

MASTER AGREEMENT

2023-2024 and 2024-2025

between

**MEEKER AND WRIGHT SPECIAL
EDUCATION COOPERATIVE**

JOINT POWERS BOARD #938

and

EDUCATION MINNESOTA-MAWSECO

Effective

July 1, 2023 through June 30, 2025

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MEEKER AND WRIGHT SPECIAL EDUCATION COOPERATIVE JOINT POWERS
DISTRICT NO. 938
Howard Lake, Minnesota

AGREEMENT
2023-2025

ARTICLE I

PURPOSE

THIS AGREEMENT is entered into between Joint Powers Board No. 938, Meeker and Wright Special Education Cooperative (hereinafter referred to as the Cooperative) and the Meeker and Wright Special Education Cooperative Education Association (hereinafter referred to as the Education Minnesota-MAWSECO), pursuant to and in compliance with the Public Employment Labor Relations Act of 1971, as amended hereinafter referred to as the P.E.L.R.A., to provide the terms and conditions of employment for Cooperative licensed teachers hereinafter referred to as teacher during the term of this Agreement.

ARTICLE II

RECOGNITION OF EXCLUSIVE REPRESENTATIVE

Section 1. RECOGNITION: In accordance with the P.E.L.R.A., the Cooperative recognizes the Education Minnesota-MAWSECO as the exclusive representative of licensed teachers employed by the Cooperative. This Education Minnesota-MAWSECO shall have those rights and duties as prescribed by P.E.L.R.A. and as described in the provisions of this Agreement.

Section 2. APPROPRIATE UNIT: The Education Minnesota-MAWSECO shall represent all licensed teachers acting in a consultative capacity and licensed teachers as defined in this Agreement and in said Act.

ARTICLE III

DEFINITIONS

Section 1. TERMS AND CONDITIONS OF EMPLOYMENT: Shall mean the hours of employment, the compensation therefore and economic aspects relating to employment, but does not mean educational policies of the Cooperative. Terms and conditions of employment are subject to the provisions of P.E.L.R.A.

Section 2. TEACHER: The term "teacher" shall mean all persons in the appropriate unit, employed in a position (by the Cooperative) for which the person must be licensed by the State of Minnesota.

Section 3. JOINT POWERS BOARD: For the purpose of administering this Agreement the term "Joint Powers Board" shall mean the Board composed of the designated representatives for the school boards of each of the member school districts.

Section 4. OTHER TERMS: Terms not defined in this Agreement shall have those meanings as defined by the P.E.L.R.A.

ARTICLE IV

DURATION OF AGREEMENT

Section 1. TERM AND REOPENING NEGOTIATIONS: This Agreement shall remain in full force and effect for a period commencing on July 1, 2023 through June 30, 2025 and thereafter until modifications are made, pursuant to the P.E.L.R.A. If either party desires to modify this Agreement for the succeeding agreement period commencing on July 1, 2025, it shall give written notice of such intent not later than May 1, 2025. Unless otherwise mutually agreed, the parties shall not commence negotiations more than ninety (90) calendar days prior to June 30, 2025.

Section 2. EFFECT: This agreement constitutes the full and complete Agreement between the Cooperative and Education Minnesota-MAWSECO representing the teachers of the Cooperative. The provisions herein relating to terms and conditions of employment supersede any and all prior Agreements, resolutions, practices, Cooperative policies, rules, or regulations concerning terms and conditions of employment inconsistent with these provisions. Nothing in this Agreement shall be construed to obligate the Cooperative to continue or discontinue existing or past practices or prohibit the Cooperative from exercising all management rights and prerogatives, except insofar as this exercise would be in express violation of any term or terms of this Agreement.

Section 3. FINALITY: Any matters relating to the current agreement term, whether or not referred to in this Agreement shall not be open for negotiations during the term of this Agreement.

Section 4. SEVERABILITY: The provisions of this Agreement shall be severable and if any provision thereof or the application of any such provision under any circumstances is held illegal, it shall not affect any other provisions of this Agreement or the application of any provision thereof.

Section 5. NUMBER OF OFFICIAL AGREEMENTS: There shall be three (3) signed copies of this Agreement for the purpose of record. One (1) retained by the Cooperative, one (1) by the Education Minnesota-MAWSECO, and one (1) by the Director of the Bureau of Mediation Services.

ARTICLE V

COOPERATIVE RIGHTS

Section 1. INHERENT MANAGERIAL RIGHTS: The Education Minnesota-MAWSECO recognizes that the Cooperative is not required to meet and negotiate on matters of inherent managerial policy, which include, but are not limited to, such areas of discretion or policy as the functions and programs of the Cooperative, its overall budget, utilization of technology, the organizational structure and selecting and direction of teacher.

Section 2. MANAGEMENT RESPONSIBILITIES: The Education Minnesota-MAWSECO recognizes the right and obligation of the Cooperative to efficiently manage and conduct the operation of the Cooperative within the legal limitations and with its primary obligation to provide educational opportunity for the students of this Cooperative.

Section 3. EFFECT OF LAWS, RULES, AND REGULATIONS: The exclusive representative recognizes that all teachers covered by this Agreement shall perform the teaching and non-teaching services prescribed by the Cooperative and shall be governed by the laws of the State of Minnesota, and by Cooperative rules, regulations, directives and orders issued by properly designated officials of the Joint Powers Board. The exclusive representative also recognizes the right, obligation, and duty of the Joint Powers Board and its duly designated officials to promulgate rules, regulations, directives, and orders from time to time as deemed necessary by the Cooperative insofar as such rules, regulations, directives, and orders are not inconsistent with the terms of this Agreement. Any provision of this Agreement found to be in violation of any such laws, rules and regulations, directives or orders shall be null and void without force and effect.

Section 4. RESERVATION OF MANAGERIAL RIGHTS: The foregoing enumeration of rights and duties shall not be deemed to exclude other inherent management rights and management functions not expressly reserved herein, and all management rights and management functions not expressly delegated in this Agreement are reserved to the Cooperative.

ARTICLE VI

TEACHER RIGHTS

Section 1. RIGHT TO VIEWS: Pursuant to P.E.L.R.A, nothing contained in this Agreement shall be construed to limit, impair or affect the right of any teacher to the expression or communication of a view, grievance, complaint, or opinion on any matter related to the conditions or compensation of public employment or their betterment, so long as the same is not designated to and does not interfere with the full faithful and proper performance of the duties of employment.

Section 2. RIGHT TO JOIN: Pursuant to P.E.L.R.A teachers shall have the right to form and join labor or employee organizations, and shall have the right not to form and join such organizations. Teachers in an appropriate unit shall have the right by secret ballot to designate an exclusive representative for the purpose of negotiating grievance procedures and the terms and conditions of employment for such teachers.

Section 3. REQUEST FOR DUES CHECK OFF: The exclusive representative shall be allowed dues check off for its members, provided that dues check off and the proceeds thereof shall not be allowed to any exclusive representative that has lost its right to dues check off pursuant to M.S. 179A.06, Subd. 6. Upon certification of a properly executed authorization card of the person involved, the Cooperative will deduct from the person's paycheck the dues that the person has agreed to pay to the organization.

