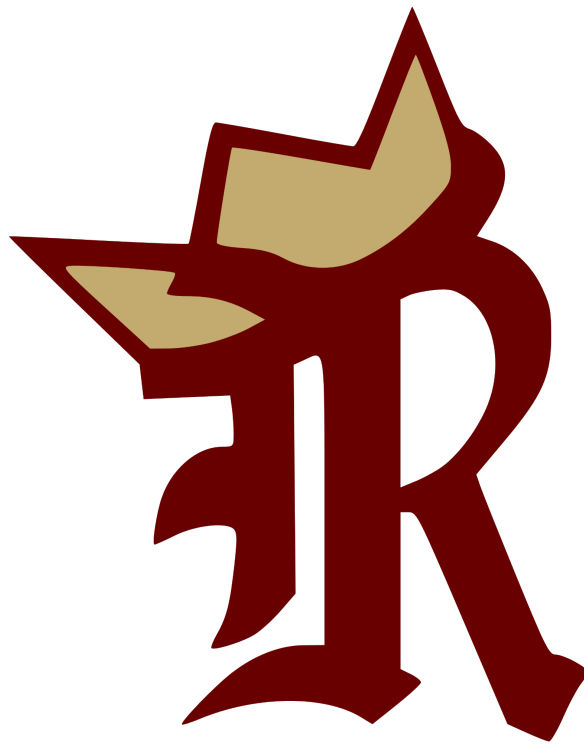


MASTER AGREEMENT
between
ROYALTON SCHOOL DISTRICT #485
AND
ROYALTON EDUCATION MINNESOTA
July 1, 2025 through June 30, 2027



Royalton School District 485 appreciates the diversity of human beings and does not discriminate on the basis of race, color, national origin, marital status, age, sex, religion or disability. The district also makes reasonable accommodation to the known disabilities of qualified disabled individuals. This policy applies to all areas of education, employment, and programs and services operated by the school district.

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ARTICLE I

PURPOSE

Section 1. Parties. This Agreement, entered into between Independent School District No. 485, Royalton, Minnesota, hereinafter referred to as the School District or School Board, and Royalton Education Minnesota (REM), hereinafter referred to as the Union or Exclusive Representative pursuant to and in compliance with the Minnesota Public Employment Labor Relations Act of 1971, as amended, hereinafter referred to as the "PELRA," to provide the terms and conditions of employment for teachers during the duration of this Agreement.

ARTICLE II

RECOGNITION OF EXCLUSIVE REPRESENTATIVE

Section 1. Recognition. In accordance with PELRA, the School Board/District recognizes the Royalton Education Minnesota as the Exclusive Representative of teachers employed by Independent School District No. 485 which Exclusive Representative shall have those rights and duties as prescribed by PELRA and as described in the provisions of this Agreement.

Section 2. Appropriate Unit. The Exclusive Representative shall represent all employees of the District as defined in this Agreement and in PELRA.

ARTICLE III

DEFINITIONS

Section 1. Terms and Conditions of Employment. According to M.S. 179A.03, Subd. 19, "terms and conditions of employment" means the hours of employment, the compensation therefore including fringe benefits except retirement contributions or benefits other than School District payment of, or contributions to, premiums for group insurance coverage of retired employees or severance pay, and the School District's personnel policies affecting the working conditions of the employees. In the case of teachers the term does not mean educational policies of a School District. "Terms and conditions of employment" is subject to M.S. 179A.07.

Section 2. Union. Means the Royalton Education Minnesota.

Section 3. School District. For purposes of administering this Agreement, the term "School District" shall mean the School Board or its designated representative(s).

Section 4. Teacher. The term "teacher" means all persons in the appropriate unit employed by the School District in a position for which that person must be licensed as a teacher by the State Board of Teaching; provided, however, that the term "teacher" shall not include the superintendent, assistant superintendent, nor principals, nor

assistant principals who devote more than 50% of their time to administrative or supervisory duties, nor to confidential employees, supervisory employees, essential employees, or such other employees excluded by law.

Section 5. Part Time Teacher. A part time teacher is an employee hired by the school district for a teaching position whose employment is for less than eight hours per day or five days per week. Employees included as "teachers" pursuant to section Article III, Section 5 shall be entitled to a prorated portion of preparation time and the following leave benefits subject to all provisions of those sections:

Article X

Section 1-Health & Hospitalization Insurance

Section 3-Life Insurance

Article XII

Section 1-Sick Leave

Section 3-Bereavement Leave

Section 4-Family & Medical Leave

Section 5-Personal Leave

Section 6-Flex-Personal Leave

Section 7-Professional Leave

Section 11-General Leave

Article XIII

Section 1-Deferred Match

However, they shall not be entitled to sabbatical leave, nor to the benefits of unrequested leave of absence (except as provided hereafter), nor be entitled to the benefits of early retirement. Seniority shall accrue only for those part-time teachers who work 50% or more of a school year and 50% or more of a school day in employment as a teacher. Insurance benefits, where applicable, shall be prorated and shall be subject to provisions of the policies as provided by the insurance companies.

Section 6. Substitute Teacher. A substitute teacher is an employee hired by the school district to replace an absent teacher who at the time of their absence is a "public employee" not within the exclusions of this article where the replacement employee is employed more than 30 consecutive working days as a replacement for that teacher. Employees included as "teachers" pursuant to section Article III, Section 6 shall be entitled to a pro rata portion of following leave benefits subject to all provisions of those sections:

Article XII

Section 1-Sick Leave

Section 3-Bereavement Leave

Section 4-Family & Medical Leave

Section 5-Personal Leave

Section 6-Flex-Personal Leave

Section 8-Jury Leave

Section 9-Military Leave

Section 11-General Leave

However, they shall not be entitled to sabbatical leave nor to the benefits of unrequested leave of absence, nor shall they accrue seniority or be entitled to benefits of early retirement nor shall they be entitled to insurance benefits.

Section 7. Building Substitute Teacher. Substitute teachers whose employment pursuant to Section 6 is for the duration of the school term shall be entitled to insurance benefits for time employed but shall be subject to provisions of the policies as provided by the insurance companies. Employees employed pursuant to Article 3, Section 7 and who subsequently are permanently employed in the same position shall accrue seniority from the date of first employment as a substitute teacher in that position.

Section 8. Other Terms. Terms not defined in this Agreement shall have those meanings as defined by PELRA.

ARTICLE IV

SCHOOL BOARD RIGHTS

Section 1. Inherent Managerial Rights. The Union recognizes that the School District is not required to meet and negotiate on matters of inherent managerial policy as defined in M.S. 179A.07, Subd.1 which include, but are 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. Managerial Rights. The Union recognizes the School Board, on behalf of the public, has the responsibility and authority to manage, direct, and take charge of all operations and business of the school district to the full extent authorized by law, and with its primary function and obligation to provide educational opportunities for the students of the district. The Union 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.

