

Contract Changes 2023-2025

Article V - Teachers Rights

New Section 3. Right to Union Representation - clarified that teachers have the right to have a union representative in meetings with administrators

Section 5. Letter of Assignment - updated to include a detailed letter of assignment by June 1

Article VI - Basic Schedules and Rates of Pay

Section 3. Subd. 3 Prior Approval - changed language so that graduate programs can be approved in their entirety

Subd. 4 Effective Date - changed dates for lane changes to Sept 15 or January 15 - this was current practice but not reflected in the language

Subd. 7 Concurrent Enrollment - increase pay from \$250 to \$500 per semester

Subd. 8 Quarter Hour Credit - removed quarter hour credits from the salary schedules and adjusted language to reflect the conversion from quarter credits to semester credits

Article VII - Extra Compensation

Section 2. Extra Class Load - defined who is eligible for extra academic class loads

New Section 9. Coordinator Time - moved ECFE language about coordinator time to this section

Article VIII - Group Insurance

Section 2. Health and Hospitalization Insurance - listed amounts per year instead of per month.

Increased insurance contribution \$240 for 2023-2024 and \$240 for 2024-2025

Article IX - Leaves of Absence

Section 1. Subd. 2 - unused sick leave that would have been lost at the end of each school year will be paid out at a rate of \$100 per 3 days into the employee's post-retirement health care savings plan

Section 4. Personal Leave - allow teachers to carry over two personal leave days to a max of 5. Unused days can be paid out at the sub rate of pay. Cannot use personal leave the day before a break.

New Section 5. Child Activity Leave - added 12 hours of leave time (taken out of sick leave) to be used for child activity leave

Section 9. Leave of Absence - clarified how this leave can be used

Article X - Hours of Service

Section 1. Basic Day - defined extra hours teachers work for conferences or open house. Moved ECFE language about service time to this section

Section 3. Compensatory Time Subd. 1 - Limit comp time use to 14 hours per year.

Subd. 4 - cannot use comp time the last two weeks of school.

New Subd. 5 - Excess comp time earned in the school year will be paid out at the sub rate of pay

Section 6. Preparation Time - moved ECFE language about prep time to this section

Article XI - Length of School Year

Section 1. New Subd 1 & 2 - allows union to have input in the school calendar and the right to discuss changes or modification of the calendar

Section 2. Inclement Weather Closings - updated language to meet current practices

Article XIII - Discipline and Suspension

Section 2. Teacher Reprimand - moved sentence about teachers right to have a union representative in meetings with administrators to the beginning of section

Article XVI - State Approved Tax-Deferred Matching Program

Section 1. Subd. 1 - added new district contribution chart for teachers hired after Sept 2, 2024

Article XVIII - Retirement Health Insurance

Section 1. Eligibility - This article only applies to teachers hired prior to Sept 2, 2024

Section 2. Timeline - changed from December to February 1st for submitting letter of retirement

Article XXI - Early Childhood Family Education Teachers

Deleted this entire article - moved necessary language to other sections

Completely reworked Schedule A and increased salary Schedule B by 4.34%

Schedule C & D have an increase of 6% for 2023-2024 and 4% for 2024-2025

Schedule D - added Eagle Bluff Supervisor stipend, FFA Advisor and Assistant Advisor were modified