

**MINNETONKA SCHOOL BOARD
SPECIAL MEETING AND STUDY SESSION**

**District Service Center
March 21, 2024
6:00 p.m.**

AGENDA

SPECIAL MEETING

- | | |
|------|--|
| 6:00 | 1. Approval of 2024-25 Calendar Change for Professional Learning |
| 6:10 | 2. Approval of Collective Bargaining Agreement with the MTA |

STUDY SESSION

- | | |
|------|---|
| 6:15 | 1. Update on Career and College Planning |
| 6:35 | 2. Innovation Update |
| 6:50 | 3. Annual Review of Long-Term Facilities Maintenance Plan |
| 7:10 | 4. Board Goal Update on Student Voice and Transparency |

CITIZEN INPUT

- 6:15 p.m.** Citizen Input is an opportunity for the public to address the School Board on any topic in accordance with the guidelines printed below.

GUIDELINES FOR CITIZEN INPUT

Welcome to the Minnetonka School Board's Study Session! In the interest of open communications, the Minnetonka School District wishes to provide an opportunity for the public to address the School Board. That opportunity is provided at every Study Session during *Citizen Input*.

1. Anyone indicating a desire to speak to any item about educational services—except for information that personally identifies or violates the privacy rights of an individual—during *Citizen Input* will be acknowledged by the Board Chair. When called upon to speak, please state your name, connection to the district, and topic. All remarks shall be addressed to the Board as a whole, not to any specific member(s) or to any person who is not a member of the Board.
2. If there are a number of individuals present to speak on the same topic, please designate a spokesperson who can summarize the issue.
3. Please limit your comments to three minutes. Longer time may be granted at the discretion of the Board Chair. If you have written comments, the Board would like to have a copy, which will help them better understand, investigate and respond to your concern.
4. During *Citizen Input* the Board and administration listen to comments. Board members or the Superintendent may ask clarifying questions of you in order to gain a thorough understanding of your concern, suggestion or request. If there is any response or follow-up to your comment or suggestion, you will be contacted via email or phone by a member of the Board or administration in a timely manner.
5. Please be aware that disrespectful comments or comments of a personal nature, directed at an individual either by name or inference, will not be allowed. Personnel concerns should be directed first to a principal or executive director of the department, then to the Executive Director of Human Resources, then to the Superintendent and finally in writing to the Board.

APPROVAL

**SCHOOL BOARD
Minnetonka I.S.D 276
5621 County Road 101
Minnetonka, Minnesota**

Special Meeting Agenda Item #1

Title: Approval of Calendar Change for Professional Learning

Date: March 21, 2024

EXECUTIVE SUMMARY

As a learning organization, Minnetonka Public Schools is committed to embedding professional learning for the adults in its system. This was identified as a high priority and area of need during the 2022-23 school year. As a District that has also been highly committed to Innovation, there have also been efforts toward establishing the next iteration of the Innovation process being designed to focus on Board Goals and District challenges. To that end, a small-scale test of the Request for Ideas (RFI) pathway of the Innovation process was used during the spring of 2023 to identify possible solutions for this district need, and how to best provide staff with more professional learning time for the 2023-24 school year.

A pilot professional learning calendar was approved for the 2023-24 school year which provided four full days for staff professional learning.

The purpose for this report is to recommend a calendar change for the 2024-25 school year that provides a continuation of full professional learning days affording educators three days of job-embedded learning during the school year.

CONTEXT/BACKGROUND

Student Calendar Requirements

Minnesota State Statute, 120A.41 LENGTH OF SCHOOL YEAR; HOURS OF INSTRUCTION, requires that school districts meet a minimum number of days and hours of school each year by grade level. The following are the specific guidelines districts must follow when establishing their annual school calendars.

At least:

- 165 days of instruction, grades 1-11
- 1,020 hours, grades 7-12
- 935 hours, grades 1-6

- 850 hours, all-day K

The District Calendar Committee, made up of a representative stakeholder group, meets annually to develop the calendar more than a full year in advance. This calendar presented for School Board approval reflects both the requirements from the state along with priorities for the District.

Professional Learning

Historically referred to as “staff development,” there has been an intentional shift to reframing this as “professional learning.” Improving schools is about learning: adult collaborative learning (organizational learning), individual teacher and leader learning, and ultimately student learning.

Professional learning that grows staff’s conceptual understandings of teaching and learning and supports transfer of this learning to instructional practice has been identified as an essential element of school and district improvement throughout educational literature. Further, this aligns with the District theme, championed by the Superintendent, *Excellence in How We Live, Lead and Learn*.

Minnetonka Public Schools designs professional learning to ensure educators are able to best serve the academic, emotional, and social needs of students. As an organization, Minnetonka believes:

- Professional learning that improves educator effectiveness is fundamental to student learning.
- Professional learning should be modeled after best practice and research in the field of education.
- Professional learning to improve practice is an obligation for all educators.
- Professional learning is best when it is sustained over time and is collaborative in nature.
- Professional learning focuses on District priorities and values.

Professional learning provided in the 2023-24 school year embodied these beliefs.

District Professional Learning Opportunities

Prior to this school year, two late starts and two early releases were provided for teacher professional learning. In addition to this time, principals embedded professional learning into their existing structures such as fall back-to-school workshops and staff meetings. The District also provides several optional professional learning opportunities including the Annual August Teaching and Learning Academy. The professional learning pilot during the 2023-24 school year was the first time in more than 20 years that full-days of job-embedded required professional learning occurred.

Professional Learning Focus Areas for 2024-25 School Year

Based on the preliminary School Board’s goals, the evolving needs of students, and state

legislative requirements, dedicated time for required adult learning continues to be a priority. Should the Board support continuation of full-day professional learning by approving a modification to the 2024-25 school calendar to create job-embedded professional learning days, the focus of the learning will be aligned across sites and will continue to focus on key District goals and priorities, including:

- READ Act literacy requirements, including any state identified literacy learning requirements for Phase 2 teachers
- English Language Arts standards, curriculum, and strategies
- MTSS processes and responses, including and not limited to
 - Designing and responding to formative assessments
 - Data literacy
 - Tier 1 evidence-based instructional practices
 - Tier 1 intervention and extension
- Assessment practices and design
- Instructional practices to support a new middle school program model

These learning needs are universal within the teaching role. Additionally, targeted professional learning for non-instructional educators such as school counselors, school psychologists, social workers, therapeutic specialists, and nurses will align to the District goals and priorities.

Professional Learning Proposal for 2024-25 School Year

In the current Board-approved District calendar for the 2024-25 school year, four early release and late starts are identified:

- September 27, Early Release
- November 1, Late Start
- February 14, Early Release
- April 28, Late Start

Given the significant adult learning needs for 2024-25, it is recommended that the Board consider dedicating three full days for professional learning in place of the identified late start and early release dates. To identify the proposed dates, the following criteria was established: family friendly, conducive to adult professional learning, and conducive to digital learning for secondary students, if necessary. Additionally, frontloading professional learning prior to the start of the year and during the first half of the year creates the potential to have the greatest impact on student learning.

The District has gathered stakeholder feedback on dates that meet these criteria and should be considered as options for full-day job-embedded professional learning. In addition, teachers were offered an opportunity to provide feedback on the model as well as preferred dates. More than 500 teachers, over half of the teaching staff, completed the survey. Teachers were asked to identify their preference for full day learning over late starts and early releases. On a scale from zero to ten, teachers indicated they prefer full professional learning days with an average rating of nine. When asked to what degree

they value having full-days of job-embedded professional learning, teachers rated this as an 8.8 out of ten. Both teachers and parent leaders identified the same three dates as the best options for these job-embedded professional learning days.

The three proposed professional learning dates for the 2024-25 school year include:

- August 26, 2024, in exchange for June 11, 2025. June 10 will be the last student school day. June 11 will be the teacher planning and grading day. June 12 will be a non-duty day.
 - November 1, 2024, full professional learning day
 - January 6, 2025, full professional learning day
-

ATTACHMENT:

- Proposed 2024-25 Calendar
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RECOMMENDATION/FUTURE DIRECTION:

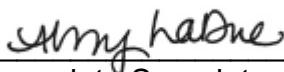
This report is submitted for School Board approval of the modified 2024-25 school year calendar that eliminates late starts and early releases and replaces these with three full professional learning days.

Submitted by:



Sara White, Director of Teacher Development

Submitted by:



Amy LaDue, Associate Superintendent for Instruction

Concurrence:



David Law, Superintendent



24-25 CALENDAR

August 12-23 New Teacher Workshops (tentative)
 August 26 Staff Professional Learning
 August 27-29..... Teacher Workshop & Planning (K-12+)
 September 2 ... No School K-12, Labor Day, District Office Closed
 September 3...School Begins, Full Day (1-12+) Begin 1st Quarter
 September 3-4Kindergarten Assessments
 September 5 School Begins, Kindergarten
 October 10 P/T Conferences 4-8pm
 October 11..... No School K-12+, P/T Conferences 8am-4pm
 (4 additional hours will be scheduled by site for P/T conferences
 the weeks of October 7 and/or
 October 14)

October 17-18... No School K-12+, Teacher Statewide Meetings
 November 1.....No School K-12+, Professional Learning
 November 7.....End of 1st Quarter
 November 8 ..No School K-12+, Planning and Grading/PLC
 November 11.....Begin 2nd Quarter
 November 27 No School K-12+,
 Staff Professional Learning
 November 28-29No School K-12+, District Office Closed
 Thanksgiving Break

December 23-Jan 3No School K-12+, Winter Break
 December 24-25District Office Closed
 January 1District Office Closed, New Year's Day Observed
 January 6No School K-12+, Professional Learning
 January 7 Classes Resume
 January 20 ... No School K-12+/District Office Closed, MLK Jr. Day
 January 24 End of 2nd Quarter, End of 1st Semester
 January 27No School K-12+, Planning and Grading/PLC
 January 28 Begin 3rd Quarter, Begin 2nd Semester
 February 17.....No School K-12+, District Office Closed,
 Presidents Day

March 6 P/T Conferences, 4-8pm
 March 7 No School K-12+, P/T Conferences 8am-4pm
 (4 additional hours will be scheduled by site for P/T conferences
 the weeks of March 3 and/or March 10)

March 28End 3rd Quarter
 March 31-April 4No School K-12+, Spring Break
 April 7.....No School K-12, Planning and Grading/PLC
 April 8 Classes Resume, Begin 4th Quarter
 April 18No School K-12+, District Office Closed
 May 26...No School K-12+, District Office Closed, Memorial Day
 June 10.....Last Day of School K-12+, 2-Hour Early-Release,
 End 4th Quarter, End 2nd Semester

June 11.....Full Day Teacher Workshop

AUGUST							FEBRUARY						
s	m	t	w	th	f	s	s	m	t	w	th	f	s
				1	2	3	2	3	4	5	6	7	8
4	5	6	7	8	9	10	9	10	11	12	13	14	15
11	12	13	14	15	16	17	16	17	18	19	20	21	22
18	19	20	21	22	23	24	23	24	25	26	27	28	
25	26	27	28	29	30	31	23	24	25	26	27	28	
SEPTEMBER							MARCH						
s	m	t	w	th	f	s	s	m	t	w	th	f	s
1	2	3	4	5	6	7	2	3	4	5	6	7	8
8	9	10	11	12	13	14	9	10	11	12	13	14	15
15	16	17	18	19	20	21	16	17	18	19	20	21	22
22	23	24	25	26	27	28	23	24	25	26	27	28	29
29	30						30	31					
OCTOBER							APRIL						
s	m	t	w	th	f	s	s	m	t	w	th	f	s
		1	2	3	4	5	6	7	8	9	10	11	12
6	7	8	9	10	11	12	13	14	15	16	17	18	19
13	14	15	16	17	18	19	20	21	22	23	24	25	26
20	21	22	23	24	25	26	27	28	29	30			
NOVEMBER							MAY						
s	m	t	w	th	f	s	s	m	t	w	th	f	s
				1	2	3	4	5	6	7	8	9	10
3	4	5	6	7	8	9	10	11	12	13	14	15	16
10	11	12	13	14	15	16	17	18	19	20	21	22	23
17	18	19	20	21	22	23	24	25	26	27	28	29	30
24	25	26	27	28	29	30							
DECEMBER							JUNE						
s	m	t	w	th	f	s	s	m	t	w	th	f	s
1	2	3	4	5	6	7	1	2	3	4	5	6	7
8	9	10	11	12	13	14	8	9	10	11	12	13	14
15	16	17	18	19	20	21	15	16	17	18	19	20	21
22	23	24	25	26	27	28	22	23	24	25	26	27	28
29	30	31					29	30					
JANUARY							JULY						
s	m	t	w	th	f	s	s	m	t	w	th	f	s
			1	2	3	4	5	6	7	8	9	10	11
5	6	7	8	9	10	11	12	13	14	15	16	17	18
12	13	14	15	16	17	18	19	20	21	22	23	24	25
19	20	21	22	23	24	25	26	27	28	29	30	31	
26	27	28	29	30	31								

KEY

- First/last day of school; New Quarter Begins
- First day of school for Kindergarten
- Parent/Teacher Conferences after school
- No school for students - Parent/Teacher Conferences
- Religious or cultural observance that may impact student learning (see Page 2)
- All district offices and schools closed
- No school for staff and students - School Closed
- No School K-12+, Planning and Grading/PLC
- 12+ The + after Grade 12 refers to students in the S.A.I.L. Transition Program

Holidays and Observances

Minnetonka Public Schools encompasses a diverse community that celebrates many different religious and cultural holidays. As the District strives to promote our students' and staff members' sense of belonging, it is important to recall the observances people may have. Please be mindful of the days below as these occasions are observed by a meaningful proportion of our community. It is advisable to avoid scheduling important assessments or academic deadlines on these dates or immediately following them when they are on non-school days. Absences around major observances may be greater than normal. Please note that this is not an exhaustive list of all holidays or observances, nor of active religious communities in the Minnetonka Public Schools community.

