

MASTER AGREEMENT

between

**INDEPENDENT SCHOOL DISTRICT #32
BLACKDUCK, MINNESOTA
and the
BLACKDUCK EDUCATION ASSOCIATION**

JULY 1, 2025 – JUNE 30, 2027

TABLE OF CONTENTS

PAGE 1	ARTICLE I – PURPOSE	Section 1
PAGE 1	ARTICLE II – RECOGNITION OF EXCLUSIVE REPRESENTATIVE	
	Recognition	Section 1
	Appropriate Unit	Section 2
PAGE 1	ARTICLE III – DEFINITIONS	
	Terms & Conditions of Employment	Section 1
	Teacher	Section 2
PAGE 2	Full-Time Teacher	Section 3
	Part-Time Teacher	Section 4
	School District	Section 5
	Other Terms	Section 6
	Dress Code	Section 7
PAGE 2	ARTICLE IV – SCHOOL DISTRICT RIGHTS	
	Authority of Board	Section 1
	Inherent Managerial Rights	Section 2
	School Board Responsibilities	Section 3
PAGE 3	Effects of Rules, Regulations, Directives & Orders	Section 4
	Reservation of Managerial Rights	Section 5
PAGE 3	ARTICLE V – TEACHER RIGHTS	
	Right to Views	Section 1
	Right to Join	Section 2
PAGE 4	Request for Dues Check Off	Section 3
	Personnel Files	Section 4
	Right to Informal Meeting	Section 5
	Discipline	Section 6
	Annual Assignment	Section 7
PAGE 5	Posting of Openings	Section 8
	Preparation Time	Section 9
	Study Hall and High School Noon Hour	Section 10
	Supervision Duty & Online Course Assignments	
	Overload Language	Section 11
PAGE 6	Resignation	Section 12
	Teacher Licensure	Section 13
	Electronic Learning Meet & Confer	Section 14
PAGE 6	ARTICLE VI – BASIC SCHEDULE AND RATE OF PAY	
	2025/26 Salary Schedule	Section 1
	2026/27 Salary Schedule	Section 2
	Placement on Salary Schedule	Section 3

ARTICLE VI – BASIC SCHEDULE AND RATE OF PAY – Cont.

PAGE 8	Career Increment	Section 4
	Pay Deductions	Section 5
PAGE 8	Pay Periods	Section 6
	Direct Deposit	Section 7
	Reimbursement for Vocational Certificates	Section 8
	Long Term Substitutes	Section 9
PAGE 9	ARTICLE VII – EXTRA COMPENSATION	
	Extra-Curricular Schedule	Section 1
	H.S. & Elem. ASD, Tutoring, Staff Development, Drivers Ed, Jr. Sr. High Lunch, Summer School Teachers	Section 2
	Substitute Teaching by In-House Teacher	Section 3
	District Mandated Program Compensation	Section 4
	Teacher Mentor Program	Section 5
PAGE 10	Staff Development Committee Chair	Section 6
PAGE 10	ARTICLE VIII – SEVERANCE	
	Severance – Pay Plan #1	Section 1
PAGE 10	ARTICLE IX – GROUP INSURANCE	
	Selection	Section 1
	Health Insurance	Section 2
PAGE 11	Life Insurance	Section 3
	Dental Insurance	Section 4
	LTD Insurance	Section 5
	Claims Against the School District	Section 6
	Duration of Insurance Contributions	Section 7
	Continued Participation in Group Insurance	Section 8
PAGE 12	Insurance Refunds	Section 9
PAGE 12	ARTICLE X – LEAVES OF ABSENCE	
	Sick Leave	Section 1
PAGE 13	Leave of Absence Without Pay	Section 2
	Bereavement Leave	Section 3
	Personal Leave	Section 4
PAGE 14	Other Short-Term Leave-Nonpaid	Section 5
	Child Care Leave	Section 6
PAGE 15	Family Medical Leave	Section 7
PAGE 16	Sabbatical Leave	Section 8
PAGE 17	Workers Compensation	Section 9
PAGE 18	Jury Duty/Court Reporting	Section 10
	Catastrophic Sick Leave Donation Plan	Section 11
	Exclusive Representative Leave	Section 12
PAGE 19	ARTICLE XI – HOURS OF SERVICE	
	Basic Day/Building Hours	Section 1
	Additional Activities	Section 2
PAGE 19	ARTICLE XII – LENGTH OF SCHOOL YEAR	
	Teacher Duty Days	Section 1

PAGE 20	Emergency Closings Modification of Duty Day or Duty Week Meet & Confer	Section 2 Section 3 Section 4
PAGE 20	ARTICLE XIII – GRIEVANCE PROCEDURE	
	Grievance Definition	Section 1
	Representative	Section 2
	Definitions and Interpretations	Section 3
PAGE 21	Time Limitation & Waiver	Section 4
	Adjustment of Grievance	Section 5
	Denial of Grievance	Section 6
	Arbitration Procedures	Section 7
PAGE 23	Election of Remedies and Waiver	Section 8
PAGE 23	ARTICLE XIV – UNREQUESTED LEAVE OF ABSENCE AND SENIORITY AGREEMENT	
	Unrequested Leave of Absence	Section 1
	Definitions	Section 2
PAGE 24	ULA	Section 3
PAGE 25	Reinstatement	Section 4
PAGE 26	Establishment of a Seniority List	Section 5
	Effect	Section 6
PAGE 26	ARTICLE XV – DURATION	
	Terms and Recognizing Negotiations	Section 1
PAGE 27	Effect	Section 2
	Finality	Section 3
	Sever-ability	Section 4
PAGE 27	ARTICLE XVI – ECFE TEACHERS	
	Statutory Considerations	Section 1
	Probationary Period	Section 2
	Layoff and Recall	Section 3
PAGE 28	Hours of Service, Duty Day, Duty Week, Duty Year	Section 4
PAGE 28	SIGNATURES	
PAGE 29	APPENDIX 1	
PAGE 30	APPENDIX 2	
PAGE 31	APPENDIX 3	
PAGE 32	SCHEDULE A	
PAGE 33	SCHEDULE B	
PAGE 34	SCHEDULE C (2025/26)	
PAGE 35	SCHEDULE C (2026/27)	

ARTICLE I - PURPOSE

This Agreement is entered into between Independent School District No. 32, Blackduck, Minnesota, hereinafter referred to as the School District, and the Blackduck Education Association, 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 the P.E.L.R.A., to provide the terms and conditions of employment for teachers during the duration of this Agreement.

ARTICLE II - RECOGNITION OF EXCLUSIVE REPRESENTATIVE

Section 1. Recognition: In accordance with the P.E.L.R.A., the School District recognizes the Blackduck Education Association as the exclusive representative of teachers employed by the School District, which exclusive representative shall have those rights and duties as prescribed by the P.E.L.R.A. and as described in the provisions of 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 the P.E.L.R.A.

ARTICLE III - 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 for retired teachers or severance pay, and the School District's personnel policies affecting the working conditions of the teachers. "Terms and conditions of employment" does not mean educational policies of the school district and is subject to the provisions of the P.E.L.R.A..

Section 2. Teacher: The word, "teacher", shall mean any person employed by the School District in a position for which licensure is required by the State of Minnesota or in a position of physical therapist or occupational therapist, or teacher on special assignment, except Superintendent, Principal, or Assistant Principal who devotes more than 50% of his/her time to administrative or supervisory duties, daily substitute teachers who do not replace the same teacher for more than 30 consecutive working days, confidential employees,

supervisory employees, essential employees, and such other employees excluded by law.

Section 3. Full-Time Teacher: The term, "full-time teacher", shall mean all teachers paid 5/7 or more of their appropriate step on the salary schedule and employed at least 90 consecutive days per school year. Full benefits provided by this Agreement are designed for full-time teachers. If 4 sections are taught in the high school or 212 student contact minutes in the elementary, such a teacher will receive a full preparation period and is considered 5/7. That teacher would be required to be in the school 55 minutes beyond his/her teaching and preparation time.

Section 4. Part-Time Teacher: The term, "part-time teacher", shall mean all teachers employed less than 5/7 of their appropriate step on the salary schedule and employed at least 90 consecutive days per school year. Fringe benefits and preparation time will be pro-rated. Seniority shall be earned based on the following formula:

$$\text{hours worked}/7 = \text{seniority}$$

The language in this section is effective 7/1/06.

Section 5. School District: For the purposes of administering this Agreement, the term, "School District", shall mean the School Board or its designated representative.

Section 6. Other Terms: Terms not defined in this Agreement shall have those meanings as defined by the P.E.L.R.A.

Section 7. Dress Code: Teachers will be expected to dress professionally.

ARTICLE IV - SCHOOL DISTRICT RIGHTS

Section 1. Authority of Board: The exclusive representative recognizes that the School Board has responsibilities and authority to manage and direct, on behalf of the public, all operations and activities of the School District to the full extent authorized by law, provided that such rights and responsibilities shall be exercised by the School Board in conformity with the provisions of the Agreement, and provided that such rights do not conflict with law.