Section 4. COPY, PATENT AND RESIDUAL RIGHTS: All teachers covered under this Agreement who produce tapes, publications, or other educational material shall retain full copy, patent and residual rights to such material, provided this material is produced on the teachers' own time without use of Cooperative equipment or materials.

Section 5. TEACHER FILES: Pursuant to P.E.L.R.A., as amended, all teacher evaluations and files will be made available to each individual. The individual shall have the right to reproduce any of the contents of the files and to submit for inclusion in the files written information in response to any material contained therein.

Section 6. PUBLICATION OF THE AGREEMENT: Copies of this Agreement titled Master Agreement between the Cooperative and the Education Minnesota-MAWSECO shall be electronically published on the Cooperative website within thirty (30) days after the Agreement is signed and presented to all teachers who are employed and thereafter employed. Upon request, the Cooperative will print a copy for any employed teacher at the expense of the Cooperative.

Section 7. MILEAGE REIMBURSEMENT: The mileage reimbursement rate as established by the Internal Revenue Service for a given calendar year will be the mileage rate used by the Cooperative for reimbursement to teachers.

ARTICLE VII

GROUP INSURANCE

Section 1. SELECTION: The selection of all insurance carriers and policies shall be made by the Cooperative. A committee will be formed to review insurance policies and will include staff as necessary for life and long term disability insurance.

Section 2. CLAIMS AGAINST THE COOPERATIVE: It is understood that the Cooperative's only obligation is to purchase insurance policies and pay such amounts as agreed to herein and no claim shall be made against the Cooperative as a result of a denial of insurance benefits by an insurance carrier.

Section 3. DURATION OF INSURANCE CONTRIBUTION: A teacher is eligible for Cooperative contribution as provided in this Article as long as the teacher is employed by the Cooperative. Upon termination of employment, all Cooperative contributions shall cease except that a teacher who has completed a full school year or more shall be eligible through August 31st of that year.

Section 4. ELIGIBILITY: Full benefits provided in this article are designed for full-time teachers, defined for the purpose of this master agreement as the following: Persons employed at least one thousand ninety-two (1,092) hours per year shall receive full benefits described above. Persons employed at least seven hundred twenty-eight (728) hours per year shall be eligible for partial benefit premium contributions by the Cooperative proportional to the extent of their employment. This stipulation may be subject to some insurance carrier's limitations. An exception to the above would be long term disability for which eligibility requires 600 hours of employment per contract year.

Section 5. MAJOR MEDICAL AND HOSPITALIZATION INSURANCE: The Cooperative shall contribute toward family health insurance or toward single health insurance benefits annually for each eligible staff person employed by the Cooperative who qualifies for and is enrolled in the Cooperative group health insurance and hospitalization

plan. (See Articles XIV for description.)

Section 6. LIFE INSURANCE: The Cooperative shall provide a group term life insurance program for teachers as described in Articles XIV.

Section 7. LONG TERM DISABILITY INSURANCE: The Cooperative shall provide long term disability insurance for teachers as described in Articles XIV.

Section 8. DENTAL INSURANCE: The Cooperative shall provide dental insurance for teachers as described in Articles XIV.

Section 9. DISTRIBUTION OF POLICIES: All insurance policies shall be published on the Cooperative website. Upon request, the Cooperative will print a copy for any employed teacher at the expense of the Cooperative.

ARTICLE VIII

LEAVES OF ABSENCE

Section 1. SICK LEAVE: Sick leave shall be allowed by the Cooperative whenever an employee's absence has been found to be due to personal illness or illness of a child which prevents their attendance at the office/school and performance of duties on that day or days in accordance with applicable Minnesota statutes.

Subd. 1. All full-time teachers shall earn compensated sick leave time at the rate of fifteen (15) "sick" days for each year of service while in the employ of the Cooperative, accumulative to 120 days. Part-time teachers shall accumulate on a pro-rata basis.

Subd. 2. Sick leave shall be compensated by deducting the time from the accrued sick leave days earned by the employee. Paid sick leave shall be requested and approved in the manner determined by cooperative procedure. Sick leave with pay shall be provided for those days on which the individual was scheduled to work as specified in the applicable work calendar.

Subd. 3. Medical Certification. The Cooperative, upon recommendation of the Executive Director, may require an employee to furnish a medical certificate from a qualified physician as evidence of illness for future absences, indicating such absence was due to illness, in order to qualify for continued use of sick leave. A pregnant employee will provide, at the time of the leave application, a statement from her physician indicating the expected date of delivery.

Subd. 4. Staff Notification. Employee leave balance and usage information is available on the electronic payroll system.

Subd. 5. Accumulated Days. All days accumulated while under the previous Cooperative contract will be credited to the individual.

Section 2. FAMILY ILLNESS LEAVE: Will be governed according to MN Statute.

Section 3. BEREAVEMENT LEAVE: A total of five (5) days bereavement leave per year are granted for death in the immediate family for full-time teachers. Part-time teachers shall be on pro-rata basis. Additional bereavement leave may be granted subject to the approval of the Executive Director. Such leave shall be deducted from accrued sick leave. Immediate family shall mean the teacher's spouse, child, parent or guardian, the parent or guardian of the teacher's spouse, or the grandparent, grandchild, brother or sister of the employee. No payroll deduction will be made for bereavement leave granted for the death in the immediate family. One (1) day of bereavement leave for other relatives and close personal friends may be granted at the discretion of the Executive Director and will be deducted from accrued sick leave.

Section 4. CHILD CARE LEAVE:

Subd. 1. Use. A child care leave may be granted by the Cooperative subject to the provisions of this section, to one (1) teacher-parent of a natural or adopted child, 18 years of age or younger provided such teacher-parent is caring for the child on a full-time basis.

Subd. 2. Request. A teacher making an application for child care leave shall inform the Executive Director in writing of the intention to take the leave at least three (3) calendar months before commencement of the intended leave but that requirement may be waived in the event of a medical emergency as certified by the teacher's physician.

Subd. 3. Pregnancy. If the reason for the child care leave is occasioned by pregnancy, a teacher may utilize sick leave pursuant to the sick leave provisions of the Agreement during the period of physical disability. However, a teacher shall not be eligible for sick leave during the period of time covered by a child care leave. A pregnant teacher will also provide, at the time of the leave application, a statement from her physician indicating the expected date of delivery.

Subd. 4. Date of Leave. The Cooperative may adjust the proposed beginning or ending date of a child care leave so that the dates of the leave are coincident with some natural break in the school year – i.e., winter vacation, spring vacation, semester or quarter break, end of a grading period, end of the school year, or the like. The availability of a substitute teacher may also be considered by the Cooperative in the granting of a child care leave or the duration thereof.

Subd. 5. Duration. In making a determination concerning the commencement and duration of a child care leave, the Cooperative will not be required to:

- (1) Grant any leave for more than twelve (12) months in duration.
- (2) Permit the teacher to return to employment prior to the date designated in the request for child care leave.