Section 3. Managerial Responsibilities. The discharge of said responsibilities and the exercise of said authority by the school district and its properly designated officials, and the adoption of necessary and reasonable policies, rules, directives and practices in furtherance thereof shall not be limited in any way except by the specific and express terms of this contract. All provisions of this Agreement shall be subject to the laws, rules and constitution of this state and federal government.

ARTICLE V

TEACHER RIGHTS

Section 1. Right to Join Organizations. Pursuant to PELRA, Teachers have the right to form and join labor or employee organizations, and shall have the right not to form and join such organizations.

Section 2. Payroll Deductions. Upon written notification by the Teacher, the School District shall deduct from the Teacher's salary: organizational dues, credit union payments, savings bond or tax sheltered annuities.

Section 3. Organizational Meetings. The School District shall recognize one meeting period each month immediately after student dismissal as a time reserved for Teacher organizational meetings.

Section 4. Personnel Files. Pursuant to Minnesota Statutes section 122A.40, subdivision 19, Teachers shall have the right to examine their personnel files subject to the following conditions: (A) A teacher, upon written request to the superintendent, may examine the contents of their file, which will be made available by the conclusion of the next working day. (B) No material shall be filed in a teacher's personnel folder unless the teacher has been sent a dated copy at the time of filing. The teacher shall have the right to submit a response to any report or evaluation; such a response shall be attached to and become a part of the teacher's personnel file. (C) A teacher may be permitted to reproduce at their expense any contents of their personnel file. (D) The school district may destroy such files as provided by law. (E) Official grievances filed by any teacher under the grievance procedure shall not be placed in the personnel file of the teacher; nor shall such a grievance be utilized in personnel assignments.

Section 5. Vacancies. When a vacancy occurs, the District shall post a notice thereof and inform employees by email, no later than when notice is given to any placement agency and at least 5 days before a vacancy is filled. Seniority shall be a factor considered by the Board should two or more employees apply for the same vacancy. However, the District may consider a new applicant for a vacant position even if current employees apply for the same vacancy.

ARTICLE VI UNION RIGHTS

Section 1. Information. The School District will provide the Union at its request information and data per Minnesota Statutes section 179A.13. Further, the School District shall provide the Union with a complete set of Board rules and regulations and seniority lists.

Section 2. Union Materials and Information. At least half of a bulletin board space will be assigned in each building for exclusive use of the Union. The Union can distribute material in the mailbox of each Teacher.

Section 3. Union Release Time. At the beginning of each school year the School District shall provide a total of thirtytwo (32) hours for the conduct of Union business. Sixteen (16) hours shall be with full pay and sixteen (16) hours shall be available to the Union provided the Union reimburses the district the cost of substitute teachers. The Union president shall inform the superintendent at least forty-eight (48) hours in advance of the personnel who shall be attending union conferences, conventions, workshops, meetings, etc. The Union and the School District shall maintain records of the hours used.

Section 4. Use of District Equipment. The Union can use district owned office machines to make and reproduce material if such use does not interfere with school business. The Union shall reimburse the district for costs of materials used.

ARTICLE VII CONDITIONS OF EMPLOYMENT

Section 1. Contract Year. The contract year shall be 183 days. Staff input regarding the School Calendar will be provided through a committee of both the elementary and secondary principals and teachers.

Section 2. Work Day. The work day shall be no more than eight (8) hours including thirty (30) minutes duty free lunch period.

- 7:30-3:30
- 7:45-3:45
- 8:00-4:00

Section 3. School Year Professional Development Days. The four inservice days scheduled during the school year will have one hour per day, set aside as workshop time, with the exception of two hours granted on the first inservice day following winter break. Workshop time is defined as time used by a teacher for grading, lesson planning, and general classroom preparation. No required meetings and/or training may occur during workshop time. The scheduling of the workshop time is at the discretion of the building Principal.

Section 4. All Licensed Teachers employed as Teachers Preparation Time. Within the student day for every 25 minutes of classroom instructional time, a minimum of 5 additional minutes of preparation time shall be provided to each licensed teacher. Preparation time shall be in one or two uninterrupted blocks during the student day. Exceptions to this may be made by mutual agreement between the School District and the exclusive representation of the teachers.

Section 5. Class Load. The Board of Education will adhere to State law regarding class size.

Section 6. Combination Elementary Classes. Where an employee is assigned a multiple grade level class, six hundred dollars (\$600) will be added to the basic salary per year.

Section 7. Substitute Coverage. Substitute coverage time by one district teacher for another during their prep time will either be compensated for at the rate of \$30.00 per hour or may be used as comp time. Payment for elementary teachers taking in a section of students when no sub is available will be paid at a rate of \$15 for taking half a class and \$30 for taking a whole class into their classroom.

Section 8. Compensatory Time. Compensatory time may be earned by substituting for another teacher during their prep time, programmed parent conferences scheduled after the work day and when required by the principal or superintendent to attend faculty meetings beyond the work day. Up to two (2) days of comp time may be used each school year for time off, including instructional times. Comp time off during instructional times must be taken in increments of full or half days (8 or 4 hours). Comp time during non-instructional time may be taken in any time increments and does not count toward the 16 hour per year limit. Comp time off may not be used during opening or closing of school workshop days, nor on an advanced scheduled conference and in-service/staff development day. Comp time off must be requested and approved by the principal forty-eight (48) hours in advance for instructional time. Comp time exceeding 16 hours at the end of any school year will be paid out to the employee at the rate of \$30.00 per hour. Comp time is able to be earned for IEP meetings outside of the contract day. LSN may accrue comp time for up to two (2) days of their 183 days. The comp time will be in exchange for staff development, workshop days, health office preparation, and/or Early Childhood Screening that falls outside of their normal duty days. The LSN will also receive one (1) comp day in lieu of having a daily prep time.

Section 9. Meetings and Conferences. Compensatory time shall be granted when required faculty meetings extend beyond the work day as well as time worked during programmed parent conferences scheduled after the work day.

Section 10. Lounge. Each building shall have a room for the exclusive use of employees. These rooms, separate from student traveled areas, may be used by employees to congregate, eat, relax, etc.

Section 11. Travel Time for Cooperative Programs. Travel time shall be provided for teachers assigned to other district(s) if required in a cooperative educational program. Such time shall be separate from and in addition to the normal preparation period.

Section 12. Uniforms/Protective Clothing. Teachers and coaches who wear uniforms or protective clothing as a condition of employment shall have such uniforms or protective clothing provided by the School District. Laundry of such uniforms or protective clothing will be provided by the School District. Articles of protective nature as described above shall remain the property of the School District and shall not be removed from the school except in express performance of teaching duties. Teachers and coaches shall exercise reasonable care of

such apparel and any loss or damage resulting from misuse or abuse shall be the liability of the teacher.

Section 13. Modification of School Days. In the event of an energy shortage, severe weather, or other exigency, requiring the closing of school during what would otherwise be a regular school day, the School District reserves the right to modify the school calendar and/or the length of the school days, provided the total number of hours per week is no more than the total hours for a regular five day week.

