



Educators' Professional Negotiated Agreement Summary

2023-2024

Compensation and Insurance:

- It is agreed for the 2023-2024 school year that the district will fully fund:

1. Lane Changes
2. Step Increases
3. 3% Base Increase

Per R277-110 Legislative increase added to salary: \$4,200

Insurance:

It is agreed that the district insurance stay on the Select Health tiered plan.

This year there is a 4.9% increase to the district medical insurance. The district will pay its share of the cost increase and employees will pay the employee share of the cost increase.

Dental insurance- The waiting period was removed from the dental plans this year. An implant benefit and an increase in orthodontics coverage was also added.

Voluntary insurance products- 3 voluntary insurance plans will be offered to employees during open enrollment. The 3 voluntary insurance plans include: illness, hospital and accidental. These plans are completely voluntary with the employee paying the full cost of premiums.

Negotiated Educator Contract:

- 1.1.4- Abusive conduct definition was moved to definitions section.
- 4.1.4, 4.1.1.1, 4.1.12., 4.1.3, 4.1.8 - Clarifying the correct eligibility of educators on insurance.
- 4.1.10 - clarify long-term disability
- 4.1.14 - new section added for the district-sponsored benefit of short-term disability
- 4.6.1- added mental health as a reason to take sick leave
- 4.6.10- ADA language clarification
- 4.1.8- Leave without pay clarification

- 4.10.2.3- Clarifying language for employees returning from a leave of absence need to notify the district by March 1st.
- 4.11.1- Wording clarification. Made sure Employee Online is fixed and matches the language.
- 5.1.4- Clarifying language for a step increase. This pertains to employees whose first worked contract day is on or after February 1st.
- 5.3.1- Clarifying requirement for lane change.
- 9.5.13- Updated hearing officers.
- 14.4.2- Updated process if serving in a public political office.
- 14.5.12- Update mileage rate source.
- 15.2.5 & 15.2.6- added language about health insurance for retirees.
- 15.2.9 & 15.2.10- Changed date to February 1 for notice of retirement for Early Retirement Incentive.
- 15.3.1- Clarified requirements to move lanes on the salary schedule.
- 20.3.2, 20.3.3., 20.3.6- Added money handling for Secondary schools and added the district contribution amount for JR high and adjusted HS.
- 20.4.2- added softball to be in line with Title IX.
- 20.6- Break out boys and girls swimming and added boys volleyball to be in line with Title IX.
- A replacement summer agricultural schedule was drafted from a MOU working group and will be in place for this year's summer ag schedule.
- MOU #1 Professional Learning Days continues.
- MOU#2 "Aggressive Student Behavior" continues with additional adds each year
- MOU#3 Extra Duty Coverage was drafted to assemble a committee to explore possibilities for secondary extracurricular duties to be modified.
- An MOU #4 Evaluation Procedure was extended for the 2022-23 school year until completion of the pilot of the new evaluation tool within the TalentEd platform. The purpose of this pilot is to allow flexibility within Section 9 Evaluation, between WEA and the district to gather feedback and finalize the evaluation tool for the 2024-2025 school year. Evaluation scores during the pilot will be valid and submitted to the state in June.
- MOU #5 Personal Leave Allowance is to run a pilot program to collect data to ensure "flex" leave would be a viable option to add to the Educators' Professional Agreement. Data collected will be reviewed at the end of the 2023-2024 contract year to determine next steps.
- MOU# 6 Catastrophic Sick Leave Bank is an outline in regards to the phasing out of catastrophic leave because of the added benefit of short-term disability.
- MOU #7 Parent Teacher Conferences to assemble a committee to explore possibilities of alternate formats of parent-teacher conferences.