Section 2. 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 or policy as the functions and programs of the School District, its overall budget, utilization of technology, the organizational structure, and selection, direction and number of personnel.

Section 3. School Board 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 opportunities for the students of the School District.

Section 4. Effects of Rules, Regulations Directives and Orders: The exclusive representative recognizes that all teachers covered by this Agreement shall perform the teaching and non-teaching services prescribed by the School Board and shall be covered 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 and recognizes that the School District, all employees covered by this Agreement and all provisions of this Agreement are subject to the laws of the State of Minnesota, Federal laws, rules and regulations of the State Board of Education, and valid rules, regulations and orders of State and Federal government agencies. Any provision of this Agreement found to be in violation of any such laws, rules, regulations, directives, or orders shall be null and void and without force and effect.

Section 5. Reservation of Managerial Rights: The foregoing enumeration of rights and duties shall not be deemed to exclude other inherent managerial rights and managerial functions not expressly reserved and all managerial rights and managerial functions not expressly delegated in this Agreement are reserved to the School District.

ARTICLE V - TEACHER RIGHTS

Section 1. Right to Views: Pursuant to the P.E.L.R.A., 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 the full, faithful, and proper performance of the duties of employment or circumvent the rights of the exclusive representative if there be one nor shall it be construed to require any teachers to perform labor or services against his/her will.

Section 2. Right to Join: Pursuant to P.E.L.R.A., teachers shall have the right to form and join labor or employee organizations and shall have the right by secret ballot to designate an exclusive representative for the purpose of

negotiating grievance procedures and the terms and conditions of employment for such teacher with the School District of the unit.

As a duly elected body exercising governmental power under the laws of the State of Minnesota, the District undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by the Act or other laws of Minnesota or the Constitutions of Minnesota and the United States, that it will not discriminate against any teacher with respect to hours, wages, or any terms or conditions of employment by reason of his/her membership in the Association or collective negotiations with the School District, or his/her institution of any grievance, complaint or proceeding under this Agreement with respect to any terms or conditions of employment.

Section 3. Request for Dues Checkoff: The exclusive representative shall be allowed dues check off for its members. Upon receipt of a properly executed authorization card 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 during the period provided in said authorization. The number of months over which the deductions shall be spread shall not exceed 9 and shall be the same number of months for all teachers involved.

Section 4. Personnel Files: Pursuant to M.S. 122.A40, as amended, all evaluations and files generated within the School District relating to each individual teacher shall be available during regular School District business hours to each individual teacher upon his/her 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 in it. However, the School District may destroy such files as provided by law. The School District shall provide the teacher with a copy of any document which is intended for inclusion in such file prior to its inclusion.

Section 5. Right to Informal Meeting: Teachers shall have the right to an informal meeting with 2 association representatives, Superintendent, Principal, and, at the teacher's option, up to 2 Board members for purposes of discussing reprimands, warnings, or disciplinary action.

Section 6. Discipline: A teacher shall not be disciplined, reprimanded or reduced in rank or compensation without just cause. A teacher has the right to representation in the event of any disciplinary action. A detailed description of the progressive "Behavior Assessment Policy" shall be found in the School District's "Policy Handbook".

Section 7. Annual Assignment: Any individual teaching contract between the School District and an individual teacher shall be in the form provided in Appendix 1 and shall be consistent with the terms of this

Agreement. Every teacher shall sign an individual teaching contract on the form provided in Appendix 1 upon initial employment. After a teacher's initial employment and placement on the salary schedule each teacher shall advance to the appropriate step, lane, or career increment on the salary schedule at the start of the next school year and will receive, by August 1st of each school year, a Notice of Salary and Assignment Form. This form is provided in Appendix 2 and will be distributed to any employee who has a change in salary anytime during the course of the school year.

Section 8. Posting of Openings: Whenever a vacancy or opening occurs, the district shall electronically notify all teachers of the opening for a period of no less than one week. This provision shall apply to both teaching and extra-curricular vacancies. The notice to teachers and any outside advertising may be done concurrently.

Section 9. Preparation Time: Full-time teachers shall be granted 240 minutes of preparation time per week. This time may be interrupted time.

Section 10. Study Hall and High School Noon Hour Supervision Duty and Online Course Supervision Assignments: The Exclusive Representative agrees to allow the School District the right to assign non-licensed aides as monitors of study hall and/or High School noon supervision. In the event of staff reduction of teacher(s), the School District and the Exclusive Representative agree that all study hall, High School student supervision positions, and online course supervision will be offered to continuing contract teachers prior to being assigned to non-licensed school district employees. Continuing contract teachers assigned to study hall, High School student supervision, and online course supervision positions shall be paid according to the teacher salary schedule.

Section 11. Overload Language: Two separate classes, to include study halls, independent study courses, and supervision of online courses shall not be assigned during 1 class period unless by agreement between the teacher and administration.

Subd. 1, Procedure: The school district will determine the need to offer an overload assignment. The building administrator will meet with the department to problem solve the overload assignment and discuss possible teachers interested in volunteering for an overload assignment.

Subd. 2. Rate of Pay: Overload assignments will be paid at a prorated rate based on the teacher's current annual pay. If the overload is not a year-long class, the amount will be pro-rated based on the length of the term. The payment of the overload assignment will be made during the same term as the overload assignment.

Section 12, Resignation: Any teacher who does not tender his/her written resignation pursuant to the language in M.S. 122A.40 shall owe the School District the sum of \$500.

Section 13, Teacher Licensure: Teachers may not drop licenses without approval of the School Board until at least 5 years after earning continuing contract status.

Section 14. Electronic Learning Meet and Confer: Prior to the School Board deciding to provide expanded electronic learning opportunities for students beyond those available to students for the 2009/2010 school year, it agrees to meet and confer with the exclusive representatives on the impact such a decision will have on students and teachers. Such meet and confer meetings shall not supplant any negotiations meetings of the School District and the exclusive representative that may become necessary to bargain terms and conditions of employment that may be affected by the School Board's decisions to expand electronic learning opportunities.

ARTICLE VI - BASIC SCHEDULE AND RATE OF PAY

Section 1. 2025/26 Salary Schedule: The wages and salaries reflected in SCHEDULE A, shall be a part of the Agreement for the 2025/26 school year.

Section 2. 2026/27 Salary Schedule: The wages and salaries reflected in Schedule B, shall be a part of the Agreement for the 2026/27 school year.

Section 3. Placement on Salary Schedule: The following rules shall be applicable in determining placement of a teacher on the appropriate salary schedule.

Subd. 1. Germane: Credits to be considered for application on any lane of the salary schedule must be germane to the teaching/coaching (must be currently assigned to coaching at the time of request for credits [i.e.: coaching clinics, etc. that are graduate credits] to be applied to lane changes) assignment as determined by the School District, after considering recommendations from the "Continuing Education Committee", and must be graduate credits taken at college or university regionally accredited in that area with a "B" or higher grade. Credits graded by "P – pass" or "S – satisfactory" or similar grading systems are acceptable if pre-approved in writing by the Superintendent. Credits applied to the salary schedule taken after July 1, 2008, are acceptable only with prior written approval of the Superintendent. Beginning with the 2003/04 school year, internet classes, will be allowed with prior, written approval of the Superintendent. Classes must be part of a college degree program accredited by the North Central Association or comparable regional accrediting association

Subd. 2. Teacher Retraining Credits: When the School District requests that a teacher return to school to receive certification in any area for which the teacher is not certificated, it may approve lane change credits for undergraduate work. These credits may be granted at the sole discretion of the School District.

Subd. 3. Effective Date: Individual teaching contracts will be modified to reflect qualified lane changes no more than 2 times a year providing an official transcript of qualified credits is submitted to the Superintendent's office no later than August 31 and January 31 of each year. Credits submitted by transcript after these dates, even though otherwise qualifying, shall not be considered until the following lane change date.

Subd. 4. Advance Degree Program: A teacher shall be paid on the master's degree lane or higher only if the degree program is germane to the teaching assignment as approved by the Superintendent and the degree program is approved in writing by the Superintendent in advance of class registration.

Subd. 5. Application: Credits to apply to lanes beyond a particular lane must be earned subsequent to the earning of the degree. Credits which involve primarily television viewing must have the prior written approval of the Superintendent. No more than 5 quarter credits (3 semester credits) per lane change, or a total of 15 quarter credits (10 semester credits) overall, for all lane changes based on television-type, post-graduate credits will be allowed. Television credits earned prior to July 1, 1993, will be grandfathered in and, therefore, won't count in these totals.

Subd. 6. Payment of Present Salary: The rules contained in this section relating to the application of credits on the salary schedule shall not deprive any teacher of any salary schedule placement already recognized.

Subd. 7. Prior Experience: At the discretion of the School Board, full credit for teaching experience in other school systems may be given when placing newly hired teachers on the salary schedule.