Section 14. Meet and Confer. Before modifying the length of the school days under the conditions set out in this section, the School District shall afford the Union the opportunity to meet and confer on the matter.

ARTICLE VIII BASIC SCHEDULES AND METHOD OF PAY

Section 1. Salary Schedules. Attached as Schedule A is the salary schedule for 2025-2026 and as Schedule B is the salary schedule for 2026-2027. The daily rate shall be 1/183 of the annual salary.

Section 2. Salary Schedule/Withholding Increment. Schedules A and B shall be a part of the continuing contract of each employee, except:

Subd. 1. Withholding Due to Board Action. When the increment is withheld by due process through Board action. An individual teacher's advancement is subject to the right of the School District to withhold increments, lane changes, or other salary increases for just cause. An action withholding a salary increase shall be subject to the grievance procedure.

Subd. 2. Withholding Due to Incomplete Negotiations. When negotiations are not completed at the beginning of a new fiscal year the advancement on the schedule will be delayed until negotiations are completed for the new contract upon ratification and signed by both parties. Retroactive pay will include all increases associated with steps and lanes covered by the negotiated contract.

Section 3. Salary Lane Eligibility Conditions.

Subd. 1. Application. All credits, including on-line classes, earned for application to the salary schedule shall be graduate credits or credits required to maintain certification or undergraduate credits with prior approval of the Superintendent. To apply on the salary schedule all credits must carry a grade equivalent of "B" or higher or a "pass" in a pass/fail course. All credits in an approved graduate program are not subject to prior approval. Industrial school seminars or manufacturers institutes may be applied for lane advancement upon prior approval of the Superintendent and under stipulated conditions. Evidence of satisfactory completion of the course must be submitted (certificate of completion or grade sheet). One (1) credit may be earned for each 10 hours attended to a maximum of three (3) credits for any one class. A maximum of three (3) credits may be applied to any one lane change. Credits earned shall be in the teaching major or minor assignment or education courses to improve employee teaching skills or techniques.

Subd. 2. Salary Lanes. (One semester credit shall equal 1 1/2 quarter hours.) There shall be eight salary lanes. New employees hired after February 1, 1996 shall advance beyond the B.A./B.S.+45 lane only with an M.A./M.S. degree. LSN may earn a change of a single lane for achieving NCSN

(Nationally Certified School Nurse) certification.

1. B.A./B.S. Satisfactory completion of a four year course of study leading to the granting of a B.A. or B.S. degree.
2. B.A./B.S.+15 Fifteen graduate or approved credits earned after the granting of the B.A./B.S. degree.
3. B.A./B.S.+30 Thirty graduate or approved credits earned after the granting of the B.A./B.S. degree.
4. B.A./B.S.+45 Forty-five graduate or approved credits earned after the granting of the B.A./B.S. degree.
5. M.A./M.S. or B.A./B.S.+60 A master degree or sixty graduate or approved credits earned after the granting of the B.A./B.S. degree.

For teachers hired after February 1, 1996: A master's degree earned after the granting of the B.A./B.S. degree.

6. M.A./M.S.+15 or B.A./B.S.+75 Fifteen graduate or approved credits after the granting of the M.A./M.S. degree or seventy-five graduate or approved credits earned after the granting of the B.A./B.S. degree.

For teachers hired after February 1, 1996: Fifteen graduate or approved credits after the granting of the M.A./M.S. degree.

7. M.A./M.S.+30 or B.A./B.S.+90 Thirty graduate or approved credits earned after the granting of M.A./M.S. degree or ninety graduate or approved credits earned after the granting of the B.A./B.S. degree.

For teachers hired after February 1, 1996: Thirty graduate or approved credits earned after the granting of M.A./M.S. degree.

8. M.A./M.S.+45 Forty-five graduate or approved credits earned after the granting of the M.A./M.S. degree.

Section 4. Placement on the Salary Schedule. The following shall be used to place an employee on the salary schedule.

Subd. 1. Lane Change. By September 1st and March 1st and upon receipt of an official transcript, individual contracts will be modified to reflect lane changes. The first lane change (September 1st) will be retroactive to the beginning of the school year and paid on the last paycheck in September. The second lane change (March 1st) is prorated for the remainder of the school year based on duty day count. Failure to submit an official transcript will result in forfeiture of the lane change until the next applicable time. The lane change will be reflected on the March 31st paycheck.

Subd. 2. New Employees. Any teacher beginning employment on or after July 1, 2022, who has had experience in other public school systems will be placed on the salary schedule as agreed between the Royalton School District Administration and the teacher.

Subd. 3. Step Advancement. A teacher must be employed and receive pay for 50% or more of the school calendar year to qualify for a salary step advancement.

Subd. 4. Payment of Present Salary. Nothing contained in this article relating to the application of postgraduate work or experience to the salary schedule shall deprive an employee of any salary schedule placement already recognized and being paid for the 2021-22 and 2022-23 school years.

Section 5. Method of Salary Payment. All employees shall be paid by direct deposit on the fifteenth and last day of each month (except the first pay period of the school year shall be September 15). Should these dates fall on a Saturday or Sunday, or a banking holiday, salary shall be paid on the last working day closest to the 15th or the last day of the month.

Section 6. Extended Employment. All employees contracted to work more than 183 days per school year shall be paid on a daily prorated basis of their salary. The daily rate is based on an eight hour day. Employees working less than eight hours daily of extended employment shall have their daily rate prorated accordingly.

ARTICLE IX EXTRA COMPENSATION

Section 1. Extra Curricular Schedule. The wages and salaries reflected in the Schedule C, attached hereto, shall be part of this agreement and such wages will be paid at the conclusion of the activity.

Section 2. Longevity Pay. Employees hired before the 2023-2024 school year do not qualify for longevity pay unless they have completed at least 8 years of service in the district. Those who have reached their seventeenth (17th) year on the salary scale will receive a stipend of \$1200.00 each year. Once they have reached their twenty-first (21st) year on the salary scale, they will receive a stipend of \$1500.00 each year.

Longevity pay will be paid at the completion of the indicated school year (June 15th check).

Beginning with employees hired for the 2023-2024 school year and beyond who complete their seventeenth (17th) year of teacher employment with Royalton Public Schools, a longevity stipend of \$1200 per year to the employee. When an employee completes their twentieth (20th) year of teaching employment with Royalton Public Schools, the longevity stipend will be increased to \$1500 per year to the employee. Longevity Pay is intended to be calculated on years of teaching service to Royalton Public Schools, not tied to the step placement.

Longevity Pay Grid:

Years 17-19: \$1200 per year added to salary

Years 20+: \$1500 per year added to salary

Longevity pay will be paid at the completion of the indicated school year (June 15th check).

Section 3. Field Trip Chaperone Stipend. Teachers who chaperone class field trips (not to include Schedule C

Activities) beyond the school day will be compensated \$25/hour up to a maximum of \$100/day. The stipend is only meant for grade-level field trips and is not intended for clubs and groups that take overnight trips.

