

HLWW 23-25 Teacher Contract Summary

Compensation

Year 1: 3% added to salary schedule, 10% to district contribution to health insurance and \$50 to contribution to dental insurance

Year 2: Adjustments to cells across the salary schedule, average increase of 5.2%, 10% to district contribution to health insurance and \$50 to contribution to dental insurance

Language

Meet & Confer: Add School Board presence and pertinent staff members to the meetings

Basic Day & Building Hours: Day measured in hours instead of minutes, individual building hours for teachers may vary based on needs of the building

Teacher Evaluation: Administrators establish a schedule by Sept. 20th for observations for probationary staff, Pre/post observations happen within two weeks before and three weeks after an observation. Also, concerns that could lead to discipline are addressed to the teacher in a meeting with union representatives.

Work Days: PD/Staff meetings can be scheduled during the first two/last two hours of work days following the 1st and 3rd quarter. Staff meeting/PD will not be scheduled during the 2nd quarter workday. If there are not meetings schedules, teachers are allowed to work remotely if they can complete their necessary work

Beginning of Year Work Days: Two days reserved for teacher work time/student/classroom preparation. 2 days for PD/Building/Staff meetings. Meetings can be scheduled on the 2 reserved days if approved by DLT. Teachers can be assigned up to 3 hours of annual online training.

Homebound Instruction: Compensation/prep time rules for homebound instruction. Teachers receive 1 hour of preparation time for every hour of instruction.

Placement on Salary Schedule: Lane change requests processes to come inline with practices. Teacher can receive two lane changes per school year. Lane changes submitted by 9/20 will be retroactive to the beginning of that school year.

Group Insurance: Increase of district contribution of 10% on year 1 and year 2

Post Retirement Benefit: Change qualifying conditions to 15 years with HLWW and 18 years teaching. Increase benefit to \$25,000. Added sunset clause so benefit is open to teachers hired prior to January 1st, 2024. **PENDING OPEB APPROVAL**

Grievance Procedure: Cleaned up loophole and ambiguous language. Added School Board as Level III appeal.

Sick Leave Bank: Allowance for employees to donate more days to Sick Leave Bank. Added additional approval for more than 30 consecutive days requested,

Bereavement Leave: Additional days allowed for bereavement leave, also expanded bereavement reasons.

Leave: Reduced the “No Leave Window” to the first and last 5 days of the school year.

Extracurricular Assignment: Reduced the length of the assignment from 3 years to 1 year. Limited the assigned activities to activities they generally meet during the day.

Compensatory Time: Language to allow compensatory time to be used within the new “No Leave Window” rules. 16 hours of comp time can now be carried over (used to be 8).

Schedule E: Increase days for District Counselors to 4 days and ALP Lead by 2 days.

Sixth Class: Assignment of the ALP teacher to receive 6th assignment

Schedule D: Create FFA Co-advisors that receive the same level of compensation

ECFE/SR: Adding ECFE/SR teachers to the master agreement. They will receive the same fringe benefits, but will be on a separate salary schedule.

MOU, ESST: Minnesota’s new ESST law expands use of ESST. We established provisions to govern ESST until our payroll system is able to manage the process.

MOU, SPED Due Process Time: Renewed Due Process time for SPED teachers. Staff are able to time card up to 16 hours outside of the instructional day for Due Process.