Subd. 8. Salary Increment for Coaching Experience: All extra-curricular advisors are placed on the salary lanes in SCHEDULE C. All coaching increments and season credits earned prior to 1997/98 will continue to be honored. Beginning in the 1997/98 school year any extra-curricular assignments in SCHEDULE C at "Levels I" through "III" will be granted 1 season of credit, and "Levels IV" through "V" will be granted 1/2 season of credit toward the coaching experience salary increment. After accumulating 25 seasons of coaching in the School District and again after 40 seasons of coaching in the School District, the coach will have added to \$907 added to his/her regular teaching salary. The 25 or 40 seasons of coaching in the School District must be earned and notice of eligibility for this salary change submitted in writing by the

coach to the School District no later than August 31 of each year. Coaching time earned and submitted after this date shall not be considered until the following school year. A signed copy of the coach's written notice will be given to the coach. Coaching experience (yrs.) in a particular sport may be considered for placement on the extra-curricular salary schedule when a coach moves up a coaching position in the same sport. The School District reserves the right to negotiate a salary and/or placement on the salary schedule with any teacher as it determines.

Subd. 9, School Nurse: School nurses with a 4-year nursing degree, or greater shall be permanently placed on the "BS+0 lane". Step advances for experience on the "BS+0" lane will be allowed. The rate of pay for school nurses with less than 4-year nursing degrees shall be determined by the School Board.

Section 4. Career Increment: An annual career increment shall be paid to all tenured teachers hired prior to July 1, 2023, at 20 years of total teaching experience as verified by the School District. "Teaching experience" does not include substitute teaching other than long-term substitute teaching of 30 consecutive days or more for the same teacher, calculated on a pro-rated basis (consecutive days taught pro-rated to the total teacher contract days of the applicable year). A 2nd, additional annual career increment will be paid to all tenured teachers at 25 years of total teaching experience. For the 2025/26 and 2026/27 school year the career increments shall be \$1,500 at 20 years and \$2,500 at 25 years. All tenured teachers hired after July 1, 2023, must have acquired all the 20 and 25 years of teaching experience in the Blackduck School District to qualify for the career increments. Part-time teachers shall accrue experience pursuant to TRA guidelines as of 1981.

Section 5. Pay Deduction: Whenever pay deduction is made for a teacher's absence, the annual salary divided by 156 days shall be deducted for each day's absence.

Section 6. Pay Periods: Salaries will be paid on a 12-month basis, with 24 payments per year. Direct Deposits will be issued on the 15th and 30th of each month. If the 15th and/or 30th fall on a weekend, Direct deposits will be made on the preceding day.

Section 7. Direct Deposit: All salary payments will be in the form of direct deposit to a bank or credit union of the teachers choosing.

Section 8. Reimbursement for Vocational Certificates: The School District shall reimburse vocationally certified teachers for the cost of any vocational licenses beyond the normal teacher license, which are required for their current teaching assignments.

Section 9, Long-Term Substitutes: Long-term substitute teachers shall be compensated pursuant to School District policy.

ARTICLE VII - EXTRA COMPENSATION

Section 1. Extra-Curricular Schedule: Effective July 1, 2013, Schedule C salaries will reflect any percentage increase of Schedule A and B.

Subd. 1. SCHEDULE C: The wages and salaries reflected in SCHEDULE C, shall be a part of this Agreement.

Subd. 2. Extra-Curricular Pay Periods: Wages and salaries reflected in SCHEDULE C shall be paid at the end of the season being coached.

Subd. 3. Reinstatement: If "Junior Class" or the "Blackduckling" are ever added back as extra-curricular activities, they will be placed on the same level as they were at in the 2008/09 school year. If "Cheerleading" or "Cross-Country Skiing" are ever added back as extra-curricular activities, they will be placed on the same level as they were in the 2022/23 school year.

Subd. 4. Placement: Effective July 1, 2009, current head and assistant baseball and softball coaches will be grandfathered in at "Levels I" and "II" on SCHEDULE C. Effective July 1, 2012, "Knowledge Bowl" advisors/supervisors will be grandfathered in at "Level III" on SCHEDULE C.

Section 2. HS & Elementary After-School Detention (ASD), Tutoring, Staff Development, Drivers Education, Jr. & Sr. High Lunch Supervision, and Summer School Teachers: These items shall all be compensated at the rate of \$35.00 per student contact hour. This is not intended to be a complete list, other duties/jobs may apply, at the discretion of the Superintendent.

Section 3. Substitute Teaching: A teacher who agrees to substitute for another teacher will be paid \$60 per 60-minute period.

Subd. 1. An in-house teacher who agrees to take on additional students, during their school day and that will exceed their current class roster, will be compensated on a pro-rated basis of current teacher sub pay.

Section 4. District Mandated Program Compensation: In the case of district mandated programs, opportunities for compensated implementation shall be made available. This compensation will be at the rate specified in Article VII, Section 2. The compensation must be pre-approved by the staff development committee and Superintendent.

Section 5. Teacher Mentor Program: An in-house teacher who agrees to be a mentor coordinator will receive a stipend of \$500.

An in-house teacher who agrees to be a mentor will receive a stipend as follows:

Mentor of a 1st year teacher:	\$500
Mentor of a 2nd year teacher:	\$300

Mentor of a 3rd year teacher: \$200

Mentor of a teacher with prior
teaching experience: \$250

Section 6: Staff Development Committee Chair: An in-house teacher who agrees to be staff development committee chair will receive a stipend of \$500.

ARTICLE VIII - SEVERANCE

Section 1. Severance: Teachers hired after August 1, 1996, will only have Severance Pay Plan #1 available to them

Severance Pay Plan #1 - 403(b) Matching Plan: Teachers shall be allowed to participate in a 403(b) matching plan as follows:

<u>Years of Service</u>	<u>Maximum Amt. Match</u>
Upon Hire	1,440/yr.

The amounts for part-time teachers will be pro-rated.

ARTICLE IX - GROUP INSURANCE

Section 1. Selection: The selection of the insurance carriers and policies shall be made by the School District as provided by law.

Section 2. Health Insurance: The School District shall contribute to the premium of School District-sponsored health insurance plans for full-time teachers participating in said plans in the following manner. Part-time teachers as defined in Article III, Section 4, shall receive pro-rated insurance benefits. The order of use shall be the same as that of a full-time teacher. These premiums may be waived by the employee, but the current cost will be deducted the same as if the required minimum had been taken.

Subd. 1, Non HSA Compatible Insurance Plans: For a non HSA compatible insurance plan, the School District shall contribute \$878 per month for the 2025/26 school year and \$926 per month for the 2026/27 school year toward the single or family premium Any premium amount remaining after the district contribution shall be paid by the employee through payroll deduction.

Subd. 2, HSA Compatible Plans: For a High Deductible/HSA compatible plan, the School District shall contribute \$878 per month for the 2025/26 school year and \$926 per month for the 2026/27 school year toward the single or family premium, with any

amount remaining being placed into a Health Savings Account (HSA) set up in the employee's name per IRS guidelines and regulations. If running this same health plan with a Health Retirement Account (VEBA) the School District shall contribute \$588 per month for the 2025/26 school year and \$620 per month for the 2026/27 school year toward the single or family premium and \$290 per month for the 2025/26 school year and \$306 per month for the 2026/27 school year into a Health Reimbursement Arrangement (HRA) set up in the employee's name per IRS guidelines and regulations. Any premium amount remaining after the district contribution shall be paid by the employee through payroll deduction.

Subd. 3, HSA/HRA Payment Schedule: All continuing contract teachers' HSA/HRA savings contributions will be made in the following manner: 1/2 of the balance will be paid by September 15th of each year and the other 1/2 of the balance will be paid over 20 pay periods beginning September 15th and ending June 30th of each plan year. All first-year teachers' HSA/HRA savings contributions will be made on a semi-monthly basis beginning September 15th and ending June 30th of each plan year.

Subd. 4, Married Couples: Married district employees who elect family coverage shall be allowed to combine district contributions toward the premium costs, with any amount remaining into either a Health Savings Account (HSA) or a Health Reimbursement Account (HRA) to the extent permitted by IRS rules and regulations.

Section 3. Life Insurance: The School District will pay the full premium for a \$50,000 Life/ \$50,000 AD&D Madison National Life Insurance policy for all teachers that work at least 30 or more hours per week.

Section 4. Dental Insurance: Dental insurance is a voluntary benefit for teachers who work at least 20 or more hours per week.

Section 5. Long-Term Disability Insurance: The teachers shall be eligible to participate in the School District Long Term Disability Insurance Plan. The cost of this premium shall be borne by the teachers and paid by payroll deduction.

Section 6. Claims Against the School District: The School District's only obligation is to purchase an insurance policy and pay such amounts as agreed in this article and no claim shall be made against the School District as a result of a denial of insurance benefits by an insurance carrier.