ARTICLE X GROUP INSURANCE

Section 1. Health and Hospitalization Insurance District Contribution. The School District shall contribute toward employee hospital medical coverage for all full time teachers employed by the School District who qualify for and are enrolled in the School District's health and hospital plan according to the schedule set forth:

2025-2026	Single, not to exceed \$7,000 Family not to exceed \$14,000
2026-2027	Single, not to exceed \$7,500 Family not to exceed \$15,000

Any premium costs in addition to the School District's contribution shall be paid by the employee through payroll deduction. If the School District's contribution exceeds the premium cost, the School District shall deposit the remainder of the contributions into the teachers' Health Savings Account.

Any employee hired after July 1, 2022 who is a participant in the district's group health plan shall be given a \$250.00 matching contribution into their Health Savings Account each year, which needs to be elected during the open enrollment period.

Subd. 1. Selection of Carrier. The selection of the insurance carrier shall be by the School District. Agreement with the Union is necessary before any changes of coverage may be made.

Subd. 2. Retiree Group Health and Hospitalization Plan. Retired teachers shall be eligible to remain in the existing group health and hospitalization insurance program, at their own expense, subject to insurance policy provisions. Retired teachers shall pay in advance to the School District the current monthly premium.

Section 2. Cash-in-Lieu. Employees hired prior to July 1, 2022 have the option of taking hospital-medical insurance or receiving a payment equal to 50% of the single contribution. These employees are entitled to the cash-in-lieu until the time in which they elect to take hospital-medical insurance. Once an employee has elected to not receive cash-in-lieu, they are no longer eligible for cash-in-lieu in the future.

Subd. 1. Cash-in-Lieu Election. Electing cash-in-lieu must be made by the employee by the flex open enrollment deadline or the employee forfeits cash-in-lieu payments for the calendar year. Employees who do not elect to take hospital-medical insurance may have cash-in-lieu placed in a Health Savings Account if the employee has an outside Health Savings Account and will not exceed the annual contribution limit.

Subd. 2. Cash-in-Lieu Affordable Care Requirements. The cash-in-lieu requirements on the Affordable Care Act states that ACA does not allow an employer to offer employees cash to reimburse the purchase of insurance, or condition the payment of cash on the purchase of outside health coverage. Unconditional opt-out payments are payments that are conditioned solely on an employee declining coverage under an employer's health plan and not on an employee satisfying any other meaningful requirement related to the provision of health care to employees.

Section 3. Life Insurance. The School District shall provide each full time teacher covered by this agreement group life insurance coverage in the amount of \$50,000.00, the premiums to be paid by the School District. Employees may elect to purchase an equal amount of life insurance with premiums paid by the employees.

Section 4. Income Protection Plan. The School District shall provide each member of the appropriate unit and pay premiums for an income protection policy beginning after sixty (60) days of continuous absence due to disability. Such policy shall provide for benefits equal to at least 2/3 of the employee's salary. An employee must work 6.56 hours/day or 1,200 hours a year to be eligible.

Section 5. Claims Against the School District. It is understood that the school district's only obligation is to purchase various insurance policies and pay such amounts as agreed to herein and no claim shall be made against the school district as a result of a denial of insurance benefits by an insurance carrier.

ARTICLE XI UNREQUESTED LEAVES OF ABSENCE & SENIORITY AGREEMENT

Section 1. Unrequested Leave. The School District may place on unrequested leave of absence without pay or fringe benefits, as many teachers as may be necessary because of discontinuance of position, lack of pupils, financial limitations or merger of classes caused by consolidations of districts. The unrequested leave of absence shall be effective at the close of the school year.

Subd. 1. Order. Teachers shall be placed on unrequested leave in inverse order of seniority, the lowest in seniority being the first to go on leave and the last to be recalled.

Section 2. Seniority. "Seniority" means continuing contract, qualified teachers commencing with the first day of actual service in the School District and shall exclude probationary teachers, those teachers who are substituting for teachers on leaves of absence, and part-time teachers who spend less than 50% of a school year and 50% of a school day in employment as a teacher. Seniority accrues in the field or subject matter designated on the Teacher's certification issued by the Minnesota Department of Education. A limited certification is inferior to a regular certification and a teacher with a limited certificate, despite length of service, shall be placed on leave before a regular certified teacher.

Subd. 1. Part-Time Teachers. Part-time teachers who work 50% of a school year and 50% of a school day shall earn seniority commencing with the first day of work that year, and will continue to earn seniority from that date provided they work at least 50% of the school year regardless of the number of hours worked per day.

Subd. 2. Seniority List. The school board shall annually cause a seniority list (by name, date of employment, qualification and subject matter or field) to be prepared from its records, and shall provide the exclusive representative with a copy of the list by February 1st. Seniority is applicable on a districtwide basis. Teachers on approved leaves of absence continue to earn seniority.

Section 3. Equal Seniority. In the event of a staff reduction involving teachers with equal seniority, the selection of the Teacher(s) for purposes of reduction shall be at the discretion of the School District based on criteria including performance, training, experience, skills in special assignments, and other relevant factors.

Section 4. Appropriate Unit. Seniority accrues only while the employee is a member of the appropriate unit. Only such seniority will be indicated on the seniority list.

Section 5. Recall. When a position is reopened, the teacher on unrequested leave with the most seniority certified for that position shall have the first option to return to that position or any open position for which that teacher is certified and holds seniority.

Subd. 1. Recall List. The School District shall maintain a recall list and annually shall provide a copy to the exclusive representative by February 1st. When placed on unrequested leave, a teacher shall file their name and address with the School District personnel office to which any notice of reinstatement or availability of position shall be mailed. Proof of service by the person in the School District depositing such notice to the teacher at the last known address shall be sufficient, and it shall be the responsibility of any teacher on unrequested leave to provide for forwarding of mail or for address changes. Failure of a notice to reach a teacher shall not be the responsibility of the School District if any notice has been mailed as provided herein.

Subd. 2. Position Notification. If a position becomes available for a qualified teacher on unrequested leave, the School District shall mail the notice to such teacher who shall have ten (10) working days from the date of such notice to accept the reemployment. Failure to accept in writing within such ten (10) day period shall constitute waiver on the part of any teacher to any further rights of employment or reinstatement and shall constitute forfeiture of any future reinstatement or employment rights.

Subd. 3. Teacher Rights. A teacher remains on this list for five years from the date the unrequested leave commences (unless the teacher requests removal sooner) and thereafter the teacher's right to recall terminates. The teacher's right to reinstatement shall also terminate if the teacher fails to file with the School District by April 1 of any year a written statement requesting reinstatement.

Section 6. Continuing Contract Law. This procedure does not waive any rights provided under the Continuing Contract Law, Minnesota Statutes section 122A.40.

ARTICLE XII LEAVES OF ABSENCE

Section 1. Sick Leave. Sick leave without loss of pay shall be allowed by the School District whenever a teacher's absence is found to have been due to illness or injury which prevented attendance at the school and performance of duties.