Subd. 6. Reinstatement. An employee who returns from child care leave within the provisions of this section shall retain all previous experience credit for pay purposes and any unused leave time accumulated under the provisions of this Agreement at the commencement of the beginning of the leave. The employee shall not accrue additional experience credit for pay purposes or leave time during the period of absence for child care leave. A teacher returning from child care leave shall be reinstated in a position for which licensed and qualified unless previously discharged or placed on unrequested leave of absence.

Subd. 7. Performance Appraisal. The parties agree that the applicable periods of probation for teacher as set forth in Minnesota statutes are intended to be periods of actual service enabling the Cooperative to have an opportunity to evaluate an employee's performance. The parties agree, therefore, that periods of time for which the employee is on child care leave shall not be counted in determining the completion of the probationary period.

Subd. 8. Failure to Return. Failure of a teacher to return pursuant to the date determined under this section shall constitute grounds for termination unless the Cooperative and the teacher mutually agree in writing to an extension in the leave.

Subd. 9. Salary and Fringe Benefits. Leave under this section shall be without pay or fringe benefits. An employee on child care leave is eligible to participate in group insurance program if permitted under the insurance policy provisions, but shall pay the entire premium for such programs as the employee wishes to retain, commencing with the beginning of the child care leave. The right to continue participation in such group insurance programs, however, will terminate if the employee does not return to the Cooperative pursuant to this section.

Section 5. FAMILY AND MEDICAL LEAVE:

Subd. 1. Purpose. Pursuant to the Family and Medical Leave Act, 29 U.S.C. 2601 et.seq., an eligible teacher shall be granted, upon written request, up to a total of twelve (12) weeks of unpaid leave per year in connection with:

- (1) the birth and first-year care of a child;
- (2) the adoption or foster placement of a child;
- (3) the serious health condition of a teacher's spouse, child, or parent, and
- (4) the teacher's own serious health condition.

Subd. 2. Salary and Fringe Benefits. Such leave shall be unpaid, except an eligible teacher, during such leave, shall be eligible for regular Cooperative health insurance contributions as provided in this agreement for the period of the leave, but not to exceed

twelve (12) weeks per year, notwithstanding any other provisions of this Agreement.

Subd. 3. Eligibility. To be eligible for the benefits of this section and insurance contribution, a teacher must have been employed by the Cooperative for the previous twelve (12) months and must have been employed for at least 1,250 hours during such twelve-month period.

Subd. 4. Paid Leave Under Contract. While FMLA leaves, except for eligible insurance contributions as provided in Subd. 2. hereof, are unpaid, nothing herein shall preclude a teacher from utilizing paid leave otherwise provided in this Agreement, provided the teacher qualifies for the paid leave; i.e., sick leave or personal leave, pursuant to the provisions of this Agreement governing such leaves. Moreover, nothing herein, or any other provision of this Agreement, shall be construed to require the Cooperative to combine leaves for a period of time that exceeds the leave provided by this section or the period of time for leaves provided in other sections of this Agreement.

Subd. 5. Notification. The teacher will provide at least thirty (30) days of written notice of request for leave when the reason for the leave is foreseeable. The teacher shall further make reasonable efforts to schedule any treatment so as to minimize disruption of the work of the Cooperative.

Section 6. PERSONAL LEAVE AND UNPAID TIME: The Cooperative will grant two (2) days per year of personal leave for full-time employees with eight (8) or fewer years of employment with the Cooperative as a teacher accumulative to five (5) days. The Cooperative will grant three (3) days per year of personal leave for full-time employees beginning with the ninth (9th) year of employment with the Cooperative as a teacher accumulative to five (5) days. Part-time teachers shall be granted personal leave on pro-rata basis. Three days prior notification to the teacher's immediate supervisor is necessary except in emergency. Personal leave during the first and last week of student days are at the discretion of the teacher's immediate supervisor.

Subd. 1. Unpaid Time. Any unpaid time must be approved by the teacher's immediate supervisor after exhausting any and all eligible leave.

Section 7. JURY SERVICE: A teacher who serves on jury duty or has been subpoenaed relative to their employment with the Cooperative to appear in court shall be granted the day or days necessary as stipulated by the court to discharge this responsibility without any salary deduction or loss of basic leave allowance. The compensation received for jury duty service or subpoena shall be remitted to the Cooperative. Travel and meal expenses received in connection with jury service shall remain with the individual.

Section 8. MILITARY LEAVE: Military leave shall be granted pursuant to applicable law and the rights and responsibilities of the parties under this contract shall not be abridged by such duty.

Section 9. GENERAL LEAVES OF ABSENCE:

Subd. 1. Application. Teachers with a minimum of five (5) years of experience in the Cooperative may apply in writing for an unpaid leave of absence subject to the provisions of this section. The granting of such leave shall be at the sole discretion of the Cooperative.

Subd. 2. Purpose. Such leave may be granted by the Cooperative for overseas teacher, Peace Corps, Vista, National Teacher Corps, extended illness of the teacher, extended illness of the teacher's family, civic activities, alternative occupational experiences, teacher organization activity, service in public office, or other reasons deemed appropriate by the Cooperative.

Subd. 3. Notification. A teacher on such leave shall notify the Cooperative in writing no later than March 1 of the final leave year of the teacher's intention to return at the conclusion of the leave or to request an extension of the leave. The granting of an extension shall be at the sole discretion of the Cooperative. The Cooperative may also, at its sole discretion, waive the March 1 notice date if the Cooperative determines there are special circumstances involved.

Section 10. WORKERS' COMPENSATION: Pursuant to M.S. Chapter 176, a teacher injured on the job in the service of the Cooperative and collecting workers' compensation insurance may draw sick leave and receive full salary from the Cooperative, the salary to be reduced by an amount equal to the insurance payments, and only that fraction of the days not covered by insurance will be deducted from accrued sick leave.

Section 11. EDUCATION MINNESOTA-MAWSECO ACTIVITIES LEAVE:

At the beginning of every school year the Association shall be credited with four (4) days of leave to be used by teachers who are officers or agents of the Association. Such leave shall be used as authorized by the Association President. Documentation of the days utilized shall be completed and submitted to the Association executive committee and the Cooperative in January and June of each school term. The cost of substitute teachers, if required, is paid by Education Minnesota-MAWSECO.

The Education Minnesota-MAWSECO agrees to notify the Executive Director at least 48 hours prior to the date for the intended use of such leave. It is understood and agreed that unless otherwise approved by the Executive Director, no more than two staff persons shall be eligible to take such leaves at the same time.

Section 12. MEDICAL LEAVE:

Subd. 1. Eligibility. A continuing contract teacher who is unable to teach because of illness or injury and who has exhausted all sick leave credit available or has become eligible for long-term disability compensation shall, upon written request, be granted a medical leave of absence, without pay, up to one year. The Cooperative may, in its discretion, renew such a leave upon request.

