

MLFT Tentative Contract Agreement 2025-2027

Salary Schedule A & B (schedule comparison attached):

Year 1: 2.75%

Year 2: 2.00%

Health Insurance: Current contribution: \$8500 employee / \$16000 family

Year 1: + 3.0% Begins January 1st 2026 (no retro)

\$8755 District contribution (employee), \$16480 District contribution (family)

Year 2: + 3.0% Begins January 1st 2027

\$9017.65 District contribution (employee), \$16974.40 District contribution (family)

Coaching:

Year 1: +13.0%

Year 2: +3.0 %

Language Additions or Changes:

Article 5 Union Dues check-off revision. – Modify Dates

Article 7 Lunchroom supervision – 50% of sub-rate

Article 8 Retiree Health Insurance revision. – Contribution into HCSP

Article 10 Substitute teaching - Hourly rate to \$35 (no retro)

Article 11 Quarter Ending Workdays – Work from home option

Article 12 Grievance language clarity

Article (TBD) Due Process Worktime

District has agreed to pay the \$25 HSA account transfer fee incurred by those with a current HSA account through Security Bank.

MOU:

Early retirement incentive

| Base Salary Schedule for | | | | | 2024-25 | | | | |
|--------------------------|--------|--------|--------|--------|---------|-----------|--------|--------|--------|
| | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | (9) |
| STEP | BA | BA15 | BA30 | BA45 | BA60/MA | BA75/MA15 | MA30 | MA45 | MA60 |
| (1) | 43,800 | 44,713 | 45,904 | 47,450 | 49,315 | 51,458 | 53,918 | 56,696 | 59,791 |
| (2) | 44,633 | 45,506 | 46,737 | 48,284 | 50,308 | 52,292 | 54,751 | 57,529 | 60,624 |
| (3) | 45,546 | 46,459 | 47,649 | 49,197 | 51,062 | 53,204 | 55,664 | 58,481 | 61,576 |
| (4) | 46,538 | 47,252 | 48,680 | 50,188 | 52,053 | 54,236 | 56,696 | 59,474 | 62,569 |
| (5) | 47,609 | 48,522 | 49,752 | 51,299 | 53,125 | 55,307 | 57,767 | 60,545 | 63,639 |
| (6) | 48,800 | 49,712 | 50,943 | 52,451 | 54,316 | 56,457 | 58,918 | 61,735 | 64,830 |
| (7) | 50,030 | 50,943 | 52,173 | 53,720 | 55,545 | 57,727 | 60,187 | 62,965 | 66,060 |
| (8) | 51,379 | 52,292 | 53,521 | 55,069 | 56,894 | 59,076 | 61,537 | 64,314 | 67,409 |
| (9) | 52,807 | 53,720 | 54,950 | 56,498 | 58,322 | 60,465 | 62,965 | 65,743 | 68,838 |
| (10) | 54,316 | 55,227 | 56,457 | 58,005 | 59,830 | 62,013 | 64,473 | 67,251 | 70,345 |
| (11) | | 56,815 | 58,044 | 59,592 | 61,417 | 63,600 | 66,060 | 68,838 | 71,933 |
| (12) | | | 59,711 | 61,259 | 63,124 | 65,267 | 67,727 | 70,505 | 73,599 |
| (13) | | | 61,497 | 63,282 | 65,108 | 67,290 | 69,750 | 72,527 | 75,644 |
| (14) | | | | 65,307 | 67,191 | 69,443 | 71,982 | 74,848 | 78,065 |
| (15) | | | | 67,522 | 69,470 | 71,798 | 74,423 | 77,386 | 80,712 |
| (16) | | | | | 70,121 | 72,471 | 75,121 | 78,112 | 81,469 |
| (17) | | | | | 70,772 | 73,144 | 75,818 | 78,837 | 82,225 |
| (18) | | | | | 71,879 | 74,288 | 77,004 | 80,070 | 83,511 |

