Board Meeting

Tuesday, October 21, 2025 6:30 AM
Conference Room, 23130 345th St SE, Erskine, MN 56535

1. **Call to order by Chairperson_____ at _____**
1. Pledge of Allegiance
2. Welcome
3. Roll Call

   _____ Tyler Brekken
   _____ Nicki Carlson
   _____ Jackie Huschle
   _____ Megan Rock
   _____ Brad Sander
   _____ Amanda Schow
   _____ Davin Swanson
2. **Approval of Agenda as presented or amended**
3. **Open Forum**

   This is an opportunity for members in the audience to share a thought or idea with the board. Please limit comments to under 3 minutes

   As per Minnesota Statute, items of private data or personnel issues will not be allowed to be presented or deliberated. Visitors with employee issues will be encouraged to proceed via use of School Policies dealing with complaints.
4. **Acknowledgements - Students/Staff/Personnel**
5. **Infomational Reports**
1. Dean of Students/Activities Director Report
6. **Financial - Auditors for the Month of October- Sander and Huschle**
1. Approve payment of bills for District Checks - #52065-52166 in the amount of $175,146.26; Activity Checks #20065-20075 in the amount of $28,912.33; Wire Payments in the amount of $222,713.30 and MSDLAF - Transfers - Redemptions in the amount of $630,000.
2. Finance Officers Report
7. **Written Reports/Updates**
1. Superintendent Report
2. School Board Committee Reports
3. Principal/Community Education/Title Grant Coordinator's Report
8. **Consent Agenda Business**
1. Approve Minutes of the regular meeting held September 16, 2025
2. Accept Donations
3. Approve the Fall 2025 CIHS MOU with UMC
9. **Action Items**
1. Approve the 2025-2026 Boys Basketball Coaches (A)
   Head: Jerid Couneya
   Asst: Nathan Johnson
   Asst: Brady Langemo
   JH: Jason Svalen
   Volunteer - Carl Dugstad
2. Approve the 2025-2026 Girls Basketball Coaches (A)
   Head: Paul Kaster
   Asst: Vance Kaupang

Asst: Erin Lisburg
JH: Shelby Engstrom

3. Approve 2025-2026 Wrestling Advisor (A) - Advisor - Jeremy Morgenroth
4. Approve the MSHSL Form A Resolution (R)
5. Approve the MSHSL Form B Resolution (R)
6. Approve the 2025-2027 Master Agreement with Win-E-Mac Teachers United (A)
10. **Set Meeting Dates and Times - November 18th, 5:30 PM in the Conference Room**
11. **Adjourn**

October Activities Director's Report

Fall Activities

- Fall sports seasons are in the playoffs
    - VB travels to Mahnomen for the pigtail round (10/20).
    - FB travels to SAC for quarterfinals (10/21).

Boys & Girls Basketball

- JH GBB practice 10/27
- GBB practice starts 11/10
- BBB practice starts 11/17
- JH BBB practice starts 11/20
- BBB Cheer practice will start the week of 11/17

Robotics

- V5 Robotics: We currently have 5 teams (22 kids) this year showing up for practices and working on their robots.
- Drones: We have 7 students participating; 3 total teams.
- VEX IQ Robotics is starting this week.

Other

- JH Play practice started this week. This year's play is "Prince Ugly."
- PTP meeting & All-Conference selection is scheduled for 11/3 in Mahnomen
- MSHSL Foundation Form A & Form B application will be submitted
    - Resolution must be approved by the School Board so it can be sent off.
- Recommend approval of all winter coaches
- Softball field update
- Sponsorship update

Dean of Students

- 75 referrals written up in the first ¼. 40% of them being positive referrals, 60% being negative referrals. Need to remind staff to be filling out positive referrals, lots of correct/good things going on we want to be promoting.
- Student Section Captains: will be starting during basketball season. Will lead cheers, promote positive sportsmanship, will help keep the student section organized and engaged.

WIN-E-MAC SCHOOL DISTRICT

AARON COOK, SUPERINTENDENT

www.wemschools.org

Phone: (218)563-2900

23130 345th Street SE
Erskine, MN 56535
Casey Reierson, Principal

DISTRICT FAX: (218)563-2107
H.S./ELEM. FAX: (218)563-2902

October 15, 2025

Superintendent Report

October 2025 School Board Meeting

1. Teachers 25-27 Contract
    a. Looking for board approval

2. Referendum Update
    a. Local Meetings
    b. Early Voting

3. MSHS Form A & B resolutions

4. Building & Grounds Updates
    a. Softball Field
    b. Fieldhouse

5. MSBA Conference
    a. Jan 15-16

WIN-E-MAC SCHOOL DISTRICT

Aaron Cook, Superintendent
Carl Dugstad, Principal
Phone: (218) 563-2900
www.wemschools.org

23130 345th Street SE
Erskine, MN 56535

DISTRICT FAX: (218) 563-2107
H.S./ELEM. FAX: (218) 563-2902

10/21/2025

Principal Report to School Board

- Homecoming Week-a success
  - Student Council and Mrs. Schultz did a great job planning and executing the day to day activities of homecoming week. Mr. Roragen and Mr. Svalen did an excellent job running the elementary pep fest. The older students really did well to organize and run the dress up days, etc.
- Community Ed.
  - Had a couple meetings-both formal and at volleyball games.
  - We are looking to run 5-6 classes this year around the late fall to early spring seasons.
  - More to come later.
- Teacher Observations
  - I will start formal observations and work through the list. We have 15 formal observations to do and some will need more than one.
- Hallway Pictures
  - Mrs. Strom is getting the hallway pictures above the lockers updated so we will have fresh hallways in the near future.
- End of Quarter Meeting
  - Mr. Langemo and I will meet with the high school students after the first quarter to talk about things we need to improve and focus on as well as the many things we have seen that we want to commend our students for. This is a quarterly meeting we will use to keep the students updated to what we are seeing in our school and to communicate directly some growth areas.
- Veteran's Day Program
  - We have started planning for the Veteran's Day program and it will look a lot like last years event. I am looking at Tuesday, November 11th at 9:00AM.

Principal Carl Dugstad

Minutes of Regular School Board Meeting
Win-E-Mac School District
Tuesday, September 16, 2025
5:30 P.M. - Conference Room

The meeting was called to order by Chairperson Tyler Brekken at 5:30 PM. Members present Brekken, Carlson, Huschle, Rock, Sander, Schow, and Swanson.

Audience members: Heather Burd, Aaron Cook, Carl Dugstad, Rob Hole, Erin Jore, Tracy McGlynn, Kristi Plante, and Ross Roragen

Approval of Agenda as presented or amended. This motion, made by Megan Rock and seconded by Brad Sander, Carried.

Aaron Cook gave Activity Director's Report in the absence of Brady Langemo - Fall Activities - ● Varsity Football is 0-3; ○ JV & JH football have each had multiple games; ● Varsity Volleyball is 1-7. Next match NCE/U-H @ WEM 9/16; ○ JH VB has had 6 matches. With higher 7th grade numbers we have been trying to play extra 7th grade sets to get all the girls court time. ● Final Participation numbers - ○ VB C-V=32; ○ VB JH=22; ● FB V=26; ● FB JH=22; ● FB Cheer=11 Other - ● I attended the mandatory fall area meeting with the MSHSL in TRF on 9/9; ● Homecoming week was October 6 - October 10. ● Junior High Fall sports final competitions will be Monday 10/13. ● MSHSL Foundation Form A & B grant application open soon. Form A is based upon non duplicated participation. Form B could provide in replacement AED and other services. ● With higher numbers continuing in the JH programs. I would like to once again look at considering adding 2nd coaches at those levels. WEM is one of the only schools that has only 1 JH coach for each sport. ● Corporate sponsorships are steadily coming in. ● Mr. Johnson's shop class is working on lots of smaller projects, many connected to WEM athletics as we won't be able to break ground on the fieldhouse until the spring. - Dean of Students - ● Captains lunches began again today; ● Lots of positive behavior referrals coming in and so far the negative behavior referrals have been very low key and Less issues with tardies to start this year off.

Approve payment of bills - District Checks #51963-52064 in the amount of $248,324.93; Activity Checks #20062-20064 in the amount of $730.39; Wire Payments in the amount of $194,024.47 and MSDLAF Transfers - Redemptions in the amount of $645,000. This motion, made by Tyler Brekken and seconded by Jackie Huschle, Carried.

Tracy McGlynn gave the Finance Officers Report - Food Service - Free and Reduced: We will continue to receive lunch applications until Oct 15, when they will automatically be switched to fully paid unless they submit another application due to the end of the 30-day carryover period.

We made applications available at the parent sports night; applications were also available during open house night and are also available electronically on our school website. **Free & Reduced:** Our initial numbers as of 9/2/25 of forms completed and directly certified: o Elementary 49.00%, Secondary 48.25%; Overall, 48.64% o Prior year 51.35% on 9/3/24 and ended the year at 49.90%. We are currently running the NSLP/SBP (National School Lunch/Breakfast Programs). Breakfast and Lunch are free for students. We are operating the Kindergarten Milk program and the Afterschool Snack program as additional options for our students. We were required by MDE to increase our adult lunch price. It will go from $5.00 to $5.25. **Enrollment -** Our Day 1 K-12 enrollment was 453. Prior year ending was 442. We have a current budget number of 432 K-12. We will take a closer look in a couple of months and project what our revised ADM will be. This does not include any VPK or EC students. **Audit -** Audit fieldwork was completed by Brady-Martz last month. They are still in the process of completing the audit, which may affect ending balances yet. Overall preliminary numbers are below.

o For Fund 1, the General Fund, we are looking at a loss of approximately $311,026
o The Food Service Fund has a balance of approximately $18,704
o Community Service Fund had a loss of $5,909
o The Troutman Fund has a balance of 583,996

Voluntary Pre-K - Here is a recap of our VPK funding and how it works. Our district was originally approved in fiscal year 2017. Our school now has retained seats and is guaranteed continued funding in future years. A new application will be required in January 2029 for ongoing FY30-33 funding. o Must be 4 as of 9/1/25, any student not 4 will not generate funding (including 5 year olds); o We will generate around .6 ADM per student; The maximum ADM's we will generate funding for is 15 (25 allocated); o We cannot charge for any students generating VPK funding.