Date (2024-2025)	Day of Week	Holiday
September 6	Friday	Ganesh Chaturthi
September 16	Monday	Birthday of the Prophet Mohammed (Mawlid)
October 3 and 4	Thursday, Friday	Rosh Hashanah, First Day*/Second Day
October 12	Saturday	Yom Kippur*
October 14	Monday	Indigenous Peoples' Day
October 16-23	Wednesday-Wednesday	Sukkot
October 31	Thursday	Diwali / Deepavali*
November 11	Monday	Veterans Day
November 28	Thursday	Thanksgiving Day
December 25	Wednesday	Christmas Day*
December 26	Thursday	Kwanzaa, First Day
December 26 and January 2	Thursday	First and Last Day of Hanukkah
January 1	Wednesday	New Year's Day/Last Day of Kwanzaa
January 7	Tuesday	Orthodox Christmas*
January 29	Wednesday	Lunar New Year*
March 1	Saturday	First Day of Ramadan*+
March 21-22	Friday-Saturday	Nowruz/Persian New Year
March 26	Wednesday	Lailat al-Qadr
March 31	Monday	Eid al-Fitr*+
April 13, 14, 20	Sun/Mon/Sun	First, Second, and Last Day of Passover*
April 18, 20	Friday/Sunday	Good Friday/Easter (Western Christian and Orthodox)
May 5	Monday	Cinco de Mayo – Battle of Puebla Commemoration
June 1-3	Sunday-Tuesday	Shavuot

* major celebrations/observances

+ estimated date, observationally determined

■ observances on non-school days

ACTION

**SCHOOL BOARD
MINNETONKA I.S.D. 276
5621 County Road 101
Minnetonka, MN**

Special Meeting Agenda Item #2

TITLE: Approval of Collective Bargaining Agreement with the MTA

Date: March 21, 2024

CONTEXT/BACKGROUND:

On February 23, 2024, the Minnetonka Teachers Association and representatives of the Minnetonka School District reached a tentative agreement on the collective bargaining agreement for the period July 1, 2023, through June 30, 2025. This agreement concluded after negotiations, which began in April of 2023. The MTA membership approved this tentative agreement on March 12, 2023.

Attached to this cover page is a copy of the items that were tentatively agreed upon on February 23. The financial settlement includes a 4% enhancement to the salary schedule in year one and a 4% enhancement to the salary schedule in year two. The ECFE, Nurses and co-curricular salary schedules will increase by the same percentages in the indicated years. Step movement will occur in each year of the agreement. In addition to the salary schedule enhancements, there is a one-time off schedule payment of \$2,500 in year one and \$2,000 in year two. Improvements were also made to insurance and benefits. Other parameters of the Agreement are included in the attachment.

We would like to acknowledge the work of members of our team: Paul Bourgeois, Executive Director of Finance & Operations, Amy LaDue, Associate Superintendent of Instruction, and Sandy Souba, Human Resources Coordinator; the members of the teacher negotiation team included Minnetonka teachers Jennifer Lipsky, Sonia Labs, Mike Cutshall, Cheryl Duncan, and Melinda Barry.

RECOMMENDATION/FUTURE ACTION:

That the School Board approve the Agreement between the Minnetonka Teachers Association and the Minnetonka Public Schools for July 1, 2023 through June 30, 2025.

Submitted by:

Anjie Flowers

Anjie Flowers, General Counsel & Executive Director of Human Resources

Concurrence:

David Law

David Law, Superintendent

TENTATIVE AGREEMENT
MINNETONKA TEACHERS ASSOCIATION
AND
MINNETONKA PUBLIC SCHOOLS

July 1, 2023 to June 30, 2025

ARTICLE	Summary of Changes
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PURPOSE	No Changes
RECOGNITION	No Changes
ARTICLE I: DEFINITION	No Changes
ARTICLE II: SCHOOL BOARD RIGHTS	No Changes
ARTICLE III: TEACHER AND ASSOCIATION RIGHTS <u>Section D. Teacher Contract</u> <u>Subd. 1</u> All teachers employed by the District in other than a reserve/substitute or temporary capacity shall have an individual probationary or continuing contract pursuant to M.S. 122A.40 as amended. A copy of the form of this contract is appended to this Master Agreement Collective Bargaining Agreement . <u>Subd. 2</u> All reserve/substitute teachers employed by the District for at least one (1) school year to replace a regular teacher who has been granted a leave of absence, shall have an individual reserve/substitute contract subject to the provisions of M.S. 122A.40 . All other reserve/substitute teachers employed by the District shall have an individual reserve/substitute contract not subject to the provisions of M.S. 122A.44 . Copies of the form of these contracts are appended to this Master Agreement Collective Bargaining Agreement . <u>Subd. 3</u> The Employer shall provide the Association with the text of its special provision section of any individual teacher contract. <u>Subd. 4</u> An electronic notification shall be sent to each teacher by email annually, indicating how to view their assignment and salary information within the HR Employee Data Base System. <u>Subd. 5</u> Temporary contracts will be used when a position opens during the school year and is not created due to a teacher taking a board approved leave of absence. All temporary contracted teachers will receive a temporary contract. Teachers accepting temporary contracts waive their right under M.S. 122A.40 for the contract to continue in effect beyond the specified end date in the contract. A copy of this contract is appended in the Master Agreement Collective Bargaining Agreement .	Change from Master Agreement to Collective Bargaining Agreement.

TENTATIVE AGREEMENT
MINNETONKA TEACHERS ASSOCIATION
AND
MINNETONKA PUBLIC SCHOOLS

July 1, 2023 to June 30, 2025

ARTICLE	Summary of Changes
<p><u>Section E. Master AgreementCollective Bargaining Agreement</u></p> <p>The Employer shall provide each teacher with one electronic copy of the <u>Master AgreementCollective Bargaining Agreement</u> following ratification. The Employer shall also provide the Association with thirty (30) paper copies of the <u>Master AgreementCollective Bargaining Agreement</u> following ratification. The contract will be in the form of a searchable document when posted online.</p>	
<p><u>Section K. Payment of Salary 2021-20232023-2025</u></p> <p><u>Subd. 1 Pay Dates</u> Pay dates for teachers will be determined utilizing a bi-weekly system of pay. Exceptions include the following:</p>	
ARTICLE IV: GRIEVANCE PROCEDURE	No Changes
<p>ARTICLE V: WORKING CONDITIONS</p> <p><u>Section B. Hours of Service</u></p> <p><u>Subd. 3</u> Any teacher who is assigned to a temporary, unscheduled teaching assignment at the direction of the Employer shall be compensated at the rate based on Lane 3, Step N of the salary schedule or at the discretion of the District, up to a maximum of 1 (one) day of personal leave time. The options shall be as follows:</p> <p class="list-item-l1">a. Paid time at the rate per hour shown above; or</p> <p class="list-item-l1">b. Additional personal leave within the meaning of Article VI, Section A, Subd. 3, Personal Leave. Employees who accumulate four (4) hours of time will be eligible for a half day of personal leave; employees who accumulate eight (8) hours of time will be eligible for a full day. Days of personal leave under this provision not taken prior to May 1 of the school year will be compensated at the hourly rate based on Lane 3, Step N of the salary schedule for <u>2021-20232023-2025</u>.</p> <p><u>Subd. 5</u> For teachers at the middle and high school levels, the normal full-time teacher load is five (5) classes. Teachers who teach a sixth (6th) class for a quarter, a semester or a full year, will receive <u>twelve-eighteen</u> percent (<u>4218%</u>) of salary in <u>2023-24 and twenty percent (20%) in 2024-25</u> during the period of the class in additional compensation.</p>	
ARTICLE VI: LEAVES OF ABSENCE	
<p><u>Section A. Basic Leave</u></p> <p><u>Subd. 1 Basic Leave Allowance, Reimbursement and Uses</u></p>	

TENTATIVE AGREEMENT
MINNETONKA TEACHERS ASSOCIATION
AND
MINNETONKA PUBLIC SCHOOLS

July 1, 2023 to June 30, 2025

ARTICLE	Summary of Changes
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c. Reimbursement for Unused Basic Leave

- (2) Teachers who have an accrued Basic Leave balance of at least 65 days at the conclusion of the ~~2021-22~~2023-24 or ~~2022-23~~2024-25 contracted years will have the opportunity to request reimbursement of \$155 per day based on the following criteria:
- (a) Used 0-2 days of Basic Leave during the school year:
Up to ~~10-13~~ days reimbursement.
 - (b) Used 3-5 days of Basic Leave during the school year:
Up to ~~5-7~~ days reimbursement.
 - (c) Used 6-8 days of Basic Leave during the school year:
Up to 3 days reimbursement

Section F. Professional Organization Leave

Subd. 5

The Association shall have reasonable time off for officers or appointed representatives for the purpose of conducting duties of the Association in accordance with the following conditions:

- a. The total time off granted to all teachers shall not exceed the equivalent salary of the teachers who are afforded such leave up to a maximum of 40 days during the period of this ~~Master Agreement~~Collective Bargaining Agreement.

Section K. Other Long and Short Term Leave

Subd. 1

A teacher may apply for a paid or unpaid leave of absence for any reason not covered under other sections of this Article. Advanced study, fellowship, teaching abroad, travel, specialized employment, government education programs, exchange teacher programs, or personal problems and family illness are examples of other long and short term leaves. Teachers who submit their leave of absence requests by February 1 of the current school year will be given priority consideration.

ARTICLE VII: BASIC SCHEDULES AND RATES OF PAY

Section A. Salary Schedule

Subd. 1

The wages and salaries reflected in Schedule "A" attached hereto shall be a part of the Agreement for the ~~2021-23~~2023-25 school years.

Section C. Step Advancement for the ~~2021-23~~2023-25 School Years

Subd. 1

A full-time teacher will advance one (1) step for each full school year of employment until the top ~~numerical alphabetical~~ step (non-career) has been reached. Advancement will be made at the beginning of the school year in even numbered years. In odd numbered years step advancement will occur at the beginning of the school year or upon completion of the negotiated

Section C, Sub 1

TENTATIVE AGREEMENT
MINNETONKA TEACHERS ASSOCIATION
AND
MINNETONKA PUBLIC SCHOOLS

July 1, 2023 to June 30, 2025

ARTICLE	Summary of Changes
agreement, if it occurs after the school year begins, and step advancement is part of the negotiated agreement. <u>Subd. 2</u>	
ARTICLE VIII: INSURANCE FRINGE BENEFITS <u>Section A. Insurance Fringe Benefit Allocation for Full-time Teachers</u> <u>Subd. 1</u> Each full-time teacher scheduled to hold a position for a period in excess of one hundred (100) working days in a school year will be allocated \$ <u>880-985</u> per month effective July 1, <u>2021-2023</u> and \$ <u>925-1,065</u> per month effective July 1, <u>2022-2024</u> , for use in purchasing fringe benefits under this Article. Effective July 1, <u>2021-2023</u> , teachers electing Family VEBA coverage will receive an additional <u>1025</u> % of the fringe allocation per month for use in purchasing fringe benefits under this article. Effective July 1, <u>2022-2024</u> , teachers electing Family VEBA coverage will receive an additional <u>2025</u> % of the fringe allocation per month for use in purchasing fringe benefits under this article. Said allocation will be made on a prorated basis each pay period. Insurance coverage will extend through August 31 for all health insurance participants whose employment will end at the conclusion of the current school year. <u>Subd 4</u> A teacher will receive as additional <u>salary compensation</u> any money allocated to the teacher for that month which was not charged against the teacher's account for purposes of fringe benefit purchases in accordance with Subd. 1 above. The monthly unused fringe benefit allocation shall be annualized and divided evenly over the number of pay periods elected by the teacher.	
 <u>Section C. Available Fringe Benefits for Full-time Teachers</u> <u>Subd. 3 Income Protection Insurance</u> Income protection insurance equivalent to annual base salary up to a maximum of \$ <u>50,000-75,000</u> shall be available and paid for by each full-time teacher on an after tax basis. Such income protection insurance benefits for teachers, age (65) and over, may be modified as a part of the policy in accordance with what the carrier is willing to provide. The administration of this plan will be consistent with the policies and procedures established by the carrier. The Employer will select the insurance carrier.	
ARTICLE IX: CAREER FINANCIAL PLANNING AND TRANSITION <u>Section A. Overview</u> Employees are encouraged to develop a financial plan for their future and for transition into retirement <u>and to notify the District of their intent to retire by February 1 of the current school year</u> . The benefits outlined in this Article offer the tools for each employee to plan for that transition. Specifically, two exclusive options are offered as follows:	

TENTATIVE AGREEMENT
MINNETONKA TEACHERS ASSOCIATION
AND
MINNETONKA PUBLIC SCHOOLS

July 1, 2023 to June 30, 2025

ARTICLE

Summary of Changes

Section B. Option #1. Career Transition Trust (CTT Plan):

Subd. 3

Defined Contribution CTT Plan District Matching Benefits

Option #1

YEARS OF SERVICE	BOARD MATCHING CONTRIBUTION	TOTAL DURING SERVICE BRACKET
0-1 years	N/A	N/A
2-3 years	N/A	
4 - 5 years	\$590620	\$1,1801,240
6-10 years	\$884928	\$4,4204,640
11-15 years	\$1,1781,237	\$5,8906,185
16-20 years	\$1,7681,856	\$8,8409,280
21-25 years	\$2,0632,166	\$10,31510,830
26 + years	\$2,3562,474	

Section D. Option #2. Retirement Savings Plan Benefits for Employees

Beginning Employment On or After July 1, 2005, or who elected this Option:

Subd. 2 Benefit: CTT Plan in Section B Plus Retirement Savings Plan

YEARS OF SERVICE	BOARD MATCHING CONTRIBUTION	TOTAL DURING SERVICE BRACKET
1 year	No District Match	\$ 0
2 - 3 years	\$275289	\$550578
4 - 5 years	\$884928	\$1,7681,856
6 - 10 years	\$1,2971,362	\$6,4856,810
11 - 15 years	\$1,7081,793	\$8,5408,965
16 - 20 years	\$2,5932,723	\$12,96513,615
21 - 25 years	\$3,0163,167	\$15,08015,835
26 + years	\$3,4763,650	

Section E. Administration of CTT Plan and Retirement Savings Plan

Subd. 2 Wellness Payments

If permitted by Minnesota Statutes and IRS Code Section 457, the employee may choose to direct the District to deposit the Reimbursement for Unused Basic Leave (Wellness Payment), as defined in Article VI, Section A, Subd. (1)

TENTATIVE AGREEMENT
MINNETONKA TEACHERS ASSOCIATION
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MINNETONKA PUBLIC SCHOOLS

July 1, 2023 to June 30, 2025

ARTICLE	Summary of Changes
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of the Master AgreementCollective Bargaining Agreement, into the TSA investment selected under either the CTT Plan or Retirement Savings Plan designated by the employee without match by the District.