Subd. 1. Rate Sick Leave is Earned. All full time teachers shall earn sick leave at the rate of fourteen (14) days for each year of service while employed by this School District. The fourteen (14) days shall be made available to the teacher at the beginning of the school year but shall be earned at the rate of 1 2/5 days per month from August through May. There shall be deducted from salary due a teacher when the teacher terminates their services for that year the pay for any days of sick leave used but not earned. All part time teachers in the appropriate unit (i.e., teachers working less than full time whose services exceed 14 hours a week) shall earn sick leave the same as for full time teachers except days shall be earned on a pro rata basis, that is, the number of days or fractions thereof, shall be in the proportion that their part time work is to full time work.

Subd. 2. Serious Illness. A leave of absence without loss of pay, not to exceed five (5) days, for each occurrence, shall be granted for the serious illness of a teacher's spouse or domestic partner, child/stepchild or parent/stepparent, and, in the case of a teacher's parent-in-law, not to exceed three (3) days. The leave days taken shall be deducted from the teacher's accumulated sick leave.

Up to five (5) additional days shall be granted, per occurrence, with a deduction for substitute teacher pay, for the serious illness of a teacher's spouse or domestic partner, child/stepchild or parent/stepparent and up to three (3) additional days, per occurrence, shall be granted, with deduction for substitute teacher pay, for the serious illness of a parent-in-law. Serious illness shall mean illness requiring medical attention at a clinic or hospitalization. The School District may require doctor's certification of illness.

Subd. 3. Accumulated Sick Days. A teacher shall be allowed to accumulate sick leave up to and including 120 days. The teacher shall submit the yearly unused sick leave days (up to 14 days) in excess of the accumulated amount for reimbursement at the rate of \$75.00 per day. Teachers who have less than 120 accumulated sick days may receive \$200 for not using any sick days in a school year.

Subd. 4. Medical Note. Application for sick leave shall be made on the form provided by the school district. The School District may require the teacher to furnish a medical certificate from the school health officer or from a qualified physician in support of the application. Allowed sick leave shall be deducted from the accrued sick leave days earned by the teacher.

Section 2. Workers' Compensation. Pursuant to Minnesota Statutes Chapter 176, a teacher injured on the job in the service of the School District and collecting workers' compensation insurance, may draw sick leave and receive full salary from the School District, the salary to be reduced by an amount equal to the insurance payments, and only that fraction of the days not covered by insurance will be deducted from accrued sick leave.

Section 3. Bereavement Leave and Illness in the Immediate Family.

Subd. 1. Application. A leave of absence without loss of pay, not to exceed five (5) days, for each occurrence, shall be granted for the death of a teacher's spouse or domestic partner, child/stepchild or parent/step parent, and, in the case of a teacher's parent-in-law, not to exceed three (3) days.

Up to five (5) additional days shall be granted, per occurrence, with a deduction for substitute teacher pay, for the death of a teacher's spouse or domestic partner, child/stepchild, or parent/step parent and up to three (3) additional days, per occurrence, shall be granted, with deduction for substitute teacher pay,

for the death of a parent-in-law.

A leave of absence without loss of pay, not to exceed two (2) days for each occurrence, shall be granted for death of a teacher's brother or sister, brother-in-law, sister-in-law, grandparents, son or daughter-in-law, grandparent-in-law, or grandchild, or member of immediate household, this includes those of the aforementioned roles in that of a domestic partner. Up to two (2) additional days of bereavement leave shall be granted, per occurrence, with a deduction for substitute teacher pay.

Subd. 2. Deduction With Substitute Pay. For the death of other relatives and friends, a teacher shall be granted up to one day of bereavement leave, for each occurrence, with deduction for substitute teacher pay. Deduction for substitute teacher pay shall include salary, TRA, FICA/Medicare.

Subd. 3. Bereavement Day Use. Bereavement days must be used consecutively at one time. Deduction for substitute pay shall occur whether or not a substitute teacher is employed for the absent teacher.

Section 4. Family and Medical Leave. Pursuant to the Family and Medical Leave Act, 29 U.S.C. 2601 et. Seq., an eligible staff shall be granted, upon written request, up to a total of 12 weeks of unpaid leave per year in connection with:

- a. The birth of a child;
- b. The adoption or foster placement of a child;
- c. The serious health condition of a teacher's spouse, child, or parent, and
- d. The teacher's own serious health condition.

Subd. 1. Salary and Fringe Benefits. Such leave shall be unpaid, except an eligible staff, during such leave, shall be eligible for regular School District group health insurance contributions as provided in the Agreement of the leave, but not to exceed twelve (12) weeks per year, notwithstanding any other provisions of this Agreement.

Subd. 2. Paid Leave Under Contract. While FMLA leaves, except for eligible insurance contributions as provided in Section 4., are unpaid, nothing herein shall preclude a teacher from utilizing paid leave otherwise provided in this Agreement, provided the teacher qualifies for the paid leave, i.e. sick leave or personal leave pursuant to the provisions of this Agreement governing such leaves. Moreover, nothing herein, or any other provisions of this Agreement, shall be construed to require the School District to combine leaves for a period of time that exceeds the leave provided by this section or the period of time for leaves provided in other sections of the Agreement.

Subd. 3. Request. A staff member requesting child care leave shall inform the Superintendent in writing of the intention to take the leave at least three (3) calendar months prior to the commencement of the intended leave.

Subd. 4. Date of Leave. 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, e.g. winter vacation, spring vacation, semester 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:

1. Grant any leave for more than twelve (12) months in duration.
2. Permit the staff member to return to employment prior to the date designated in the request for the child care leave.

Section 5. Personal Leave.

Subd. 1. Definition. Each full time teacher shall be entitled to two (2) days of personal leave per year, all others will be prorated based on hired full time equivalent (FTE). Personal leave is leave without loss of pay. Except in extreme emergencies, personal leave may not be used during opening of school workshop days, nor on an advanced scheduled conference, inservice/staff development day. Except in extreme emergencies, personal leave shall be requested on the School District's personal leave form at least forty-eight (48) hours in advance. Up to three (3) teachers from each building, but no more than five (5) district-wide may be on personal leave or personal-flex leave on any given day.

Subd. 2. Accrual/Annual Roll Over/Banked Maximum. Starting with the fifteenth (15th) year in the district, a teacher may accumulate up to two (2) days of personal leave by banking two (2) days per year. Use of any combination of yearly earned personal leave and banked personal leave shall not exceed four (4) days at any given time. Starting with the twenty-first (21st) year in the district, a teacher may accumulate up to three (3) days of personal leave by banking two (2) days per year. Use of any combination of yearly earned personal leave and banked personal leave shall not exceed five (5) days at any given time.