Aaron Cook gave the Superintendents Report - **Proposed 25 pay 26 levy** - Overall decrease of 11.49%; General Fund – Increase of $76,719.90 (37.76%); Additional APU compared to previous year (516.85 vs 500.86). Levy per APU increased with inflationary factor ($708.08 vs $684.74); Community Service – Decrease of $4334.90 (-8.95%); Debt Service – Decrease of $265,972.26 (-37.53%). Some debt fully paid - Subject to change based on referendum results; Referendum Update - Absentee and Early voting begins Sept 19; Legal mailer and separate informational mailer will be sent soon; Election judge resolution required at this meeting. Seniority Lists - Approval at this meeting.

Aaron also reported that the negotiations for licensed staff have been going very well and very cordial.

Carl Dugstad gave the principals report - Schedule Changes/OCHS: - Modifying how we do schedule changes for next year. There were too many students in the office this year at the beginning of the year. We will get schedules out sooner so changes can be made sooner. We will

still give a few days for changes but tighten it up. Our counselor is going to take over responsibility for schedule changes, credit checks, and managing the online college in the high school students. This won't really show up until next year for the most part. **Fastbridge Testing -** We have started testing students and are having good results. The program has been running smoothly as well. Mrs. Langemo took the administrative stuff off my plate on her own so thanks to her. Thank you to Mrs. Langemo for doing this for me. Senior Advisor - Mrs. Jessica Strom, advisor from last year, has agreed to do it again. Paraprofessional - We interviewed Natalia Martushoff for a position in our preschool. Her past experience includes working with very young children. She will be working with students with high needs. Homecoming days are being set along with the schedule of events.

Approve Minutes of the regular meeting held August 19, 2025; Accept Donations; and approve the PSEO Contract with NCTC. This motion, made by Jackie Huschle and seconded by Brad Sander, Carried.

Approve the 25-26 Seniority List for Licensed Staff. This motion, made by Megan Rock and seconded by Amanda Schow, Carried.

Approve the 25-26 Seniority List for Non-Licensed Staff. This motion, made by Jackie Huschle and seconded by Davin Swanson, Carried.

Approve the 25 pay 26 proposed levy. This motion, made by Brad Sander and seconded by Amanda Schow, Carried.

Approve the lane change request from Amanda Shultz from MA10 to MA20. This motion, made by Brad Sander and seconded by Jackie Huschle, Carried.

Approve hiring Natalia Martushoff as a paraprofessional. This motion, made by Megan Rock and seconded by Brad Sander, Carried.

Approve hiring Kelsey Perrine as a Cook. This motion, made by Megan Rock and seconded by Jackie Huschle, Carried

Approve Amanda Shultz as the student council advisor. This motion, made by Davin Swanson and seconded by Nicki Carlson, Carried.

Approve Jessica Strom as the senior class advisor. This motion, made by Jackie Huschle and seconded by Amanda Schow, Carried.

Approve resolution appointing election judges. This motion, made by Jackie Huschle and seconded by Brad Sander, Carried. Roll Call vote

- Tyler Brekken: *Yea*
- Nicki Carlson: *Yea*
- Jackie Huschle: *Yea*
- Megan Rock: *Yea*
- Brad Sander: *Yea*
- Amanda Schow: *Yea*
- Davin Swanson: *Yea*

Set meeting date and times - October 21, 2025 -6:30 AM in the Conference Room.

Adjourn. This motion, made by Brad Sander and seconded by Davin Swanson, at 5:55 PM. Carried.

RESOLUTION ACCEPTING GIFTS/DONATIONS

WHEREAS, Win-E-Mac ISD 2609, Erskine, MN , is authorized to accept gifts or donations of real or personal property under Minnesota Statutes, Section 465.03; and

WHEREAS, the following persons or entities have offered to contribute the items or funds set forth below to the district:

Donor	Amount	Purpose	Date
Ottertail Power Co.	$150.00	Em-Power Day Staff Development	September 2025
FB Tailgating	$643.00	Football Fieldhouse donations	September 2025
Ultima Bank	$50.00	Em-Power Day Staff Development	October 2025

NOW, THEREFORE, BE IT RESOLVED by the School Board of Win-E-Mac ISD 2609, that the above-described gifts are hereby accepted with appreciation, and the School Board expresses its gratitude on behalf of the district and community.

UNIVERSITY OF MINNESOTA

Crookston Campus

College in the High School
Department of Academic Affairs

9 Hill Hall
2900 University Avenue
Crookston, MN 56716-5001

Phone: 218-281-8677
Toll free: 800-862-6466 ex. 8677

Email: umccihs@crk.umn.edu
https://www.crk.umn.edu/units/college-high-school

Memorandum of Agreement Fall 2025

This memorandum of agreement outlines the fee structure for the College in the High School (CIHS) program at the University of Minnesota Crookston (UMN Crookston).

Your signature below is an acknowledgment that your school district wishes to participate in the CIHS program and that you agree to abide by the stated fee structure.

- Students must have achieved junior status in their high school, and be residents of the state of Minnesota. Some courses are offered to sophomores – contact the CIHS office.
- Students must have a minimum cumulative high school GPA of 3.0 in order to register and earn UMN Crookston course credit in the CIHS program.
- CIHS students must maintain a minimum UMN Crookston GPA of 2.0 each term to continue enrollment at UMN Crookston.
- School districts must be approved by UMN Crookston to participate.
- All CIHS instructors must attend one CIHS sponsored workshop per year.

Sign and return the dated agreement to:

University of Minnesota Crookston
College in the High School
OTR 9 Hill Hall
2900 University Avenue
Crookston, MN 56716

or E-mail:

umccihs@crk.umn.edu

Thank you!

Elizabeth Gregory
CIHS Coordinator

CIHS Fee Structure

An invoice will be sent to the superintendent in the middle of the school year for CIHS classes offered during Fall 2025. Schools will be charged the UMN Crookston tuition, $300 for each course offered, and $90 for each student registration. The tuition amount will then be subtracted from the invoice leaving a net amount due UMN Crookston of the $300 per course, $90 per student registration and if applicable, a $50 per late registration or withdrawal petition.

High School: Win-E-Mac Secondary Independent School District 2609

Superintendent (*Print Name*) _____

Superintendent Signature_____Date_____

UMN Crookston CIHS Classes Offered Fall: F = Fall-Billed in Fall, YL = Yearlong-Billed in Spring

Course Prefix	Course No.	Section	Class No.	Course Title	Course Credits	Instructor
PSY	1001	40	33917	F General Psychology	3	Eckman,John Allen
COMP	1011	44	30742	F Composition I	3	Winter,Vondria Faith
COMM	1101	42	30848	YL Public Speaking	3	Winter,Vondria Faith
COMM	2002	40	30794	YL Interpersonal Communication	3	Winter,Vondria Faith
ENGL	1016	43	30748	YL American Lit: Race, Gender, Class, and the American Dream	3	Winter,Vondria Faith

The University of Minnesota Crookston is accredited by the National Alliance of Concurrent Enrollment Partnership (NACEP)

FORM A

RESOLUTION OF GOVERNING BOARD SUPPORTING
FORM A APPLICATION TO MINNESOTA
STATE HIGH SCHOOL LEAGUE FOUNDATION

WHEREAS, the Minnesota State High School League Foundation was formed to provide support for Minnesota's high school youth to participate in athletics and fine arts;

WHEREAS, the Governing Board of Win-E-Mac recognizes the value of student participation in extracurricular activities; and

WHEREAS, the MSHSL Foundation is offering grants and funding to assist schools in recognizing, promoting and funding extracurricular participation by high school students in athletic and fine arts programs.

THEREFORE, BE IT RESOLVED, that the Governing Board of Win-E-Mac supports the school's application to the Minnesota State High School League Foundation for a FORM A grant to offset student activity fees.

Win-E-Mac
Date

_____
Board Chair/Head of School

Win-E-Mac
Date

_____
Board Clerk – Treasurer/ Finance Director

FORM B

RESOLUTION OF SCHOOL BOARD/GOVERNING BOARD SUPPORTING

FORM B APPLICATION TO MINNESOTA STATE HIGH SCHOOL LEAGUE FOUNDATION

WHEREAS, the Minnesota State High School League Foundation was formed to provide support for Minnesota's high school youth to participate in athletics and fine arts;

WHEREAS, the Governing Board of Win-E-Mac recognizes the value of student participation in extracurricular activities; and

WHEREAS, the MSHSL Foundation is offering grants and funding to assist schools to provide seminars/training opportunities or support for specific school functions for students/faculty members/officials and others who are involved in athletic and fine arts programs.

THEREFORE, BE IT RESOLVED, that the Governing Board of Win-E-Mac supports the school's application to the Minnesota State High School League Foundation for a **FORM B** grant.

Win-E-Mac _____
Date Board Chair/Head of School

Win-E-Mac _____
Date Board Clerk - Treasurer

A RESOLUTION submitted by an Activity Conference or Region Committee must adhere to the same form and context of the School Board Resolution above.

MASTER AGREEMENT

BETWEEN

WIN-E-MAC TEACHERS UNITED

AND

INDEPENDENT
SCHOOL DISTRICT NO. 2609
WIN-E-MAC

Proposed

2025-2026 2026-2027

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Proposed

MASTER AGREEMENT

PARTIES: This Agreement is entered into between Independent School District No. 2609, Erskine, Minnesota, hereinafter referred to as the School District**,** and the Win-E-Mac Teachers United, hereinafter referred to as the exclusive representative, pursuant to and in compliance with the Public Employment Labor Relations Act of 1971, as amended, hereinafter referred to as PELRA, to provide the terms and conditions of employment for teachers during the duration of this Agreement.

ARTICLE I
RECOGNITION OF EXCLUSIVE REPRESENTATIVE

SECTION 1. RECOGNITION: In accordance with the PELRA, the School District recognizes Win-E-Mac Teachers United as the exclusive representative of teachers employed by the School District, which the exclusive representative shall have those rights and duties as prescribed by the PELRA and as described in this Agreement.