Subd. 7 Employee Participation in a TSA Program

- a. In order to qualify, teachers must execute a salary tax shelter annuity (TSA) modification on a form provided by the Employer.
- b. A TSA salary modification agreement shall expire when revoked by the teacher or the teacher's employment is terminated.
- c. For employees of the District who were active prior to June 30, 2009, tax sheltered purchases will be limited to the 17 tax sheltered annuity companies that are part of the District's official 403b plan in accordance with the new IRS 403b regulations that became effective for January 1, 2009.
- d. For new employees hired for employment for the 2009-2010 school year and thereafter, who become active employees on July 1, 2009 or later, tax sheltered purchases will be limited to the following eight (8) tax sheltered annuity companies:

American Funds-Capital Guard
Ameriprise (formerly IDS, American Express)
AXA Equitable Life
Common Wealth Annuity (formerly Kemper/Chase)
Great West
VOYA (formerly ING)
ESI Financial – Education MN
Vanguard
Fidelity

ARTICLE X: TEACHER TRANSFER

No Changes

ARTICLE XI: PROGRESSIVE DISCIPLINE

Section A

The Minnetonka Teachers Association and the Minnetonka Public School District 276 have agreed to implement the tenets of Progressive Discipline to ensure the highest quality of professionalism and instruction for our students.

When an administrator meets with a teacher to discuss any discipline concerns, the teacher will be given the option to bring a union representative, when setting up the meeting. Teachers may be given an oral warning, a written warning, suspension with pay, suspension without pay, and in the case of tenured teachers, termination for just cause.

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ARTICLE XII: EARLY CHILDHOOD FAMILY EDUCATION	No Changes																																																																																																																																
ARTICLE XIII: DURATION AND EFFECT																																																																																																																																	
<p><u>Section A. Duration</u></p> <p>This Agreement shall remain in full force and effect for a period commencing on July 1, <u>2021</u><u>2023</u>, through June 30, <u>2023</u><u>2025</u>, and thereafter until modifications are made pursuant to the Public Employment Labor Relations Act of 1971 (as amended), provided there shall be no step advancement nor lane advancement by any teacher pursuant to Article VII, Sections C and D, after June 30, <u>2021</u><u>2023</u>, until a successor <u>Master Agreement</u><u>Collective Bargaining Agreement</u> has been negotiated and ratified by both parties. If either party desires to modify or amend this Agreement to commence on July 1, <u>2021</u><u>2023</u>, it shall give written notice of such intent prior to the expiration date of this Agreement. Unless otherwise mutually agreed, the parties shall not commence negotiations before the March 1, preceding the expiration of this Agreement.</p>																																																																																																																																	
<p>Appendix -a- Schedule A</p> <p style="text-align: center;">2021-2022 SALARY SCHEDULE</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center; width: 10%;">.64</th> <th style="text-align: center; width: 10%;">BA</th> <th style="text-align: center; width: 10%;">BA +20 Sem. (30 Qtr.)</th> <th style="text-align: center; width: 10%;">BA +40 Sem. 60 Qtr. MA/ALT</th> <th style="text-align: center; width: 10%;">MA +20 Sem. (30 Qtr.)</th> <th style="text-align: center; width: 10%;">MA +40 Sem. 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SPEC	PHD	Step	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5	Lane 6	Lane 7	A	\$46,041	\$50,132	\$54,340	\$56,945	\$59,345	\$60,575	\$61,890	B	\$47,359	\$51,594	\$56,190	\$58,852	\$61,329	\$62,600	\$63,930	C	\$48,679	\$53,054	\$58,039	\$60,756	\$63,313	\$64,624	\$66,091	D	\$49,996	\$54,518	\$59,890	\$62,662	\$65,297	\$66,649	\$68,012	E	\$51,314	\$55,978	\$61,739	\$64,565	\$67,281	\$68,672	\$70,054	F	\$52,633	\$57,437	\$63,589	\$66,472	\$69,263	\$70,696	\$72,097	G	\$53,948	\$58,901	\$65,437	\$68,377	\$71,246	\$72,719	\$74,137	H	\$55,267	\$60,364	\$67,288	\$70,281	\$73,232	\$74,742	\$76,177	I	\$56,585	\$61,826	\$69,138	\$72,185	\$75,213	\$76,764	\$78,219	J	\$57,903	\$63,287	\$70,986	\$74,092	\$77,198	\$78,789	\$80,261	K	\$59,220	\$64,748	\$72,838	\$75,996	\$79,178	\$80,812	\$82,303	L	\$60,540	\$66,208	\$74,687	\$77,901	\$81,161	\$82,835	\$84,342	M	\$61,856	\$67,670	\$76,535	\$79,807	\$83,146	\$84,956	\$86,385	N	\$63,177	\$69,133	\$78,388	\$81,713	\$85,129	\$86,883	\$88,425	
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MINNETONKA PUBLIC SCHOOLS

July 1, 2023 to June 30, 2025

ARTICLE							Summary of Changes
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Q	\$64,495	\$70,594	\$80,236	\$83,619	\$87,115	\$88,907	\$90,466
P	\$65,812	\$72,055	\$82,084	\$85,523	\$89,095	\$90,931	\$92,508
Q	\$67,129	\$73,515	\$83,934	\$87,427	\$91,079	\$92,953	\$94,548
R	\$68,445	\$74,976	\$85,786	\$89,330	\$93,061	\$94,977	\$96,591
S	\$69,764	\$76,440	\$87,635	\$91,236	\$95,045	\$97,000	\$98,631
T	\$71,083	\$77,901	\$89,484	\$93,144	\$97,030	\$99,025	\$100,673
U	\$72,400	\$79,364	\$91,334	\$95,047	\$99,010	\$101,048	\$102,714
V	\$73,718	\$80,825	\$93,182	\$96,953	\$100,995	\$103,071	\$104,755
W	\$75,037	\$82,285	\$95,033	\$98,860	\$102,977	\$105,093	\$106,797
X-Career	\$78,992	\$86,671	\$100,583	\$104,572	\$108,928	\$111,168	\$112,921

Schedule A
2023-2024 SALARY SCHEDULE

	<u>BA</u>	<u>BA +20 Sem. (30 Qtr.)</u>	<u>BA +40 Sem. 60 Qtr. MA/ALT</u>	<u>MA +20 Sem. (30 Qtr.)</u>	<u>MA +40 Sem. (60 Qtr.)</u>	<u>SPEC</u>	<u>PHD</u>
<u>Step</u>	<u>Lane 1</u>	<u>Lane 2</u>	<u>Lane 3</u>	<u>Lane 4</u>	<u>Lane 5</u>	<u>Lane 6</u>	<u>Lane 7</u>
<u>A</u>	<u>\$49,104</u>	<u>\$53,466</u>	<u>\$57,955</u>	<u>\$60,733</u>	<u>\$63,292</u>	<u>\$64,605</u>	<u>\$66,007</u>
<u>B</u>	<u>\$50,510</u>	<u>\$55,026</u>	<u>\$59,928</u>	<u>\$62,767</u>	<u>\$65,409</u>	<u>\$66,764</u>	<u>\$68,182</u>
<u>C</u>	<u>\$51,917</u>	<u>\$56,583</u>	<u>\$61,900</u>	<u>\$64,797</u>	<u>\$67,524</u>	<u>\$68,923</u>	<u>\$70,487</u>
<u>D</u>	<u>\$53,322</u>	<u>\$58,144</u>	<u>\$63,874</u>	<u>\$66,830</u>	<u>\$69,640</u>	<u>\$71,083</u>	<u>\$72,536</u>
<u>E</u>	<u>\$54,728</u>	<u>\$59,701</u>	<u>\$65,846</u>	<u>\$68,859</u>	<u>\$71,757</u>	<u>\$73,240</u>	<u>\$74,714</u>
<u>F</u>	<u>\$56,134</u>	<u>\$61,258</u>	<u>\$67,819</u>	<u>\$70,894</u>	<u>\$73,870</u>	<u>\$75,399</u>	<u>\$76,892</u>
<u>G</u>	<u>\$57,537</u>	<u>\$62,819</u>	<u>\$69,790</u>	<u>\$72,926</u>	<u>\$75,986</u>	<u>\$77,556</u>	<u>\$79,068</u>
<u>H</u>	<u>\$58,943</u>	<u>\$64,379</u>	<u>\$71,764</u>	<u>\$74,956</u>	<u>\$78,103</u>	<u>\$79,714</u>	<u>\$81,245</u>
<u>I</u>	<u>\$60,349</u>	<u>\$65,939</u>	<u>\$73,737</u>	<u>\$76,987</u>	<u>\$80,216</u>	<u>\$81,870</u>	<u>\$83,423</u>
<u>J</u>	<u>\$61,755</u>	<u>\$67,497</u>	<u>\$75,708</u>	<u>\$79,020</u>	<u>\$82,334</u>	<u>\$84,030</u>	<u>\$85,600</u>
<u>K</u>	<u>\$63,159</u>	<u>\$69,055</u>	<u>\$77,683</u>	<u>\$81,051</u>	<u>\$84,445</u>	<u>\$86,188</u>	<u>\$87,778</u>
<u>L</u>	<u>\$64,567</u>	<u>\$70,612</u>	<u>\$79,656</u>	<u>\$83,082</u>	<u>\$86,560</u>	<u>\$88,345</u>	<u>\$89,953</u>
<u>M</u>	<u>\$65,970</u>	<u>\$72,172</u>	<u>\$81,626</u>	<u>\$85,116</u>	<u>\$88,677</u>	<u>\$90,607</u>	<u>\$92,132</u>
<u>N</u>	<u>\$67,380</u>	<u>\$73,732</u>	<u>\$83,602</u>	<u>\$87,149</u>	<u>\$90,792</u>	<u>\$92,663</u>	<u>\$94,307</u>
<u>O</u>	<u>\$68,786</u>	<u>\$75,290</u>	<u>\$85,573</u>	<u>\$89,181</u>	<u>\$92,909</u>	<u>\$94,821</u>	<u>\$96,484</u>
<u>P</u>	<u>\$70,190</u>	<u>\$76,848</u>	<u>\$87,544</u>	<u>\$91,212</u>	<u>\$95,022</u>	<u>\$96,980</u>	<u>\$98,662</u>
<u>Q</u>	<u>\$71,595</u>	<u>\$78,406</u>	<u>\$89,517</u>	<u>\$93,242</u>	<u>\$97,138</u>	<u>\$99,136</u>	<u>\$100,837</u>
<u>R</u>	<u>\$72,998</u>	<u>\$79,964</u>	<u>\$91,493</u>	<u>\$95,272</u>	<u>\$99,251</u>	<u>\$101,295</u>	<u>\$103,016</u>
<u>S</u>	<u>\$74,405</u>	<u>\$81,525</u>	<u>\$93,465</u>	<u>\$97,306</u>	<u>\$101,368</u>	<u>\$103,453</u>	<u>\$105,192</u>
<u>T</u>	<u>\$75,812</u>	<u>\$83,082</u>	<u>\$95,437</u>	<u>\$99,340</u>	<u>\$103,484</u>	<u>\$105,612</u>	<u>\$107,370</u>

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MINNETONKA TEACHERS ASSOCIATION
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MINNETONKA PUBLIC SCHOOLS

July 1, 2023 to June 30, 2025

ARTICLE							Summary of Changes
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<u>U</u>	\$77,216	\$84,644	\$97,410	\$101,370	\$105,596	\$107,770	\$109,546
<u>V</u>	\$78,622	\$86,201	\$99,380	\$103,402	\$107,713	\$109,927	\$111,723
<u>W</u>	\$80,028	\$87,758	\$101,354	\$105,436	\$109,827	\$112,084	\$113,901
X-Career	\$84,246	\$92,436	\$107,274	\$111,529	\$116,174	\$118,563	\$120,432
Y-Career	\$85,510	\$93,823	\$108,883	\$113,201	\$117,917	\$120,342	\$122,238