Subd. 2. Request: A request for leave of absence or renewal thereof under this section shall be accompanied by a written doctor's statement outlining the condition of health and estimated time at which the teacher is expected to be able to assume normal responsibilities.

Section 13. INSURANCE APPLICATION: A teacher on unpaid leave is eligible to continue to participate in group insurance programs if permitted under the insurance policy provisions. The teacher shall pay the entire premium for such insurance commencing with the beginning of the leave and shall pay to the Cooperative the monthly payment one month in advance as it becomes due, except as otherwise provided in Section 5. of this article. In the event the teacher is on paid leave from the Cooperative under Section 1. of this article or supplemented by sick leave pursuant to Section 11. of this article, the Cooperative will continue insurance contributions as provided herein until sick leave is exhausted. Thereafter, the teacher must pay the entire premium for any insurance retained after the exhaustion of sick leave.

Section 14. CREDIT: A teacher who returns from unpaid leave shall retain experience credit for pay purposes and other benefits which had accrued at the time the leave began. No credit shall accrue for the period of time that a teacher was on unpaid leave.

Section 15. ELIGIBILITY: Full leave benefits provided in this article shall apply only to full-time teachers as defined in ARTICLE VII, Section 4. Persons employed at least one thousand ninety-two (1,092) hours per year shall receive full benefits described above. Persons employed at least seven hundred twenty-eight (728) hours per year shall be eligible for partial benefits proportional to the extent of their employment.

ARTICLE IX

UNREQUESTED LEAVE OF ABSENCE AND SENIORITY

Section 1: PURPOSE. This Article governs the placement of teachers on unrequested leave of absence ("ULA").

Section 2: GROUNDS FOR ULA. The Cooperative may place on ULA, without pay or fringe benefits, as many teachers as the Cooperative determines necessary because of discontinuance of position, lack of pupils, financial limitations, merger of programs, or for any other reason the Cooperative deems necessary.

Section 3: PLACEMENT ON ULA. Teachers who have acquired continuing contract rights shall be placed on unrequested leave of absence in the inverse order of seniority in fields in which they are licensed. A teacher who has acquired continuing

contract rights must not be placed on ULA while a probationary teacher is retained in a position for which the continuing contract teacher is licensed.

Subd. 1: Seniority. For purposes of this Article, “seniority” means the first day of actual service in the Cooperative. A teacher will retain seniority while on an approved leave of absence. In the case of equal seniority, the selection of the teacher for purposes of discontinuance shall be at the discretion of the Cooperative based upon criteria including: performance, training, experience, skills in special assignments, and other relevant factors.

Subd. 2: License. In any year in which the Cooperative is placing teachers on ULA, only those teaching licenses actually received by the Executive Director’s office as of January 1 of that year are considered for purposes of determining ULA within areas of licensure. A license filed after January 1 will be considered for purposes of reinstatement, but not for ULA.

Subd. 3: No Realignment Required. The Cooperative is not required to realign positions, transfer teachers, or reassign a more senior teacher to a different position in order to accommodate the seniority claim of a teacher who is being placed on ULA or is asserting a right of reinstatement. If staff reduction based on seniority would result in the discontinuance of programs or services, the Cooperative may determine that the employee employed therein shall not be placed on leave and the next senior person shall be placed on such leave.

Section 4: NO DROPPING OF LICENSE. A teacher may not drop a license in the subject matter in which the teacher is currently assigned by the Cooperative. If a teacher drops the license which qualified the teacher for the teacher’s current assignment, the Cooperative may place the teacher on ULA, and the teacher will have no bumping or reinstatement rights.

Section 5: NOTICE OF PLACEMENT ON ULA. The Cooperative will provide written notice to all teachers who are being placed on ULA. The notice will state the applicable ground(s) for the action and will notify the teacher(s) of the right to request a hearing within ten (10) calendar days from the receipt of the notice. If timely requested, the hearing will be held before an independent hearing officer selected by the Cooperative. The only issue at hearing is whether the Cooperative placed the teacher on ULA in the inverse order of seniority in the field(s) in which the teacher is licensed. The failure to request a hearing within fourteen (14) calendar days will be deemed to be acquiescence to the Cooperative’s action.

Section 6: RIGHTS DURING LEAVE. Any teacher placed on ULA may engage in teaching or any other occupation while on ULA and may receive unemployment compensation if otherwise eligible for such compensation under the law. The placement of a teacher on ULA will not result in a loss of seniority in the event the teacher is later reinstated.

Section 7: REINSTATEMENT RIGHTS. For a period of five (5) calendar years after being placed on ULA, teachers have a right to be reinstated in the inverse order in which they were placed on ULA, to the positions from which they were placed on ULA or, if not available, to vacant positions for which they are licensed. All reinstatement rights will automatically terminate after five (5) calendar years. The Cooperative may not employ a new teacher in a vacant position for which a teacher with reinstatement rights is qualified by licensure and experience.

Section 8: NOTIFICATION OF REINSTATEMENT. If a position becomes available for a teacher with reinstatement rights, the Cooperative will notify the teacher by United States mail or email using the last mailing address or email address the teacher provided to the Cooperative. The teacher will have ten (10) calendar days (as evidenced by the postmark or email) to notify the Cooperative, in writing, that the teacher is accepting or rejecting the offer of reinstatement. If written acceptance or rejection is not received by the Cooperative within ten (10) calendar days (as evidenced by the postmark or email), the teacher will be deemed to have waived the right to reinstatement and will forfeit any further reinstatement rights.

Section 9: TEACHER RESPONSIBILITIES ON ULA. Teachers on ULA are responsible for notifying the Cooperative of any change of mailing or email address. In addition, teachers on ULA are responsible for notifying the Cooperative by April 1 of each year if the teacher is requesting reinstatement for the following school year. Any right to reinstatement will automatically terminate if a teacher on ULA fails to provide such notice by April 1.

Section 10: SENIORITY LIST. On or before December 1st of each school year, the Cooperative will post a seniority list (by name, date of employment, and position title) in an official place in each school building in the central office. Any teacher who disagrees with his or her placement on the seniority list will have ten (10) calendar days from the date of posting to file a written objection and supply written documentation or other reliable evidence to the Executive Director's Office establishing that the seniority list is inaccurate. Within ten (10) calendar days after publishing the initial seniority list, the Cooperative will evaluate any written objections to the seniority list and will make any changes the Cooperative deems warranted. The Cooperative will then publish a final seniority list, which will be conclusive and binding unless the objecting teacher timely files a grievance and establishes through arbitration that his or her placement on the list is inaccurate. Each year thereafter the Cooperative shall cause such seniority lists to be updated to reflect any addition or deletion of teacher caused by retirement, death, resignation, other cessation of services, or new teacher. Such yearly revised lists shall govern the application of the unrequested leave.

ARTICLE X

TEACHER HOURS AND DAYS OF SERVICE

Section 1. CONTRACT PERIOD: The salary schedule shall be based on a contract period of 182 work days. Teachers asked to work additional days shall be reimbursed on the basis of per diem rate of the person's annual salary.

