

GREENWAY PUBLIC SCHOOLS

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Tentative Agreement Items

Agreement of Early Childhood Prep Time MOU

Section 10 Salary

2. % increase in salary 25-26

2.5 % increase in salary 26-27

Section 11 Extra Curricular Pay Schedule Agreed items for the district 9/16/25

Music Activity Advisor	3 points	agreed
Addition of Speech	4 Points	agreed
Addition of BPA /DECA	3 points	Agreed
MSHSL Visual Art Competition	1.5 points	Agreed
Full Length Play	Name Change	
Band Summer Lesson	2.0 points	agreed

Section 13 Longevity Pay

C. Longevity Step 2 – Health Care Savings Plan Agreed 8/7/2025

Staff must have completed 10 years of continuous teaching service within the district in a licensed capacity under this agreement and maintain active status to be eligible for this benefit. The school district will contribute annually a lump sum amount according to the schedule below based on years of service to a Health Care Savings Plan in the Minnesota State Retirement System by June 30th of each year (eligibility based on fiscal year ending June 30th). Separation from active employment status disqualifies a staff member from this benefit (they must start over upon return to the district). Annual contribution to be prorated based on FTE status of the working fiscal year.

Year 10-14 - \$1250

Year 15-19 - \$1500

Year 20-25 - \$1750

Year 25+ - \$2250

Any staff member that is not eligible for district paid retiree health insurance and has completed 25 years of teaching service within the district in a licensed capacity and submits a resignation to the district by 2/28/2026 or 2/28/2027 to retire at the end of that respective year will receive a \$11,000 lump sum payment into the employees HCSP by June 30th of the retirement year. Retirement must occur prior to the issue of payment. Lump sum payment will expire at the end of this 2025-2027 contract term. The district's total lifetime contribution will be capped at \$36,000. In the event an employee dies, contributions can no longer be made to the HCSP.

SECTION 29. CREDIT PAYMENT agreed 9/16/2025

A. Graduate Credits;

Salary Advancement — Lane Changes Based on Graduate Coursework

1, Eligibility for Lane Advancement

Certified staff members shall be eligible for salary lane changes upon the successful completion of-qualifying graduate-level coursework, as outlined below. All coursework must be relevant to the teacher's current licensure area, subject matter expertise, or the pursuit of additional teaching licenses that support professional growth or expanded instructional capacity within the district.

2. Qualifying Graduate Credit

For the purposes of salary lane advancement, credits must be earned through an accredited college or university as part of one of the following:

- o (a) A state-approved teacher preparation program;
- o (b) A content-specific graduate degree program; or
- o (c) Coursework leading to an additional teaching license

3. Institutional Accreditation Requirements

The granting institution must meet at least one of the following criteria:

- o Recognized by the Minnesota Professional Educator Licensing and Standards Board (PELSB) for the purposes of teacher certification;
- o Regionally or nationally accredited by an accrediting body recognized by the U.S. Department of Education or the Council for Higher Education Accreditation (CHEA); and Higher Learning Commission (HCL)

School District 316 is an equal opportunity educator and employer.

- Designated as a state-approved teacher preparation provider.
- 4. Transferability and Acceptance of Credit Eligible credits must be:
 - Be transferable to a PELSB-approved institution as part of a graduate program;
 - Be accepted by the granting institution toward its own degree, licensure, or professional advancement programs;
 - Be part of an approved pathway for obtaining additional licensure.
 - Be recognized by the district as contributing to the teacher's professional practice and aligned with district instructional goals or student needs.

Credits that do not meet at least one of these conditions shall not be eligible for lane advancement.

5. Pre-Approval Requirement

All coursework intended to be applied toward salary lane advancement must receive prior written approval from the Superintendent or their designee before enrollment. Requests for approval shall include the course title, institution, credit value, and program alignment. A response shall be provided within thirty (30) calendar days of submission. Failure to respond within this timeframe shall be considered approval.