2022-2023-SALARY SCHEDULE

	BA	BA +20 Sem. (30 Qtr.)	BA +40 Sem. 60 Qtr. MA/ALT	MA +20 Sem. (30 Qtr.)	MA +40 Sem. (60 Qtr.)	SPEC	PHD
-							
Step	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5	Lane 6	Lane 7
A	\$47,215	\$51,410	\$55,726	\$58,397	\$60,858	\$62,120	\$63,468
B	\$48,567	\$52,910	\$57,623	\$60,353	\$62,893	\$64,196	\$65,560
C	\$49,920	\$54,407	\$59,519	\$62,305	\$64,927	\$66,272	\$67,776
D	\$51,271	\$55,908	\$61,417	\$64,260	\$66,962	\$68,349	\$69,746
E	\$52,623	\$57,405	\$63,313	\$66,211	\$68,997	\$70,423	\$71,840
F	\$53,975	\$58,902	\$65,211	\$68,167	\$71,029	\$72,499	\$73,935
G	\$55,324	\$60,403	\$67,106	\$70,121	\$73,063	\$74,573	\$76,027
H	\$56,676	\$61,903	\$69,004	\$72,073	\$75,099	\$76,648	\$78,120
I	\$58,028	\$63,403	\$70,901	\$74,026	\$77,131	\$78,721	\$80,214
J	\$59,380	\$64,901	\$72,796	\$75,981	\$79,167	\$80,798	\$82,308
K	\$60,730	\$66,399	\$74,695	\$77,934	\$81,197	\$82,873	\$84,402
L	\$62,084	\$67,896	\$76,592	\$79,887	\$83,231	\$84,947	\$86,493
M	\$63,433	\$69,396	\$78,487	\$81,842	\$85,266	\$87,122	\$88,588
N	\$64,788	\$70,896	\$80,387	\$83,797	\$87,300	\$89,099	\$90,680
O	\$66,140	\$72,394	\$82,282	\$85,751	\$89,336	\$91,174	\$92,773
P	\$67,490	\$73,892	\$84,177	\$87,704	\$91,367	\$93,250	\$94,867
Q	\$68,841	\$75,390	\$86,074	\$89,656	\$93,402	\$95,323	\$96,959
R	\$70,190	\$76,888	\$87,974	\$91,608	\$95,434	\$97,399	\$99,054
S	\$71,543	\$78,389	\$89,870	\$93,563	\$97,469	\$99,474	\$101,146
T	\$72,896	\$79,887	\$91,766	\$95,519	\$99,504	\$101,550	\$103,240
U	\$74,246	\$81,388	\$93,663	\$97,471	\$101,535	\$103,625	\$105,333
V	\$75,598	\$82,886	\$95,558	\$99,425	\$103,570	\$105,699	\$107,426
W	\$76,950	\$84,383	\$97,456	\$101,381	\$105,603	\$107,773	\$109,520
X-Career	\$81,006	\$88,881	\$102,148	\$107,229	\$111,706	\$114,003	\$115,800

Schedule A
2024-2025 SALARY SCHEDULE

TENTATIVE AGREEMENT
MINNETONKA TEACHERS ASSOCIATION
AND
MINNETONKA PUBLIC SCHOOLS

July 1, 2023 to June 30, 2025

ARTICLE

Summary of Changes

	<u>BA</u>	<u>BA +20 Sem. (30 Qtr.)</u>	<u>BA +40 Sem. 60 Qtr. MA/ALT</u>	<u>MA +20 Sem. (30 Qtr.)</u>	<u>MA +40 Sem. (60 Qtr.)</u>	<u>SPEC</u>	<u>PHD</u>
<u>Step</u>	<u>Lane 1</u>	<u>Lane 2</u>	<u>Lane 3</u>	<u>Lane 4</u>	<u>Lane 5</u>	<u>Lane 6</u>	<u>Lane 7</u>
<u>A</u>	\$51,068	\$55,605	\$60,273	\$63,162	\$65,824	\$67,189	\$68,647
<u>B</u>	\$52,530	\$57,227	\$62,325	\$65,278	\$68,025	\$69,435	\$70,909
<u>C</u>	\$53,994	\$58,846	\$64,376	\$67,389	\$70,225	\$71,680	\$73,306
<u>D</u>	\$55,455	\$60,470	\$66,429	\$69,503	\$72,426	\$73,926	\$75,437
<u>E</u>	\$56,917	\$62,089	\$68,480	\$71,613	\$74,627	\$76,170	\$77,703
<u>F</u>	\$58,379	\$63,708	\$70,532	\$73,730	\$76,825	\$78,415	\$79,968
<u>G</u>	\$59,838	\$65,332	\$72,582	\$75,843	\$79,025	\$80,658	\$82,231
<u>H</u>	\$61,301	\$66,954	\$74,635	\$77,954	\$81,227	\$82,903	\$84,495
<u>I</u>	\$62,763	\$68,577	\$76,686	\$80,066	\$83,425	\$85,145	\$86,760
<u>J</u>	\$64,225	\$70,197	\$78,736	\$82,181	\$85,627	\$87,391	\$89,024
<u>K</u>	\$65,685	\$71,817	\$80,790	\$84,293	\$87,823	\$89,636	\$91,289
<u>L</u>	\$67,150	\$73,436	\$82,842	\$86,405	\$90,022	\$91,879	\$93,551
<u>M</u>	\$68,609	\$75,059	\$84,891	\$88,521	\$92,224	\$94,231	\$95,817
<u>N</u>	\$70,075	\$76,681	\$86,946	\$90,635	\$94,424	\$96,370	\$98,079
<u>O</u>	\$71,537	\$78,302	\$88,996	\$92,748	\$96,625	\$98,614	\$100,343
<u>P</u>	\$72,998	\$79,922	\$91,046	\$94,860	\$98,823	\$100,859	\$102,608
<u>Q</u>	\$74,459	\$81,542	\$93,098	\$96,972	\$101,024	\$103,101	\$104,870
<u>R</u>	\$75,918	\$83,163	\$95,153	\$99,083	\$103,221	\$105,347	\$107,137
<u>S</u>	\$77,381	\$84,786	\$97,204	\$101,198	\$105,423	\$107,591	\$109,400
<u>T</u>	\$78,844	\$86,405	\$99,254	\$103,314	\$107,623	\$109,836	\$111,665
<u>U</u>	\$80,305	\$88,030	\$101,306	\$105,425	\$109,820	\$112,081	\$113,928
<u>V</u>	\$81,767	\$89,649	\$103,355	\$107,538	\$112,022	\$114,324	\$116,192
<u>W</u>	\$83,229	\$91,268	\$105,408	\$109,653	\$114,220	\$116,567	\$118,457
X-Career	\$87,616	\$96,133	\$111,565	\$115,990	\$120,821	\$123,306	\$125,249
Y-Career	\$88,930	\$97,576	\$113,238	\$117,729	\$122,634	\$125,156	\$127,128
Z-Career	\$90,264	\$99,040	\$114,937	\$119,495	\$124,473	\$127,033	\$129,034

Appendix -b-

Schedule B
CO-CURRICULAR SALARIES
2020-23 2023-2025

I. Interscholastic Activities - General

TENTATIVE AGREEMENT
MINNETONKA TEACHERS ASSOCIATION
AND
MINNETONKA PUBLIC SCHOOLS

July 1, 2023 to June 30, 2025

ARTICLE

Summary of Changes

C. Stipends are developed on the premise that the length of the season should remain consistent. Should the length of season of any sport, at either the high school or middle school be change by more than six (6) days by the Minnesota State High School League, of seasons in ensuing school years are to remain the same as 2006-07. Should the length of season of any sport, at either the senior or junior high schools, be changed from 2006-07, the stipend will be adjusted up or down on a pro-rata basis. Minnesota State High School League cancellations are not considered a change in the season.

D. Longevity Factor: In addition to the stipends shown in the tables, coaches and activity leaders shall receive additional compensation levels according to the following table:

YEARS	STEP	COMPENSATION LEVEL
1-3	1	Base contract amount found in Schedule B of <u>master agreement</u> <u>Collective Bargaining Agreement</u> for <u>2021-2023</u> <u>2023-2025</u>
4-6	2	Base plus \$117 for and <u>2021-22</u> <u>2023-24</u> and <u>2021-23</u> , <u>2024-25</u>
7 or more	3	Base plus \$236 for and <u>2021-22</u> <u>2023-24</u> and <u>2022-23</u> , <u>2024-25</u>

II. Interscholastic Activities - Sports and Related Activities

A. The head coach's stipend for each sport at the high school will be computed as a percentage of the base stipend according to the relationship of sports as provided in Section D. The stipends for the various coaches within a specific sport or activity are listed below.

Head Coach	Percentage found in table below
9-12 Asst. Coach	72% of head coach salary
7-8 Head Coach	60% of high school head coach
7-8 Asst. Coach	45% of high school head coach

B. The basic stipend for 2021-22 2023-24 is \$7,349 \$7,838 and 2022-23 2024-25 is \$7,537 \$8,152.

Schedule B – CO-CURRICULAR SALARIES

Sport	%	Head	9-12 Asst	7-8 Head	7-8 Asst
Basketball	100	7,349	5,291	4,410	3,307
Football	100	7,349	5,291	4,410	3,307
Hockey	100	7,349	5,291	4,410	3,307
Alpine/Nordic Skiing (Boys & Girls Combined)	93	6,835	4,921	4,101	3,076
Baseball	85	6,247	4,498	3,748	2,811
Gymnastics	85	6,247	4,498	3,748	2,811
Soccer	85	6,247	4,498	3,748	2,811
Softball	85	6,247	4,498	3,748	2,811

TENTATIVE AGREEMENT
MINNETONKA TEACHERS ASSOCIATION
AND
MINNETONKA PUBLIC SCHOOLS

July 1, 2023 to June 30, 2025

ARTICLE	Summary of Changes
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Swimming/Diving	85	6,247	4,498	3,748	2,811	
Track & Field	85	6,247	4,498	3,748	2,811	
Volleyball	85	6,247	4,498	3,748	2,811	
Wrestling	85	6,247	4,498	3,748	2,811	
Alpine Skiing	72	5,291	3,810	3,175	2,381	
Nordic Skiing	72	5,291	3,810	3,175	2,381	
Cheering-Leading	72	5,291	3,810	3,175	2,381	
CC Running	72	5,291	3,810	3,175	2,381	
Dance	72	5,291	3,810	3,175	2,381	
Golf	72	5,291	3,810	3,175	2,381	
Lacrosse	72	5,291	3,810	3,175	2,381	
Tennis	72	5,291	3,810	3,175	2,381	

2022-2023 Stipend

Sport	%	Head	9-12 Asst	7-8 Head	7-8 Asst
Basketball	100	7,537	5,426	4,522	3,394
Football	100	7,537	5,426	4,522	3,394
Hockey	100	7,537	5,426	4,522	3,394
Alpine/Nordic Skiing (Boys & Girls Combined)	93	7,009	5,046	4,205	3,154
Baseball	85	6,406	4,612	3,844	2,883
Gymnastics	85	6,406	4,612	3,844	2,883
Soccer	85	6,406	4,612	3,844	2,883
Softball	85	6,406	4,612	3,844	2,883
Swimming/Diving	85	6,406	4,612	3,844	2,883
Track & Field	85	6,406	4,612	3,844	2,883
Volleyball	85	6,406	4,612	3,844	2,883
Wrestling	85	6,406	4,612	3,844	2,883
Alpine Skiing	72	5,426	3,907	3,256	2,442
Nordic Skiing	72	5,426	3,907	3,256	2,442
Cheering-Leading	72	5,426	3,907	3,256	2,442
CC Running	72	5,426	3,907	3,256	2,442
Dance	72	5,426	3,907	3,256	2,442
Golf	72	5,426	3,907	3,256	2,442
Lacrosse	72	5,426	3,907	3,256	2,442

TENTATIVE AGREEMENT
MINNETONKA TEACHERS ASSOCIATION
AND
MINNETONKA PUBLIC SCHOOLS

July 1, 2023 to June 30, 2025

ARTICLE	Summary of Changes				
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Tennis	72	5,426	3,907	3,256	2,442
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2023-2024 Stipend

Sport	%	9-12 Head	9-12 Asst	7-8 Head	7-8 Asst
<u>Basketball</u>	<u>100</u>	<u>\$7,838</u>	<u>\$5,643</u>	-	-
<u>Football</u>	<u>100</u>	<u>\$7,838</u>	<u>\$5,643</u>	-	-
<u>Hockey</u>	<u>100</u>	<u>\$7,838</u>	<u>\$5,643</u>	-	-
<u>Alpine/Nordic Skiing (Boys & Girls Combined)</u>	<u>93</u>	<u>\$7,289</u>	<u>\$5,248</u>	-	-
<u>Baseball</u>	<u>85</u>	<u>\$6,662</u>	<u>\$4,797</u>	-	-
<u>Gymnastics</u>	<u>85</u>	<u>\$6,662</u>	<u>\$4,797</u>	-	-
<u>Soccer</u>	<u>85</u>	<u>\$6,662</u>	<u>\$4,797</u>	-	-
<u>Softball</u>	<u>85</u>	<u>\$6,662</u>	<u>\$4,797</u>	-	-
<u>Swimming/Diving</u>	<u>85</u>	<u>\$6,662</u>	<u>\$4,797</u>	-	-
<u>Track & Field</u>	<u>85</u>	<u>\$6,662</u>	<u>\$4,797</u>	<u>\$3,997</u>	<u>\$2,998</u>
<u>Volleyball</u>	<u>85</u>	<u>\$6,662</u>	<u>\$4,797</u>	<u>\$3,997</u>	<u>\$2,998</u>
<u>Wrestling</u>	<u>85</u>	<u>\$6,662</u>	<u>\$4,797</u>	<u>\$3,997</u>	<u>\$2,998</u>
<u>Alpine Skiing</u>	<u>72</u>	<u>\$5,643</u>	<u>\$4,063</u>	-	-
<u>Nordic Skiing</u>	<u>72</u>	<u>\$5,643</u>	<u>\$4,063</u>	<u>\$3,386</u>	<u>\$2,540</u>
<u>Cheerleading</u>	<u>72</u>	<u>\$5,643</u>	<u>\$4,063</u>	-	-
<u>CC Running</u>	<u>72</u>	<u>\$5,643</u>	<u>\$4,063</u>	<u>\$3,386</u>	<u>\$2,540</u>
<u>Dance</u>	<u>72</u>	<u>\$5,643</u>	<u>\$4,063</u>	-	-
<u>Golf</u>	<u>72</u>	<u>\$5,643</u>	<u>\$4,063</u>	<u>\$3,386</u>	<u>\$2,540</u>
<u>Lacrosse</u>	<u>72</u>	<u>\$5,643</u>	<u>\$4,063</u>	-	-
<u>Tennis</u>	<u>72</u>	<u>\$5,643</u>	<u>\$4,063</u>	<u>\$3,386</u>	<u>\$2,540</u>
<u>Adaptive Athletics Coordinator</u>	<u>58</u>	<u>\$4,546</u>	<u>\$3,273</u>	-	-
<u>Adaptive Floor Hockey</u>	<u>46</u>	<u>\$3,605</u>	<u>\$2,596</u>	-	-
<u>Adaptive Softball</u>	<u>38</u>	<u>\$2,978</u>	<u>\$2,144</u>	-	-
<u>Adaptive Soccer</u>	<u>38</u>	<u>\$2,978</u>	<u>\$2,144</u>	-	-
<u>Adaptive Bowling</u>	<u>20</u>	<u>\$1,568</u>	<u>\$1,129</u>	-	-