Years of Service	Accrual	Annual Rollover Maximum	Banked/Earned Maximum
0-14	2 days	1 day	3 days
15-20	2 days	2 days	4 days
21+	2 days	3 days	5 days

Subd. 3. Personal Leave Use Provisions. Banked days can only be used after the regular, allocated two (2) days provided in this section are used. Teacher's may not use more than two (2) days at any one time during the first thirty (30) and the last thirty (30) calendar days of the school year. Thirty (30) days shall begin with the first day of the duty year and will end with the last day of the duty year and shall include snow days, etc. The use of personal leave is at the discretion of the teacher, but shall not be used to perform work for pay.

Subd. 4. Personal Leave Payout. A teacher may elect to be paid at a rate of \$135 per day for unused personal leave in excess of the Banked/Earned Maximum.

Subd. 5. Granting of Additional Personal Leave. Additional personal leave days may be granted a teacher at the discretion of the superintendent. The teacher will be deducted their daily rate for all unpaid days.

Section 6. Personal-Flex Day. Teachers may elect to convert 3 sick leave days to one personal flex day for up to 2 personal days per year. Personal-flex day that may be used in the same manner as a personal day. Unused

personal-flex days will be paid out at the teacher's daily rate of pay. Personal-Flex day payments will be deposited into either the teacher's 403B account or their Health Savings Account. Up to three (3) teachers from each building, but no more than five (5) district-wide may be on personal leave or personal-flex leave on any given day.

Section 7. Professional Leave. A full time teacher shall be entitled to one day of professional leave each school year, at their choosing, to attend seminars, workshops, or other qualified educational meetings for the purpose of improving the teacher's proficiency. No more than 5% of the teaching staff or more than one teacher in a department may be on such discretionary leave at any one time. This leave is without loss of pay. A teacher upon return from professional leave shall make available information obtained to the school system through written report, faculty meetings or workshops as requested by the administration. A head coach may use their professional leave to attend a tournament, seminar or workshop in their sport or activity.

Subd. 1. Superintendent Discretion. The Superintendent, in their sole discretion may allow more teachers to be on professional leave at any one time and may also grant additional days of professional leave in those instances he feels justified.

Subd. 2. Requests. Forms notifying or requesting professional leave must be made and submitted to the Superintendent at least one week in advance on the district's general leave form.

Section 8. Jury Leave. A teacher called for jury service shall be granted a jury leave without loss of pay, but any sum paid to the teacher for jury duty (exclusive of mileage and other expenses) shall be assigned by the teacher to the School District.

Section 9. Military Leave. A teacher called for military service shall be granted a leave of absence, with pay if it falls under M.S. 192.26 or is without pay if it falls under M.S. 192.261, for such times as may be required to fulfill the obligation. Upon termination of Military leave the teacher shall receive credit for experience on the pay schedule the same as if the teacher had remained in the school system.

Section 10. Sabbatical Leave. Sabbatical leave for accredited advance study or professional improvement may be granted by the School District for teachers who have completed six consecutive full years of satisfactory service in this school district.

Subd. 1. Duration. Sabbatical leave shall be for one school year, for which the teacher shall be paid one-half their annual salary for the year in which the leave is granted. Fringe benefits shall remain in force during the leave.

Subd. 2. Requests. An application for a sabbatical leave shall be submitted to the School District for its approval by March 15 of the calendar year in which the leave is to be taken; the application shall set out a summary of the plan of study or professional improvement.

Subd. 3. Requirements. The maximum number of sabbatical leaves granted at any time shall not exceed 3% of the professional staff of the district. Sabbatical leave is granted upon the condition the teacher agrees to return to this School District for a period of at least two school years and if the teacher does not return or leaves during the two year period (if any reason other than incapacity to teach), the teacher agrees to reimburse the school district the half salary received or the appropriate pro rata portion.

Section 11. General Leave. General leave of absence for up to one (1) year may be granted to teachers for any reason not included above and at the discretion of the School District. Teachers requesting leave under the provisions of this Section shall submit a written request. Such requests shall be submitted no later than 60 days prior to the start of the leave.

Subd. 1. District Notification. Teachers who are granted leave of absence under the provision of this Section shall notify the Superintendent no later than March 31 of the leave year, in writing, of their intention to return to their teaching position. The School District is not obligated to reinstate a Teacher who fails to notify the Superintendent as required.

Subd. 2. Credit. Teachers who return from General leave within the provisions of this Section, shall retain all previous experience credit and any unused leave time accumulated but shall receive no accumulation for the leave year.

Subd. 3. Insurance Benefits. Teachers granted leave within the provisions of this section may retain all insurance benefits at their own expense subject to insurance policy coverages and provisions.

ARTICLE XIII DEFERRED MATCHING COMPENSATION

Section 1. Eligibility. Any full-time or part-time teacher shall be eligible for a matching deferred compensation plan in accordance with M.S. 356.24 and the terms set out below. The district shall contribute annually an amount equal to the amount contributed by the employee subject to the limits listed below.

Subd. 1. Participation in the plan shall be based on years of continuous service in the School District. The School District matching contribution to such a plan will not exceed a lifetime contribution cap per teacher of \$40,000. There will be no guaranteed payout at the conclusion of a teacher's service with the district.

Section 2. Part-Time and Temporary Teachers. Part-time teachers shall have their matching contribution pro-rated. Temporary teachers are not eligible to participate in this plan.

Section 3. Teacher on Authorized Unpaid Leave. If a teacher is on an authorized unpaid leave for an entire school year and receives no portion of his/her annual salary, he/she does not have the right to participate. A teacher on a short-term unpaid leave of absence shall have their matching contribution prorated.

Section 4. Teacher Match. The School District matching contribution to teachers participating in the matching plan shall be as follows:

Years of Continuous Service	District Matching Contribution
1-3	\$300
4-8	\$600
9-12	\$1200

13-15	\$1800
16+	\$2000

The School District will make the foregoing matching contribution to only those teachers choosing to participate in an approved teacher's match account offered by the School District. The School District's matching contribution will be dollar-for-dollar as required under Minnesota Statutes section 356.24 up to the annual maximum match set forth above, subject to the maximum career School District contribution as set out above. Teachers may contribute any dollar amount up to or in excess of the maximum yearly district match, but the annual limit on the amount individual teachers may contribute to their match account shall be governed by the applicable sections of the Internal Revenue Code and the regulations promulgated thereunder. If a teacher chooses not to match the School District annual contribution, the unmatched portion is forfeited for that year. If the employee contributes less than the maximum yearly allowed contribution, the School District portion will be equally reduced. The reduced amount is forfeited for that year.

Section 5. Approved Plans. The School District will make matching contributions only to deferred compensation plans offered by vendors selected by the School District, after consultation with the Union.

Section 6. Intent to Participate/Enrollment Period. Employees eligible to enroll in the School District 403b match must declare their intent to participate by submitting a one-time signed Intent to Participate form to the payroll office by September 30th, or if the date falls on a weekend, the Friday preceding. This form is valid until the employee notifies the office in writing that they are no longer going to participate in the program. The plan year shall be from September 1 to the following August 31. The employee is solely responsible for filing the Intent to Participate form.