SECTION 2. APPROPRIATE UNIT: The exclusive representative shall represent all the teachers of the School District as defined in this Agreement and in said act.

ARTICLE II
DEFINITIONS

SECTION 1. TERMS AND CONDITIONS OF EMPLOYMENT: The term, "terms and conditions of employment," means the hours of employment, the compensation therefore including fringe benefits except retirement contributions or benefits other than School District payment of, or contributions to, premiums for group insurance coverage of retired teachers or severance pay, and the School District's personnel policies affecting the working conditions of the teachers. The term does not mean educational policies of the School District. The term is subject to the provisions of PELRA.

SECTION 2. TEACHER: The term, "teacher," shall mean all persons in the appropriate unit employed by the School District in a position for which the person must be licensed by the State of Minnesota, including a substitute teacher who is hired to replace an absent teacher when that substitute is employed more than 30 consecutive teaching days in that position, but shall not include Superintendent, assistant superintendents, principals, or assistant principals who devote more than 50% of their time to administrative or supervisory duties, confidential employees, essential employees, and such other employees excluded by law.

SECTION 3. SCHOOL DISTRICT: For the purposes of administering this Agreement, the term, "School District," shall mean the School Board or its designated representative(s).

SECTION 4. OTHER TERMS: Terms not defined in this Agreement shall have those meanings as defined by PELRA.

Proposed

ARTICLE III
SCHOOL DISTRICT RIGHTS

SECTION 1. INHERENT MANAGERIAL RIGHTS: The exclusive representative recognizes that the School District is not required to meet and negotiate on matters of inherent managerial policy, which include, but are not limited to, such areas of discretion of policy as the functions and programs or the School District, its overall budget, utilization of technology, the organizational structure, and selection and direction and number of personnel.

SECTION 2. MANAGEMENT RESPONSIBILITIES: The exclusive representative recognizes the right and obligation of the School Board to efficiently manage and conduct the operation of the school district within its legal limitations and with its primary obligation to provide educational opportunity for the students of the school district.

SECTION 3. EFFECT OF LAWS, RULES AND REGULATIONS: The exclusive representative recognizes that all teachers covered by this Agreement shall perform teaching services prescribed by the School Board and shall be governed by the laws of the State of Minnesota, and by School Board rules, regulations, directives, and orders, issued by properly designated officials of the School District. The exclusive representative also recognizes the right, obligation, and duty of the School Board and its duly designated officials to promulgate rules, regulations, directives, and orders, from time to time, as deemed necessary by the School Board 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, regulations, directives, or orders shall be all void and without force and effect.

SECTION 4. RESERVATION OF MANAGERIAL RIGHTS: The foregoing enumeration of 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 School District.

ARTICLE IV
TEACHER RIGHTS

SECTION 1. RIGHT TO VIEWS: Pursuant to PELRA, nothing contained in this Agreement shall be construed to limit, impair, or affect the right of any teacher or his/her representative 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 designed to and does not interfere with full, faithful, and proper performance of the duties of employment or circumvent the rights of the exclusive representative if there be one; Sections M.S. 179A.06, SUB. 1. does not require any teacher to perform labor or services against his/her will.

SECTION 2. RIGHT TO JOIN: Teachers shall have the right to form and join labor or employee organizations and shall have the right not to form and join such organization. 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 terms and conditions of employment for such teachers.

Proposed

SECTION 3. DUES CHECKOFF AND FAIR SHARE FEE DEDUCTIONS:

SUBD. 1. **Dues Check-Off**: Teachers shall be allowed dues check off for the teacher organization of their selection, provided the dues check off and the proceeds thereof shall not be allowed to any teacher organization that has lost its rights to dues check off pursuant to PELRA. Upon receipt of a properly executed authorization of the teacher involved, the School District will deduct from the teacher's paycheck the dues that the teacher has agreed to pay to the teacher organization in 12 equal installments, beginning with the second pay period in November. Upon written request of a teacher, contributions to the Committee on Political Education (COPE) shall be made by payroll deduction on the same deduction schedule as for dues check off.

SECTION 4. PERSONNEL FILES: Pursuant to M.S. 122A.40, SUBD. 19, as amended, all evaluations and files relating to each individual teacher shall be available during regular School District business hours to each individual teacher upon written request. The teacher shall have the right to reproduce any of the contents of the files at the teacher's expense and to submit for inclusion in the file written information in response to any material contained therein. However, the School District may destroy such files as provided by law.

SECTION 5. BUILDING USAGE: The exclusive representative shall have the right to use the School District buildings for meetings, provided that these meetings are scheduled in advance with the Superintendent or principal, and such meetings do not interfere with School District operations.

SECTION 6. NOTICES: The exclusive representative will have the right to place notices, circulars, and other material in teachers' mailboxes.

SECTION 7. MEETINGS: A member of the state or national teachers' organization may not meet with a teacher during the school day as described by ARTICLE VIII, unless during the teacher's duty-free lunch.

ARTICLE V
GRIEVANCE PROCEDURE

SECTION 1. DEFINITIONS:

SUBD. 1. Grievance: A "grievance" shall mean an allegation in writing by a teacher or exclusive representative that the teacher has been injured as a result of a dispute or disagreement between the teacher and the School District as to the interpretation or application of specific terms and conditions contained in this Agreement.

SUBD. 2. Group of Teachers: A group of fewer than ten (10) teachers may file a grievance if a complaint arises out of the same transaction or occurrence and the facts and claim are common to all teachers in the group. Such grievance must be in writing and signed by all grievants in the group.

Proposed

SUBD. 3. Exclusive Representative Grievance: The exclusive representative may file a grievance if a complaint involving ten (10) or more teachers arises out of the same transaction or occurrence, and the facts and claim are common to all teachers in the group. In order to pursue such a grievance, the exclusive representative must provide the names and signatures of the affected teachers no later than the third level of the grievance procedure. The exclusive representative grievance may proceed only as to the teachers identified in the appeal to arbitration. The exclusive representative may also file a grievance if the allegation involves a specific right of the exclusive representative as noted in this Agreement.

SECTION 2. REPRESENTATIVE:

The grievant(s), administrator(s), or School Board may be represented during any step of the procedure by any person or agent designated by such party to act on the party's behalf.

SECTION 3. DEFINITIONS AND INTERPRETATIONS:

SUBD. 1. Extension: Time limits specified in this Agreement may be extended by mutual, written agreement.

SUBD. 2. Days: Any reference to "days" regarding time periods in this procedure shall refer to working days. A "working day" is defined as all week days not designated as holidays by state law.

SUBD. 3. Computation of Time: In computing any period of time prescribed or allowed by procedures in this article, the date of the act, event, or default for which the designated period of time begins to run shall not be included. The last day of the period so computed shall be counted, unless it is a Saturday, a Sunday, or a legal holiday, in which event, the period runs until the end of the next day which is not a Saturday, a Sunday, or a legal holiday.

SUBD. 4. Filing and Postmark: The filing or service of any notice or document in this Agreement shall be timely if it is personally served or if it bears a certified postmark of the United States Postal Service within the time period.

SECTION 4. TIME LIMITATION AND WAIVER:

A grievance shall not be valid for consideration unless the grievance is submitted to the School District's Superintendent or designee in writing, signed by the grievant(s), setting forth the facts and the specific provision(s) of the Agreement allegedly violated and the particular relief sought within twenty (20) days after the date that the first event giving rise to the grievance occurred. Failure to file any grievance within such period shall be deemed a waiver thereof. Failure to appeal a grievance from one level to another within the time periods hereafter provided shall constitute a waiver of the grievance. An effort shall first be made to adjust an alleged grievance informally between the grievant(s) and the School District's Superintendent or designee.

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SECTION 5. RESOLUTION OF GRIEVANCE:

The School District and the grievant(s) shall attempt to resolve all grievances which may arise during the course of employment in the following manner:

SUBD. 1. **Level I**:
If the grievance is not resolved through informal discussion, the School District's Superintendent or designee shall give a written decision on the grievance to the parties involved within ten (10) days after receipt of the written grievance.

SUBD. 2. **Level II**:
1. In the event the grievance is not resolved in Level I, the decision rendered may be appealed to the School Board, provided such appeal is made in writing within five (5) days after receipt of the decision in Level II.
2. If a grievance is properly appealed to the School Board, the School Board may elect to review the matter and render a written decision within twenty (20) days after receipt of the written appeal; or
3. At the option of the School Board the School Board may determine to set a hearing on the grievance within twenty (20) days after receipt of the written appeal, and in such case the School Board will issue its written decision to the parties involved within twenty (20) days after the hearing.
4. At the option of the School Board, a committee or representative(s) of the School Board may be designated by the School Board to process the appeal at this level and report the findings and recommendations to the School Board. The School Board shall then render its decision.

SECTION 6. DENIAL OF GRIEVANCE:

Failure by the School Board or its representative(s) to issue a decision within the time period provided in this article shall constitute a denial of the grievance, and the grievant(s) may appeal it to the next level.

SECTION 7. ARBITRATION PROCEDURES:

In the event that the grievant(s) and the School Board are unable to resolve any grievance, the grievance may be submitted to arbitration as defined in this article:

SUBD. 1. Request: A request to submit a grievance to arbitration must be in writing signed by the aggrieved party (ies), and such request must be filed in the office of the Superintendent within ten (10) days following the decision in Level II of the grievance procedure.

SUBD. 2. Prior Procedure Required: 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. 3. Selection of Arbitrator: Upon the proper submission of a grievance under the terms of this procedure, the parties may, within ten (10) days after the request to arbitrate, attempt to agree upon the selection of an arbitrator. If no agreement on an arbitrator is reached, either party may request the Commissioner of the Bureau of Mediation Services to submit a panel of seven (7) arbitrators to the parties, pursuant to PELRA, provided such request is made within twenty (20) days after request for arbitration. The request shall ask that the panel be submitted within ten (10) days after the receipt of said request. Within ten (10) days after receipt of the panel, the parties shall alternately strike names, and the remaining name shall be the arbitrator to hear the grievance.

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The order of striking will be determined by lot. Failure to agree upon an arbitrator or the failure to request an arbitrator from the Commissioner within the time period as provided in this article shall constitute a waiver of the grievance.