2024-2025 Stipend

Sport	%	9-12 Head	9-12 Asst	7-8 Head	7-8 Asst
<u>Basketball</u>	<u>100</u>	<u>\$8,152</u>	<u>\$5,869</u>	-	-
<u>Football</u>	<u>100</u>	<u>\$8,152</u>	<u>\$5,869</u>	-	-
<u>Hockey</u>	<u>100</u>	<u>\$8,152</u>	<u>\$5,869</u>	-	-
<u>Alpine/Nordic Skiing (Boys & Girls Combined)</u>	<u>93</u>	<u>\$7,581</u>	<u>\$5,459</u>	-	-
<u>Baseball</u>	<u>85</u>	<u>\$6,929</u>	<u>\$4,989</u>	-	-
<u>Gymnastics</u>	<u>85</u>	<u>\$6,929</u>	<u>\$4,989</u>	-	-
<u>Soccer</u>	<u>85</u>	<u>\$6,929</u>	<u>\$4,989</u>	-	-
<u>Softball</u>	<u>85</u>	<u>\$6,929</u>	<u>\$4,989</u>	-	-
<u>Swimming/Diving</u>	<u>85</u>	<u>\$6,929</u>	<u>\$4,989</u>	-	-

TENTATIVE AGREEMENT
MINNETONKA TEACHERS ASSOCIATION
AND
MINNETONKA PUBLIC SCHOOLS

July 1, 2023 to June 30, 2025

ARTICLE	Summary of Changes
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<u>Track & Field</u>	<u>85</u>	<u>\$6,929</u>	<u>\$4,989</u>	<u>\$4,158</u>	<u>\$3,118</u>
<u>Volleyball</u>	<u>85</u>	<u>\$6,929</u>	<u>\$4,989</u>	<u>\$4,158</u>	<u>\$3,118</u>
<u>Wrestling</u>	<u>85</u>	<u>\$6,929</u>	<u>\$4,989</u>	<u>\$4,158</u>	<u>\$3,118</u>
<u>Alpine Skiing</u>	<u>72</u>	<u>\$5,869</u>	<u>\$4,226</u>	-	-
<u>Nordic Skiing</u>	<u>72</u>	<u>\$5,869</u>	<u>\$4,226</u>	<u>\$3,522</u>	<u>\$2,641</u>
<u>Cheerleading</u>	<u>72</u>	<u>\$5,869</u>	<u>\$4,226</u>	-	-
<u>CC Running</u>	<u>72</u>	<u>\$5,869</u>	<u>\$4,226</u>	<u>\$3,522</u>	<u>\$2,641</u>
<u>Dance</u>	<u>72</u>	<u>\$5,869</u>	<u>\$4,226</u>	-	-
<u>Golf</u>	<u>72</u>	<u>\$5,869</u>	<u>\$4,226</u>	<u>\$3,522</u>	<u>\$2,641</u>
<u>Lacrosse</u>	<u>72</u>	<u>\$5,869</u>	<u>\$4,226</u>	-	-
<u>Tennis</u>	<u>72</u>	<u>\$5,869</u>	<u>\$4,226</u>	<u>\$3,522</u>	<u>\$2,641</u>
<u>Adaptive Athletics Coordinator</u>	<u>58</u>	<u>\$4,728</u>	<u>\$3,404</u>	-	-
<u>Adaptive Floor Hockey</u>	<u>46</u>	<u>\$3,750</u>	<u>\$2,700</u>	-	-
<u>Adaptive Softball</u>	<u>38</u>	<u>\$3,098</u>	<u>\$2,230</u>	-	-
<u>Adaptive Soccer</u>	<u>38</u>	<u>\$3,098</u>	<u>\$2,230</u>	-	-
<u>Adaptive Bowling</u>	<u>20</u>	<u>\$1,630</u>	<u>\$1,174</u>	-	-

Appendix -d-

Schedule C – Effective for the 2021-232023-25 School Year
 OTHER CO-CURRICULAR SALARIES

- A. The stipend for each activity at the high school; (Grades 9-12) will be computed as a percentage of the base stipend according to the relationship of activities as provided in Table D below.
- B. The stipend for activities at Grade 6-8 will be 60% of the stipend for the comparable activity at the high school (Grade 9-12).
- C. The base stipend for 2021-20222023-2024 is \$6,158-\$6,568 and 2022-20232024-2025 is \$6,315-\$6,830.
- D. Relationship of Activities and Stipend Amounts.
- E. Any activity not listed in this Schedule and/or proposed changes to this Schedule requires agreement by the District and the MTA through Contract Administration prior to implementation.

Schedule C Part 1

Category	Activity	Level	21-22	Level	21-22	Level	22-23	Level	22-23
			9-12		6-8		9-12		6-8
<u>1</u> <u>(100%)</u>	-		<u>6,158</u>		<u>3,695</u>		<u>6,315</u>		<u>3,789</u>
	Drama-Musical Director Student Government		<u>6,158</u> <u>6,158</u>		<u>3,695</u> <u>3,695</u>		<u>6,315</u> <u>6,315</u>		<u>3,789</u> <u>3,789</u>
<u>2</u> <u>(85%)</u>	-	<u>9-12</u>	<u>5,234</u>	<u>6-8</u>	<u>3,140</u>	<u>9-12</u>	<u>5,368</u>	<u>6-8</u>	<u>3,221</u>
	DECA Advisor Newspaper Advisor Robotics Advisor		<u>5,234</u> <u>5,234</u> <u>5,234</u>		<u>3,140</u> <u>3,140</u> <u>3,140</u>		<u>5,368</u> <u>5,368</u> <u>5,368</u>		<u>3,221</u> <u>3,221</u> <u>3,221</u>
<u>3</u> <u>(70%)</u>	-	<u>9-12</u>	<u>4,310</u>	<u>6-8</u>	<u>2,586</u>	<u>9-12</u>	<u>4,420</u>	<u>6-8</u>	<u>2,652</u>

TENTATIVE AGREEMENT
MINNETONKA TEACHERS ASSOCIATION
AND
MINNETONKA PUBLIC SCHOOLS

July 1, 2023 to June 30, 2025

ARTICLE						Summary of Changes	
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Backpack Tutoring Advisor	4,310		2,586		4,420		2,652	
Choral Chamber Singers								
Director	4,310		2,586		4,420		2,652	
Costume Design	4,310		2,586		4,420		2,652	
Drama Play Director	4,310		2,586		4,420		2,652	
Marching Band Director	4,310		2,586		4,420		2,652	
Jazz Band Director	4,310		2,586		4,420		2,652	
Light and Sound Design	4,310		2,586		4,420		2,652	
Musical Pit Director	4,310		2,586		4,420		2,652	
Musical Vocal Director	4,310		2,586		4,420		2,652	
National Honor Society Advisor	4,310		2,586		4,420		2,652	
Set Design Builder	4,310		2,586		4,420		2,652	
Supermileage Advisor	4,310		2,586		4,420		2,652	
Yearbook Advisor	4,310		2,586		4,420		2,652	
4 (50%)	-	9-12	3,079	6-8	1,847	9 12	6- 8	1,894
Assistant Play Director			3,079		1,847		3,157	
Coders Unite Club			3,079		1,847		3,157	
Debate Club Advisor			3,079		1,847		3,157	
Donna Voce Singers Director			3,079		1,847		3,157	
Field Biology Club Advisor			3,079		1,847		3,157	
Knowledge Bowl Advisor			3,079		1,847		3,157	
Math Team Advisor			3,079		1,847		3,157	
Model UN			3,079		1,847		3,157	
Quiz Bowl			3,079		1,847		3,157	
Science Fair Olympiad Advisor			3,079		1,847		3,157	
Speech Advisor			3,079		1,847		3,157	
Student Gov Assistant Advisor			3,079		1,847		3,157	
Technovation Club			3,079		1,847		3,157	
Winter Pep Band Director			3,079		1,847		3,157	
Woman/Men of Color Advisor			3,079		1,847		3,157	

Schedule C—Effective for the 2021-23 School Year
OTHER CO-CURRICULAR SALARIES

Schedule C Part 2								-	
5 (40%)		9-12	2,463	6-8	1,478	9-12	2,526	6- 8	1,516
9th Chamber Singers Director			2,463		1,478		2,526		1,516
Architectural Challenge Adv			2,463		1,478		2,526		1,516
Art Club Advisor			2,463		1,478		2,526		1,516
AV Communications			2,463		1,478		2,526		1,516
Choreographer			2,463		1,478		2,526		1,516
Color Guard Director			2,463		1,478		2,526		1,516
Costume Design One Act			2,463		1,478		2,526		1,516
Debate Asst Advisor			2,463		1,478		2,526		1,516
DECA Asst Advisor			2,463		1,478		2,526		1,516
Destination Imagination Adv			2,463		1,478		2,526		1,516
Drama One Act Advisor			2,463		1,478		2,526		1,516
Drum Line Director			2,463		1,478		2,526		1,516
Engineering Challenge Adv			2,463		1,478		2,526		1,516
eSports Adviser			2,463		1,478		2,526		1,516

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ARTICLE	Summary of Changes
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Field Bio Club Asst Adv		2,463		1,478		2,526		1,516	
Jazz Two Director		2,463		1,478		2,526		1,516	
Light Sound Designer		2,463		1,478		2,526		1,516	
Literary Magazine Advisor		2,463		1,478		2,526		1,516	
Middle Level Select Choir		2,463		1,478		2,526		1,516	
Mock Trial Advisor		2,463		1,478		2,526		1,516	
Performance Dance Coach		2,463		1,478		2,526		1,516	
Production Assistant		2,463		1,478		2,526		1,516	
Quiz Bowl Assistant Advisor		2,463		1,478		2,526		1,516	
Robotics Asst Advisor		2,463		1,478		2,526		1,516	
Science Fair District Coord		2,463		1,478		2,526		1,516	
Science Fair MHS Advisor		2,463		1,478		2,526		1,516	
Set Designer Builder		2,463		1,478		2,526		1,516	
Speech Asst Advisor		2,463		1,478		2,526		1,516	
Spelling Bee District Coord				1,478				1,516	
Stage Manager		2,463		1,478		2,526		1,516	
Video Production		2,463		1,478		2,526		1,516	
Yearbook Asst Advisor		2,463		1,478		2,526		1,516	
6 (20%)		9-12	3,079	6-8	739	9-12	3,157	6-8	758
- Earth Club		1,232			739		1,263		758
- eSports Assistant Advisor		1,232			739		1,263		758
- Math Team Asst Advisor		1,232			739		1,263		758
- Science Fair Asst Advisor		1,232			739		1,263		758
7 (\$500 +)		9-12	3,079	6-8	300	9-12	3,157	6-8	300
- Academic Advisor		500			300		500		300
- Interact		500			300		500		300
- Legacy Advisor		500			300		500		300
- Spanish Club		500			300		500		300
- OFFENSE		500			300		500		300

Activity	Amount	2023- 24 Grade 9-12	2023- 24 Grade 6-8	2024-25 Grade 9-12	2024-25 Grade 6-8
Drama-Musical Director	100%	\$6,568	\$3,941	\$6,830	\$4,098
Student Government	100%	\$6,568	\$3,941	\$6,830	\$4,098
DECA Advisor	85%	\$5,583	-	\$5,806	-
Newspaper Advisor	85%	\$5,583	-	\$5,806	-
Robotics Advisor	85%	\$5,583	-	\$5,806	-
Backpack Tutoring Advisor	70%	\$4,598	-	\$4,781	-
Choral Chamber Singers Director	70%	\$4,598	-	\$4,781	-
Costume Design	70%	\$4,598	\$2,759	\$4,781	\$2,869
Drama-Play Director	70%	\$4,598	\$2,759	\$4,781	\$2,869