Subd. 1. Failure to participate in any given year shall result in the loss of benefit for that year, which cannot be made up in subsequent years. If the employee stops their contribution at any time during the year, it cannot be restarted until the following year. The employee will be permitted one change in contribution a year.

Section 7. Discontinuance of Service. Individuals who, for whatever reason, leave the service of the School District prior to eligibility for the balance of the payout shall retain ownership of School District contributions and personal contributions made on their behalf to the date of discontinuance of service. The School District shall retain no current or future liabilities for said investment programs as a result of the severing of service.

Section 8. Portfolio Management. The management of both the individual and School District contributions shall be solely the responsibility of the employee in whose name the contributions have been made. The School District assumes no current or future liability of contributions made to these plans or for investment earnings (losses) which may accrue to these portfolios as a result of investment decision which are made by the employee.

Section 9. Hold Harmless Provisions. Employees are not to construe the Plan or the School District contributions to the Plan or the opportunity of the employee to match such contributions as legal, tax, or investment advice by the School District. The School District has neither reviewed nor approved any investment programs which the employee may obtain by way of contributions under the Matching Plan. The employee agrees to indemnify and hold harmless the Royalton School District from any adverse investment experience arising from or connected with contributions to the Matching Plan.

ARTICLE XIV GRIEVANCE PROCEDURE AND ARBITRATION

Section 1. Definitions.

Subd. 1. Grievance. A grievance means a dispute or disagreement as to the interpretation or application of any term of this Agreement.

Subd. 2. Days. Days means calendar days excluding Saturdays, Sundays, holidays designated by state law, and vacation days within the school year as defined by the School District's calendar.

Subd. 3. Grievant. A grievant is an individual employee or a small group of employees (five or less) who has a grievance. The grievant may be represented at any time in the grievance or arbitration procedure by a representative of the Union or any other person.

Subd. 4. Grievance. The grievance procedure consists of two levels, plus an arbitration level, any grievance will be presented as herein set out.

Subd. 5. Answer. An answer means a concise written response outlining the position and action taken by the principal, immediate supervisor, or superintendent.

Section 2. Level I. Within fifteen (15) days of the time a grievance arises, the employee will present the grievance to their principal or immediate supervisor on an informal basis in an attempt to resolve the grievance. Within six (6) days after presentation of the grievance, the principal or supervisor shall give their written answer to the grievant.

Section 3. Level II. If the grievance is not settled at Level I, the grievant may, within seven (7) days of receipt of the principal's answer, submit to the Superintendent a written "Statement of Grievance" signed by the grievant. The statement of grievance shall set out:

- (1) Name of employee(s) involved.
- (2) The facts giving rise to the grievance.
- (3) All provisions of this Agreement alleged to be violated.
- (4) The contention of the employee and the Union.
- (5) The relief requested.

Subd. 1. Process. Within a reasonable time after receipt of the Statement of Grievance, but not to exceed ten (10) days, the Superintendent or other representative designated by the School Board, shall

meet with the grievant to discuss the grievance. Within five (5) days after the meeting the Superintendent or other Board representative shall give their decision on the grievance in writing. The decision shall be a concise statement outlining the Board's position and the action taken.

Subd. 2. Denial of Grievance. Failure by the School Board or its representative to issue a decision within the time periods provided herein shall constitute a denial of the grievance and the Teacher may appeal it to the next level.

Section 4. Arbitration. If the grievance has not been resolved at Level II, either the School District or the grievant shall have the right to appeal the dispute to an impartial arbitrator. The appeal must be taken within ten (10) days from the date the Superintendent's written decision is given to the grievant.

Section 5. Arbitration Procedures.

Subd. 1. Selection. The School District and the grievant shall endeavor to agree upon an arbitrator. If the parties are unable to do so, either may request from the Bureau of Mediation Service a list of five names. The parties shall alternately strike names from the list until one name remains and that person shall be the arbitrator. (If the parties are unable to agree on who strikes first, a flip of a coin shall decide.)

Subd. 2. Hearing. The arbitrator shall schedule a hearing at which each party shall have the right to representation and the opportunity to submit evidence and make written or oral arguments.

Subd. 3. Jurisdiction of Arbitrator. It shall be the function of the arbitrator, and they shall be empowered, except as their powers are limited below, after a hearing, to make a decision in cases of alleged violation of the specific articles and sections of this Agreement. They shall have no power to establish salary structures. They shall have no power to rule on termination of teacher's individual continuing contracts under M.S. 122A.40 or the failure to reemploy any probationary teacher.

Subd. 4. Decision. The decision of the arbitrator shall be made within thirty (30) days after the close of the hearing. There shall be no appeal from an arbitrator's decision if within the scope of their authority as herein set out, and such decision shall be final and binding on the parties.

Subd. 5. Expenses. The fees and expenses of the arbitrator shall be shared equally by the parties. All other expenses shall be borne by the party incurring them, and neither party shall be responsible for the expense of witnesses called by the other. The cost of the transcript or recording of the hearing, if requested, shall be paid by the requesting party.

Subd. 6. NonWaiver of Jurisdictional Objections and Processing. The fact that a grievance has been considered by the parties at preceding levels shall not constitute a waiver of jurisdictional limitations upon the arbitrator.

Section 6. Miscellaneous Provisions.

Subd. 1. Computation of Time. In computing any period of time prescribed or allowed by this Article, the day of the act or event or default from which the designated period of time begins to run shall not be

included. The last day of the period so computed shall be included. Correspondence sent by certified or registered mail with a postmark date within the time limit shall meet the requirement.

Subd. 2. Time Limits and Level Waiver. Any grievance which is either not submitted or not advanced to the next level by the grievant within the time limit specified, shall be deemed abandoned. The parties, by mutual agreement, may waive any step and extend any time limits.

Subd. 3. Processing of Grievance. The processing of grievances shall be after the normal work day, whenever possible; if, however, a grievance at the arbitration level occurs during the normal work day, the employee(s) shall not be deprived of compensation for time spent at the arbitration proceeding.

ARTICLE XV MEET AND CONFER

Section 1. Purpose. The School District recognizes that professional employees possess knowledge, experience, and dedication which is helpful and necessary to the operation of the school and the quality of education services. It shall be the policy of the School District to meet and confer with four representatives of the Union as hereinafter provided.

Section 2. Meeting Frequency. Such meetings shall be held between Union representatives and representative(s) of the School District. Such meetings shall be held five times each year as follows: during the months of September, November, January, March and May.

Section 3. Scope. The scope of these meetings is limited to the discussion of policies and other matters relating to employment which are not terms and conditions of employment.

ARTICLE XVI DURATION

Section 1. Terms and Reopening of Negotiations. This Agreement shall remain in full force and effect for a period commencing July 1, 2025 through June 30, 2027 and thereafter until modifications are made pursuant to PELRA. If either party desires to modify or amend this Agreement, it shall give written notice of such intent no later than May 1, 2027 nor earlier than January 15, 2027.