Year 1: 2025-2026

| STEP | BA | BA15 | BA30 | BA45 | BA60/MA | BA75/MA15 | MA30 | MA45 | MA60 |
|------|--------|--------|--------|--------|---------|-----------|--------|--------|--------|
| (1) | 45,005 | 45,943 | 47,166 | 48,755 | 50,671 | 52,873 | 55,401 | 58,255 | 61,435 |
| (2) | 45,860 | 46,757 | 48,022 | 49,612 | 51,691 | 53,730 | 56,257 | 59,111 | 62,291 |
| (3) | 46,799 | 47,737 | 48,959 | 50,550 | 52,466 | 54,667 | 57,195 | 60,089 | 63,269 |
| (4) | 47,818 | 48,551 | 50,019 | 51,568 | 53,484 | 55,727 | 58,255 | 61,110 | 64,290 |
| (5) | 48,918 | 49,856 | 51,120 | 52,710 | 54,586 | 56,828 | 59,356 | 62,210 | 65,389 |
| (6) | 50,142 | 51,079 | 52,344 | 53,893 | 55,810 | 58,010 | 60,538 | 63,433 | 66,613 |
| (7) | 51,406 | 52,344 | 53,608 | 55,197 | 57,072 | 59,314 | 61,842 | 64,697 | 67,877 |
| (8) | 52,792 | 53,730 | 54,993 | 56,583 | 58,459 | 60,701 | 63,229 | 66,083 | 69,263 |
| (9) | 54,259 | 55,197 | 56,461 | 58,052 | 59,926 | 62,128 | 64,697 | 67,551 | 70,731 |
| (10) | 55,810 | 56,746 | 58,010 | 59,600 | 61,475 | 63,718 | 66,246 | 69,100 | 72,279 |
| (11) | | 58,377 | 59,640 | 61,231 | 63,106 | 65,349 | 67,877 | 70,731 | 73,911 |
| (12) | | | 61,353 | 62,944 | 64,860 | 67,062 | 69,589 | 72,444 | 75,623 |
| (13) | | | 63,188 | 65,022 | 66,898 | 69,140 | 71,668 | 74,521 | 77,724 |
| (14) | | | | 67,103 | 69,039 | 71,353 | 73,962 | 76,906 | 80,212 |
| (15) | | | | 69,379 | 71,380 | 73,772 | 76,470 | 79,514 | 82,932 |
| (16) | | | | | 72,049 | 74,464 | 77,187 | 80,260 | 83,709 |
| (17) | | | | | 72,718 | 75,155 | 77,903 | 81,005 | 84,486 |
| (18) | | | | | 73,856 | 76,331 | 79,122 | 82,272 | 85,808 |

Year 2: 2026-2027

| STEP | BA | BA15 | BA30 | BA45 | BA60/MA | BA75/MA15 | MA30 | MA45 | MA60 |
|------|--------|--------|--------|--------|---------|-----------|--------|--------|--------|
| (1) | 45,905 | 46,861 | 48,110 | 49,730 | 51,685 | 53,931 | 56,509 | 59,420 | 62,664 |
| (2) | 46,778 | 47,693 | 48,983 | 50,604 | 52,725 | 54,805 | 57,382 | 60,293 | 63,537 |
| (3) | 47,734 | 48,691 | 49,939 | 51,561 | 53,516 | 55,760 | 58,339 | 61,291 | 64,535 |
| (4) | 48,774 | 49,522 | 51,019 | 52,600 | 54,554 | 56,842 | 59,420 | 62,332 | 65,575 |
| (5) | 49,897 | 50,853 | 52,143 | 53,764 | 55,678 | 57,965 | 60,543 | 63,454 | 66,697 |
| (6) | 51,145 | 52,101 | 53,391 | 54,971 | 56,926 | 59,170 | 61,749 | 64,701 | 67,945 |
| (7) | 52,434 | 53,391 | 54,680 | 56,301 | 58,214 | 60,501 | 63,079 | 65,990 | 69,234 |
| (8) | 53,848 | 54,805 | 56,093 | 57,715 | 59,628 | 61,915 | 64,494 | 67,404 | 70,648 |
| (9) | 55,344 | 56,301 | 57,590 | 59,213 | 61,124 | 63,370 | 65,990 | 68,902 | 72,146 |
| (10) | 56,926 | 57,881 | 59,170 | 60,792 | 62,705 | 64,993 | 67,571 | 70,482 | 73,725 |
| (11) | | 59,545 | 60,833 | 62,455 | 64,368 | 66,656 | 69,234 | 72,146 | 75,389 |
| (12) | | | 62,580 | 64,202 | 66,157 | 68,403 | 70,981 | 73,893 | 77,135 |
| (13) | | | 64,452 | 66,323 | 68,236 | 70,523 | 73,101 | 76,012 | 79,279 |
| (14) | | | | 68,445 | 70,420 | 72,780 | 75,441 | 78,444 | 81,816 |
| (15) | | | | 70,766 | 72,808 | 75,248 | 77,999 | 81,104 | 84,590 |
| (16) | | | | | 73,490 | 75,953 | 78,731 | 81,865 | 85,384 |
| (17) | | | | | 74,173 | 76,659 | 79,461 | 82,625 | 86,176 |
| (18) | | | | | 75,333 | 77,858 | 80,704 | 83,917 | 87,524 |