Section 7. Duration of Insurance Contribution: A teacher is eligible for School District contributions as provided in this article as long as the teacher is employed by the School District. Upon termination of employment, all School District contributions shall cease unless the teacher is covered under ARTICLE VIII, Section 2.

Section 8. Continued Participation in Group Insurance: A teacher who resigns pursuant to ARTICLE VIII, Section 3 or is placed on unrequested leave of absence shall be eligible to continue to participate in the School District's group health insurance plans but shall pay the entire premium and any other costs for such insurance commencing with the date of severance or placement on leave. The teacher is responsible to make arrangements with the School District

Business Office to pay the School District the monthly premium amounts, by automatic deduction, in advance and on such date as determined by the School District. The teacher's right to continue participation in such a group insurance will be pursuant to COBRA and State of Minnesota continuation laws and rights which will supersede any School District policies.

Section 9. Insurance Refunds: Any insurance refund to the School District from policies covering teachers, shall be distributed to said teachers on a pro-rated basis of total costs of premium for that teacher paid by the School District and the teacher for the year in which a refund occurs. Only teachers currently employed during the year a refund occurs are eligible.

ARTICLE X - LEAVES OF ABSENCE

Section 1. Sick Leave:

Subd. 1. Earning: A teacher shall earn sick leave at the rate of 105 hours each year of service in the employment of the School District the first 4 years and 84 hours each year thereafter. All annual sick leave shall be available at the beginning of the year.

Subd. 2. Accumulation: Unused sick leave hours may accumulate to a maximum credit of 910 hours of sick leave per teacher. Any teacher hired prior to January 1, 2012, will be allowed to accumulate unused sick leave hours over the maximum 910 hours, up to 1750 hours, these hours shall be termed "retirement hours" and are not eligible to be used for sick leave purposes. Upon retirement, pay for 100% of these hours will be placed in the retiring teacher's health retirement account at the rate of \$14.00 per hour. Once these "retirement hours" have been earned, they cannot be deducted should the teacher's accumulative sick hours fall below the 910 hour maximum.

Subd. 3 Use: Sick leave with pay shall be allowed whenever a teacher's absence is due to the teacher's illness or injury which prevented his/her attendance at school and performance of duties on that day or days. A teacher may use sick leave benefits for absences due to an illness of or injury to the employees, child, adult child, spouse, sibling, parent, grandparent, or stepparent for reasonable periods of time as the teacher's attendance may be necessary, on the same terms upon which the teacher is able to use sick leave benefits for the teacher's own illness or injury. Pursuant to Minn. Stat. 181.9413, the School District may limit the use of personal sick leave benefits due to the illness or injury to the teacher's child, adult child, spouse, sibling, parent, grandparent, or stepparent to no less than 160 hours in any 12-month period. The School District reserves the right to grant sick leave under other circumstances.

Subd. 4. Utilization: A teacher, other than the mother, may utilize sick leave in connection with the birth and hospitalization of the mother and/or child.

Subd. 5. Medical Certificate: The School District may require a teacher to furnish a medical certificate, at the expense of the School District, from a qualified physician as evidence of illness, in order to qualify for sick leave pay. In the event that a medical certificate will be required, the teacher will be advised no later than the day the teacher resumes his/her teaching duties.

Section 2. Leave of Absence Without Pay: A teacher who is unable to teach because of personal illness or disability and who has exhausted all accumulated sick leave available shall be granted an additional leave of absence without pay for up to 1 year. Additional time may be granted at the discretion of the School Board.

Section 3. Bereavement Leave:

Subd. 1. Use: Up to 40 hours of bereavement leave shall be allowed per occurrence, the hours to be deducted from sick leave, in the event of a death in the teacher's immediate family. The specific amount of leave allowed is subject to the discretion of the Superintendent depending on the circumstances. "Immediate family" is defined as the teacher's spouse, child, parent, in-laws, brother, sister, foster parent, step-parent, grandchild, grandparent or other relative living in the same household as the teacher.

Subd. 2. Non-Immediate Family: Up to 16 hours of bereavement leave per year shall be allowed in the event of the death of someone not covered in Subd. 1. above. The hours shall be deducted from sick leave. The specific amount of leave allowed is subject to the discretion of the Superintendent depending on the circumstances.

Section 4. Personal Leave: A teacher may be granted personal leave at the discretion of the Superintendent of no more than 3 days per year, for situations that arise which are not covered under other provisions of this Agreement. An additional personal leave day will be granted to teachers who used 24 or fewer sick leave hours the previous year as a teacher in the School District. This earned personal leave day will be at no pay deduction to the teacher. A maximum of 7 personal leave days may be allowed in any given school year at the discretion of the Superintendent. A payment at the current School District substitute teacher rate will be made at the close of the school year to teachers who do not use their days of personal leave. Payment will be made to the teacher unless the teacher notifies the School District Business Office prior to the end of the school year that he/she wishes to accumulate personal days. Beginning July 1, 2021, personal leave days may be banked to a maximum of 3 days. Any teacher coming into the 2021/22 school year with more than 3 banked

days will be allowed to keep them but once the "extra" banked days are used the future banked max for those teachers will be 3. Personal days may be banked by the whole or, 1/2.

- (1) Banked days may be used at the discretion of the teacher, as approved by the Superintendent.
- (2) If a teacher leaves the School District, the School District will pay the teacher for the unused personal days in his/her "bank" at the current rate of pay for unused personal days.
- (3) A teacher needs to indicate in writing whether he/she wishes to use a "free", or "banked" day each time.
- (4) The greatest number of consecutive days a teacher can take in a given year is 5. If a teacher uses 2 banked days in a given year, he/she may still use the personal days he/she earns in that year, but may not add these additional personal days onto the 2 banked days.
- (5) Personal leave may not be used on days of teacher conferences and/or teacher workshop/in-service days. No more than 4 teachers per building (4 - elementary, 4 - high school) may be granted personal leave on a given day. Exceptions to this clause require the Superintendent's approval.
- (6) Personal leave days may be used by the whole or 1/2 day.

Section 5. Other Short-Duration Leave - Nonpaid: At the discretion of the Superintendent, a teacher may be granted up to 2 days of leave with full pay deduction made for each day taken, for situations that arise that are not covered by other areas of the Agreement or when other applicable leaves are exhausted. Prior approval must be obtained from the Superintendent.

Section 6. Child-Care Leave:

Subd. 1. Use: A child-care leave may be granted by the School Board, subject to the provisions of this section, to 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 intention to take the leave three (3) calendar months before commencement of the intended leave or, in cases of emergency, as soon as possible.

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

Subd. 4. Dates of Leave: The School District may adjust, within reason, 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 a grading period, end of the school year, or the like.

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 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. Reinstatement: A teacher returning from child-care leave shall be reinstated in a position basically the same as that which he/she left, subject to the following conditions:

- (1) that the position has not been abolished pursuant to M.S. 122A40;
- (2) that he/she is not physically or mentally disabled from performing the duties of such position;
- (3) that he/ she returns on the date designated on the request for leave approved by the School Board.

Subd. 7. Experience Credit: 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 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. 8. Insurance Plans: A teacher on child-care leave is eligible to participate in the School District's group insurance plans if permitted under the insurance policy provisions, 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 plans, however, will terminate if the teacher does not return to the School District pursuant to this section.

Subd. 9. Salary and Fringe Benefits: Leave under this section shall be without pay or fringe benefits.

Section 7. Family Medical Leave:

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

- (1) The birth, adoption, or foster placement of a child with you,

(2) Your serious mental or physical health condition that makes you unable to work.

(3) To care for your spouse, child or parent with a serious mental or physical health condition, and

(4) Certain qualifying reasons related to the foreign deployment of your spouse, child, or parent who is a military servicemember.

An eligible employee who is the spouse, child, parent, or next of kin of a covered servicemember with a serious injury or illness may take up to 26 weeks of FMLA in a single 12-month period to care for the servicemember.

Subd. 2: Compensation: Such leave shall be unpaid, except an eligible teacher, during such a leave, shall be eligible for regular School District health insurance contributions as provided in this Agreement for the period of the leave but not to exceed 12 weeks per year, notwithstanding any other provisions of this Agreement.

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

Subd. 4: Concurrent Use of Leaves: The teacher may elect, or the School District may require the teacher to substitute, paid vacation, paid sick leave or paid personal leave for leave otherwise provided in this section. The provisions of ARTICLE X, Section 1 and ARTICLE X Section 3 will determine whether a teacher has the ability to substitute paid sick leave or paid personal leave, or whether the School District can require that paid sick leave or paid personal leave be substituted for unpaid FMLA leave. However, nothing in this Agreement shall require the School District to combine leaves for a period of time that exceeds 12 weeks.

Subd. 5: Notice: The teacher must provide at least 30 days of written notice of request for leave when the reason for leave is foreseeable. The teacher shall further make an attempt to schedule any treatment so as to minimize disruption of the work of the School District.