Section 2. Effect. This Agreement constitutes the full and complete agreement between the School District and the Exclusive Representative. The provisions herein supersede any and all prior Agreements, resolutions, practices, School District policies, rules or regulations concerning terms and conditions of employment including fringe benefits and personnel policies inconsistent with these provisions.

Section 3. Finality. Any matters relating to the current contract term, whether or not referred to in this Agreement, shall not be open for negotiations during the term of this Agreement.

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

IN WITNESS WHEREOF, the parties have executed this Agreement as follows:

FOR: The DISTRICT Signed this _____ day of _____

School Board Chair

School Board Clerk

FOR: The EXCLUSIVE REPRESENTATIVE Signed this _____ day of _____

Employee Representative

Employee Representative

SCHEDULE A

SALARY SCHEDULE 2025-2026

STEP	BA	BA+15	BA+30	BA+45	BA+60/MA	MA+15	MA+30	MA+45
1	\$43,526	\$45,097	\$46,790	\$48,604	\$50,539	\$52,112	\$53,684	\$55,256
2	\$44,734	\$46,305	\$47,998	\$49,812	\$51,748	\$53,319	\$54,891	\$56,464
3	\$45,944	\$47,517	\$49,209	\$51,022	\$52,957	\$54,529	\$56,102	\$57,674
4	\$47,155	\$48,726	\$50,421	\$52,234	\$54,169	\$55,741	\$57,312	\$58,885
5	\$48,366	\$49,938	\$51,631	\$53,446	\$55,381	\$56,952	\$58,525	\$60,096
6	\$49,575	\$51,146	\$52,840	\$54,654	\$56,589	\$58,160	\$59,732	\$61,305
7	\$50,871	\$52,445	\$54,137	\$55,951	\$57,886	\$59,457	\$61,031	\$62,601
8	\$52,171	\$53,743	\$55,436	\$57,250	\$59,184	\$60,756	\$62,328	\$63,901
9	\$53,467	\$55,041	\$56,733	\$58,548	\$60,482	\$62,054	\$63,627	\$65,197
10	\$54,765	\$56,337	\$58,030	\$59,843	\$61,779	\$63,350	\$64,922	\$66,495
11	\$56,061	\$57,635	\$59,327	\$61,142	\$63,076	\$64,649	\$66,220	\$67,791
12	\$57,359	\$58,929	\$60,624	\$62,437	\$64,373	\$65,944	\$67,516	\$69,089
13	\$58,656	\$60,229	\$61,921	\$63,736	\$65,670	\$67,242	\$68,814	\$70,385
14	\$60,011	\$61,585	\$63,277	\$65,090	\$67,025	\$68,598	\$70,170	\$71,741
15	\$61,397	\$62,970	\$64,662	\$66,476	\$68,411	\$69,984	\$71,555	\$73,128
16	\$64,855	\$66,426	\$68,120	\$69,988	\$71,869	\$73,440	\$75,013	\$76,585

SCHEDULE B

SALARY SCHEDULE 2026-2027

STEP	BA	BA+15	BA+30	BA+45	BA+60/MA	MA+15	MA+30	MA+45
1	\$44,222	\$45,819	\$47,539	\$49,382	\$51,348	\$52,946	\$54,543	\$56,140
2	\$45,450	\$47,046	\$48,766	\$50,609	\$52,576	\$54,172	\$55,769	\$57,367
3	\$46,679	\$48,277	\$49,996	\$51,838	\$53,804	\$55,401	\$57,000	\$58,597
4	\$47,909	\$49,506	\$51,228	\$53,070	\$55,036	\$56,633	\$58,229	\$59,827
5	\$49,140	\$50,737	\$52,457	\$54,301	\$56,267	\$57,863	\$59,461	\$61,058
6	\$50,368	\$51,964	\$53,685	\$55,528	\$57,494	\$59,091	\$60,688	\$62,286
7	\$51,685	\$53,284	\$55,003	\$56,846	\$58,812	\$60,408	\$62,007	\$63,603
8	\$53,006	\$54,603	\$56,323	\$58,166	\$60,131	\$61,728	\$63,325	\$64,923
9	\$54,322	\$55,922	\$57,641	\$59,485	\$61,450	\$63,047	\$64,645	\$66,240
10	\$55,641	\$57,238	\$58,958	\$60,800	\$62,767	\$64,364	\$65,961	\$67,559
11	\$56,958	\$58,557	\$60,276	\$62,120	\$64,085	\$65,683	\$67,280	\$68,876
12	\$58,277	\$59,872	\$61,594	\$63,436	\$65,403	\$66,999	\$68,596	\$70,194
13	\$59,594	\$61,193	\$62,912	\$64,756	\$66,721	\$68,318	\$69,915	\$71,511
14	\$60,971	\$62,570	\$64,289	\$66,131	\$68,097	\$69,696	\$71,293	\$72,889
15	\$62,379	\$63,978	\$65,697	\$67,540	\$69,506	\$71,104	\$72,700	\$74,298
16	\$65,893	\$67,489	\$69,210	\$71,108	\$73,019	\$74,615	\$76,213	\$77,810

POSITION	%
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Baseball

Extra Curricular Schedule C

Assignments paid at the indicated percent of BA lane, steps 1-11 with experience credit for that particular activity.

Head	10.8
Assistant (2)	7.0
Jr. High (2)	4.4
Basketball-Boys	
Head	12.2
Assistant	7.3
9th Grade	7.3
Jr. High (2)	5.0
Basketball-Girls	
Head	12.2
Assistant	7.3
9th Grade	7.3
Jr. High (2)	5.0
BPA	5.0
Concessions Mgr	6.0
Cross Country	
Head	10.8
Assistant	7.0
Football	
Head	10.8
Assistant	7.0
9th Grade	7.0
Jr. High	4.4
FFA	9.0

Schedule C

POSITION	%
Golf-Boys	
Head	10.8
Assistant	7.0
Golf-Girls	
Head	10.8
Assistant	7.0
Jazz Band	4.0
Knowledge Bowl	
Sr. High	2.0
Jr. High	1.0
MN Honor Society	2.0
Musical	
Director	4.0
Support	2.0
PBIS Bldg Ldr (2)	1.0
Plays	
3 Act Play	4.0
1 Act Play	3.0
Prom Advisor	4.0
RAP Coord.	1.0
Softball	
Head	10.8
Assistant (2)	7.0
Jr. High (2)	4.4

POSITION	%
Speech	
Head	8.0
Assistant	3.0
Student Council	
High School	3.0
Middle School	3.0
Elementary	2.0
Track	
Head (2)	10.8
Assistant (2)	7.0
Trap Shooting	
Head	7.0
Assistant (2)	4.4
Tech Club	9.0
Volleyball	
Head	10.8
Assistant	7.0
9th Grade	7.0
Jr. High (2)	4.4
Wrestling	
Head	12.2
Assistant	7.3
Jr. High	6.15
Yearbook-Elem	2.0