Section 2. WORK SCHEDULE: A calendar of working days will be agreed upon between the Executive Director or designee and each individual person under this Agreement. Such a calendar should provide for the maximum student contact days practicable.

Section 3. HOLIDAYS: The School Board may conduct school on the following holidays: Martin Luther King's Birthday, President's Day, Indigenous Peoples' Day, and Veteran's Day. If school is conducted on those holidays, each school level will devote at least one (1) hour of the school program to a patriotic observance of the day.

Section 4. DAILY SCHEDULE: The basic work day shall be eight hours inclusive of a duty free lunch period and preparation time. An employee's individual schedule shall approximate the hours of the assigned work site(s). The Cooperative has approved an administrative procedure addressing scheduled work assignments outside normal school hours.

Section 5. PREPARATION TIME:

Subd. 1. Preparation Time - Classroom Teachers: A teacher's eight (8) contract hours per day shall consist of up to six (6) hours and fifteen (15) minutes of student contact instructional activity, a 30-minute duty free lunch period, and the remainder to be utilized in preparation and materials development, attendance at various scheduled meetings, assessment of students, IEP/due process preparation, and other required data collection/submission. There will be a minimum of 45 minutes of preparation time during the student day which may not be split into more than two (2) blocks of time unless mutually agreed upon. Part-time classroom teachers may be assigned preparation time on a pro-rata basis if they are involved in the development of learning materials, as well as the day-to-day preparation for instruction. Alternate plans may be utilized, as agreed upon by administration and the union.

Subd. 2. Preparation Time - Non-Classroom Teachers: Teachers that do not have classroom instructional responsibilities shall have a minimum of three hundred fifty (350) minutes of preparation time averaged during a normal work week. This time can include preparation and materials development, attendance at various scheduled meetings, assessment of students, IEP/due process preparation, and other required data collection/submission. The scheduling of preparation time and service delivery time will be determined by the direct supervisor, in collaboration with the non-classroom teacher.

Alternate plans may be utilized, as agreed upon by administration and the union.

Subd. 3. Reimbursement for Lost Prep Time: Teachers who are required to work with students during their prep time will be paid for the loss of prep time at their contract hourly rate of pay.

Section 6. PAYROLL SCHEDULE: Teachers shall be paid on a semi-monthly basis on the 15th and 30th or the full banking date closest to the respective date. September 15th will be the initial payroll date for teachers.

ARTICLE XI

GRIEVANCE PROCEDURE

Section 1. DEFINITIONS

Subd. 1. Scope. For the purposes of this article the words defined in this section have the meanings given them.

Subd. 2. Bureau. "Bureau" means the Bureau of Mediation Services.

Subd. 3. Days. "Days" means work days.

Subd. 4. Employee. "Employee" means any public employee who is employed in a position that is covered by this agreement.

Subd. 5. Grievance. A grievance shall mean a disagreement by a teacher resulting in a dispute or disagreement between the teacher and the Cooperative as to the interpretation or application of the terms and conditions of this Agreement.

Subd. 6. Non-probationary. "Non-probationary" means an employee who has completed an initial probationary period required as a part of the public employer's employment process.

Subd. 7. Party. "Party" means either the exclusive representative and its authorized agent or the employer and its authorized representative.

Subd. 8. Service. "Service" means personal hand delivery or service by the United State Postal Service postage prepaid and addressed to the individual or organization at the last known mailing address.

Section 2. COMPUTATION OF TIME. In computing any period of time prescribed or allowed by this article, the day or act or event upon which a period of time begins to run

shall not be included. The last day of the time period shall be included unless it is a holiday.

Section 3. STEP ONE. When an employee or group of employees represented by an exclusive representative presents a written grievance, the employee or an agent of the exclusive representative shall attempt to resolve the matter with the employee's immediate supervisor and hold a face-to-face meeting within 15 days after the employee, through the use of reasonable diligence, should have had knowledge of the first event or act giving rise to the grievance. The supervisor shall then attempt to resolve the matter and shall respond in writing to the grievant and the agent of the exclusive representative within five days after the grievance is presented. The Grievance form is found in Appendix E.

Section 4. STEP TWO. If the supervisor has not been able to resolve the grievance or has not responded in writing within the time period provided in Section 3 (Step One), a written grievance may be served on the Executive Director by the exclusive representative. The written grievance shall provide a concise statement outlining the nature of the grievance, the provisions of the contract of the just cause situation in dispute, and a statement of the relief or remedy requested. The written grievance must be served on the Executive Director within 15 days after the immediate supervisor's response was due under Section 3 (Step One). The Executive Director shall meet with the agent of the exclusive representative within five days after service of the written grievance and both parties shall attempt to resolve the grievance. The Executive Director shall serve a written response to the grievance on the agent of the exclusive representative within five days of the meeting. The response shall contain a concise statement of the employer's position on the grievance and the remedy or relief the employer is willing to provide, if any.

Section 5. STEP THREE. If the grievance is not resolved under Section 4 (Step Two), the exclusive representative may serve the written grievance upon the Joint Powers Board or its designated representative within ten (10) days after the written response required by Section 4 (Step Two) was due. An agent of the exclusive representative shall meet with the Joint Powers Board within 20 days of the service of the written grievance and they shall attempt to resolve the matter. The Joint Powers Board or its designee shall serve a written response to the grievance on the agent of the exclusive representative within five days of the meeting.

Section 6. ARBITRATION PROCEDURES.

Subd. 1. Referral to arbitration. If the response of the Cooperative or its designee is not received within the period provided in Section 5 (Step Three) is denied, the exclusive representative may serve written notice on the Cooperative of its intent to refer the case to arbitration within ten days after the response required by Section 5 (Step Three) is due. No grievance shall be considered by the arbitrator which has not first been duly processed in accordance with the grievance procedure and appeal provisions.

Subd. 2. Selection of arbitrator. Within ten days of the service of written notice of intent to arbitrate, the Cooperative shall consult with the agent of the exclusive representative and endeavor to mutually agree upon an arbitrator to hear and decide the grievance.

Subd. 3. Arbitrator's authority. The arbitrator shall have no authority to amend, modify, add to, or subtract from the terms of an existing contract. The decision and award of the arbitrator shall be final and binding upon both parties.

Subd. 4. Arbitration expenses. The employer and the exclusive representative shall share equally the arbitrator's fees and necessary expenses. Cancellation fees shall be paid by the party requesting the cancellation and any fees incurred as the result of a request for clarification shall be paid by the party requesting the clarification. Each party shall be responsible for compensating its own representatives and witnesses except to the extent provided by Section 7, Subd. 1.

Subd. 5. Transcripts and briefs. Because arbitration is intended to provide a simple, speedy alternative to litigation processes, the use of transcripts and briefs should be considered only in exceptional circumstances. If a verbatim record is required, it may be prepared providing the party desiring the record pays the cost and makes a copy available to the other party and the arbitrator without charge. The arbitrator may maintain written notes of the hearing and may use an electronic recording device to supplement the note taking.

Section 7. PROCESSING OF GRIEVANCE.