Subd. 6: Coordination of PFML and ESST/Sick Leave: At the request of an employee on Paid Family Medical Leave, the employer shall allow the employee to use individual accrued leave, to include sick leave and/or personal leave, at their discretion to supplement the PFML program benefit. At no time will the employee receive more than 100 percent of their usual salary (wages) between the PFML benefit and contractual leave. Individual accrued leave shall be paid out on the normal payroll cycle.

Section 8. Sabbatical Leave:

Subd. 1. Eligibility and Use: Upon written application, a full-time teacher who has been employed as a teacher in the School District for at least 6 years may be granted sabbatical leave for 1 year for the purpose of professional growth. The time limit may be adjusted downward if the School Board deems doing so is in the best interest of the School District. A teacher who has been on a sabbatical leave must notify the Superintendent of his/her intent to return or resign at least 6 months prior to the resumption of teaching.

Subd. 2. Reinstatement: A teacher, upon return from a sabbatical leave shall be restored to his/her former position or to a position of like nature and status unless previously discharged or placed on unrequested leave of absence. The teacher shall be reinstated at the same position on the salary schedule as if he/she had taught in the School District during such period.

Subd. 3. Limitation: Only 1 teacher may be granted a sabbatical leave per year. The leave will not cover parts of 2 school years and must begin prior to the opening date of 1 school year and end at the closing date of the same school year.

Subd. 4. Remuneration: During the period of sabbatical leave, a teacher may engage in remunerative employment and may accept grants or fellowships as long as the teacher is continuing to pursue the purpose of the leave.

Subd. 5. Criteria for Consideration: In order that all applicants be given equal consideration and in case the number of requests exceeds the limitation, the following criteria will be considered by the "Continuing Education Committee" in making a recommendation to the School Board:

- (1) the merit of the objectives as they relate to improving the instructional program;
- (2) years of teaching experience in the School District;
- (3) previous leaves;
- (4) reasonable distribution of applicants by schools;
- (5) evidence of acceptance of the teacher's program or project by the institution offering the advance study or research.

Subd. 6. Application: Applicants must apply at least 3 months prior to the date they wish the leave to start. All such leave shall be without pay. Insurance premiums for the School District-sponsored plans the teacher continues to participate in must be paid by the teacher.

Section 9. Workers Compensation: Pursuant to Chapter 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 10. Jury Duty/Court Reporting: A teacher called for jury duty *or* reporting to court, shall be compensated for the difference between his/her teaching pay and the pay received for the performance of such obligation.

Section 11. Catastrophic Sick Leave Donation Plan: Effective July 1, 2025, A voluntary sick leave donation plan shall be established and is expressly intended to be used by any School District employee whose negotiating group has voted to participate and who is incapable of performing his/her duties due to catastrophic circumstances involving him/herself, his/her spouse or his/her child. The plan can be accessed only after the employee has used all of his/her accumulated leaves. For bereavement leave, the time requested may not exceed the number of hours/days allowed by the Agreement. The plan is not intended to be used for any other type of leave. All deductions from this plan will be made only with the written approval of the Superintendent. The plan cannot be used when an employee is receiving disability income. The sick leave donation plan shall be maintained in the following manner: The employee or his/her family shall make a written request to the Superintendent for donated sick leave days. The Superintendent will notify all employees in writing of the donation request. Employees may contribute up to 15 days at 2 different times during 1 school year. Employees needing to access the sick leave donation plan may use up to 15 days in 1 school year with a lifetime maximum access of 30 days For bookkeeping purposes, any employees day will equal the day of the employee who is requesting sick leave donation, regardless of the number of hours in the donor's workday. Donated days will be credited to the requesting employees sick leave account on a daily basis only. Donated days will be used by the requesting employee in the order of their donation. Donated days are not deducted from the donor's accumulated sick leave account until after they have been used by the employee requesting the donation. Employees may make a request to the School Board for 30 additional donated sick leave days upon depletion of the 30 day lifetime maximum. Requests would be reviewed by, and require, Administrative & School Board approval.

Section 12. . Exclusive Representative Leave:

Subd. 1. Eligibility: Exclusive Representative Leave shall be granted, without loss of pay, to the members of the exclusive representative, by the School District, for the express purpose of conducting exclusive representative business. The elected officers of the exclusive representative will notify the District which members shall take such leave.

Subd. 2 Allowance: The School District will grant 15 (fifteen) days of paid exclusive representative leave each school year.

Subd. 3 Procedure: Request for exclusive representative leave must be submitted by an elected officer of the exclusive representative in writing to the Superintendent or their designated representative at least 3 (three) days in advance of taking the leave. All leaves must have prior written approval.

Subd. 4 Substitute Cost: The exclusive representative will bear the cost of the substitute teacher when using this leave, if a substitute is hired. Leave used for negotiations or mediation will not be deducted from the 15 (fifteen) days stipulated in Subd. 2 of this Article.

ARTICLE XI - HOURS OF SERVICE

Section 1. Basic Day/Building Hours: The School Board recognizes that, as professional employees, teacher's work many hours beyond the time that students are actually present in the building. The School Board also recognizes the need for teachers to be physically present in the building a required, basic minimum amount of time to meet with parents and students, prepare for the day's lessons, supervise students in hallways, etc. Those basic building hours shall be 7:50 A.M. to 4:30 P.M. Teachers will also be required to be in the building prior to 7:50 A.M. and after 4:30 P.M. on days when meetings require their attendance at times outside of the basic building hours.

Section 2. Additional Activities: In addition to the basic building hours, teachers shall be required to reasonably participate in School District activities beyond the basic building hours as is required by the School District. The duties for teacher include a reasonable share of extra-curricular, co-curricular, and supervisory activities.

ARTICLE XII - LENGTH OF THE SCHOOL YEAR

Section 1. Teacher Duty Days: Pursuant to M.S. 126.12, the School District shall establish the number of school days and teacher duty days for the next school year and the teacher shall perform services on those days as determined by the School Board, including those legal holidays on which the School Board is authorized to conduct school, and pursuant to such authority has determined to conduct school. The school year shall consist of up to 156 days pursuant to current Minnesota statutes. Language, in regards, to 3 days added with student contact: Independent School District #32 reserves the right to go beyond the 156-day contract if Blackduck Education Association bargaining unit members are compensated on a prorated basis of each members base salary.

Section 2. Emergency Closings: In the event of a student or teacher duty day lost for any emergency, during the course of the adopted school calendar,

the teacher shall perform duties on another day in lieu thereof, as the District shall determine, if any. Any extension of the school year beyond the adopted school calendar shall be mutually agreed upon between the School District and the exclusive representative.

Section 3. Modification of Duty Day or Duty Week: In the event of energy shortage, severe weather, or other emergency, the School Board may modify the duty day or duty week, with the understanding that the total number of hours shall not be increased, i.e. a 4 day week with increased hours per day but the total weekly hours not more than the regular 5 day week. Any modification in the duty day or duty week shall be mutually agreed to by the District and the exclusive representative.

Section 4. Meet and Confer: Prior to adopting the school calendar, the School District shall afford the exclusive representative the opportunity to meet and confer.

ARTICLE XIII - GRIEVANCE PROCEDURE

Section 1. Grievance Definition: A "grievance" shall mean an allegation in writing by either party resulting in a dispute or disagreement between the teacher and the School District as to the interpretation or application of terms and conditions of employment insofar as such matters are contained in this Agreement.

Section 2. Representative: The teacher, administrator, or School Board may be represented during any step of the procedure by any person or agent designated by such party to act in the party's behalf.

Section 3. Definitions and Interpretations:

Subd. 1. Extensions: Time limits specified in this Agreement may be extended by mutual written agreement.

Subd. 2. Days: 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 the procedure 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.

Subd. 4. Filing and Postmark: The filing or service of any notice or document required by 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: Grievances shall not be valid for consideration unless the grievance is submitted in writing to either party's designee, setting forth the facts and the specific provisions of the Agreement allegedly violated and the particular relief sought, within 20 days after the date of the event giving rise to the grievance occurred. An effort shall first be made to adjust an alleged grievance informally between the teacher and the School District's designee.

Section 5. Adjustment of Grievance: The School District and the teacher shall attempt to adjust 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 discussions, the defending party shall give a written decision of the grievance to the parties involved within 10 days after receipt of the written grievance.

Subd. 2. Level II: In the event the grievance is not resolved in Level I, the decision rendered may be appealed to the Superintendent, provided such appeal is made in writing within 5 days after receipt of the decision in Level I. If a grievance is properly appealed to the Superintendent, the Superintendent shall set a time to hear the grievance within 10 days after receipt of the appeal. Within 10 days after the meeting, the Superintendent shall issue its decision in writing to the parties involved.

Subd. 3. Level III: In the event the grievance is not resolved in Level II, the decision rendered may be appealed to the School Board within 10 days after the decision has been rendered. At the option of the School Board, a committee or representative(s) of the School Board may be designated by the School Board to hear the appeal within 20 days of the appeal at this level, and report its findings and recommendations to the School Board. The School Board shall then render its decision within 20 days of the appeal.