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<u>Marching Band Director</u>	<u>70%</u>	<u>\$4,598</u>	<u>-</u>	<u>\$4,781</u>	<u>-</u>	
<u>Jazz Band Director</u>	<u>70%</u>	<u>\$4,598</u>	<u>-</u>	<u>\$4,781</u>	<u>-</u>	
<u>Light and Sound Design</u>	<u>70%</u>	<u>\$4,598</u>	<u>\$2,759</u>	<u>\$4,781</u>	<u>\$2,869</u>	
<u>Musical Pit Director</u>	<u>70%</u>	<u>\$4,598</u>	<u>-</u>	<u>\$4,781</u>	<u>-</u>	
<u>Musical Vocal Director</u>	<u>70%</u>	<u>\$4,598</u>	<u>\$2,759</u>	<u>\$4,781</u>	<u>\$2,869</u>	
<u>National Honor Society Advisor</u>	<u>70%</u>	<u>\$4,598</u>	<u>-</u>	<u>\$4,781</u>	<u>-</u>	
<u>Set Design Builder</u>	<u>70%</u>	<u>\$4,598</u>	<u>\$2,759</u>	<u>\$4,781</u>	<u>\$2,869</u>	
<u>Supermileage Advisor</u>	<u>70%</u>	<u>\$4,598</u>	<u>-</u>	<u>\$4,781</u>	<u>-</u>	
<u>Yearbook Advisor</u>	<u>70%</u>	<u>\$4,598</u>	<u>\$2,759</u>	<u>\$4,781</u>	<u>\$2,869</u>	
<u>Assistant Play Director</u>	<u>50%</u>	<u>\$3,284</u>	<u>\$1,970</u>	<u>\$3,415</u>	<u>\$2,049</u>	
<u>Choral Donna Voce Singers Director</u>	<u>50%</u>	<u>\$3,284</u>	<u>-</u>	<u>\$3,415</u>	<u>-</u>	
<u>Coders Unite Club Advisor</u>	<u>50%</u>	<u>\$3,284</u>	<u>\$1,970</u>	<u>\$3,415</u>	<u>\$2,049</u>	
<u>Debate Club Advisor</u>	<u>50%</u>	<u>\$3,284</u>	<u>\$1,970</u>	<u>\$3,415</u>	<u>\$2,049</u>	
<u>Field Biology Club Advisor</u>	<u>50%</u>	<u>\$3,284</u>	<u>-</u>	<u>\$3,415</u>	<u>-</u>	
<u>Knowledge Bowl Advisor</u>	<u>50%</u>	<u>\$3,284</u>	<u>\$1,970</u>	<u>\$3,415</u>	<u>\$2,049</u>	
<u>Math Team Advisor</u>	<u>50%</u>	<u>\$3,284</u>	<u>\$1,970</u>	<u>\$3,415</u>	<u>\$2,049</u>	
<u>Mock Trial Advisor</u>	<u>50%</u>	<u>\$3,284</u>	<u>-</u>	<u>\$3,415</u>	<u>-</u>	
<u>Model UN</u>	<u>50%</u>	<u>\$3,284</u>	<u>-</u>	<u>\$3,415</u>	<u>-</u>	
<u>Quiz Bowl</u>	<u>50%</u>	<u>\$3,284</u>	<u>-</u>	<u>\$3,415</u>	<u>-</u>	
<u>Science Fair Olympiad Advisor</u>	<u>50%</u>	<u>\$3,284</u>	<u>\$1,970</u>	<u>\$3,415</u>	<u>\$2,049</u>	
<u>Speech Advisor</u>	<u>50%</u>	<u>\$3,284</u>	<u>\$1,970</u>	<u>\$3,415</u>	<u>\$2,049</u>	
<u>Student Gov Assistant Advisor</u>	<u>50%</u>	<u>\$3,284</u>	<u>\$1,970</u>	<u>\$3,415</u>	<u>\$2,049</u>	
<u>Technovation Club Advisor</u>	<u>50%</u>	<u>\$3,284</u>	<u>\$1,970</u>	<u>\$3,415</u>	<u>\$2,049</u>	
<u>Winter Pep Band Director</u>	<u>50%</u>	<u>\$3,284</u>	<u>-</u>	<u>\$3,415</u>	<u>-</u>	
<u>Woman/Men of Color Advisor</u>	<u>50%</u>	<u>\$3,284</u>	<u>\$1,970</u>	<u>\$3,415</u>	<u>\$2,049</u>	
<u>Youth in Government Advisor</u>	<u>50%</u>	<u>\$3,284</u>	<u>-</u>	<u>\$3,415</u>	<u>-</u>	
<u>Architectural Challenge Adv</u>	<u>40%</u>	<u>\$2,627</u>	<u>-</u>	<u>\$2,732</u>	<u>-</u>	
<u>Art Club Advisor</u>	<u>40%</u>	<u>\$2,627</u>	<u>-</u>	<u>\$2,732</u>	<u>-</u>	
<u>Choral Tenor-Bass Singers Director</u>	<u>40%</u>	<u>\$2,627</u>	<u>-</u>	<u>\$2,732</u>	<u>-</u>	
<u>Choreographer Color Guard Director</u>	<u>40%</u>	<u>\$2,627</u>	<u>\$1,576</u>	<u>\$2,732</u>	<u>\$1,639</u>	
<u>Costume Design One Act Debate Asst Advisor</u>	<u>40%</u>	<u>\$2,627</u>	<u>\$1,576</u>	<u>\$2,732</u>	<u>\$1,639</u>	
<u>DECA Asst Advisor Destination Imagination Adv</u>	<u>40%</u>	<u>\$2,627</u>	<u>-</u>	<u>\$2,732</u>	<u>-</u>	
<u>Drama One Act Advisor Drum Line Director Engineering Challenge Adv</u>	<u>40%</u>	<u>\$2,627</u>	<u>\$1,576</u>	<u>\$2,732</u>	<u>\$1,639</u>	
				<u>\$2,732</u>	<u>-</u>	

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<u>eSports Advisor</u>	<u>40%</u>	<u>\$2,627</u>	-	<u>\$2,732</u>	-		
<u>Field Bio Club Asst Adv</u>	<u>40%</u>	<u>\$2,627</u>	-	<u>\$2,732</u>	-		
<u>Jazz Two Director</u>	<u>40%</u>	<u>\$2,627</u>	-	<u>\$2,732</u>	-		
<u>Light Sound Designer</u>	<u>40%</u>	<u>\$2,627</u>	<u>\$1,576</u>	<u>\$2,732</u>	<u>\$1,639</u>		
<u>Literary Magazine Advisor</u>	<u>40%</u>	<u>\$2,627</u>	-	<u>\$2,732</u>	-		
<u>Marching Band Asst.</u>							
<u>Director</u>	<u>40%</u>	<u>\$2,627</u>	-	<u>\$2,732</u>	-		
<u>Middle Level Select Choir</u>	<u>40%</u>	-	<u>\$1,576</u>	-	<u>\$1,639</u>		
<u>Performance Dance Coach</u>	<u>40%</u>	<u>\$2,627</u>	-	<u>\$2,732</u>	-		
<u>Production Assistant</u>	<u>40%</u>	<u>\$2,627</u>	<u>\$1,576</u>	<u>\$2,732</u>	<u>\$1,639</u>		
<u>Quiz Bowl - Assistant Advisor</u>	<u>40%</u>	<u>\$2,627</u>	-	<u>\$2,732</u>	-		
<u>Robotics Asst Advisor</u>	<u>40%</u>	<u>\$2,627</u>	-	<u>\$2,732</u>	-		
<u>Science Fair District Coord</u>	<u>40%</u>	<u>\$2,627</u>	-	<u>\$2,732</u>	-		
<u>Science Fair MHS Advisor</u>	<u>40%</u>	<u>\$2,627</u>	-	<u>\$2,732</u>	-		
<u>Set Designer Builder</u>	<u>40%</u>	<u>\$2,627</u>	<u>\$1,576</u>	<u>\$2,732</u>	<u>\$1,639</u>		
<u>Speech Asst Advisor</u>	<u>40%</u>	<u>\$2,627</u>	<u>\$1,576</u>	<u>\$2,732</u>	<u>\$1,639</u>		
<u>Spelling Bee District Coord</u>	<u>40%</u>	<u>\$2,627</u>	<u>\$1,576</u>	<u>\$2,732</u>	<u>\$1,639</u>		
<u>Stage Manager</u>	<u>40%</u>	<u>\$2,627</u>	<u>\$1,576</u>	<u>\$2,732</u>	<u>\$1,639</u>		
<u>Video Production</u>	<u>40%</u>	<u>\$2,627</u>	<u>\$1,576</u>	<u>\$2,732</u>	<u>\$1,639</u>		
<u>Yearbook Asst Advisor</u>	<u>40%</u>	<u>\$2,627</u>	<u>\$1,576</u>	<u>\$2,732</u>	<u>\$1,639</u>		
<u>Astronomy Club</u>	<u>20%</u>	<u>\$1,314</u>	-	<u>\$1,366</u>	-		
<u>Best Buddies</u>	<u>20%</u>	<u>\$1,314</u>	<u>\$788</u>	<u>\$1,366</u>	<u>\$820</u>		
<u>Earth Club</u>	<u>20%</u>	<u>\$1,314</u>	-	<u>\$1,366</u>	-		
<u>eSports Assistant Advisor</u>	<u>20%</u>	<u>\$1,314</u>	-	<u>\$1,366</u>	-		
<u>Math Team Asst Advisor</u>	<u>20%</u>	<u>\$1,314</u>	-	<u>\$1,366</u>	-		
<u>Science Fair Asst Advisor</u>	<u>20%</u>	<u>\$1,314</u>	-	<u>\$1,366</u>	-		
<u>Academic Advisor</u>	<u>\$500</u>	<u>\$500</u>	-	<u>\$500</u>	-		
<u>Interact</u>	<u>\$500</u>	<u>\$500</u>	-	<u>\$500</u>	-		
<u>Legacy Advisor</u>	<u>\$500</u>	<u>\$500</u>	-	<u>\$500</u>	-		
<u>Spanish Club</u>	<u>\$500</u>	<u>\$500</u>	-	<u>\$500</u>	-		
<u>OFFENSE</u>	<u>\$500</u>	<u>\$500</u>	-	<u>\$500</u>	-		

Appendix -e-

Schedule D
Effective for the 2021-20222023-2025 School Year
DEPARTMENT CHAIR STIPENDS

For departments at the secondary level of more than 20 teachers (where release time is not being allocated for these responsibilities), there will be two department chair positions each receiving the full stipend allocated for their group.

GROUP I – Eligible for 100% of Base Stipend \$4,628-\$4,936 in 2021-22_2023-24 and \$4,746-\$5,133 in 2022-23_2024-25.

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ARTICLE

Summary of Changes

Health K-5
High Potential K-5
Language Arts 9-12
Language Arts 9-12/Operational
Language Arts K-5
Immersion Chinese K-~~58~~
Immersion Spanish K-~~85~~
Immersion 9-12

Math K-5
Math 9-12
Math 9-12/Operational
Media/Technology K-12
Reading/Basic Skills Intervention K-5
Science K-5
Science 9-12
Science 9-12/Operational
Social Studies K-5
Social Studies 9-12
Social Studies 9-12/Operational
Special Ed 9-12
Special Ed 9-12/Operational
~~World Languages 9-12/Operational~~
World Language 6-12

~~These~~ Teachers will work 5 extended days beyond their regular duty days as part of the stipend.

GROUP II – Eligible for 85% of Base Stipend ~~\$3,934-\$4,196~~ in 2021-22-2023-24 and ~~\$4,034-\$4,363~~ in 2022-23 2024-25.

ELL E-12
Language Arts 6-8
Immersion Chinese 6-8
Immersion Spanish 6-8
Math 6-8
Science 6-8
Social Studies 6-8
Special Ed K-5
Special Ed 6-8
World Language 6-12

*Teachers will work 5 extended days beyond their regular duty days as part of the stipend.

GROUP III – Eligible for 75% of Base Stipend ~~\$3,471-\$3,702~~ in 2021-22-2023-24 and ~~\$3,560-\$3,850~~ in 2022-23 2024-25

Art K-5
Art 6-8

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ARTICLE	Summary of Changes
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Art 9-12
 Business 9-12
 Computer Science 6-12
 Early Childhood
 ELT 3-5
 FACS 6-12
Guidance Counseling 6K-12
 Health 6-8
 Health 9-12
 Instrumental Music 4-12
 Language Arts MME
 Language Arts MMW
 Math MME
 Math MMW
 Music K-8 Classroom
 Physical Education K-5
 Physical Education 6-12
Reading/Basic Skills Intervention 6-12
 Science MME
 Science MMW
 Social Studies MME
 Social Studies MMW
 Tech Ed 6-12
 Vantage
 Vocal Music 6-12

*Teachers will work 5 extended days beyond their regular duty days as part of the stipend.

Appendix -f-

The 2021-20232023-2025 schedule shall be applicable to services rendered after ratification of the contract.

	2021-22	2022-23
<u>CURRICULUM WORK (per hour)</u>	<u>\$31.59</u>	<u>\$32.40</u>
<u>SUMMER SCHOOL (per hour)</u>		
Team Leader	\$39.77	\$40.78
Teacher	\$31.54	\$32.34
<u>OTHER SUPPLEMENTAL PAY: (per hour)</u>		
After School Chinese & Spanish	\$39.77	\$40.78
Saturday School	\$31.59	\$32.40
Intramural Director 9-12	\$29.68	\$30.44
Intramural Director 6-8	\$29.68	\$30.44
Home Bound Tutor	\$28.79	\$29.52

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ARTICLE	Summary of Changes	
<u>Staff Development Stipends</u>	\$26.82	\$27.50
<u>Lunchroom Duty</u>	\$12.75	\$13.08
OTHER SUPPLEMENTAL PAY: (annual)		
<u>Chemical Hygiene Officer</u>	\$1,641	\$1,683
<u>International Studies Annual</u>	\$1,526	\$1,565
<u>Innovation Coach Annual</u>	\$1,526	\$1,565
MUSICAL CONCERTS: (per performance)	<u>\$162.42</u>	<u>\$166.56</u>
Pre-approved musical concerts which extend beyond the curricula and co-curricular program		
ELEMENTARY VOCAL MUSIC:		
<u>Grade Level Choir Director</u>	\$3,271	\$3,355
<u>Grade Level Asst Choir Director</u>	\$2,321	\$2,380
<u>Accompanist</u>	\$2,321	\$2,380
	<u><u>2023-24</u></u>	<u><u>2024-25</u></u>
CURRICULUM WORK (per hour)	<u>\$33.70</u>	<u>\$35.05</u>
SUMMER SCHOOL (per hour)		
<u>Team Leader</u>	<u>\$42.41</u>	<u>\$44.11</u>
<u>Teacher</u>	<u>\$33.63</u>	<u>\$34.98</u>
OTHER SUPPLEMENTAL PAY: (per hour)		
<u>After School Chinese & Spanish</u>	<u>\$42.41</u>	<u>\$44.11</u>
<u>Saturday School</u>	<u>\$33.63</u>	<u>\$34.98</u>
<u>Intramural Director 9-12</u>	<u>\$31.66</u>	<u>\$32.93</u>
<u>Intramural Director 6-8</u>	<u>\$31.66</u>	<u>\$32.93</u>
<u>Home Bound Tutor</u>	<u>\$30.70</u>	<u>\$31.93</u>
<u>Staff Development Stipends</u>	<u>\$28.60</u>	<u>\$29.74</u>
<u>Lunchroom Duty</u>	<u>\$13.60</u>	<u>\$14.14</u>
OTHER SUPPLEMENTAL PAY: (annual)		
<u>Chemical Hygiene Officer</u>	<u>\$1,750</u>	<u>\$1,820</u>
<u>International Studies Annual</u>	<u>\$1,628</u>	<u>\$1,693</u>
<u>Innovation Coach Annual</u>	<u>\$1,628</u>	<u>\$1,693</u>

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ARTICLE	Summary of Changes
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<u>MUSICAL CONCERTS: (per performance)</u> <u>Pre-approved musical concerts</u> <u>which extend beyond the</u> <u>curricula and co-curricular</u> <u>program</u>	<u>\$173.22</u>	<u>\$180.15</u>
<u>ELEMENTARY VOCAL MUSIC:</u>		
<u>Grade Level Choir Director</u>	<u>\$3,489</u>	<u>\$3,629</u>
<u>Grade Level Asst Choir Director</u>	<u>\$2,475</u>	<u>\$2,574</u>
<u>Accompanist</u>	<u>\$2,475</u>	<u>\$2,574</u>

Appendix -g-

Schedule F

EARLY CHILDHOOD FAMILY EDUCATION SALARY SCHEDULE

~~(Rates per hour)~~

This schedule has been converted from hourly pay to salary starting in the
2024-25 school year.