SUBD. 4. Hearing: The grievance shall be heard by a single arbitrator, and both parties may be represented by such person(s) as they may choose and designate, and the parties shall have the right to a hearing at which time both parties will have the opportunity to submit evidence, offer testimony, and make oral or written arguments relating to the issues before the arbitrator. The proceeding before the arbitrator shall be a hearing denovo.

SUBD. 5. Decision: The decision by the arbitrator shall be rendered within thirty (30) days after the close of the hearing. Decisions by the arbitrator in cases properly before him/her shall be final and binding upon the parties, subject, however, to the limitations of arbitration decisions as provided in PELRA. The arbitrator shall issue a written decision and order including findings of fact which shall be based upon substantial and competent evidence presented at the hearing. All witnesses shall be sworn upon oath by the arbitrator.

SUBD. 6. Expenses: Each party shall bear its own expenses in connection with arbitration, including expenses relating to the party's representatives, witnesses, and any other expenses which the party incurs in connection with presenting its case in arbitration. A transcript or recording of the hearing shall be made at the request of either party. The parties shall share equally fees and expenses of the arbitrator, the cost of the transcript or recording if requested by either or both parties, and any other expenses which the parties mutually agree are necessary for the conduct of the arbitration. However, the party ordering a copy of such transcript shall pay for such a copy.

SUBD. 7. Jurisdiction: The arbitrator shall have jurisdiction over disputes or disagreements relating to grievances properly before him/her pursuant to the terms of this procedure. The jurisdiction of the arbitrator shall not extend to proposed changes in terms and conditions of employment as defined and contained in this written Agreement; nor shall an arbitrator have jurisdiction over any grievance which has not been submitted to arbitration in compliance with the terms of the grievance and arbitration procedure as outlined in this article nor shall the jurisdiction of the arbitrator extend to matters of inherent managerial policy, which shall include, but are not limited to, such areas of discretion or policy as the functions and programs of the School District, its overall budget, utilization of technology, the organizational structure, and selection and direction and number of personnel. In considering any issue in dispute, the arbitrator's order shall give due consideration to the statutory rights and obligations of the School District to efficiently manage and conduct its operation within the legal limitations surrounding the financing of such operations.

SECTION 8. ELECTION OF REMEDIES AND WAIVER:

A party instituting any action, proceeding, or complaint in a federal or state court of law or before an administrative tribunal, federal agency, state agency, or seeking relief through any statutory process for which relief may be granted, the subject matter of which may constitute a grievance under this Agreement, shall immediately thereupon waive any and all rights to pursue a grievance under this article. Upon instituting a proceeding in another forum as outlined in this Agreement, the teacher(s) shall waive the right to initiate a grievance pursuant to this article, or, if the grievance is pending in the grievance procedure, the right to pursue it further shall be immediately waived. This section shall not apply to actions to compel arbitration as provided in the Agreement or to enforce the award of an arbitrator.

Proposed

ARTICLE VI
BASIC SCHEDULES AND RATES OF PAY

SECTION 1. SALARY SCHEDULE:

SUBD. 1. **2025-2026 Rates of Pay**: The wages and salaries reflected in Schedule A, attached hereto, shall be effective for the 2025-2026 school year.

SUBD. 2. **2026-2027 Rates of Pay**: The wages and salaries reflected in Schedule B, attached hereto, shall be effective for the 2026-2027 school year.

SUBD. 3. **Teacher Longevity**: Teachers with 15-19 years of FTE teaching with Win-E-Mac School District as of December 31, 2026 will receive a stipend of $1,000; Teachers with 20-24 years of FTE teaching with Win-E-Mac School District as of December 31, 2026 will receive a stipend of $1,250; and Teachers with 25 or more years of FTE teaching with Win-E-Mac School District as of December 31, 2026 will receive a stipend of $1,500; This stipend will be included in the January 5th payroll of 2027.

Teacher service is counted on December 31, of end of the calendar year of the 2nd year of contract. The stipend is paid out in the first January payroll of the 2nd year of the contract.

SUBD. 4. **Extra-Curricular Rates of Pay**: Wages reflected in Schedule C, attached hereto, shall be effective during term of this Agreement.

SUBD. 5. **Status of the Salary Schedules:** The salary schedules shall not be construed as part of a teacher's continuing contract. In the event a successor Agreement is not entered into prior to the expiration of this Agreement, a teacher shall be compensated according to the current rate until such time a successor Agreement is executed.

SUBD. 6. **Withholding of Increments**: The School Board reserves the right to withhold increments. The procedure followed must be the same for dismissal of a tenured teacher. Reinstatement on the salary schedule will follow correction of this deficiency.

SECTION 2. INCREMENTS AND LANE CHANGES:

SUBD. 1. **Graduate Credits**: All credits need prior, written approval from the Superintendent before they will be allowed for the purpose of lane changes. Graduate credits to be considered for application on any lane of the salary schedule must be earned in a college approved graduate or fifth year program in the teacher's teaching field. Superintendent approved undergraduate credits, not to exceed 15-quarter hours or 10 Semester hours of credit, may be applied to lane changes. Undergraduate credits will only be allowed if the School District requests that a teacher take the said credits. Community Education courses are NOT counted toward advancement. If the teacher leaves the district before 5 years, he/she will pay back a proration of the amount paid for credits. On-line courses need pre-approval from the Superintendent.

SUBD. 2. **Grade Requirement**: To apply on the salary schedule, all credits must carry a grade equivalent of at least a "B". Pass/Fail, Satisfactory/Unsatisfactory, Complete/Incomplete courses will be denied unless this is the only way the accredited college offers the credit.

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SUBD. 3. **Beginning Placement**: A newly hired teacher shall be placed on the step and lane of the salary schedule as agreed between the School District and the teacher.

SUBD. 4. **Lane Change**: Individual contracts will be modified to reflect qualified lane changes twice every year effective at the beginning of the school year, providing an official transcript of qualified credits is submitted to the Superintendent's office no later than September 15th and January 15 of each school year. Credits submitted by official transcript after the September 15th and January 15th, even though otherwise qualifying, shall not be considered until the following school year. If an official transcript is not available by September 15th and January 15th, other satisfactory evidence of successful completion of the course will be accepted pending receipt of the official transcript; however any pay adjustment shall not be made until the official transcript is received.

SUBD. 5. **Credits:** Credits to be considered for application on any lane of the salary schedule must be germane to the teaching assignment (content related).

SUBD. 6. **Advanced Degree**: Teachers shall not advance beyond the Master's Degree lane unless a Master's Degree is attained.

SECTION 3. PAY PERIODS: Each teacher shall be paid twice monthly, on the 5th and 20th of each succeeding month. Each teacher shall, at the beginning of the school year, elect in writing, an option of 18 or 24 pay periods. If the 5th or the 20th falls on a weekend or holiday, said employees shall be paid the last scheduled day of work preceding the weekend or holiday.

SECTION 4. TEACHER'S ABSENCES: Whenever pay deduction is made for a teacher's absence, the annual salary divided by the number of teacher duty days shall be deducted for each day's absence.

SECTION 5. EXTRA-COMPENSATION:

SUBD. 1. All extra and co-curricular assignments shall be on a voluntary basis and shall not be part of a teacher's continuing contract. If no teacher volunteers for an extra-curricular assignment, the School District may hire from outside the unit and pay for the position at the School District's discretion. Any teacher who wishes to resign from an extracurricular assignment must do so in writing within 60 calendar days prior to the start of the season. Teachers contracted to provide extra-curricular services shall be paid according to Schedule C of this Agreement.

SUBD. 2. **College in the High School Instructor Additional Compensation:** All employees teaching CIHS credits will receive a $100 per credit stipend paid one time yearly. This payment is proportionate to the extra work/time spent creating and maintain dual requirements to syllabi, policies, grades, course registration, course requests, required workshop attendance/travel, videos/visits and correspondence to maintain each course.

SECTION 6: EXTENDED CONTRACTS. In the event a teacher teaches additional duty days as a result of working in another district with whom School District is paired/shared, or as requested by School District 2609, the teacher shall be compensated at the individual teacher's current contractual per day rate of pay.

ARTICLE VII
GROUP INSURANCE

Proposed

SECTION 1. SELECTION: The selection of the insurance carrier and policy shall be made by the School District as specified by law.

SECTION 2. HEALTH AND HOSPITALIZATION INSURANCE: Employee and District contributions to meet the premiums due shall be contributed to the Flexible Benefit Plan.

SUBD. 1. **Single-** The School District shall contribute an amount not to exceed $11,946 of the single premium for individuals selecting individual coverage for the 2025-2026 and an amount not to exceed $12,446 for the 2026-2027 contract year.

SUBD. 2. **Dependent**- The School District shall contribute an amount not to exceed $20,447 ($1,703.92 per month) for the 2025-2026 school year and $21,447 ($1,787.25 per month) for the 2026-2027 school year for individuals selecting dependent coverage. The School District's contribution for part-time teachers shall be pro-rated to the amount of time worked by the individual teacher.

SUBD. 3. **Married Couples Working as Teachers Within the District:** Married couples who choose to participate in the District Health plan will have the ability to choose one (1) married family plan vs two (2) plans offered by the district. The District will pay up to the contribution amounts of a single and a family plan towards the married family plan. The district will contribute 1.5 (one and one half) plan amounts to the Health Reimbursement Account as described in Section 6. Subd. 1.

SUBD. 4. **Election**- Employees must either waive coverage or select single/dependent coverage by the beginning of each contract year. If a status change occurs, employees can submit this change to the insurance carrier through the business office.

SECTION 3. ESTABLISHMENT OF A VEBA: Effective 07/01/2007 Employer shall adopt the Minnesota Service Cooperatives VEBA Plan and the Employee Benefits Trust Agreement for the benefit of for qualifying employees who are members of this Collective Bargaining Agreement. Employer and employees assent to and ratify the appointment of the trustee and plan administrator in place on the adoption date of this agreement. It is intended that this arrangement constitute a voluntary employees' beneficiary association under Section 501(c)(9) of the Internal Revenue Code.