Subd. 1. Release time. To the fullest extent feasible, the processing of grievances under this article 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 non-overtime earnings as a result of their necessary participation in meetings or hearing held pursuant to this article whenever such release is consistent with the ability of the employer to conduct safe and reasonable operations. No more than three employees shall be entitled to compensation for participation in a single meeting or hearing with respect to any one grievance.

Subd. 2. Waiver of steps. The parties may by written mutual agreement waive participation in the grievance steps in Sections 3, 4, and 5 and may similarly agree to extend the time limits established by Sections 3, 4, 5 and 6.

Subd. 3. Time limits. A failure to raise a grievance within the time limits specified in Section 3, or to initiate action at the next step of the procedure in Sections 3, 4, 5 and 6 within the time limits in these sections shall result in forfeiture by the exclusive representative of the right to pursue the grievance. A failure of an employer representative to comply with the time periods and procedures in Sections 3, 4, 5 and 6 shall constitute automatic progression to the subsequent step of the grievance process.

ARTICLE XII

PUBLIC OBLIGATION

Section 1. CONTINUOUS DELIVERY OF SERVICES: The parties mutually recognize that their first obligation is to the public and that the right of students and residents of the Cooperative to the continuous and uninterrupted delivery of services is of paramount importance.

Section 2. LABOR PRACTICES: The exclusive representative agrees, therefore, that during the term of this Agreement, neither the exclusive representative nor any individual employee shall engage in any strike or unfair labor practice.

ARTICLE XIII

OTHER BENEFITS

Section 1.

Section 1. 403b: The Joint Powers Board implemented a 403b plan effective July 1, 1998 as outlined in Board Policy and the 403b Administration Plan.

Subd 1. Eligibility. All employees are eligible to participate in the 403b plan with the Cooperative.

Subd. 2. Board and Employee Match. To be eligible for the maximum contribution, persons must be employed the full year at one thousand ninety-two (1,092) hours per year. Persons employed at least seven hundred twenty-eight (728) hours per year for the full year shall be eligible for partial benefits proportional to the extent of their employment. Employees will receive matching contributions from the Cooperative according to the following schedule. The Cooperative policy and administrative plan for 403b outlines the required procedures. The maximum benefit for a part-time employee shall be multiplied by the FTE as defined by Section 1.

*Completed Years of Service	2023-2025 Cooperative Contribution	Teacher Contribution
1-4	\$700.00	\$700.00
5-7	\$1,000.00	\$1,000.00
8-11	\$1,350.00	\$1,350.00
12-15	\$1,750.00	\$1,750.00
16-19	\$2,350.00	\$2,350.00
20+	\$3,050.00	\$3,050.00

*Completed years of Service are defined as years of service to the Cooperative.

Section 2. Post-Retirement Health Care Savings Plan:

Subd 1. Eligibility. All full-time teachers beginning in their second year or greater of teaching AND achieving tenure are eligible for a Cooperative contribution to their post-retirement health care savings plan (HCSP). Part time teachers will receive a prorated contribution determined in the same method as 403(b) contribution as Article XIII, Section 1, Sub 1.

Subd 2. Contribution. Upon tenure, eligibility starts at the beginning of the 2nd full year in the cooperative, increases at the beginning of the 5th full year in the cooperative and increases in the 10th full year in the cooperative. The benefit shall be paid by MAWSECO to the teacher's HCSP no later than June 30th. Upon an employee's death, contributions owed but not yet paid to the HCSP will be paid in case to the employee's beneficiary.

2023-2025	
Completed Years of Service	Contribution
Probationary or Non-tenure	\$0
2-4 years	\$250
5-9 years	\$500
10+ years	\$1000

ARTICLE XIV

TEACHER COMPENSATION

Section 1. SALARY SCHEDULES: The wages and salaries reflected in Teacher Schedule Appendix A, attached hereto, shall be part of this Agreement for the period from July 1, 2023 through June 30, 2024, and the wages and salaries reflected in Teacher Schedule Appendix B, attached hereto, shall be part of this Agreement for the period from July 1, 2024 through June 30, 2025.

Subd. 1. Extra Compensation

A. Service Career Increment. The Service Career Increment Schedule, Appendix C attached hereto, shall be part of this Agreement for the period from July 1, 2023 to June 30, 2025. Full time staff will receive an annual Service Career Increment based on their years of experience with the Cooperative as follows:

After 15 years of service
After 20 years of service
After 25 years of service
After 30 years of service

The Service Career Increment amounts shall not be cumulative and once granted it will remain in effect until modified by the next Service Career Increment.

Section 2. STATUS OF SALARY SCHEDULE: The salary schedules are not to be construed as a part of an employee's continuing individual contract and the Joint Powers Board reserves the right to withhold increment and advancements, lane changes or any other salary increase as the Board shall determine. The Joint Powers Board shall give written notice of just cause for such action.

Subd. 1. Salary Advancement. If a successor agreement is not executed prior to commencement of the 2025-2026 school year, teachers shall be compensated according to the last individual contract executed between the individual and the Cooperative until such time as a successor agreement is executed.

Subd. 2. Placement on Salary Schedule. The Cooperative reserves the right to determine years of credit for past experience for new or incoming teacher and for previously employed part-time teacher.

Subd. 3. Lane Change Credit. To be eligible for lane change, credit courses must meet all of the following criteria:

A. Credits must be offered through a recognized, accredited, four (4) year college/university, or an accredited graduate program.

B. Credits must be offered by the college/university as a credit course regardless of the mode of presentation.

C. Credits must be germane to the employee's assignment, part of an approved program in special education or courses approved by the Cooperative.

D. Credits must be for courses in which a letter grade of "B" or better was earned. A "pass" grade will be accepted only with written verification that letter grades were not awarded.

E. Credits must have been gained within the last ten (10) years to be applied toward lane change credit. Each qualifying 1.5 quarter units shall be deemed equal to 1 semester credit.

F. Credits to be applied toward the Masters plus 40 lane must be identified on a written course of study leading to an additional advanced degree or licensure germane to the employee's present or potential assignment. The course of study must be formally approved by the college/university and received by the Executive Director.

G. In addition to allowable college credits, teachers may earn up to a maximum of 2 credits per lane change up to a BA+40/Masters level by attending workshops, seminars, conferences and other classes approved by the Executive Director. Such credits shall be approved in writing prior to enrollment of the sessions. When approved, these credits shall be granted on the basis of one credit for each 18 hours of workshop. Approval of workshop credits shall be granted whenever the following conditions are met:

- 1). Attendance at workshops shall be at times other than during the staff person's work day and is at the staff person's expense.
- 2) The workshop shall be designed to improve the quality of teaching in the teacher's assigned field.

Subd. 4. Prior Approval. All credits, to be considered for application on the salary schedule, shall be approved prior to taking the course by the Director. Up to 10 credits outside the employee's present or potential area of assignment may be applied to lane changes from BA to MA+20.