Steps	<u>2021-22</u> <u>BA+1</u> <u>Licensures</u>	<u>2021-22</u> <u>BA+2 or MA</u> <u>Licensures</u>	<u>2022-23</u> <u>BA+1</u> <u>Licensures</u>	<u>2022-23</u> <u>BA+2 or MA</u> <u>Licensures</u>
<u>1</u>	<u>\$31.18</u>	<u>\$32.42</u>	<u>\$31.97</u>	<u>\$33.25</u>
<u>2</u>	<u>\$33.05</u>	<u>\$34.38</u>	<u>\$33.89</u>	<u>\$35.25</u>
<u>3</u>	<u>\$35.03</u>	<u>\$36.43</u>	<u>\$35.93</u>	<u>\$37.36</u>
<u>4</u>	<u>\$37.13</u>	<u>\$38.62</u>	<u>\$38.08</u>	<u>\$39.61</u>
<u>5</u>	<u>\$38.99</u>	<u>\$40.55</u>	<u>\$39.99</u>	<u>\$41.59</u>
<u>6</u>	<u>\$40.95</u>	<u>\$42.58</u>	<u>\$41.99</u>	<u>\$43.67</u>
<u>Career 1 (8-10)</u>	<u>\$42.17</u>	<u>\$43.85</u>	<u>\$43.24</u>	<u>\$44.97</u>
<u>Career 2 (11-14)</u>	<u>\$43.01</u>	<u>\$44.74</u>	<u>\$44.11</u>	<u>\$45.88</u>
<u>Career 3 (14+)</u>	<u>\$43.88</u>	<u>\$45.63</u>	<u>\$44.99</u>	<u>\$46.80</u>

Steps	<u>2023-24</u> <u>BA+1</u> <u>Licensures</u> <u>(per hour)</u>	<u>2023-24</u> <u>BA+2 or MA</u> <u>Licensures</u> <u>(per hour)</u>	<u>2024-25</u> <u>BA+1</u> <u>Licensures</u> <u>(salary)</u>	<u>2024-25</u> <u>BA+2 or MA</u> <u>Licensures</u> <u>(salary)</u>
<u>1</u>	<u>\$33.25</u>	<u>\$34.58</u>	<u>\$49,793</u>	<u>\$51,787</u>
<u>2</u>	<u>\$35.25</u>	<u>\$36.66</u>	<u>\$52,784</u>	<u>\$54,902</u>
<u>3</u>	<u>\$37.37</u>	<u>\$38.85</u>	<u>\$55,961</u>	<u>\$58,188</u>
<u>4</u>	<u>\$39.60</u>	<u>\$41.19</u>	<u>\$59,310</u>	<u>\$61,693</u>
<u>5</u>	<u>\$41.59</u>	<u>\$43.25</u>	<u>\$62,285</u>	<u>\$64,777</u>

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<u>6</u>	<u>\$43.67</u>	<u>\$45.42</u>	<u>\$65,400</u>	<u>\$68,016</u>
<u>Career 1 (7-10)</u>	<u>\$44.97</u>	<u>\$46.77</u>	<u>\$67,346</u>	<u>\$70,041</u>
<u>Career 2 (11-13)</u>	<u>\$45.87</u>	<u>\$47.72</u>	<u>\$68,702</u>	<u>\$71,458</u>
<u>Career 3 (14-16)</u>	<u>\$46.79</u>	<u>\$48.67</u>	<u>\$70,072</u>	<u>\$72,891</u>
<u>Career 4 (17+)</u>	<u>\$47.46</u>	<u>\$49.37</u>	<u>\$72,108</u>	<u>\$75,009</u>

Schedule G
LICENSED SCHOOL NURSES SALARY SCHEDULE

2021-2022 2023-2025 School Years
(Rates per hour)

	1	2	3	4	5	6	7	Career 1 8-10 yrs.	Career 2 11-14 yrs.
BA Nursing	\$32.82	\$34.01	\$35.50	\$36.67	\$37.80	\$40.48	\$42.01	\$43.63	\$44.43
MA Nursing	\$35.41	\$36.58	\$38.09	\$39.26	\$40.37	\$43.07	\$44.59	\$46.20	\$47.01

2022-2023 School Year
(Rates per hour)

	1	2	3	4	5	6	7	Career 1 8-10 yrs.	Career 2 11-14 yrs.
BA Nursing	\$33.66	\$34.88	\$36.41	\$37.61	\$38.76	\$41.51	\$43.08	\$44.74	\$45.56
MA Nursing	\$36.31	\$37.51	\$39.06	\$40.26	\$41.40	\$44.17	\$45.73	\$47.38	\$48.21

Steps	2023-24 BA Nursing	2023-24 MA Nursing	2024-25 BA Nursing	2024-25 MA Nursing
<u>1</u>	<u>\$35.01</u>	<u>\$37.76</u>	<u>\$36.41</u>	<u>\$39.27</u>
<u>2</u>	<u>\$36.28</u>	<u>\$39.01</u>	<u>\$37.73</u>	<u>\$40.57</u>
<u>3</u>	<u>\$37.87</u>	<u>\$40.62</u>	<u>\$39.38</u>	<u>\$42.25</u>
<u>4</u>	<u>\$39.11</u>	<u>\$41.87</u>	<u>\$40.68</u>	<u>\$43.55</u>
<u>5</u>	<u>\$40.31</u>	<u>\$43.06</u>	<u>\$41.92</u>	<u>\$44.78</u>
<u>6</u>	<u>\$43.17</u>	<u>\$45.94</u>	<u>\$44.90</u>	<u>\$47.77</u>
<u>7</u>	<u>\$44.80</u>	<u>\$47.56</u>	<u>\$46.60</u>	<u>\$49.46</u>
<u>Career 1 (8-10)</u>	<u>\$46.53</u>	<u>\$49.28</u>	<u>\$48.39</u>	<u>\$51.25</u>
<u>Career 2 (11-13)</u>	<u>\$47.38</u>	<u>\$50.14</u>	<u>\$49.28</u>	<u>\$52.14</u>
<u>Career 3 (14-16)</u>	<u>\$48.27</u>	<u>\$51.02</u>	<u>\$50.20</u>	<u>\$53.06</u>
<u>Career 4 (17+)</u>	<u>\$48.96</u>	<u>\$51.76</u>	<u>\$51.66</u>	<u>\$54.61</u>

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<p><u>Appendix -m-</u></p> <p style="text-align:center"><u>MEMORANDUMS OF UNDERSTANDING</u></p> <p>The parties agree that all MOU's expire on June 30, 20232025.</p> <p style="text-align:center">MEMORANDUM OF UNDERSTANDING (A)</p> <p><u>Staff and Student Safety</u> <u>2021-232023-2025</u></p> <p>Subdivision 1. Teachers shall not be required to work in unsafe conditions or to perform tasks that endanger their health, safety, or well-being or that of students.</p> <p>Subdivision 2. Pursuant to M.S. 121A.64, all teachers will receive written notice from the administration prior to placement of a student with a history of violent behavior in their classroom.</p> <p>Subdivision 3. In the case of a physical assault on a teacher, the District may approve any request for up to three days of paid leave, not to be deducted from Basic Leave. After such an assault, a teacher may request, and the District will consider, whether or not additional staff should be assigned to the classroom to assure staff and student safety.</p> <p>Subdivision 4. The District shall reimburse teachers for any personal property damaged by a student while a teacher is performing teaching duties.</p> <p>Subdivision 5. Teachers will be supervised by a licensed school nurse on all medical procedures to be performed on students and on proper administration of medication that is provided in the classroom setting. Teachers will receive annual training on these procedures. The school nurse will perform these procedures until teachers are comfortable doing so and the school nurse feels comfortable delegating responsibility for the procedures or administration of medication.</p> <p>Subdivision 6. Teachers shall not be subjected to harassment, inappropriate behavior, or intimidation by a parent or any other person in the performance of the teacher's duties. Teachers shall report such prohibited behavior to their supervisor.</p> <p>Subdivision 7. Any staff member wishing to utilize any subdivision within this MOU should contact the Executive Director of Human Resources, who will then notify the staff member of any action taken, to the extent possible.</p>	
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Subdivision 8. During the period of the 2021-2023 <ins>2023-2025</ins> contract, the District and the MTA will work together to determine which elements of the Staff and Student Safety MOU, if any, will be considered for transition into the body of the contract.	
MEMORANDUM OF UNDERSTANDING (B) TOSA Positions 2021-23 <ins>2023-2025</ins> The job position and description will include the term "TOSA" or "Teacher on Special Assignment": <ol style="list-style-type: none">1. The duration of the position will be for up to three (3) years, with the right to extend for one additional year;2. A teacher may not serve in two different consecutive TOSA positions.3. A teacher shall continue to accrue seniority in his or her licensed position for the duration of the TOSA position, not to exceed four years, except as set out in #4.4. On occasion the District will identify TOSA position or positions before they are posted which may last longer than four years. The District will notify the MTA of such position or positions and will allow MTA input as to the length of time of such position.	
MEMORANDUM OF UNDERSTANDING (C) K-12 Parent Teacher Conference Preparation Time 2021-23 <ins>2023-2025</ins> In an effort to support the needs of teachers in preparing for parent teacher conferences the following adjustment will be made to the parent teacher conference schedule for 2021-22 <ins>2023-24</ins> and 2022-23 <ins>2024-25</ins> . <ol style="list-style-type: none">1. There will be two (2) hours of preparation time allotted at each level for teachers to use in preparing for parent teacher conferences.2. The two (2) hours will be deducted from the fifteen (15) hours allotted each semester for conference time. <p>Each level will determine, by working with the District Administration, how parent teacher conferences will be handled during the remaining thirteen (13) hours. These hours may include virtual or face-to-face conferences and will include 3-4 hours of flexible conference.</p>	
MEMORANDUM OF UNDERSTANDING (D) "0" Hour/MAST Agreement 2021-23	

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- ~~1. In weeks with five (5) full student contact days, each MHS Department will have two scheduled "0" hours for the purpose of meeting with students to support academic needs. In weeks with fewer than five (5) full student contact days, each MHS Department will have one scheduled "0" hour for the purpose of meeting with students to support academic needs. This schedule will be developed by the building administration with feedback from the staff before the start of the school year. The schedule will be designed to ensure equal distribution of academic support among the high demand academic areas. All teachers within the scheduled departments will be available on those days to support students.~~
- ~~2. At MHS, MAST will occur one morning per week for 40 minutes, currently scheduled from 7:55-8:35. This is a targeted service program for students who have been identified as needing additional support. A system for inviting and tracking students has been created and will continue.~~
- ~~3. At MHS, teachers who have no identified students should use it as drop in time, review time or other identified student support activities. All teachers will be available in their classrooms during this time to support the needs of students.~~
- ~~4. At MHS, Wednesdays during "0" hour are designed for staff meetings, PLC meetings and/or other staff and team meetings as needed.~~
- ~~5. At MHS, on the "0" hour days which are teacher directed, the staff will use these days to meet the needs of MAST prep work, team meetings, classroom preparation or other needs as determined by individual teachers.~~
- ~~6.1. At MME and MMW, time designated as MAST will be supervisory in nature, rather than instructional.~~

Anchor Time MOU to replace MAST Time MOU:

- ~~1. At MHS, in weeks with three (3) or more full student contact days, there will be 3 embedded Anchor Time sessions. Over the course of two weeks, each of the 6 class periods will have an embedded Anchor Time session. A new online system for inviting students and marking attendance will be implemented.~~
- ~~2. At MHS, it is understood that teachers whose preparation time falls within an extended Anchor Time period will NOT be expected to meet with students during that time, but instead will have additional preparation time.~~
- ~~3. At MHS, teachers and administrators will work collaboratively to determine the procedures for Anchor Time. This will include the Anchor Team, as well as MTA representatives. The goals of this collaboration are to ensure a smooth transition to Anchor Time, to address students' needs, and to acknowledge teachers' professional judgment in choosing which students to work with during Anchor Time.~~
- ~~4. At MHS, the additional 10 minutes that will be added to lunch periods under the new schedule will be additional preparation time for teachers.~~

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| <p>5. At MHS, if teachers are absent on an Anchor Time day and their classes are covered internally, teachers will be compensated in accordance with Article V, Section B, Subd. 3.</p> <p>6. At MME and MMW, time designated as MAST will be supervisory in nature, rather than instructional. Any changes to this format will be negotiated.</p> <p>7. This MOU is non-precedent setting and both parties (the District/MHS Administration and the MTA President and lead negotiator) agree to meet in early 2024 to review the benefits and limitations of the new Anchor Time model and to either sunset the MOU or potentially modify and implement for school year 2024-2025.</p> | |
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MEMORANDUM OF UNDERSTANDING (E)

Zero Hour

At MHS, to best meet the needs of students, teachers will provide access to academic support during zero-hour time. Teachers may choose to provide one scheduled morning, or they may opt to allot smaller support times throughout the week. In weeks with five (5) student contact days each teacher will provide fifty (50) minutes of academic support during the zero-hour time. In weeks with four (4) or fewer student contact days each teacher will provide up to fifty (50) minutes of academic support during zero-hour time. During the remaining zero-hour days when teachers are not working directly with students, one (1) day will be designated for staff meetings, PLC meetings, or department meetings. Teachers will use the remaining days to meet with their other common courses, to prepare for their students and classes, and/or to meet/communicate with students and families. Teachers will meet consistently during the month with their common course teams.