Article V: Teacher Rights

Section 3: Request for Dues Checkoff: When a bargaining unit member has authorized a dues deduction, such authorization shall continue in effect for that year and from year to year, and cannot be canceled except by written notice from the Union President. A member seeking cancellation must provide written notice to the Union President. Any bargaining unit member, or new hire who has applied for membership in the bargaining unit, authorizes the school district to deduct **one twelfth (1/12)** of such dues from the regular pay check of the bargaining unit member for each pay period for **12** consecutive pay periods. The deductions will begin the first pay period on or after **October 15**. For bargaining unit members employed after the commencement of each school year, deductions of dues shall be made by the School District. The dues will be deducted equally between existing pay periods between the date of the bargaining unit members first pay date and **May 15**.

Article VII - Extra Compensation

Section 2: Lunchroom Supervision

Compensation: Lunchroom supervision will be compensated at 50% of the substitute daily hourly pay.

Payment Terms: Payment for lunchroom supervision duties will be based on actual days worked and calculated at the teacher's daily rate. Any changes to this arrangement must be mutually agreed upon in writing.

ARTICLE VIII - GROUP INSURANCE

Section 6:

Subd. 1. Retiree Health Insurance: Any teacher retired on or after July 1, 2003 who has completed fifteen (15) or more years of full-time service with the District and twenty (20) or more years of total full-time teaching service and is at least 55 years of age shall receive a health insurance premium contribution not to exceed the amount paid by the School District for the single coverage ~~PEIP Value Plan~~ at the time of the teacher's retirement. The dollar amount will remain constant. This contribution will continue until the teacher is eligible for Medicare. Retired teachers may select from any plan offered by the district during the annual open enrollment period. Anyone hired after September 1, 2021 would not be eligible for Article 8 Section 6 Subd. 1.

Subd. 1a. Teachers retiring under this provision, who choose to drop School District coverage and subsequently receive comparable health insurance benefits through another employer, will receive District health insurance contributions in an amount equal to the difference between the new employer's insurance contribution and the actual amount of a single health insurance premium under the new employer's policy **into a Health Care Savings Plan or other tax free account.** The District's contribution shall not exceed the amount defined in Subd. 1.

Subd. 1b. If the retiree's health insurance contributions by the new employer cease before the retiree qualifies for Medicare, the retiree shall receive health insurance contributions **into a Health Care Savings Plan or other tax free account** from the District equal to the amount defined in Subd. 1 paid directly to the retiree's insurance provider.

Article X – Hours of Service

Section 3. Substitute Teaching: Faculty members performing substitute teaching during preparation time shall be paid at a rate of \$35 per hour or proportionate amounts for part of an hour. Such assignments shall be made by mutual agreement between the teachers and administration. When the District cannot find a substitute teacher to cover the absence of a teacher and Administration redistributes the absent teacher's classes, those teachers receiving the students shall split the daily substitute rate of pay that would have otherwise been available to a substitute teacher.

Article XI – Length of School Year

Section 2. Quarter Ending Days

Subd. 1 Secondary Teachers: Included in the number of days in Section 1 of this Article shall be one day at the conclusion of each marking period (quarter), during which teachers will not be assigned students, to be used for the purpose of calculating grades, marking report cards and preparing for the next marking period. Teachers will be able to work from home on these days.

Subd. 2 Elementary Teachers: Elementary teachers shall have 3 workshop days for the purpose of classroom preparation during the school year. Teachers will be able to work from home on these days.

ARTICLE XII - GRIEVANCE PROCEDURE

Section 1. Grievance Definition: A grievance shall mean a complaint by a party that: 1) there has been a violation, misinterpretation or misapplication of the provisions of this Agreement or of an established policy and practice thereunder, or 2) an employee's health or safety is jeopardized by conditions which can be corrected by the Board, or 3) there has been misapplication or unfair practice under existing laws, rules or regulations, or 4) there is a problem pertaining to wages, hours, or working conditions.

Section 2. Representative: The teacher, administrator, *or* School Board may be represented during any step of the procedure by any person or agent designated by such party to act in his/her/heir behalf.

Section 3. Definitions:

Grievance: "Grievance" means a dispute or disagreement as to the interpretation of application of any term or terms of any contract required under Minnesota Statutes 179-70 Subd. 1.

Days: Any reference to days regarding time periods in this procedure shall refer to working days. A "working day" is defined as all weekdays designated on the school calendar as work days.