SECTION 4. BENEFITS PROVIDED THROUGH THE VEBA. Employer shall provide the following welfare benefit arrangement through the VEBA Plan:

The Health Reimbursement Arrangement for Active Employees.

SECTION 5. PAYMENT OF ADMINISTRATIVE FEE: Administrative fees allocable to individual accounts of active employees shall be paid from the account. Administrative fees allocable to the individual accounts of former employees, including retirees, shall be paid from individual accounts. Administrative fees shall be paid from individual accounts of all participants in the event the VEBA Plan is terminated.

SECTION 6. EMPLOYER CONTRIBUTIONS TO THE HEALTH REIMBURSEMENT ARRANGEMENT FOR ACTIVE EMPLOYEES:

SUBD. 1. **Contributions to the Active Employees' Plan**: Employer will make an annual contribution to individual accounts under the Health Reimbursement Arrangement for Active Employees for

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qualifying employees who are members of this Collective Bargaining Agreement in accordance with the following schedule: **$1,620 for the 2025-2026 school year and $1,620 for the 2026-2027 school year to be contributed monthly,** for each qualified employee who elects coverage under the group health plan described in Subdivision 2; and

SUBD. 2. **Group Health Plan:** Employer shall make available the group health plan described as **VEBA #831** in the summary attached hereto. With respect to qualifying employees who are members of this Collective Bargaining Agreement, Employer shall contribute the amounts towards single and family coverage as noted in Article VII, Section 2, Subd. 1 and Subd. 2.

SECTION 7. ALTERNATIVE GROUP HEALTH PLAN. Employer shall also make available the group health plan described as Comprehensive Major Medical Plan in the summary attached hereto. With respect to qualifying employees who are members of this Collective Bargaining Agreement, Employer shall contribute the amounts towards single and family coverage as noted in Article VII, Section 2, Subd. 1 and Subd. 2.

Qualifying employees who elect coverage in the group health plan described this Section 7 shall not be entitled to participate in the Health Reimbursement Arrangement for Active Employees. Thus, they will not become members of the voluntary employees beneficiary association (unless otherwise enrolled under the Postretirement Health Care Savings Arrangement), and they will not receive contributions to individual accounts in the VEBA Plan.

SECTION 8. ENTIRE AGREEMENT. This is the full and complete agreement of the parties on this issue. There are no other oral or implied agreements.

SECTION 9. NO PRECEDENT. This agreement does not set any precedent for any future issue, or for the ability to open the contract.

SECTION 10. CLAIMS AGAINST THE SCHOOL DISTRICT: The School District's only obligations are to purchase an insurance policy and pay such amounts as agreed to herein. No claim shall be made against the School District as a result of denial of insurance benefits by an insurance carrier.

SECTION 11. DURATION OF INSURANCE CONTRIBUTION: A teacher is eligible for School District contribution as provided in this article as long as the teacher is employed by the School District, on paid status, and enrolled in the School District's group and hospitalization plan. Upon termination of employment, all School District contribution shall cease except that a teacher who has completed the school calendar for the school year shall be eligible for insurance contributions through the end of August.

SECTION 12. INSURANCE APPLICATION: A teacher on unpaid leave is eligible to continue to participate in group insurance programs if permitted under the insurance policy provisions. A teacher shall pay the entire premium for such insurance, unless otherwise specified by law, commencing with the beginning of the leave and shall pay to the School District the monthly premium by the last day of the previous month.

SECTION 13. LONG TERM DISABILITY INSURANCE: The school district shall contribute the total cost of purchasing a Long-Term Disability program coverage for all teachers covered by this Agreement. The basic provisions of this plan shall be:

l. A waiting period of 90 consecutive working days.

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2. 60% of an employee's basic salary to a maximum of $50,000 annual benefits.

ARTICLE VIII
TEACHING HOURS AND PREP PERIODS

SECTION 1. BASIC DAY: No teacher shall be required to report for duty earlier than 25 minutes before the opening of the pupil's regular school day. Teachers shall be free to leave 26 minutes after the close of the pupil's regular school day. Additional time worked by teachers for events such as Open House, Staff Meetings, IEP staffings will be exchanged for Fridays or on days preceding holidays or vacations, by allowing teachers to depart after the last bus has left. The duty day shall not exceed 7 1/2 hours exclusive of the 1/2 hour duty-free lunch period. Coaching and other approved activities may begin as soon as possible after student dismissal.

SECTION 2. SECONDARY PREPARATION PERIODS: Each secondary teacher shall have one duty-free preparation period during the student contact day.

SECTION 3. ELEMENTARY PREPARATION PERIODS: Elementary teachers shall receive the same duty-free preparation time as secondary teachers, in not more than two blocks, during the school day.

SECTION 4. REMUNERATION FOR ADDITIONAL EMPLOYMENT: Any teacher who acts as a consulting teacher for a student teacher from an accredited teacher training institution shall receive the fee that the institution pays. Teachers who agree to accept student teachers are responsible to ensure that proper instruction and supervision occurs.

SECTION 5. LOSS OF PREPARATION PERIOD: Efforts will be made to secure a certified substitute teacher before a full-time teacher is asked to serve as a substitute during his/her preparation period, but if a full-time teacher does substitute during his/her preparation period he/she will be paid the hourly rate of BA step one (1) per class period. This payment shall be made upon receipt of a voucher completed by the teacher. The voucher needs to be verified by the building principal in writing and returned to the business office. Pre-approval for payment submission should be granted by the Principal at the time the request is made for the teacher to forfeit their prep period.

SECTION 6. ADDITIONAL TEACHING DUTIES:

1. Overload is defined as a teacher teaching another full-time class in place of that teacher's preparation period. Overload can also be defined as duties and responsibilities directly given to a teacher from the administration that surpass their full-time teaching duties for an agreed upon amount of time. Examples of these duties could include but are not limited to counseling, school testing coordinator, supervision of a study hall, student supervision, etc.
2. Administration and teachers must directly agree to the nature of the overload.
3. A teacher that agrees to the overload assignment will receive an additional one-seventh their teaching normal daily rate of pay for the period that overload is incurred.
4. The School District will notify Win-E-Mac Teachers United (The Teachers Union) when an overload is offered to a teacher.

SECTION 7. E-LEARNING DAYS

1. **District Notice to Teachers**. The Superintendent may designate up to five e-learning days per school year. When designating a regular school day as an e-learning day, the district will notify

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teachers, parents, and students through the District's normal communication methods for inclement weather at least two hours before the normal school start time.

2. **Teacher Notice to Students and Parents**. All teachers will communicate student expectations for an e-learning day to students and parents before the first e-learning day following procedures outlined in the District ELEARNING Learning Plan.
3. **Duty Day**. On e-learning days, full-time (1.0 FTE) teachers must be accessible both online and through email throughout the designated learning day as specified in the district's e-learning plan normal duty day, which extends from 10:00 am to 3:00pm. Log sheets for principal should be completed and updated as needed.
4. **Accessibility and Assignments**. Teachers and certified staff will post assignments and monitor communication through established school technology tools. Plans and student work need to be posted by 10:00 AM. Assignments will be graded.
5. **Recording Student Attendance.** Teachers will initially mark all students as "present" for an e-learning day. If a student does not complete the e-learning day work within two (2) school days, teachers will consult with their supervisor or building administrator to determine whether the student should be marked "absent." Students are considered absent unless they finish assignments within 2 days.
6. **Paid Leave**. On e-learning days, teachers may use any form of paid leave that was approved before the school day was designated as an e-learning day. Teachers may also use sick leave on e-learning days but must contact administrators so coverage can be arranged. Pre-approved personal days can be reversed if the teacher is available to cover the e-learning duties for the day.

ARTICLE IX
ITINERANT STAFF/PAIRING/SHARING

SECTION 1. TEACHER RIGHTS: All rights, benefits, and tenure shall accrue pursuant to the provisions of the Agreement for those teachers who work within other districts that are paired or shared with School District #2609. Schedules of teachers who are assigned to more than one school shall be arranged so that no such teacher shall be required to engage in an unreasonable amount of interschool travel. Such teachers shall be notified of any changes in their schedules as soon as possible.

SECTION 2. MILEAGE:

SUBD. 1. **District**: Teachers who travel within the School District during the school day shall be reimbursed for their mileage at the allowable IRS rate.

SUBD. 2. **Other District**: Teachers from this School District who are employed for any part of the day in any other school district shall be reimbursed at the current allowable IRS rate for mileage. Mileage shall be computed from the teacher's home to the other school district or from the teacher's school building within the School District to which he/she are primarily assigned to the other school district, whichever is less.

SECTION 3. DUTY-FREE LUNCH AND PREPARATION TIME: A teacher shall not suffer any loss of preparation time or duty-free lunch time as a result of driving time necessary between buildings within the School District or between the School District and a paired or shared School district unless agreed to differently between

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the School District and the individual teacher. If agreed to differently, the teacher shall be compensated for any loss of preparation time or duty-free lunch time at the rate pro-rated to that individual teacher's salary.

SECTION 4. EVALUATIONS: Teacher evaluations will be the responsibility of the School District. A teacher assigned to teach in another school district will be evaluated only by those procedures and criteria as employed for all teachers in School District 2609.

SECTION 5. EXTRA-CURRICULAR ASSIGNMENTS: Teachers assigned to teach in another school district will not be required to accept an extra-curricular assignment in the other school district. Teachers contracted to provide extra-curricular services shall be paid a wage according to Schedule C of this contract.

SECTION 6. SUBCONTRACTING: No member of the teacher bargaining unit will be reduced in time within a teacher's licensure area as a result of subcontracting, including ITV, when the subcontracting or ITV is in the teacher's licensure area.

ARTICLE X
LEAVES

SECTION 1. EARNED SICK AND SAFE TIME (ESST) LEAVE:

SUBD. 1. **Accrual**: Full-time teachers will earn fifteen (15) days of ESST leave per year accumulative to 130 days. The fifteen (15) annual days will be granted at the beginning of the school year but are earned at a rate of 1.25 days per month.

SUBD. 2. **Use**: ESST leave with pay shall be allowed in accordance with MN Statutes 181.940 et Seq.

