

Red Wing Public Schools
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School Board Meeting Agenda Item

Topic: Teacher Agreement for 2021-23
Contact(s):
Presenter(s): Karsten Anderson, Superintendent

Nature of Action Requested

Board Action X
Board Information

Background Information

The Negotiations Committee and Education Minnesota—Red Wing reached a tentative agreement for the 2021-23 contract years. A clean copy of the agreement is included in the board packet while a redline version is included as an extra. Highlights of the agreement:

- Cost of Living Adjustment of 2% each year;
- Increases in pay for curriculum writing; summer school / targeted services / ALC instruction; extracurricular (second year only); and career increments. In particular, there are temporary increases in summer school pay for work between June 1, 2022-August 31, 2022;
- Soft caps for health insurance contributions made by the school district;
- Rewording of lane placement and advancement language, including requirement that credits are from an accredited master's degree program;
- Change in disability/illness and personal leave. Beginning next year, teachers will earn 8 disability/illness leave days and 5 personal leave days. The school district will automatically reimburse teachers for all unused personal leave at the end of the fiscal year. At the end of 2021-22, the reimbursement rate is \$200/day. At the end of 2022-23, the reimbursement rate is \$150/day;
- Rewording of full-time equivalency calculations for elementary specialists;
- Rewording of grievance language largely based on suggestions by the Minnesota School Board Association;

The budget for teacher negotiations over a two-year period was \$1,066,000. The costing of the agreement is \$1,307,000. Moving beyond the budgeted amount was justified because of the soft caps for health insurance contributions made by the school district. Teacher retirements at the end of this year will reduce the financial burden during the second year of the contract.

Recommendation

I move to approve the Master Agreement with Education Minnesota for the 2021-23 contract years.