

**BAA Contract Changes  
July 1, 2015 to June 30, 2018  
BECKER PUBLIC SCHOOLS  
Becker, Minnesota**

Strike Through deletion  
Underline addition

**ARTICLE VII  
ADDITIONAL COMPENSATION**

**Section 2. Health Insurance:**

**Subd. 1.** Single Coverage. The School District shall contribute 100% of the premium for the ~~2013-2014 and 2014-2015~~ 2015-2016 and 2016-2017 and 2017-2018 school years not to exceed \$775 monthly for all full time principals employed by the School District who qualify for and are enrolled in the School District group insurance and hospitalization plan. Any additional cost of the premium shall be borne by the employee and shall be paid by payroll deduction. If a principal selects a plan that meets the Internal Revenue Service requirements to be used in conjunction with a Health Savings Account (HSA), the District will contribute the following amount on a monthly basis for the ~~2013-2014 and 2014-2015~~ 2015-2016 and 2016-2017 and 2017-2018 school year: ~~\$700~~ \$775. This amount will first be applied to the insurance premium. The remaining amount, if any, shall be paid by the district into a Health Savings Account (HSA) in the employee's name on a monthly basis. The employee may choose to contribute to their HSA account through payroll deduction up to the applicable IRS limits.

**Subd. 2.** Dependent Coverage. The School District shall contribute 100% for ~~2013-2014 and 2014-2015~~ 2015-2016 and 2016-2017 and 2017-2018 school years not to exceed \$2050 monthly towards the premium for dependent coverage for all principals employed by the School District who qualify for and are enrolled in the School District group health and hospitalization plan and who qualify for dependent coverage. Any additional cost of the premium shall be borne by the employee and shall be paid by payroll deduction. If a principal selects a plan that meets the Internal Revenue Service requirements to be used in conjunction with a Health Savings Account (HSA), the District will contribute the following amount for the ~~2013-2014 and 2014-2015~~ 2015-2016 and 2016-2017 and 2017-2018 school year: ~~\$1,700~~ 1800. This amount will first be applied to the insurance premium. The remaining amount, if any, shall be paid by the district into a Health Savings Account (HSA) in the employee's name on a monthly basis. The employee may choose to contribute to their HSA account through payroll deduction up to the applicable IRS limits.

**Section 8. Supervision Compensation:** Principals assigned supervision as approved by the superintendent for activities, school events and music or band concerts, in the evening hours will be compensated at a rate of \$75 per evening. For weekend events, the rate of supervision shall be \$100.

**Section 9. SBT Compensation:** Principals are required to serve on the Building Site-based team. Principals shall earn a \$300 stipend for serving in this role.

**Section 10. Miscellaneous**

In the event of an administrator's death, the administrator's estate will be paid for the funds in Article 7, section 3 (Medical Reimbursement); and Article X, Section 9, Subd. 2 (Personal Leave), Article XII, Section 2 (Severance Pay), Article XII Section 3 (Unused Sick Leave). Additionally, health and dental insurance premiums will be continued by the district until the following June 30<sup>th</sup>.

**ARTICLE X  
LEAVES OF ABSENCE**

**Section 8. Professional Leave:**

**Subd. 3.** Professional leave may be granted for attendance at postgraduate level classes at a college/university. Such leave must not exceed twenty-five (25) percent of a workday and must be part of a program, which leads to an advanced degree. This leave ~~may only be used during one both semesters a year and~~ must be preapproved by the Superintendent.

**ARTICLE XII  
RETIREMENT INCENTIVE**

**Subd. 2.** Principal shall have completed ten years of ~~continuous~~ service with the School District to qualify for single benefits and 13 years of ~~continuous~~ service with the School District to qualify for family benefits. All principals hired after 7/1/04 shall have completed fifteen (15) years of ~~continuous~~ service with the School District.

**ARTICLE XIV  
TERMS OF CONTRACT**

This Agreement shall be in effect for a period of ~~(2)~~ (3) years: July 1, 2013- 15- June 30, 2015 18.

In the event that a new Agreement has not been ratified by both the School District and the Association at the end of the period of this Agreement, the existing Agreement shall remain in effect until a replacement Agreement is ratified.

All aspects of the agreement will be retroactive to July 1, 2013 5, except where otherwise stated and agreed to.

Education Factor:

The principal education factor is defined as any Principal or Assistant Principal with a valid Doctoral Degree from an accredited program who shall earn an additional .01 factor on the Appendix A worksheet per contract.

**APPENDIX A**

**Salaries and Benefits Costing**

Base Salary: 2.25% per year for each of the three years (this represents a 7.66% total package for the three years- a 2.55% total package per year.