SUBD. 3. **Usage**: ESST leave allowed shall be deducted from the accrued sick and safe leave days earned by the teacher. Leave entitlement for specific extended leaves will follow the Family Medical Leave Act (FMLA) and Paid Family Medical Leave Act (PFML).

SUBD. 4. **Medical Certificate**: The School District may require a teacher to furnish a medical note, if there is a pattern of absenteeism due to ESST leave requests or the teacher uses ESST leave 3 consecutive days. In the event that a medical certificate will be required, the teacher will be so advised.

SUBD. 5. **Partial Year Completion**: If a teacher does not complete the school year, the proportion of used but unearned sick and safe leave will be deducted from the final salary settlement.

SECTION 2. WORKERS' COMPENSATION: Pursuant to Minnesota Statutes 176, a teacher injured on the job in the service of the School District and collecting workers' compensation insurance may draw sick leave and receive full salary from the School District, 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 3. DISCRETIONARY LEAVE:

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SUBD. 1. **Personal**: Six (6) non-cumulative personal leave days, not deducted from sick leave, shall be granted during this Agreement with pay. If the Agreement is not fulfilled, the proportion of used but unearned personal leave will be deducted from the final salary settlement. No reason need be given for the leave unless such leave occurs immediately preceding or following a school holiday. Unless there are unforeseen circumstances, written notification of the leave must be given to the immediate supervisor at least two (2) work days prior to the commencement of the leave. If this notification does not occur, the supervisor may also ask for a written explanation and this leave may be denied. No more than three teachers may be gone on any one day for discretionary leave.

SUBD. 2. **Funeral Leave**: If appropriate arrangements can be made as to not cause financial burden to the School District or reduce the likelihood that student learning will decrease, teachers may submit written request to attend local funerals of close relatives or friends without loss of salary when absence involves two (2) clock hours or less. Up to three (3) sick days, (1 day per request) may be used per contract period for distant requests, subject to approval by the Principal.

SUBD. 3. **Civic Office**: Teachers who hold office in a civic organization may be absent to attend conferences, conventions, and required meetings, for a period not to exceed three (3) days in any one year. Arrangements must be made with the immediate supervisor in advance when absence from school is necessary. The teacher will be required to use personal leave. If personal leave is not available, unpaid leave may be granted with the School District being reimbursed for the cost of the substitute.

SUBD. 4. **Unapproved Absences**: Absences without proper approval are subject to loss of pay (1/180th of the teacher's salary for each day absent) and are subject to disciplinary action.

SUBD. 5. **Unused Discretionary Leave**: Up to six unused personal leave days may be reimbursed at the end of the contract by applying them to accumulative sick leave (if less than 130) or by the District compensating for the days at a rate equal to the current District substitute teacher daily pay. A teacher may also carry over up to a maximum of two unused personal leave days at the end of the present contract into the subsequent contract. The choice must be communicated to the Business Manager in writing by May 15 of the concluding year of the contract. The total unused personal leave days in one contract period can be a maximum of 8 days (6 for current contract plus 2 carried forward).

SUBD. 6. **Unpaid Leave**: Before requesting unpaid leave, the teacher must exhaust all available personal leave days.

SECTION 4. CHILD CARE LEAVE:

SUBD. l. **Infant Care:** An unpaid child care leave shall be granted by the School District, subject to the provisions of this section, to one (1) parent of an infant child, provided such parent is caring for the child on a full-time basis.

SUBD. 2. **Application:** A teacher making application for child care leave shall inform the Superintendent in writing of the intention to take the leave at least three (3) calendar months before commencement of the intended leave.

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

SUBD. 4. **Beginning and Ending Dates**: The School District 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 break or quarter break, end of grading period, end of the school year, or the like. The availability of a substitute teacher may also be considered by the School District in 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 School Board shall not, in any event, be required to:
1. Grant any leave more than twelve (12) months in duration.
2. Permit the teacher to return to his or her employment prior to the date designated in the request for child care leave.

SUBD. 6. **Return**: A teacher returning from child care leave shall be re-employed in a position which he/ she is licensed unless previously discharged or placed on un-requested leave.

SUBD. 7. **Failure to Return**: Failure of the teacher to return pursuant to the date determined under this section shall constitute grounds for termination unless the School District and the teacher mutually agree to an extension in the leave.

SUBD. 8. **Return to Service**: A teacher 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 teacher shall not accrue additional experience credit for pay purposes or leave time during the period of absence for child care leave.

SUBD. 9. **Insurance**: A teacher on child care leave is eligible to participate in group insurance programs if permitted under the insurance policy provisions unless otherwise specified by law, but shall pay the entire premium for such programs as the teacher 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 teacher does not return to the School District pursuant to this section.

SECTION 5. ADOPTION LEAVE: Time off for travel and hearing procedures will be allowed without loss of pay. However, days taken off will be deducted from sick leave. Upon written request, the School Board may grant an unpaid leave of absence.

SECTION 6. MEDICAL LEAVE: A teacher who is unable to teach because of illness or injury and who has exhausted all sick leave benefits will, upon written request to the Superintendent (to be forwarded to the School Board for consideration), be granted a leave of absence without pay.

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Request for such leave will be accompanied by a medical doctor's written statement recommending such leave. The School District, in its discretion, may renew this leave. Written renewal requests shall also be accompanied by a medical doctor's statement recommending leave renewal and shall be submitted no later than March 1 of the year of leave.

SECTION 7. ADDITIONAL LEAVES:

SUBD. l. **Union Leave:** The School District will grant ten (10) days of leave to elected officers or appointed representatives of the exclusive representative per Agreement. These days may be used in combination for the total of 10 days. This leave ensures teachers will be paid by the District. Substitutes will be paid by the Union. For purposes of mediation and arbitration, additional days shall be granted.

SUBD. 2. **Jury Duty**: A leave of absence shall be granted to teachers who are summoned to serve on jury duty. Teachers serving on jury duty shall be paid their full salary, less the amount received for jury duty for each day they would normally be performing their job in the School District.

SECTION 8. INSURANCE WHILE ON UNPAID LEAVE: A teacher on leave without pay is eligible to continue as a member of the School District's group insurance plans if permitted by the insurance providers. The teacher shall pay all insurance premium costs monthly payable to the School District. The monthly payment shall be received in the Business Office by the end of the preceding month. A teacher who returns from medical leave shall retain experience credit for salary purposes and other leave benefits, which accrued prior to the teacher taking a medical leave. No credit or benefits shall accrue during the time the teacher was on leave.

SECTION 9. SHARED ESST LEAVE REQUESTS/DONATIONS

SUBD. l. **Use ;** The shared leave can only be used for catastrophic situations: transplant, cancer, etc. Bank days can only be used for the teacher, the teacher's spouse, or the teacher's child. Teachers must use all of their ESST & Personal days before they can use days from the bank.

SUBD. 2. **Request Committee**: Upon written request, a committee will meet to approve or deny the use of shared sick leave and make a report to the School Board. The committee will be comprised of the Superintendent, principal, two (2) School Board members, and three (3) teacher representatives

SUBD. 3. **Donation of Day(s)**: A teacher will be able to donate up to two (2) full sick leave days per approved request by the committee. Donated sick leave days will be deducted from the donors accumulated sick leave.

SUBD. 4. **Grievance Procedure:** The denial of any sick leave bank day use request is not a grievable item

Proposed

ARTICLE XI
TEACHER SENIORITY AND UNREQUESTED LEAVE OF ABSENCE (ULA)

SECTION 1. PURPOSE: The purpose of this article is to implement the provisions of M.S. 122A.40, Subd. 10. which policy, when adopted, shall constitute a plan for ULA because of discontinuance of position, lack of pupils, financial limitations, or merger of classes caused by consolidation of school districts.

SECTION 2. DEFINITIONS:

SUBD. 1. **Teacher:** "Teacher" shall mean those members of the unit as described by PELRA and this Agreement, except the provisions of this article shall not be applicable to any other bargaining unit member who is not a teacher as defined by M.S. 122A.40, Subd. 1. Or M.S. 122A.41 Subd. 1(a).

SUBD. 2. **Qualified:** "Qualified" shall mean a teacher who, in addition to a state license, has a major in the subject matter or field taught.

SUBD. 3. **Seniority:** "Seniority" applies only to Tier 3 and Tier 4 qualified teachers and commences with the first day of continuous teaching service in the School District.

In addition, "seniority" means full-time, continuing contract, for qualified teachers commencing with the first day of hire in the district and teachers on any approved leave. Full-time shall include part-time teachers who spend more than .5 FTE of a school year in employment.

SECTION 3. ESTABLISHMENT OF SENIORITY LIST:

SUBD. 1. **Seniority List:** The school district shall annually, by November 30, post a seniority list (by name, initial date of hire, qualification and fields or subject matter license) to be prepared from its records. It shall thereupon post such a list in an official place in the school district building.

SUBD. 2. **Request for Change:** Any teacher whose name appears on such list and who may disagree with the order of seniority in said list shall have ten (10) days from the date of posting to supply written documentation, proof, and request for seniority change to the Superintendent.

SUBD. 3. **Final List:** Within ten (10) business days thereafter, the School District shall evaluate any and all such written communications regarding the order of seniority contained in said list and may make such changes the School District deems warranted. A final seniority list shall thereupon be prepared by the School District, which list as revised, shall be binding, subject to the grievance procedure, on the School District and any teacher.

SECTION 4. UNREQUESTED LEAVE OF ABSENCE ULA:

SUBD. 1. **Terms:** The School Board may place on ULA such licensed teachers as may be necessary because of discontinuance of position, lack of pupils, financial limitations, or merger of classes. Such leave of absence shall continue for a period of five (5) years, after which the right to reinstatement shall terminate; provided the teacher's right to reinstatement shall also terminate if the teacher fails to file

Proposed

with the School District Superintendent, by April 1st of each year, a written statement requesting reinstatement. Such leave shall be effective at the close of the school year.

SUBD. 2. **Notice:** Teachers placed on such leave shall receive notice by June 1st of the school year prior to the commencement of such leave with reasons for said placement.

SUBD. 3. **Placement:** Teachers shall be placed on ULA in inverse order of seniority in the field and subject matter employed.