Section 6. Denial of Grievance: Failure by the School District to issue a decision within the time periods provided shall constitute a denial of the grievance and it may be appealed to the next level.

Section 7. Arbitration Procedures: In the event that the parties are unable to resolve any grievance, the grievance may be submitted to arbitration as defined in this section.

Subd. 1. Request: A request to submit grievance to arbitration must be in writing signed by the aggrieved party, and such request must be filed with the defending party within 10 days following the decision in Level III above.

Subd. 2. Prior Procedure Required: No grievance shall be considered by the arbitrator, which has not been first duly processed in accordance with the grievance procedure and appeals provisions.

Subd. 3. Selection of Arbitrator: Upon the proper submission of a grievance under the terms of this procedure, the parties shall, within 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 Minnesota Bureau of Mediation Services (BMS) to appoint an arbitrator, pursuant to P.E.L.R.A., providing such request is made within 20 days after request for arbitration. The request shall ask that the appointment be made within 30 days after the receipt of said request. Failure to agree upon an arbitrator or the failure to request an arbitrator from the BMS within the time periods provided shall constitute a waiver of grievance.

Subd. 4. Submission of Grievance Information:

(1). Upon appointment of the arbitrator, the appealing party shall, within 5 days after notice of appointment, forward to the arbitrator, with a copy to the defending party, the submission of the grievance which shall include the following:

1. the issues involved,
2. statement of the facts,
3. position of the grievant,
4. the written document(s) relating to Section 5 above.

(2). The defending party may make a similar submission of information relating to the grievance, either before or at the time of the hearing.

Subd. 5. Hearing: The grievance shall be heard by a single arbitrator, both parties may be represented by such person or persons 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 de novo.

Subd. 6. Decision: 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 the P.E.L.R.A..

Subd. 7. Expenses: Each party shall bear its own expenses in connection with arbitration including expenses relating to the party's representatives, witnesses, and 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 copy.

Subd. 8. 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 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 procedures 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, direction and number of personnel. In considering any issue in dispute, in his/her order the arbitrator shall give due consideration to the statutory rights and obligations of the School Board to efficiently manage and conduct its operations within the legal limitations surrounding the financing of such operations.

Section 8. Election of Remedies and Waiver: A party having received any remuneration from an action proceeding, or complaint in a federal or state court of law, or before an administrative tribunal, federal agency, state agency, or receiving relief through any statutory process, 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. This section shall not apply to actions to compel arbitration as provided in the Agreement or to enforce the award of an arbitrator. Furthermore, any monetary settlement received through a grievance will be considered part of any other monetary settlement for the same issue.

ARTICLE XIV - UNREQUESTED LEAVE OF ABSENCE (ULA) AND SENIORITY AGREEMENT

Section 1. Unrequested Leave of Absence: The board may place on unrequested leave of absence, without pay or fringe benefits, as many teachers as may be necessary because of discontinuance of position, lack of pupils, financial limitations, or merger of classes caused by consolidation of districts. The unrequested leave is effective at the close of the school year.

Section 2. Definitions: For the purposes of this article, the terms defined shall have the meaning respectively ascribed to them.

Subd. 1. Teacher: "Teacher" means a member of the appropriate unit as defined in this Agreement.

Subd. 2. Qualified: "Qualified" shall mean a teacher who is licensed in the subject matter. A teacher must be licensed in "Elementary Education" and/or "Elementary L.D." in order to be considered qualified as an "Elementary Title I" teacher. A teacher shall be licensed in "Secondary Education" in order to be qualified as a "Secondary Title I" teacher.

Subd. 4. Seniority: "Seniority" means the date of hire and shall mean the number of years of continuous teaching service in the School District. A full year's seniority shall be earned by a full-time teacher as defined in ARTICLE III, Section 3. Pro-rated seniority shall be earned by part-time teachers as defined in ARTICLE III, Section 4. Effective July 1, 2007, teachers on authorized leaves of absence shall continue to accrue seniority only if stated by law or on sabbatical leave. A probationary teacher, tier 1 or tier 2, shall not have the protection of this article. Seniority shall be granted for long-term substitute teaching when such service is for a minimum of 30 consecutive days in the same assignment and continues into regular employment.

Section 3. ULA:

Subd. 1. Terms: The School Board may place a teacher on ULA for a period not to exceed 5 calendar years from the time leave commenced without pay or fringe benefits. Such leave shall be effective at the close of the school year.

Subd. 2. Notice: Following school board action on discontinued positions and school board action proposing placement of teachers on unrequested leave of absence, each individual teacher proposed for placement on unrequested leave of absence shall receive notice of the proposed placement by April 1st that:

- a) States the applicable grounds for the proposed placement;
- b) Provides notice to the teacher of their right to request a hearing of 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.

Right to a Hearing and Decision: If the teacher requests a hearing, teachers proposed for placement on unrequested leave of absence pursuant to school board action shall be entitled to a hearing and challenge the proposed placement pursuant to the grievance procedure as provided in this agreement commencing at the arbitration level.

Final Board Action: Final school board action to place a teacher on unrequested leave of absence must take place prior to July 1, but not before notice to the teacher as required above and acquiescence or notice to the teacher as required above through personal delivery or by mail and the arbitrator decision.

Subd. 3, Continuing Contract Teachers: A teacher who has acquired continuing contract rights must not be placed on unrequested leave of

absence (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 absence in inverse order of seniority, as calculated by initial date of hire as a licensed teacher.

Subd. 4. Tie-Breaker: Effective July 1, 2025, in the event a reduction in number of teachers creates a situation requiring that a choice be made among teachers who have equal seniority, the selection of the teacher(s) for the purpose of reduction shall be in this order until the tie is broken:

- A. Years of service in teaching in K-12 schools.
- B. Total graduate level credits beyond a bachelor's degree
- C. If, after the application of the above criteria a tie still exists, the teacher to be placed on ULA shall be determined by the teachers' actual hiring dates and times as recorded in the official School Board minutes.

Those teachers who have been hired first shall be the last laid off.

Subd. 5. Other Work and Loss of Credit: Any teacher placed on such leave may engage in teaching or any other occupation during such period and such leave will not result in a loss of credit for years of teaching service in the School District prior to the commencement of such leave, if said teacher is recalled.

Section 4. Reinstatement:

Subd. 1. Process: No new teachers shall be employed by the School District while any qualified teacher is on ULA. Teachers placed on ULA shall be reinstated to available positions in the School District covered by this Agreement if such positions become available. The order of reinstatement shall be in inverse order in which the teachers were placed on ULA. A teacher who acquired additional licensure while on unrequested leave shall not have bumping rights for those areas of additional licensure but shall be considered qualified for new or open positions in the School District.

Subd. 2. Notices: When placed on ULA, a teacher shall file his/her name and address with the School District Office, to which any notice of reinstatement or availability of work positions shall be mailed. Proof of service by the person in the School District depositing such notice to the teacher by registered mail at the teacher's known address shall be sufficient, and the teacher on ULA shall be responsible to provide for forwarding of mail or 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 Reemployment: If a position becomes available for a qualified teacher on ULA, the School District shall mail the notice of vacancy to such teacher as provided above. The teacher shall have 20 calendar

days after receipt of said notice to accept reemployment. The School District shall be free to fill any position on a temporary basis pending completion of the recall procedure. A teacher who fails to give notice within the 20-calendar day period, as provided above, shall have no claim to the vacant position involved but shall retain his/her position on any applicable seniority list. However, if notice of an available position is given to any teacher on or after June 1 of any school year, such teacher shall have the right to defer the effective date of return to actual service until the beginning of the next succeeding school year if he/she is employed by another school district.

Subd. 4. Reinstatement Rights: Reinstatement rights shall automatically cease 5 years from the date of ULA and no further rights of reinstatement or other benefits under this Agreement shall exist unless extended by written mutual consent with each qualified teacher.

Section 5. Establishment of a Seniority List:

Subd. 1. Preparation: Each year prior to December 13, the School District shall prepare a seniority list by name, certification areas, amount of seniority, date of hire, total teaching years in the School District and total years of public school teaching experience and shall post such list in each school building of the School District. Copies of the seniority list shall be distributed to each teacher.

Subd. 2. Request for Change: Any teacher whose name appears on such list and who may disagree with the finding of the School District regarding the order of seniority contained in said list, shall have 20 calendar days from the date of posting to supply written documentation, proof, and request for seniority change to the School District. Failure to request such change within the 20-calendar day period shall waive a teacher's right to change the seniority list, and that list shall govern any ULA during that school year. Such yearly revised list shall govern the application of ULA until it is revised.

Section 6. Effect: This article shall be effective at the beginning date of this Agreement and shall govern all unrequested leaves until a new Agreement between the School District and the exclusive representative is officially signed and ratified.