In the event that the Executive Director does not approve the credits for application on the salary schedule, the matter may be referred to an Appeal Committee, consisting of the Executive Director, a Joint Powers Board member or representative of the Board, and a member representing the Education Minnesota-MAWSECO. These credits will be reviewed by the committee and a recommendation will be made.

In the case of new employees who request credit toward lane change for courses taken prior to employment, the request must be made and verbal approval given before signing the contract for employment, followed by written request and receipt of

verification of course or courses taken within thirty (30) calendar days from the date of beginning employment.

Subd. 5. Effective Date. Individual contracts will be modified to reflect qualified lane changes twice every year providing a transcript of qualified credits is submitted to the central office no later than September 15 and/or January 15 of each year. Credits submitted by transcript after September 15 and January 15, even though otherwise qualifying, shall not be considered until the next effective date. Credits submitted prior to January 15 shall entitle the staff member to one-half of the applicable lane increment.

Subd. 6. Experience Credit. An employee must have been under contract for at least 110 days during an academic year in order to receive credit for one (1) full year of experience credit.

Section 3. FRINGE BENEFITS:

Life Insurance - \$75,000 coverage in group term life insurance to eligible staff members.

Long Term Disability Insurance - Cooperative contribution of 100% of the cost for eligible staff members.

Health Insurance- The Cooperative will contribute up to one thousand five hundred dollars (\$1,500.00) per month toward the cost of monthly premium for family coverage or up to eight hundred \$800.00) per month toward the cost of monthly premium for single coverage under a group health insurance plan selected by the Cooperative for the 23-24 school year. The Cooperative will contribute up to one thousand six hundred dollars (\$1,600.00) per month toward the cost of monthly premium for family coverage or up to eight hundred fifty dollars (\$850.00) per month toward the cost of monthly premium for single coverage under a group health insurance plan selected by the Cooperative for the 24-25 school year. To the extent that the cost of the monthly premium exceeds the amount of the Cooperative's contribution, employees must pay the remaining amount of the monthly premium through payroll deduction. Any excess Cooperative contribution will be placed in the HSAs of HSA-eligible employees.

Dental Insurance- The Cooperative will contribute up to sixty-seven dollars and forty-four cents (\$67.44) monthly toward the cost of monthly premium for family coverage or up to fifty-seven dollars and fifty-one cents (\$57.51) monthly toward the cost of single coverage under the Cooperative determined dental policy during the 23-24 and 24-25 school year. To the extent that the cost of the monthly premium exceeds the amount of the Cooperative's contribution, Employees must pay the remaining amount of the monthly premium through payroll deduction.

ARTICLE XV

12-MONTH CONTRACT FOR STAFF

Section 1. The 12-month contract for staff will be from July 1 to June 30 during the years of the current master agreement. The Joint Powers Board will review the arrangement and will make recommendations for continuing this contract option beyond this time period. Existing agency staff will be considered for this contract upon their written request. The Board and administration must agree with the request before the arrangement is approved. The following are additional provisions of this contract arrangement:

Subd. 1. Existing employees must submit a written request to initiate this contract option or to be removed from this 12-month option by March 15 of each year of this master agreement period.

Subd. 2. Individual assignments and work calendar will be established by June 15 of each year of this master agreement period by the administration with input from the staff member.

Subd. 3. A flexible 8-hour day may be agreed upon by the Board and administration and the employee.

Subd. 4. Staff with a reduced FTE during the 12-month period will qualify for benefits if eligible as defined in the master agreement per Article VII Section 4.

Subd. 5. If there is greater student need throughout the year, an increase in contract may be arranged by mutual agreement between administration and the staff person. If the need extends beyond 182 days and 1.0 FTE, an extended contract will be developed based on the present hourly rate of the staff member.

Subd. 6. Seniority, salary changes, insurance, sick leave, resignation dates and payroll will operate on a 12-month basis.

Subd. 7. Salary shall be paid on a 12 month semimonthly basis on the 15th and 30th or the full banking date closest to each respective date. July 15th will be the initial payroll date.

Subd. 8. No other changes in contract language or procedure will go into effect during this period.

Subd. 9. The Board reserves the right to require a 12-month contract upon hiring new Birth-Three staff.

ARTICLE XVI

MEET AND CONFER

The Cooperative shall meet and confer with the Education MN MAWSECO, or its designated representative, pursuant to the P.E.L.R.A. The meeting will be scheduled three times per year, at least once every four months, and may be canceled by mutual agreement. Non contracted related items for discussion will be submitted to the Cooperative one week prior to the meeting for distribution.

ARTICLE XVII

MEDICAL EMERGENCY POOL

Section 1: CREATION OF MEDICAL EMERGENCY POOL (“MEP”). The Cooperative and Union hereby create a MEP for teachers who are experiencing a medical emergency.

Section 2: DEFINITION OF MEDICAL EMERGENCY. A “medical emergency” means a medical condition that will require more than ten consecutive days of absence from duty and will result in a substantial loss of income to the employee because the employee has exhausted all forms of paid leave other than leave taken under the MEP. The medical condition must be recognized by the mainstream medical community and certified by a physician.

Section 3: FUNDING OF MEP. The MEP will be established by voluntary donations from members of the teachers’ bargaining unit. In order to join the MEP for a four-year period, a teacher must contribute one day of sick leave before September 30th of the school year. All donations are confidential and nonrefundable. Once a teacher donates a day of sick leave to the MEP the teacher cannot rescind or retract the donated sick leave for any reason. If at any point the pool is not self-sustaining, the Cooperative and Union may mutually agree to provide members of the bargaining unit an opportunity to donate additional days of accumulated sick leave.

Section 4: ELIGIBILITY FOR MEP. Full-time teachers who are experiencing a medical emergency and have joined the MEP are eligible to receive up to thirty (30) days of paid sick leave from the MEP during any school year and a maximum of sixty (60) days during their career with the Cooperative. To obtain such leave, an eligible teacher must complete and submit a written application to draw paid sick leave from the MEP along with a medical certification from the teacher’s treating physician. The Cooperative may require additional information, as it deems necessary, to determine whether the teacher has a legitimate medical emergency. Teachers may not begin to draw paid sick leave from the MEP unless and until the Cooperative approves the written application.

Section 5: LOSS OF ELIGIBILITY FOR MEP. Teachers will immediately become ineligible to draw paid sick leave from the MEP if they become eligible to receive benefits from another source, such as long-term disability insurance or workers' compensation.

ARTICLE XVIII

SUBSTITUTE FOR TEACHING IN LIEU OF PREP

Section 1. Substitute Teaching

Subd A. Every effort will be made to secure a licensed substitute teacher before a fulltime licensed teacher is asked to voluntarily serve as a substitute during his/her preparation period.

Subd B. In those cases when licensed substitute teachers are not available and a full-time teacher voluntarily agrees to serve as a substitute during his/her preparation period, said teacher shall be paid an additional \$30.00 for foregoing their preparation period. Such assignment will be made by the Director or Supervisor of the program and will be distributed as equitably as possible among the school's teachers. "Period" shall mean the normal length of a teacher's class as determined by program structure;

Subd C. Compensation will be submitted to the Cooperative office in accordance with established administrative procedures regarding Substitute Teaching in Lieu of Pep Hour.

