coach	1,765	1,765
School Forest Coordinator	2,269	2,269
Science Bowl- High School	1,008	1,008
Science Bowl- Junior High	1,008	1,008
Student Council (Sr)	2,018	2,018
Student Council (Jr)	1,765	1,765
Student Council (El)	1,513	1,513
Student Media/Video/Streaming/Public TV Coordinator	5,295	5,295
Unified Sports		2,018
WEB Leader	2,018	2,018
Weight Lifting Coordinator/Strength Coach (Fall/Winter Season)	5,140	0
Weight Lifting Coordinator/Strength Coach (Spring/Summer Season)	5,140	0
Yearbook Advisor- High School (if not a class)	3,026	3,026
Yearbook Advisor- Elementary	1,765	1,765
Youth in Action	1,267	1,267

OTHER POTENTIAL CLUBS:

Archer, Board Game, Book, Computer Coding, Cooking, Creative Writing, Drama, Game, Geography, Green Team, History Day, Interact with Rotary, Intramurals, Lego League, Makerspace, Model United Nations, Music, Odyssey of the Mind, Photography, Science Olympiad, Science Team, Scholar, Scrabble, Social Studies, Technology, WAIT (We Are One Team) Cultural Awareness.

Other Potential Clubs will be paid at the rate of \$505 for 2025-2026 and \$505 for 2026-2027. With administrative approval.

BAND/MUSIC	2025-2026	2026-2027
Jazz Band	505	505
Concerts (Band, Choir, Orchestra) - Per event	84	84
Marching Band	2,773	2,773
Pep Band - Per event	84	84
Supervising National Anthem Singers - Per event	26	26
MISCELLANEOUS	2025-2026	2026-2027
Summer School	33 per hour	42 per hour
Night School	33 per hour	42 per hour
Credit Recovery		42 per hour

Homebound Instruction	42 per hour	42 per hour
Professional Development	33 per hour	33 per hour
Counselors (Summer hours)		42 per hour
Vocational/CTE Certificate	1,500 per year	1,500 per year
Concurrent Enrollment	300 per section	300 per section
Early Retirement Announcement (notify by 2/15)	500 one time	500 one time
Travel Compensation		1750 per year

INDEX

MOUs

- a) Teacher Development and Evaluation Plan