ARTICLE XV - DURATION

Section 1. Terms and Recognizing Negotiations: This Agreement shall remain in full force and effect for a period commencing on July 1, 2025, through June 30, 2027, and thereafter until notification is made pursuant to the P.E.L.R.A.. If either party desires to modify or amend this Agreement commencing on July 1, 2025, it shall give written notice of such intent after January 1, 2027, with the

intent of completing negotiations by July 2027. During the period after Agreement expiration and prior to the date when the right to strike matures, and for additional time if agreed, the teachers' previous year's compensation and all other terms of their contract, shall continue in effect and be enforceable upon both parties. In the event of duty days lost due to a labor dispute, every attempt will be made to meet the minimum state pupil contract day requirements by modifying the school day, school week or school year.

Section 2. Effect: This Agreement constitutes the full and complete Agreement between the School District and the exclusive representative of the district. The provisions of the Agreement relating to terms and conditions of employment supersede any and all prior Agreements, resolutions, practices, and School District policies, rules, or regulations concerning terms and conditions of employment inconsistent with these provisions.

Section 3. Finality: Pursuant to M.S. 179A.20, Subd. 3., any matters relating to the current Agreement term whether or not referred to in this Agreement, shall not be open for negotiations during the term of this Agreement.

Section 4. Sever- ability: The provisions of this Agreement shall be severable, and if any provision 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.

ARTICLE XVI – ECFE TEACHERS

Section 1. Statutory Considerations: Pursuant to M.S. 122A.26, an Early Childhood Family Education (ECFE) teacher who teaches in an early childhood and family education program which is offered through a community education program which qualifies for community education aid or ECFE aid must meet licensure requirements as a teacher and be part of the teacher's bargaining unit.

Section 2. Probationary Period: The probationary period of ECFE teachers shall be 3 school years of continuous service. During the probationary period, the School District shall have the unqualified right to suspend, discharge, or otherwise discipline an ECFE teacher, and the ECFE teacher shall have no recourse to the grievance procedure. Upon completion of the probationary period, an ECFE teacher may be suspended or discharged only for just cause, and such ECFE teacher shall have access to the grievance procedure.

Section 3. Layoff and Recall: Effective July 1, 2023, ECFE teachers shall be treated as continuing contract teachers and placed on the teacher's seniority list based on their current FTE.

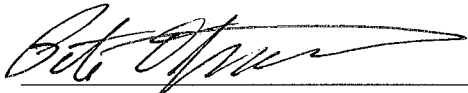
Section 4. Hours of Service, Duty Day, Duty Week and Duty Year:

Hours of service, duty day, duty week, and duty year shall be assigned by the School District and modified from time to time based upon the needs of the program. This time will encompass one-half hour of prep time before and after the school day.

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

For The Exclusive Representative

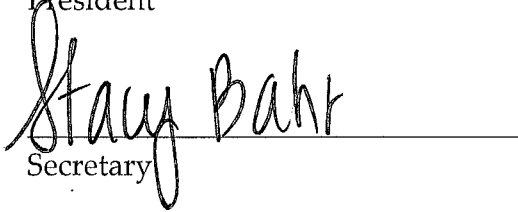
For The School District



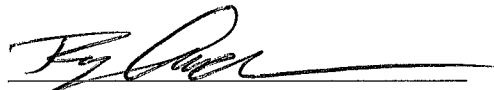
President



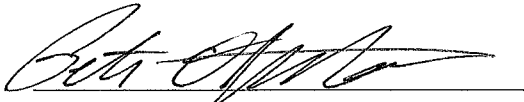
School Board Chair



Secretary



School Board Clerk



Chief Teacher Negotiator



Chief School Board Negotiator

Dated this 19 day of September 2025 Dated this 19 day of September 2025

TEACHER CONTRACT FOR MINNESOTA PUBLIC SCHOOL DISTRICTS

The School Board of Independent School District No. 32 of the State of Minnesota, **Blackduck**, Minnesota,
enters into this agreement, pursuant to M.S.122A.40, as amended, with a legally

qualified licensed teacher who agrees to teach in the public schools of said district as _____ for the school year 20 to 20

The following provisions shall apply and are a part of this contract:

1. **Basic Services:** Said teacher shall faithfully perform the services prescribed by the school board or its designated representative, whether or not such services are specifically described in this contract, abide by the rules and regulations as established by the school board and State Board of Education, and any additions or amendments thereto, for the annual salary indicated below, and agrees to teach in the schools of said district as assigned in such grades or subjects for which the teacher has the necessary license.
2. **Duration:** This contract is subject to the provisions of M.S.122A.40 as amended and to all laws, rules and regulations of the State of Minnesota relevant to qualification, licensure, employment, termination and discharge for cause of teachers. Thereafter this contract shall remain in full force and effect except if modified by mutual consent of the school board and the teacher or unless terminated as provided by law, or by written resignation pursuant to M.S.122A.40.
3. **Duty Year.** The teacher's duty year and vacation days shall be as adopted by the school board, and the teacher agrees to teach on those legal holidays on which the school board is authorized to conduct school if the school board so determines. In the event a duty day is lost due to any emergency, the teacher agrees to perform duties on such other day in lieu thereof as determined by the school board.
4. **Additional Services:** The school board, or its designated representative, may assign the teacher to extra curricular, co-curricular, or other assignments, subject to established compensation for such services which exceed the services authorized in paragraph 1. Said extracurricular, co-curricular or other assignments may be described in paragraph 6 of this contract or by letter of assignment, together with a recitation of the compensation, if any, to be paid for said assignment. The school board, or its designated representative live, may make any additions or amendments during the duty year as shall be necessary, Said extracurricular, co-curricular, or other assignments and compensation, if any, for such assignment shall not become a part of the teacher's Continuing Contract rights unless the words "continuing contract" are recorded immediately following the assignment.
5. **Reference:** This contract shall be subject to the agreement between the school district and the exclusive representative if any, and the provisions of the Public Employment Labor Relations Act as amended.
6. **Special Provisions:** (Insert here any other contractual provisions), Not a continuing contract for Tier I or Tier II licensure

In addition, said teacher agrees to perform the following additional services for the additional salary indicated.

Additional Service	Additional Compensation
1.	\$
2.	\$
3.	\$

7. In Consideration thereof, the school board agrees to pay said teacher the following annual salary:

\$ _____ For basic services

\$ _____ For additional services as set forth in paragraph 6

\$ _____ Total Salary, exclusive of fringe benefits

Such salary shall be paid as authorized and in such installments during the term of the year as may be determined by appropriate school board regulation. This contract shall be effective only after it has been authorized by the school board in appropriate action, recorded in its minutes, and executed by the parties.

IN WITNESS THEREOF I have subscribed my signature this _____ day of _____, 20

Teacher _____

IN WITNESS THEREOF we have subscribed our signatures this _____ day of _____, 20

INDEPENDENT SCHOOL DISTRICT NO. 32

White – Board's Copy
Green – Teacher's Copy

Chairman _____

Clerk _____

BLACKDUCK PUBLIC SCHOOLS
BLACKDUCK, MINNESOTA

DATE:

TO:

FROM:

SUBJECT: NOTICE OF SALARY AND ASSIGNMENT(S) FOR THE 20__ & 20__
SCHOOL YEAR

1. Your basic assignment for the 20__ & 20__ school year is _____ Teacher.
2. Pursuant to the provisions of the Teacher's Master Agreement, your salary for the 20__ & 20__ school year for basic services is \$_____.
3. In addition, you have been assigned for the following extra assignments at the specified additional compensation for the 20__ & 20__ school year and/or if part-time your full-time equivalent is:

Special Provisions: _____

Additional Compensation: _____*

4. Your total salary, exclusive of fringe benefits for basic services and extra assignments is \$_____.
5. The school district reserves the right to make any modifications or adjustments in these assignments during the school year.

*In those years where negotiations have not been completed, salary amounts will be adjusted to reflect changes by the master agreement, if any.

**BLACKDUCK PUBLIC SCHOOLS
BLACKDUCK, MINNESOTA**

DATE:

TO:

FROM: TAMMY VERNLUND, PAYROLL MANAGER

SUBJECT: NOTICE OF ASSIGNMENT

Pursuant to the provisions of the negotiated agreement, when you receive this memo, you will also receive your Notice of Assignment for the 20__ & 20__ school year. Three points should be mentioned as follows:

1. The salary indicated reflects ONLY that which you would receive for your teaching assignment. Extra payment you may receive for such things as extra-curricular activities are not included.
2. Any changes in your employment status require a new contract. If you get a Notice of Assignment and should have received a new contract, please contact Tammy Vernlund, Payroll Manager, at the District Office, immediately. An example would be a teacher who has their full-time equivalency changed.
3. The salary amount on your Notice of Assignment is according to the Teachers Master Agreement Salary Schedule for School Years 20__ & 20__.

This notice is for your records and need NOT be returned.