A teacher who has acquired continuing contract rights must not be placed on ULA while Tier 1-licensed, Tier 2-licensed, or probationary teachers are retained in positions for which the teacher who has acquired continuing contract rights is licensed. Tier 3 and 4 continuing contract teachers shall be placed on unrequested leave of absences in inverse order of seniority, as calculated by date of hire as licensed teacher.

SUBD. 4. **Affirmative Action Program:** This section shall not apply if its application will result in any violation of the School District's affirmative action program which shall include ethnicity, race, color, or sex; and any teacher employed in an affirmative action program may be retained in the same field or subject matter of a teacher with greater seniority if such retention is necessary to effectuate the purposes of such affirmative action program.

SUBD. 5. **Seniority Tie-Breakers:** In the case of equal seniority, these steps will be followed in order, until the tie is broken:

Step A. Years of service in teaching

Step B. Total credits beyond a bachelor's degree

Step C. Total graduate level credits beyond a bachelor's degree

SUBD. 6. **Years of Service:** Any teacher placed on such leave may engage in teaching or any other occupation during such period and may be eligible for re-employment insurance if otherwise eligible for such compensation under that law, and such leave will not result in a loss of credit for years of service in the School District earned prior to the commencement of such leave.

SECTION 5. REALIGNMENT:

For purposes of placement on ULA or reinstatement from ULA, nothing in this article shall require the School District to reassign a senior teacher to a different position for which he/she is not qualified, as defined in Section 2. above, to accommodate the seniority claims of a junior teacher.

SECTION 6. REINSTATEMENT:

SUBD. 1. **Process:** No new teacher, at any licensure tier, shall be employed by the School District while any qualified teacher is on ULA in the same field and subject matter. Teachers placed on ULA shall be reinstated to the position from which they have been given leave or any other available positions

Proposed

in the School District in the fields in which they are qualified as such positions become available. The order of reinstatement shall be in inverse order in which teachers were placed on ULA.

SUBD. 2. **Notices:** When placed on ULA, a teacher must file his/her name and address, to which any notice of reinstatement or availability of position shall be mailed, with the School District personnel office. Proof of service by the person in the School District depositing such notice to the teacher at the last known address shall be sufficient. The teacher on ULA shall be responsible to provide an address for forwarding of mail or for address changes. Failure of a notice to reach a teacher shall not be the responsibility of the School District if any notice has been mailed as provided in this article.

SUBD. 3. **Acceptance of Re-employment:** If a position becomes available for a qualified teacher on ULA, the School District shall mail the notice to such teacher, who shall have 10 business days from the date of such notice to accept the re-employment. Failure to accept, in writing, within such 10-day period shall constitute a waiver on the part of the teacher to any further rights of employment or reinstatement, and that teacher shall forfeit any future reinstatement or employment rights.

SUBD. 4. **Reinstatement Rights:** Reinstatement rights shall automatically cease five (5) years from the date ULA was commenced (or until a teacher is fully reinstated) and no further rights to reinstatement shall exist unless extended by written mutual consent of the School Board, the Union, and the qualified teacher.

SECTION 7. FILING OF LICENSES:

In any year in which a reduction of teaching positions is occurring and the School District is placing an employee on ULA, only those licenses actually received in the Superintendent's office for filing as of January 1st of such year shall be considered for purposes of determining ULA within areas of licensure for the following school year. A license filed after January 1st shall be considered for recall but not for the current reduction.

SECTION 8. EFFECT:

This article shall be effective at the beginning of this Master Agreement and shall be governed by its duration clause. This article shall govern all teachers, as defined in Section 2., Subd. 1. above and shall not be construed to limit the rights of any other licensed employee not covered by the Master Agreement or other Master Agreement affecting such licensed employee.

SECTION 9. PROCEDURE:

Notice to teachers: Following school board action on discontinued positions and school board action proposing placement of teachers on ULA shall receive notice of proposed placement that:

a) State the applicable grounds for the proposed placement;
b) Provides notice to the teacher of their right to request a hearing on the proposed placement within 14 days from the receipt of the notice; and
c) Provides notice to the teacher that failure to request a hearing will be deemed acquiescence to the school board's proposed placement action.

Proposed

Right to a hearing and decision: if the teacher requests a hearing, teacher proposed for placement on ULA pursuant to school board action shall be entitled to a hearing and challenge the proposed placement pursuant to the grievance procedure in this agreement commencing at the arbitration level.

SECTION 10. INSURANCE PARTICIPATION:

Any Teacher Place on URL shall remain eligible for all teaching insurance benefit plans if he/she is not employed in another job in which insurance benefits are available. The teacher must pay the entire premium during the period of such leave.

SECTION 11. SENIORITY FOR ULA:

A teacher will retain seniority during all approved leaves of absence.

ARTICLE XII
PROFESSIONAL DEVELOPMENT

SECTION 1. **Job Related Courses**: Whenever the School District requests in writing a teacher take a job-related course(s) to gain new licensure or maintain licensure, the School District shall reimburse the teacher for tuition, books, and supplies. An official transcript will be required as a basis for reimbursement. If the teacher agrees to this, he/she will be allowed to apply the graduate credits toward lane change.

SECTION 2: **Workshops/Conferences**- Attendance at local, state, regional, or national subject matter workshops or conferences:

SUBD. 1. **Expenses**: The payment of teacher expenses incurred in attendance and salary of substitutes shall be budgeted as in-service and training expense.

SUBD. 2. **Approval**: Written requests to attend professional conferences shall be granted or denied according to current staff development law.

SUBD. 3. **Eligibility:** Subject matter workshops or meetings of state, national, or regional organizations shall be based upon professional responsibilities, interests, and leadership assignments.

SECTION 3. Reimbursements will be made with the regular computer check that follows the first School Board meeting after submission of receipts and proof of course completion.

ARTICLE XIII
SEVERANCE AND DEFERRED COMPENSATION

SECTION l. SEVERANCE PAYMENT:

SUBD. 1. **Eligibility**: Teachers who have completed at least 15 years of full-time employment in the School District and who retire following either thirty (30) years of teaching or attainment of age fifty-five (55) shall be eligible for severance pursuant to the provisions of this article upon submission of written resignation accepted by the School Board. Severance pay shall not be granted to any teacher who is

Proposed

discharged or terminated pursuant to M.S. 122A.40 and may only be granted to a teacher who withdraws from active teaching service in the School District.

SUBD. 2. **Determination**: Eligible teachers, upon acceptance of their resignation, shall receive as severance pay an amount obtained by multiplying 70 percent of his or her unused sick leave days, but in no event to exceed 90 days, times their daily rate of pay at the time of the resignation.

SUBD. 3. **Application**: A teacher meeting the requirements for severance shall submit a written application to the School Board on or before February 1 of the school year at the end of which the teacher wishes to retire. The School Board shall approve or deny the application within 30 days after it is received.

SUBD. 4. **Determination of Daily Rate**: In applying these provisions, a teacher's daily rate of pay shall be the basic daily rate at the time of retirement as provided in the basic salary schedule for the regular school year and shall not include any additional compensation for co-curricular activities, extended employment, or other extra compensation.

SUBD. 5. **Payment**: Severance pay shall be paid by the School District in a lump sum on the effective date of the severance.

SUBD. 6. **Death**: If a teacher dies before all or a portion of the severance pay has been disbursed, the balance due shall be paid to a named beneficiary or to the decedent's estate.

SUBD. 7. **Duration**: This article shall apply only to teachers who retire at the conclusion of the 1999-2000 school year and thereafter.

SUBD. 8. **District Match**: The amount obtained in SUBD. 2. above shall be reduced at the time of severance by the amount of the School District's total match from SECTION 2. below.

SECTION 2. DEFERRED COMPENSATION:

SUBD. l. **403 (b) Match**:

Years of Service Completed in the School District	Yearly School District Match	
	2025-2026	2026-2027
0-3	up to $450	up to $450
4-9	up to $700	up to $700
10-14	up to $1,200	up to $1,200
15-19	up to $1,700	up to $1,700
20+	up to $2,200	up to $2,200

SUBD. 2. **Participation**: The teacher may elect to participate or not participate during any Agreement year. However, written notice must be received by the School District prior to September 5 of any year concerning the teacher's intent to change his/her participation during the ensuing year.

SECTION 3. TAX DEFERRAL OF SEVERANCE PAY:

Proposed

SUBD. 1. **Eligible 403 (b) Amount**: Subject to the limitations listed below, the School District will contribute any amounts the teacher was eligible to receive under ARTICLE XIV, SECTION 1. but did not receive, into the retiree's 403(b) account. The retiree will not receive any direct payment from the School District for severance.

SUBD. 2. **IRS Maximums**: The School District's annual contribution into the retiree's 403(b) account must not exceed the IRS contribution limit. If the retiree has any severance remaining after the limit is reached in the year of separation, the School District will make a contribution up to the IRS maximum into the retiree's 403(b) account in the following year(s).

SUBD. 3. **District Contribution:** The School District's contribution(s) [into the retiree's 403(b) account] will be made according to the same timeline as was provided for the direct payment of severance pay, as stated in ARTICLE XIII, SECTION 1. SUBD. 5.

SUBD. 4. **Vendors**: The School District will only make contributions to investment vendors that have hold harmless agreements on file with it. For purposes of calculating the maximum deferral limit, the School District will provide the retiree with contribution information for the previous twelve (12) months. The retiree will then submit the calculation of maximum deferral from the vendor to the Business Office.

SECTION 4. RETIREMENT MEDICAL PLAN: Any teacher who has retired after July 26, 1998, who was or is eligible for the Post Retirement Health Care Savings Plan (PRHCSP), who participated in the School District's health and hospitalization group insurance plan immediately before retirement, and who is receiving a disability benefit or annuity from a Minnesota public pension plan other than a volunteer firefighter plan, or who has met age and service requirements necessary to receive an annuity from such a plan, may continue to participate in the School District's health and hospitalization group insurance plan at the teacher's expense indefinitely. However, if the former teacher fails to pay the premium to the School District by the last day of the previous month, the School District will immediately discontinue coverage.