Appendix A
 Meeker & Wright Special Education Cooperative, District #938
2023-2024 Salary Schedule

	BA	BA+10	BA+20	BA+30	BA+40/ MA	BA+50/ MA+10	BA+60/ MA+20	BA+70 MA+30	BA+80/ MA+40/ DOCTORATE
1	47,276	48,437	49,653	50,921	53,004	54,759	56,508	58,270	60,037
2	48,959	50,120	51,338	52,604	54,687	56,444	58,192	59,952	61,720
3	50,642	51,804	53,019	54,289	56,369	58,127	59,875	61,636	63,404
4	52,326	53,487	54,703	55,972	58,052	59,811	61,558	63,320	65,085
5	54,009	55,169	56,386	57,654	59,736	61,493	63,241	65,003	66,769
6	55,692	56,852	58,070	59,338	61,419	63,177	64,924	66,687	68,453
7	57,374	58,536	59,754	61,022	63,102	64,860	66,608	68,369	70,135
8	59,059	60,221	61,437	62,705	64,786	66,543	68,291	70,053	71,819
9	59,532	61,904	63,120	64,389	66,471	68,227	69,975	71,736	73,505
10	60,008	62,399	63,624	66,073	68,152	69,912	71,660	73,419	75,188
11	60,488	62,898	64,134	67,755	69,836	71,593	73,341	75,104	76,870
12	60,488	63,402	64,647	69,438	71,519	73,277	75,025	76,787	78,553
13	60,488	63,402	64,647	71,122	73,203	74,960	76,709	78,471	80,237
14	60,488	63,402	64,647	71,122	74,887	76,643	78,391	80,154	81,921
15	60,488	63,402	64,647	71,122	76,570	78,328	80,076	81,837	83,603
16	60,488	63,402	64,647	71,122	78,253	80,011	81,759	83,520	85,288

Schedule is based on semester credits

Appendix B
 Meeker & Wright Special Education Cooperative, District #938
2024-2025 Salary Schedule

	BA	BA+10	BA+20	BA+30	BA+40/ MA	BA+50/ MA+10	BA+60/ MA+20	BA+70/ MA+30	BA+80/ MA+40/ DOCTORATE
1	48,694	49,890	51,143	52,449	54,594	56,402	58,203	60,018	61,838
2	50,428	51,623	52,878	54,183	56,327	58,137	59,938	61,751	63,571
3	52,161	53,358	54,609	55,917	58,060	59,870	61,671	63,485	65,306
4	53,896	55,092	56,344	57,651	59,793	61,605	63,405	65,220	67,037
5	55,630	56,824	58,077	59,383	61,528	63,338	65,139	66,953	68,772
6	57,363	58,558	59,812	61,118	63,262	65,072	66,872	68,687	70,507
7	59,096	60,293	61,547	62,853	64,995	66,806	68,606	70,420	72,239
8	60,830	62,027	63,280	64,586	66,730	68,540	70,339	72,154	73,974
9	61,318	63,761	65,014	66,321	68,465	70,274	72,074	73,888	75,710
10	61,808	64,271	65,533	68,055	70,196	72,009	73,810	75,622	77,443
11	62,303	64,785	66,058	69,787	71,931	73,740	75,541	77,358	79,176
12	62,303	65,304	66,587	71,521	73,664	75,475	77,276	79,091	80,910
13	62,303	65,304	66,587	73,255	75,399	77,209	79,011	80,825	82,644
14	62,303	65,304	66,587	73,255	77,134	78,942	80,743	82,558	84,379
15	62,303	65,304	66,587	73,255	78,867	80,678	82,478	84,292	86,111
16	62,303	65,304	66,587	73,255	80,601	82,412	84,211	86,026	87,846

Schedule is based on semester credits

Appendix C
 Meeker and Wright Special Education Cooperative #938
2023-2025 Additional Compensation Schedule

Type	Amount/Language
Orientation & Mobility Specialist Certification	\$3000 per school year stipend (certification must be active/current)
ASHA Certificate of Clinical Competence	\$3000 per school year stipend (certification must be active/current)
School Psych Intern Supervisor	\$2000 per school year stipend
ASHA Clinical Fellow Supervisor	\$2000 per school year stipend
Supervision of Student Teacher or Other Field Experience Internship	\$300 per student teacher or field experience placement stipend will be provided if the supervising employee is not already receiving payment from the college/university for such supervision.
Mentor for MAWSECO Employee	Paid at hourly rate for Mentor Training and New Employee Orientation Meeting plus up to \$450 per year at a rate of \$25 per meeting with mentee as documented in the mentor log.
Additional Assignment	If a teacher and their immediate supervisor mutually agree upon an additional assignment for the teacher, administration will determine a set stipend to be paid based on the amount of time needed and the employee's current rate of pay. Additional assignments are not considered part of a teacher's continuing contract.

*All per year amounts listed will be on a pro-rata basis, if assignment/certification is less than one year.

Appendix D
Meeker and Wright Special Education Cooperative #938
2023-2025 Service Career Increment Schedule

After fifteen (15) years	\$1,600.00
After twenty (20) years	\$2,200.00
After twenty-five (25) years	\$2,400.00
After thirty (30) years	\$2,600.00

The service career increment amounts shall not be cumulative and once granted it will remain in effect until modified by the next service career increment.

Appendix E
 Meeker and Wright Special Education Cooperative #938
Board Contribution for Health and Dental Insurance

	<u>2023-2024</u>	<u>2024-2025</u>
Health Insurance		
Single	\$ 9,600.00	\$10,200.00
Family	\$18,000.00	\$19,200.00
Dental Insurance		
Single	\$690.17	\$690.17
Family	\$809.24	\$809.24

Appendix F

GRIEVANCE REPORT FORM

Name(s) _____ Date _____

Building _____ Supervisor _____

Step _____

Statement of Facts:

Specific Provision(s) of Agreement Allegedly Violated:

Particular Relief Sought:

Dated: _____

Signature(s) of Grievant(s)

IN WITNESS WHEREOF, The parties have executed this Agreement as follows:

FOR THE EDUCATION MINNESOTA-
MAWSECO

FOR JOINT POWERS BOARD #938

Daniel J. Bultsma

Daniel J. Bultsma (Sep 11, 2023 11:39 CDT)

Representative

Amy A. Johnson

Amy Johnson (Sep 11, 2023 14:26 CDT)

Chairperson

John Anderson

John Anderson (Sep 11, 2023 13:55 CDT)

Representative

Julie Rae Pennertz

Julie Rae Pennertz (Sep 11, 2023 16:12 CDT)

Clerk

Karla Rick

Karla Rick (Sep 11, 2023 14:22 CDT)

Chief Education Minnesota-MAWSECO
Negotiator

Amy A. Johnson

Amy Johnson (Sep 11, 2023 14:26 CDT)

Chief Cooperative Negotiator

Dated this ____ day of

_____, 2023

Dated this ____ day of

_____, 2023