Service: "Service" means personal service, email, or certified mail

Reduced to Writing: "Reduced to writing" means a concise statement outlining the nature of the grievance, the provision(s) of the contract in dispute, and the relief requested.

Answer: "Answer" means a concise written response outlining the employer's position on the grievance.

Section 4. Procedure

Step 1 (Level I):

Whenever a Grievant has a grievance, he/she/they shall meet on an informal basis with the appropriate building principal(s) or supervisor(s) in an attempt to resolve the matter within fourteen (14) days after becoming aware of the incident giving rise to the grievance. If the parties are unable to resolve the dispute, the grievance shall be reduced to writing by the exclusive representative and submitted to the Principal within fourteen (14) days following the informal discussion meeting. The principal shall give a written decision on the grievance to the parties involved within ten (10) days after the receipt of the written grievance.

Step 2 (Level II):

In the event the grievance is not resolved in Level I, the decision rendered may be appealed to the superintendent, provided such appeal is made in writing within ten (10) days after receipt of the decision in Level I. The Superintendent shall meet with the exclusive representative within fourteen (14) days after the receipt of the written grievance and attempt to mutually resolve the dispute. The parties shall be required to meet and negotiate in good faith at reasonable times in an attempt to resolve the grievance. The terms of the resolution shall be written on the grievance and signed by both parties. If no agreement is reached, the Superintendent shall, within fourteen (14) days submit to the exclusive representative, the District's written

answer.

Step 3 (Level III):

Step 3 (Level III): In the event the grievance is not resolved in the Level II, the decision rendered may be appealed to the School Board, provided such appeal is made in writing within five (5) days after the receipt of the decision in Level II. If a grievance is appealed to the School Board, representatives of the School Board, selected by the School Board, shall set a time to hear the grievance within ten (10) days after receipt of the appeal. Within ten (10) days after the meeting, the School Board shall issue its decision in writing to the parties involved.

Step 4 (Level IV):

Arbitration: The District and the exclusive representative shall endeavor to select a mutually acceptable arbitrator to hear and decide the grievance. If the District and the exclusive representative are unable to agree on the arbitrator, they shall request from the Commissioner of the Bureau of Mediation Services, State of Minnesota, a list of arbitrators who have submitted an application to the Bureau. The parties shall alternatively strike names from the list of five arbitrators until only one name remains. The remaining arbitrator shall hear and decide the grievance. If the parties are unable to agree on who shall strike the first name, the question shall be decided by the flip of a coin.

Section 5. Denial of Grievance: The parties, by mutual written agreement, may waive any step and extend any time limits in a grievance procedure. However, failure to adhere to the time limits may result in a forfeit of the grievance, or, in the case of the employer, require mandatory alleviation of the grievance as outlined in the last statement of the exclusive representative or employee.

Section 6. Arbitration Procedures:

Subd. A: Each party shall be responsible for equally compensating the arbitrator for his/her/they fee and necessary expenses.

Subd. B: The arbitrator shall not have the power to add, to subtract from, or to modify in any way the terms of the existing Agreement.

Subd. C: The decision of the arbitrator shall be final and binding on the parties. The decision shall be issued to the parties by the arbitrator and a copy shall be filed with the Bureau of Mediation Services, State of Minnesota.

Subd. D: To the fullest extent feasible, the processing of grievances, 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 pay as a result of their necessary participation in the meetings or hearing. Association leave may be used as referenced.

Section 7: Election of Remedies and Waiver: A party instituting any action, proceeding, or complaint in a federal or state court of law or before an administrative tribunal, federal agency, state agency, or seeking relief through any statutory process for which relief may be granted, the subject of which may constitute a grievance under the Agreement, shall immediately thereupon waive any and all rights to pursue a grievance under this article. Upon instituting a proceeding in another forum as outlined herein, the teacher shall waive the right to

initiate a grievance pursuant to this article or, if the grievance is pending in the grievance procedure, the right to pursue it further shall be immediately waived. This section shall not apply to actions to compel arbitration as provided in the Agreement or to enforce the award of an arbitrator. The Grievance report should be made available in the appendix of the contract.

Article ?

Due Process Work for Special Education Teachers

Indirect service days shall be provided for special education teachers to complete required due process responsibilities, including but not limited to Individualized Education Program (IEP) planning, collaboration with related service providers, data collection, evaluations, progress reporting, and completion of required documentation. The number of indirect service days shall be determined based on staff needs to meet due process requirements and shall be mutually agreed upon by the administration and the special education staff. Scheduling of indirect service days shall align with the District calendar and operational needs.