ARTICLE XIV
PART-TIME TEACHERS

Part-time teachers will be granted a share of health and hospitalization insurance, sick leave, and other leaves or benefits proportionate to the teaching services (ex: 1/2 time teacher will receive 1/2 of benefits).

ARTICLE XV
SCHOOL CALENDAR AND SCHOOL YEAR

SECTION 1. TEACHER DUTY DAYS: Pursuant to M.S. 122A.40 the School Board shall prior to the end of each school year, establish the number of school days and teacher duty days for the next school year and teachers shall perform services on those days as determined by the School District, including those legal holidays on which the School District is authorized to conduct school, and pursuant to such authority has determined to conduct school. The school year shall consist of 180 duty days for 2025-2026 and 180 duty days for the 2026-2027 school years.

SECTION 2. MODIFICATIONS IN CALENDAR, LENGTH OF SCHOOL DAY:

Proposed

SUBD. 1. **Calendar Modifications**: In the event of energy shortage, severe weather, or other emergency, the School District reserves the right to modify the school calendar, and – if school is closed on a normal duty day (s) – the teacher shall perform duties on such other day(s) in lieu thereof as the School Board or it's designated representative shall determine.

ARTICLE XVI
PUBLICATION OF THE MASTER AGREEMENT

Copies of this Agreement shall be printed at the expense of the School District within thirty (30) days after the Agreement is fully ratified and presented to all teachers. It will be the duty of the School District to see that each teacher receives a copy of the Agreement.

ARTICLE XVII
POSTING VACANCIES

Teaching positions open in the School District will be posted in the official posting area at least 10 days prior to the filling of the vacancy in order to provide qualified teachers on staff to apply for the position if they choose to be considered. The School Board has the right to the final selection of the candidates.

ARTICLE XVIII
CONFORMITY TO LAW

If any provision of this Agreement or any application of the Agreement to any teacher or group of teachers shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

ARTICLE XIX
DURATION

SECTION 1. TERMS AND REOPENING NEGOTIATIONS: This Agreement shall constitute the full and complete Agreement between both parties. Any individual contract between the School Board and an individual teacher heretofore executed shall be subject to and consistent with the terms and conditions of the Agreement, and this Agreement shall supersede any rules, regulations or practices of the School Board, which shall be contrary to or inconsistent with its terms.

SECTION 2. This Agreement shall be effective on July l, 2025, and shall continue in effect until June 30, 2027. If a new and substitute Agreement has not been duly entered into prior to June 30, 2027, the terms of this Agreement shall continue in full force and effect until such substitute Agreement is adopted.

ARTICLE XX
EFFECT

The provisions herein relating to terms and conditions of employment supersede any and all prior Agreements, resolutions, practices, School District policies, rules, or regulations concerning terms and conditions of employment inconsistent with these provisions.

Proposed

ARTICLE XXI
FINALITY

Any matters relating to the current Agreement, whether or not referred to in this Agreement, shall not be open for negotiation during the term of this Agreement, unless mutually agreed to by Board and exclusive representative.

ARTICLE XXII
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 invalid, it shall not affect any other provisions of this Agreement or the application of any provision thereof.

Proposed

ARTICLE XXIII
AGREEMENT DISTRIBUTION

There shall be three signed copies of the final Agreement for the purpose of record. One copy shall be retained by the School District, one copy by the exclusive representative, and one copy by the Superintendent.

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

FOR:
WIN-E-MAC TEACHERS UNITED

_____
President

_____
Secretary

Dated this ____ day of _____ 20____

FOR:
WIN-E-MAC SCHOOL DISTRICT #2609

_____
School Board Chairperson

_____
School Board Clerk

Dated this ____ day of ____ 20 _____

Proposed

ATTACHMENT A
Schedule A
2025-2026

STEP	BA	BA+10	BA+20	BA+30	BA+40	MA	MA+10	MA+20
1	$46,976	$48,006	$49,197	$50,242	$51,281	$52,887	$53,938	$54,977
2	$48,612	$50,734	$51,773	$52,818	$53,821	$54,908	$55,953	$56,997
3	$50,245	$52,666	$53,848	$54,894	$55,938	$57,537	$58,575	$59,608
4	$51,880	$53,904	$55,088	$55,918	$57,177	$58,770	$59,821	$60,859
5	$53,515	$55,143	$56,327	$57,373	$58,410	$60,014	$61,053	$62,105
6	$55,148	$56,874	$58,056	$59,101	$60,147	$61,746	$62,790	$63,836
7	$56,784	$58,120	$59,302	$60,348	$61,386	$62,990	$64,030	$65,075
8	$58,419	$59,350	$60,542	$61,587	$62,632	$64,230	$65,275	$66,313
9	$60,053	$60,604	$61,779	$62,826	$63,864	$65,608	$66,716	$67,830
10	$61,687	$61,842	$63,019	$64,064	$65,109	$66,839	$67,960	$69,073
11	$64,713	$63,967	$64,265	$65,302	$66,355	$68,223	$69,343	$70,458
12		$67,121	$65,642	$66,550	$67,594	$69,470	$70,583	$71,698
13			$70,843	$69,974	$70,180	$70,915	$71,968	$73,082
14				$73,835	$71,681	$72,163	$73,207	$74,321
15					$76,695	$77,423	$78,799	$80,176
16						$78,720	$80,097	$81,473
17							$81,395	$82,771
18								$84,067

Proposed

Schedule B
2026-2027

STEP	BA	BA+10	BA+20	BA+30	BA+40	MA	MA+10	MA+20
1	$47,916	$48,966	$50,181	$51,247	$52,307	$53,944	$55,017	$56,077
2	$49,584	$51,749	$52,809	$53,874	$54,898	$56,006	$57,072	$58,137
3	$51,250	$53,719	$54,925	$55,992	$57,057	$58,688	$59,747	$60,800
4	$52,918	$54,982	$56,190	$57,037	$58,321	$59,945	$61,017	$62,076
5	$54,585	$56,245	$57,454	$58,520	$59,578	$61,215	$62,274	$63,347
6	$56,251	$58,011	$59,217	$60,283	$61,349	$62,981	$64,046	$65,113
7	$57,920	$59,282	$60,488	$61,555	$62,613	$64,250	$65,311	$66,376
8	$59,587	$60,537	$61,753	$62,818	$63,885	$65,515	$66,581	$67,639
9	$61,254	$61,816	$63,015	$64,082	$65,141	$66,921	$68,051	$69,186
10	$62,921	$63,079	$64,280	$65,345	$66,412	$68,175	$69,319	$70,455
11	$66,007	$65,246	$65,550	$66,608	$67,682	$69,588	$70,730	$71,867
12		$68,463	$66,955	$67,881	$68,946	$70,859	$71,995	$73,132
13			$72,260	$71,374	$71,584	$72,333	$73,407	$74,543
14				$75,312	$73,115	$73,606	$74,671	$75,807
15					$78,229	$78,972	$80,375	$81,779
16						$80,294	$81,699	$83,102
17							$83,023	$84,426
18								$85,749

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ATTACHMENT B
Schedule C

Co-Curricular Salary Schedule				
			2025-26	**2026-27**
		Index		
HEAD VB COACH		0.125	$5,625	$5,625
ASST VB COACH (2 positions)		0.100	$4,500	$4,500
JR HIGH VB COACH		0.070	$3,150	$3,150
HEAD FOOTBALL COACH		0.125	$5,625	$5,625
ASST FOOTBALL COACH (2 positions)		0.100	$4,500	$4,500
JR HIGH FOOTBALL COACH		0.070	$3,150	$3,150
HEAD BBB COACH		0.135	$6,075	$6,075
ASST BBB COACH (3 positions)		0.110	$4,950	$4,950
JR HIGH BBB COACH		0.075	$3,375	$3,375
HEAD GBB COACH		0.135	$6,075	$6,075
ASST GBB COACH (2-positions)		0.110	$4,950	$4,950
JR HIGH GBB COACH		0.075	$3,375	$3,375
HEAD GOLF COACH		0.125	$5,625	$5,625
ASST GOLF COACH		0.100	$4,500	$4,500
HEAD BASEBALL COACH		0.125	$5,625	$5,625
ASST BASEBALL COACH		0.100	$4,500	$4,500
JR HIGH BASEBALL COACH		0.070	$3,150	$3,150
HEAD SOFTBALL COACH		0.125	$5,625	$5,625
ASST SOFTBALL COACH		0.100	$4,500	$4,500
JR HIGH SOFTBALL COACH		0.070	$3,150	$3,150
HEAD TRACK COACH		0.125	$5,625	$5,625
ASST TRACK COACH		0.100	$4,500	$4,500
ACTIVITIES DIRECTOR		0.250	$11,250	$11,250
SITE SUPERVISION		0.000	$4,000	$4,000
BAND		0.100	$4,500	$4,500
CHOIR		0.070	$3,150	$3,150
1 - ACT PLAY DIRECTOR		0.040	$1,800	$1,800
JUNIOR HIGH PLAY DIRECTOR		0.045	$2,025	$2,025
ALL CLASS PLAY OR MUSICAL DIRECTOR		0.070	$3,150	$3,150
CHEERLEADING ADVISOR (FALL)		0.042	$1,875	$1,875
CHEERLEADING ADVISOR (WINTER)		0.048	$2,250	$2,250
NEWSPAPER ADVISOR		0.020	$900	$900
ANNUAL ADVISOR		0.055	$2,475	$2,475
KNOWLEDGE BOWL ADVISOR		0.070	$3,150	$3,150
JR CLASS ADVISOR		0.045	$2,025	$2,025
ROBOTICS ADVISOR		0.125	$5,625	$5,625
ASST ROBOTICS ADVISOR		0.070	$3,150	$3,150
HONOR SOCIETY ADVISOR		0.015	$675	$675
STUDENT COUNCIL ADVISOR		0.070	$3,150	$3,150
SENIOR CLASS ADVISOR		0.045	$2,025	$2,025
WRESTLING ADVISOR		0.048	$2,160	$2,160
E-SPORTS ADVISOR		0.0375	$1,688	$1,688
E-SPORTS ASSISTANT ADVISOR		0.025	$1,125	$1,125
Index Base			**$ 45,000**	**$ 45,000**

Proposed