

Summary of Tentative Agreement 2025-27 FEA Master Agreement

2025

FEA & FPS proposal of changes in the 2025-2027 Master Contract

Language Items for Teacher Negotiations

1. Date changes will be made throughout the contract as necessary.

2. Any clerical revisions will be made to keep the contract as accurate as possible.

3. Article VI; Duration, Section 7. Publication of the Contract: Copies of this Contract entitled "Master Contract between the Faribault School District #656 and the Faribault Education Association, EM - NEA - AFT" shall be ~~printed at the expense of~~ **posted by** the School District within thirty (30) working days after the Contract is signed and copies shall be furnished to the Exclusive Representative for distribution to the teachers represented by the Exclusive Representative. The School District shall ~~furnish copies to all new teachers who will become a member of the bargaining unit. The School District shall furnish twenty (20) copies of the Master Contract to the Association for its use.~~ **make the final contract public by posting it on the district website.**

4. Article VII; Association Security, Section 1. Dues Deduction:

- September 30 date will be added to reflect the 30 day drop window.
- October 15 date will be added to begin deducting dues and continue for nine months.

5. Article XIII; Sick Leave, Section 1. Allowance, Subd. 4, Extension of Sick Leave:

a. ~~After the accumulated Sick Leave has been used up during a school year, ten (10) days shall be granted at pay equal to the difference between a regular substitute's pay and the employee's base salary. This time may be extended at the discretion of the Superintendent.~~ **Any teacher that is on an approved medical leave during the school year, and has exhausted their sick leave hours, may be granted up to an additional ten (10) days of sick leave at pay equal to the difference between the Substitute Teaching Members of Barg. Unit Rate of Pay according to Appendix C and the employee's base salary. This time may be extended at the discretion of the superintendent or designee.**

b. Existing Language

6. Article XIII; Sick Leave, Section 2, Definition of Sick Leave: *(revise entire section 2, subd. 1-4, omit subd. 5 to reflect update to state statute)*

Section 2. Definition of Sick Leave: Sick and safe time leave is governed by MN Statutes 181.9445 et. Seq.

Subd. 1. Usage Reasons: Sick and safe leave with pay shall be allowed whenever a teacher's absence is necessary for the following reasons:

- The employee's mental or physical illness, treatment or preventive care;
- A family member's mental or physical illness, treatment or preventive care;
- Absence due to domestic abuse, sexual assault or stalking of the employee or a family member;
- Closure of the teacher's workplace due to weather or public emergency or closure of a family member's school or care facility due to weather or public emergency; and
- When determined by a health authority or health care professional that the employee or a family member is at risk of infecting others with a communicable disease.
- An employee's need to make arrangements for or attend funeral services or a memorial, or address financial or legal matters that arise after the death of a family member.

Subd. 2. Usage Care: Sick and safe leave may be used for the care and support of a teacher's:

- Child, including foster child, adult child, legal ward, child for whom the employee is legal guardian or child to whom the employee stands or stood in loco parentis (in place of a parent);
- Spouse or registered domestic partner;
- Sibling, stepsibling or foster sibling;
- Biological, adoptive or foster parent, stepparent or a person who stood in loco parentis (in place of a parent) when the employee was a minor child;
- Grandchild, foster grandchild or step-grandchild;
- Grandparent or step-grandparent;
- Sibling's child;
- Parent's sibling;

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- Child-in-law or sibling-in-law;
- Any of the family members listed in 1 through 9 above of a teacher's spouse or registered domestic partner;
- Any other individual related by blood or whose close association with the teacher is the equivalent of a family relationship; and
- Up to one individual annually designated by the employee.

Subd. 3. Sick Leave Deduction: Any leave, except Bereavement Leave, granted under this Article shall be deducted from Sick Leave.

Subd. 4. Changes in Statute: This list is pursuant to MN Statutes 181.9445 et. Seq. If the law changes in Subd. 1 or 2 above, the district will follow the Statute.

7. Article XIV; Personal Leave, Section 2. Procedure, Subd 5: Any teacher who has not used the allotment of personal leave days during the school year will receive one hundred forty-five (\$145) dollars per unused day. ~~If a teacher is on Step 13 on the Salary Schedule, the compensation will be deposited into an MSRS Health Care Savings Plan account. If a teacher is on Step 12 or lower on the Salary Schedule, the compensation will be paid directly to the teacher.~~

8. Article XXI; Hours of Service, Section 1, Subd. 4 Recommendation for Revision of Hours: The building administrator may, upon mutual consent with a teacher, establish the hours of employment of that teacher as 7:00 a.m to 3:00 p.m. or 7:30 a.m. to 3:30 p.m. or 8:00 a.m. to 4:00 p.m. **Special circumstances are allowed if mutually agreed by FEA and the building supervisor.** Flexibility of these times may be governed by meetings either before or after school.

9. Article XXII; Unrequested Leave, Section 2, Subd. 4:

Revise chart to rename Dual Language Immersion category to Language & Culture Programming

10. Article XXIII Length of School Year, Section 2, Length of School Year, Subd. 1: During the school years ~~23-25~~ 25-27 each school year shall be one hundred eighty-five (185) days in length, divided as follows: K-12:

- o 2025-27
 - o 175 instructional/conference/family engagement days
 - o 4 teacher work days
 - o 4 curriculum/staff development days
 - o 2 dept/grad level days
 - o 185 total contract days

11. Article XXVIII Vacancies: Section 1, Vacancies Notification and Application, Subd.2: Announcement of teaching vacancies when school is in session shall be made by posting for not less than ten (10) days online and by notifying all teachers via District email. Announcement of teaching vacancies during the months of June, July and August shall be made by posting for not less than five (5) days online and by notifying all teachers of the posting via District email. **Announcement of elementary classroom teaching vacancies during the months of July and August shall be made by building, not grade level specific.**

12. Appendix C; Miscellaneous Salary Payments:

- o Omit Driver Training Instruction - Classroom
- o Omit Behind-the-Wheel

Financial Items for Teacher Negotiations

1. Year 1 - 4.59% Total Package Increase

- a. Step and Lane Increments
- b. 2.5% increase on Department Chairpersons, Appendix A, B and C - Salary Schedule
- c. Insurance increase for employees not at the current insurance cap and \$1200 per year towards cap
- d. Health Saving Account contribution increase of \$125/year
- e. Longevity increase of \$500 to all four tiers of chart
- f. MSRS increase of .25% of salary into Health Care Savings Plan
- g. Increase Adult Ed hourly rate from \$32.31/hr to \$37.13/hr (\$4.82 per hour increase)
- h. New MN Paid Family Leave Benefit contribution of .44% cost effective January 2026 according to MN law.
- i. Natural roll up costs have been calculated

2. Year 2 - 3.67% Total Package Increase

- a. Step and Lane Increments
- b. 2.5% increase on Department Chairpersons, Appendix A, B and C - Salary Schedule
- c. Insurance increase for employees not at the current insurance cap and increase to \$1615 per year towards cap.
- d. Longevity increase of \$500 to all four tiers of chart
- e. MSRS increase of .25% of salary into Health Care Savings Plan
- f. Natural roll up costs have been calculated

3. Total two year proposal:

- a. **8.26% Total Package Agreement**