If you have any questions regarding your Notice of Assignment, please do not hesitate to contact Tammy Vernlund or Peter Bahr.

SCHEDULE A

SALARY SCHEDULE FOR THE 2025/26 SCHOOL YEAR

STEP	BS	BS+10 SEM		BS+20 SEM		BS+30 SEM		BS+40 SEM		BS+50 SEM		MS+30 SEM		MS+45 QT	
		BS+15 QT	BS+30 QT	BS+30 SEM	BS+45 QT	BS+60 QT	MS	BS+75 QT	MS+15 QT	MS+20 SEM	MS+30 QT	MS+45 QT	MS+30 SEM	MS+45 QT	
1	47,177	49,783	52,389	54,995	57,601	59,483	61,366	63,248	65,130	67,012	68,894	70,776	72,658	74,540	76,422
2	48,408	51,014	53,620	56,226	58,832	60,714	62,596	64,479	66,361	68,243	70,125	72,007	73,889	75,771	77,653
3	49,638	52,245	54,851	57,457	60,063	61,945	63,827	65,709	67,591	69,473	71,355	73,237	75,119	77,001	78,883
4	50,869	53,475	56,081	58,687	61,293	63,176	65,058	66,940	68,822	70,704	72,586	74,468	76,350	78,232	80,114
5	52,100	54,706	57,312	59,918	62,524	64,406	66,289	68,171	70,053	71,935	73,817	75,699	77,581	79,463	81,345
6	53,331	55,937	58,543	61,149	63,755	65,637	67,519	69,402	71,284	73,166	75,048	76,930	78,812	80,694	82,576
7	54,561	57,167	59,773	62,380	64,986	66,868	68,750	70,632	72,514	74,396	76,278	78,160	80,042	81,924	83,806
8	55,792	58,398	61,004	63,610	66,216	68,099	69,981	71,863	73,745	75,627	77,509	79,391	81,273	83,155	85,037
9	57,023	59,629	62,235	64,841	67,447	69,329	71,212	73,094	74,976	76,858	78,740	80,622	82,504	84,386	86,268
10	58,254	60,860	63,466	66,072	68,678	70,560	72,442	74,325	76,207	78,089	80,000	81,882	83,764	85,646	87,528
11	59,484	62,090	64,696	67,302	69,909	71,791	73,673	75,555	77,437	79,319	81,201	83,083	84,965	86,847	88,729
12	63,272	65,878	68,484	71,090	73,696	75,578	77,460	79,342	81,224	83,106	85,000	86,882	88,764	90,646	92,528

BS+50 SEM Lane:

BS+75 QT Lane:

Any teacher wishing to pursue the BS+50 SEM Lane or the BS+75 QT Lane must make the request in writing prior to taking BS+50 SEM or BS+75 QT credits. The final 15 credits for movement onto the BS+50 QT or the BS+75 SEM Lane will be part of a program of credits worked out with the Superintendent's approval and designed to enhance the teacher's subject matter level and instructional skill level. Any change in the approved 10 SEM or 15 QT credits will need Superintendent approval.

SCHEDULE B

SALARY SCHEDULE FOR THE 2026/27 SCHOOL YEAR

STEP	BS	BS+50 SEM				BS+75 QT				MS+30 SEM				MS+45 QT			
		BS+10 SEM	BS+20 SEM	BS+30 SEM	BS+40 SEM	BS+10 SEM	BS+20 SEM	BS+30 SEM	BS+40 SEM	MS+20 SEM	MS+30 SEM	MS+40 SEM	MS+50 SEM	MS+20 SEM	MS+30 SEM	MS+40 SEM	MS+50 SEM
1	48,710	51,401	54,092	56,782	59,473	61,417	63,360	65,303	67,246	69,189	71,132	73,075	75,018	76,961	78,904	80,847	82,790
2	49,981	52,672	55,362	58,053	60,744	62,687	64,631	66,574	68,517	70,460	72,403	74,346	76,289	78,232	80,175	82,118	84,061
3	51,252	53,942	56,633	59,324	62,015	63,958	65,901	67,845	69,788	71,731	73,674	75,617	77,560	79,503	81,446	83,389	85,332
4	52,522	55,213	57,904	60,595	63,285	65,229	67,172	69,116	71,059	72,999	74,939	76,879	78,819	80,759	82,699	84,639	86,579
5	53,793	56,484	59,175	61,865	64,556	66,500	68,443	70,386	72,329	74,272	76,215	78,158	80,101	82,044	83,987	85,930	87,873
6	55,064	57,755	60,445	63,136	65,827	67,770	69,714	71,657	73,599	75,542	77,485	79,428	81,371	83,314	85,257	87,200	89,143
7	56,335	59,025	61,716	64,407	67,098	69,041	70,984	72,927	74,870	76,813	78,756	80,699	82,642	84,585	86,528	88,471	90,414
8	57,605	60,296	62,987	65,678	68,368	70,312	72,255	74,198	76,141	78,084	80,027	81,970	83,913	85,856	87,799	89,742	91,685
9	58,876	61,567	64,258	66,948	69,639	71,582	73,526	75,469	77,412	79,355	81,298	83,241	85,184	87,127	89,070	91,013	92,956
10	60,147	62,838	65,528	68,219	70,910	72,853	74,797	76,740	78,683	80,626	82,569	84,512	86,455	88,398	90,341	92,284	94,227
11	61,418	64,108	66,799	69,490	72,181	74,124	76,067	78,010	80,000	82,000	84,000	86,000	88,000	90,000	92,000	94,000	96,000
12	65,328	68,019	70,709	73,400	76,091	78,034	79,978	81,921	83,864	85,807	87,750	89,693	91,636	93,579	95,522	97,465	99,408

BS+50 SEM Lane:

BS+75 QT Lane:

Any teacher wishing to pursue the BS+50 SEM Lane or the BS+75 QT Lane must make the request in writing prior to taking BS+50 SEM or BS+75 QT credits. The final 15 credits for movement onto the BS+50 QT or the BS+75 SEM Lane will be part of a program of credits worked out with the Superintendent's approval and designed to enhance the teacher's subject matter level and instructional skill level. Any change in the approved 10 SEM or 15 QT credits will need Superintendent approval.

**SCHEDULE C
2025/26 EXTRA-CURRICULAR SCHEDULE**

Level	YEARS EXPERIENCE				
	1 - 2 YRS.	3 - 4 YRS.	5 - 6 YRS.	7 - 8 YRS.	9 + YRS.
I	4,526	4,927	5,325	5,721	6,119
II	3,483	3,782	4,079	4,377	4,677
III	2,699	2,921	3,147	3,369	3,594
IV	2,108	2,279	2,447	2,615	2,782
V	1,091	1,166	1,233	1,303	1,376

LEVEL I	LEVEL II	LEVEL III	LEVEL IV	LEVEL V
Head Basketball	Asst. Basketball	Annual	Band	Natl. Honor Soc.
Head Football	Asst. Football	J.H. Basketball	Knowledge Bowl	Vocal
Head Speech	Asst. Volleyball	J.H. Football	J.H. Softball	Elementary Robotics
Head Volleyball	Asst. Wrestling	J.H. Volleyball	J.H. Baseball	
Head Wrestling	Head Golf	Drama	One-Act Play	
	Head Track	Asst. Baseball	Student Council	
	Head Baseball	Asst. Softball	Robotics	
	Head Softball	Asst. Track	BPA	
	Asst. Speech	Asst. Golf		
		FFA		
		FCCLA		

BUS CHAPERONES - \$50.00

CHAPERONES - \$50.00

SCHEDULE C
2026/27 EXTRA-CURRICULAR SCHEDULE

Level	YEARS EXPERIENCE				
	1 - 2 YRS.	3 - 4 YRS.	5 - 6 YRS.	7 - 8 YRS.	9 + YRS.
I	4,673	5,087	5,498	5,907	6,318
II	3,596	3,905	4,212	4,519	4,829
III	2,787	3,016	3,249	3,479	3,711
IV	2,177	2,353	2,527	2,700	2,872
V	1,126	1,204	1,273	1,345	1,421

LEVEL I	LEVEL II	LEVEL III	LEVEL IV	LEVEL V
Head Basketball	Asst. Basketball	Annual	Band	Natl. Honor Soc.
Head Football	Asst. Football	J.H. Basketball	Knowledge Bowl	Vocal
Head Speech	Asst. Volleyball	J.H. Football	J.H. Softball	Elementary Robotics
Head Volleyball	Asst. Wrestling	J.H. Volleyball	J.H. Baseball	
Head Wrestling	Head Golf	Drama	One-Act Play	
	Head Track	Asst. Baseball	Student Council	
	Head Baseball	Asst. Softball	Robotics	
	Head Softball	Asst. Track	BPA	
	Asst. Speech	Asst. Golf		
		FFA		
		FCCLA		

BUS CHAPERONES - \$50.00

CHAPERONES - \$50.00