This MOU is non-precedent setting and both parties (District/MHS Admin and MTA Negotiations President and Lead Negotiator) agree to meet in early 2024 to review the benefits and limitations of the new Zero Hour model and to either sunset the MOU or potentially modify and implement for school year 2024-25.

MEMORANDUM OF UNDERSTANDING (EF)

Online Teaching (Traditional Tonka Online)

School Years 2021-222023-2024 and 2022-232024-2025

The following guidelines will be used for 2021-222023-24 and 2022-232024-25 school years in the administration of the traditional and ongoing high school Tonka On-Line program.

Teachers may be provided release time for course development. Where release time is not provided, teachers will be paid for course development at a

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consistent rate depending on the nature of the course development. All course development must be submitted through proper procedures for approval prior to any expenses being incurred. To be eligible for payment, the developed course must meet the quality standards of the District.

Compensation:

Teachers who agree to teach in the on-line platform and who meet the District standard for online instruction will be compensated based on the following scale:

1. For Tonka Online courses taught during the normal school year (18 or more students) a teacher will be compensated based on the course being part of their normal teaching assignment or on an overload based on Article V, Section B, Subd. 5.
2. Tonka Online teachers will not be required to be on campus during the portion of their workday that is dedicated to teaching online sections. In cases where quality instruction is compromised, the District reserves the right to require instruction from a specific District location.
3. For Tonka Online courses that are undersubscribed (less than 18 students) the teacher will have the option of teaching the semester course for \$250~~258~~/student. This course will not be considered part of a regular teaching assignment. The student count will not exceed 17 unless mutually agreed upon between the teacher and the administrator.
4. If there are no qualified teachers willing to teach the Tonka Online Course, the District can elect to cancel the course or secure qualified instructors through the traditional open posting process.
5. Summer Tonka Online teachers will be compensated based on the per student rate of \$250~~258~~/student (summer 2022-2023 and/or summer 2023-2024).
6. Due to the unique nature of online Physical Education, PE courses are offered at a lower cost to families and therefore will be compensated at a lower rate of pay at \$150~~155~~/student.

Minnetonka Public Schools

**Individual Agreement to Teach an Online Course to be paid on a
per/student basis.**

(all summer classes are paid/student)

(Effective summer 2022-2023)

This agreement constitutes the conditions under which _____ agrees to teach a Tonka Online course. The compensation for this work is based on the criteria described in this agreement. This Tonka Online assignment will be compensated on a per student basis because it has not met the threshold for an FTE or is a summer course.

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| <p>1. _____, I agree to teach the following online course:

_____</p> <p>2. The period of time for this course will be the following:

_____</p> <p>3. The rate of pay will be \$<u>250</u><u>258</u>/student for all courses other than physical education (including wellness) which will be paid at a rate \$<u>150</u><u>155</u>/student.</p> <p>4. As a Tonka Online instructor, I understand that my initial student count will be based on the number of students who have enrolled and paid their fee on the first day of the course. Students may be added to your count during the first two weeks of the course, but not after. Teacher will receive full compensation for added students.</p> <p>5. As a Tonka Online instructor, I understand that my student count will be adjusted halfway through the course for any students who have joined or have been removed during the drop window, which is 2 weeks during the summer and 4 weeks during the school year. Instructors will receive 50% compensation for students who drop within the drop window, up to a maximum of 5 drops or 25% of initial enrollment, whichever is fewer.</p> <p>6. As a Tonka Online instructor, I understand that prior to the start of the term the enrollment for this course may fluctuate</p> <p>7. Number of students initially enrolled in course. (Enrollment on day #1 of the Course).</p> <p>8. Pay will be divided into two payments, 50% when the term starts, and 50% at the end of the term.</p> | |
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(signatures)

MEMORANDUM OF UNDERSTANDING (FG)

Late Start/Early Release Days

~~For the 2021-2022 and 2022-2023~~In the event the professional learning calendar is not renewed for the 2024-25 school year the District agrees to have two additional late start or early release days (total of 4) on the calendar for the purpose of providing more time for teachers to meet individual needs through various options which may include things such as staff development and/or teacher collaboration.

This time will come in the form of two-hour blocks and the design of this time will be constructed through a collaborative effort involving teachers selected by the MTA and the Administration. There will be equal representation when designing the structure for these days. Some possible uses of this time may include things such as content area meetings, technology training, grade level

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meetings, interdisciplinary meetings, or other activities that are beneficial to meeting the needs of students and supporting the professional development of teachers.	
MEMORANDUM OF UNDERSTANDING (GH) Elementary Specialist Schedules <u>Prior to the completion of the 2021-22 school year</u> <u>For the 2023-24 and 2024-25 school years</u> , District Administration and the MTA <u>will review the efficacy of the changes made to the</u> <u>will review the</u> Elementary Specialists' Schedules. The District will collaborate with the Elementary Specialists and Building Administration to continue to develop daily schedules that comply with the intent of the <u>Master Agreement</u> <u>Collective Bargaining Agreement</u> and are substantively consistent among all elementary buildings. The District will continue to strive to address the priorities that the specialists and the classroom teachers bring forward while prioritizing the needs of students at each building.	
MEMORANDUM OF UNDERSTANDING (HI) Flexibility on Grading/Planning Days <ol style="list-style-type: none"> 1. For the <u>2021-22</u><u>2023-2024</u> and <u>2022-23</u><u>2024-2025</u> school years, teachers will have the option to work remotely on <u>Grading</u><u>grading</u> and <u>Planning</u><u>planning</u> days <u>provided that professional learning time is scheduled in the academic calendar</u>. 2. The purpose of working remotely is to provide teachers with flexibility to choose how best to complete their work on these days. Aside from teams who decide to work in person, there is no restriction on how many teachers may work remotely on the <u>Grading</u><u>grading</u> and <u>Planning</u><u>planning</u> <u>Days</u><u>days</u>. 3. As a work-day, <u>teachers must be available by phone and email and normal</u> professional standards and District policies apply. 3.4. <u>On the last teacher grading/workday of the school year, teachers will be excused and will be allowed to work virtually after completing any required checkout procedures with the principal, program supervisor, or designee.</u> <p><u>This MOU is non-precedent setting and not intended to waive any rights.</u></p>	
MEMORANDUM OF UNDERSTANDING (IJ) <u>Online Learning School Years 2023-24 & 2024-25</u>	
MEMORANDUM OF UNDERSTANDING (JK) <u>One-time Stipend</u>	

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<p>All current members of the bargaining unit will receive a one-time payment of \$1,000 pro-rated to their FTE, payable the week of Thanksgiving, November 24th, 2021.</p> <p><u>2023-24 and 2024-25 Stipend</u></p> <p>All members of the bargaining unit at the time of ratification will receive a one-time payment of \$2,500 for the 2023-24 school year. All members of the bargaining unit employed as of the first duty day for the 2024-25 school year will receive a one-time payment of \$2,000 on January 3, 2025. These stipends will be pro-rated based on FTE and number of contracted duty days.</p>	
<p style="text-align:center">MEMORANDUM OF UNDERSTANDING (KL)</p> <p><u>College in the Schools Credit Reimbursement Program</u> <u>School Years 2021-22 & 2022-23</u></p> <p>The following process will be used to administer the need for MTA members to obtain graduate course work at the District's request for the purpose of a course(s) that qualify under the concurrent enrollment program.</p> <ol style="list-style-type: none">1. Based upon the needs of the School District for Concurrent Enrollment (College in the Schools - CIS) a teacher may be asked to earn additional college credits for certification to qualify to teach these classes.2. The number of credits, total estimated cost, and timelines for the certification shall be agreed upon in writing and in advance by the teacher and the school district.3. If the credits count toward a lane change. Reimbursement of 50% of tuition (not to exceed the cost of graduate school at the University of Minnesota, books, application fees, course fees and any other fees associated with needed classes. Successful completion includes earning a letter grade of "B" or higher for each course requesting reimbursement.4. If the credits do not count toward a lane change. Reimbursement of 100% of tuition (not to exceed the cost of graduate school at the University of Minnesota), books, application fees, course fees and any other fees associated with needed classes. Successful completion includes earning a letter grade of "B" or higher for each course requesting reimbursement.5. Teachers required to complete additional coursework to obtain Concurrent Enrollment Certification will receive a \$1500 stipend upon	

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~~receiving the certification. The stipend will be paid following submission of a letter from the accrediting university verifying that the teacher is certified.~~

- ~~6. The teacher agrees to teach the concurrent enrollment (CIS) program for a minimum of five years, commencing from the date the CIS class is first taught by the teacher.~~
- ~~7. If the teacher leaves the district or declines the concurrent enrollment assignment, the teacher will reimburse the district an amount equal to 20% of the total cost per year for each year remaining of the five year period. The teacher will not be required to repay the district if the failure to teach the required classes during the five year period is caused by School District action.~~
- ~~8. Any teacher in the concurrent enrollment program who obtains certification status will advance one step on the salary schedule. Teacher will retain the additional step as long as they are teaching in the concurrent enrollment program. If the failure to teach the required course is caused by School District action, the teacher will retain the step. Anyone who does not have room for step advancement will receive \$1500/year in addition to their base salary for each year they teach in the concurrent enrollment program.~~
- ~~9. The District will provide curriculum writing time for any required curriculum revisions required of the concurrent enrollment teacher.~~

College in the Schools Credit Reimbursement

Program

School Year 2022-23 2023-24 & 2024-25

~~This revised Memorandum of Understanding (MOU) supersedes and replaces the Memorandum of Understanding (K) that can be found attached to the Master Agreement between the Minnetonka Teachers Association and the Minnetonka Public Schools.~~

The following process will be used to administer the need for MTA members to obtain graduate course work at the District's request for the purpose of course(s) that qualify under the concurrent enrollment program.

1. Based upon the needs of the School District for Concurrent Enrollment (College in the Schools - CIS) a teacher may be asked to earn additional college credits for certification to qualify to teach these classes.
2. The number of credits, total estimated cost, and timelines for the certification shall be agreed upon in writing and in

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advance by the teacher and the school district.

3. **If the credits count toward a lane change.** Reimbursement of 50% of tuition (not to exceed the cost of graduate school at the University of Minnesota, books, application fees, course fees and any other fees associated with needed classes. Successful completion includes earning a letter grade of "B" or higher for each course requesting reimbursement.
4. **If the credits do not count toward a lane change.** Reimbursement of 100% of tuition (not to exceed the cost of graduate school at the University of Minnesota), books, application fees, course fees and any other fees associated with needed classes. Successful completion includes earning a letter grade of "B" or higher for each course requesting reimbursement.
5. Teachers required to complete additional coursework to obtain Concurrent Enrollment Certification will receive a \$1500 stipend upon receiving the certification. The stipend will be paid following submission of a letter from the accrediting university verifying that the teacher is certified.
6. The teacher agrees to teach the concurrent enrollment (CIS) program for a minimum of five years, commencing from the date the CIS class is first taught by the teacher.
7. If the teacher leaves the district or declines the concurrent enrollment assignment, the teacher will reimburse the district an amount equal to 20% of the total cost per year for each year remaining of the five year period. The teacher will not be required to repay the district if the failure to teach the required classes during the five year period is caused by School District action.
8. Any teacher in the concurrent enrollment program who obtains certification status will earn a stipend equivalent to the value of advancing a single step beyond the teacher's actual placement on the salary schedule. The teacher will earn the annual stipend as long as they are teaching in the concurrent enrollment program. If the failure to teach the required course is caused by School District action, the teacher will continue to earn the stipend. Anyone who does not have room for step advancement will receive a stipend of \$1500/year in addition to their base salary for each year they teach in the concurrent enrollment program. Such additional stipends shall be paid to the teacher in equal installments during the regular payroll year.

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9. A list of teachers who are tentatively designated to teach in the CIS program and the stipend they will earn for performing this duty is attached for reference purposes. Teachers may be added or deleted as circumstances warrant.

40.9. The District will provide curriculum writing time for any required curriculum revisions required of the concurrent enrollment teacher.

This Memorandum of Understanding represents a full and complete agreement between the parties hereto. There are no covenants, promises or undertakings outside of this Memorandum of Understanding other than as specifically set forth herein.

The undersigned, by execution hereof, state that they have read this Memorandum of Understanding and that they understand and fully agree to each, all and every provision of this Memorandum. Their signatures hereby acknowledge receipt of a copy of this Memorandum.

IN WITNESS WHEREOF, the Parties have executed this agreement as follows:

MEMORANDUM OF UNDERSTANDING SUPPLEMENT (I)

(TIC Term Extension)

Discontinue

THIS AGREEMENT is entered into between the Minnetonka Public Schools, Independent School District 276 (District) and the Minnetonka Teachers' Association (Association), collectively referred to as "the Parties."

WHEREAS, the District and the Association are parties to a Collective Bargaining Agreement (CBA) covering terms and conditions of employment; and

WHEREAS, the Parties entered into a Memorandum of Understanding on Quality Compensation Aid, dated February 27, 2020, governing the role of Teacher Instructional Coaches (TICs) for the period from July 1, 2019 until June 30, 2021; and

WHEREAS, the Parties wish to ensure stability among the ranks of current Teacher Instructional Coaches through the pandemic and the continuity of high quality service to TIC consumers;

NOW, THEREFORE, in consideration of the mutual promises and benefits contained in this Memorandum of Understanding, the Parties agree as follows:

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| <p>1. As a one-time exception to the governing Memorandum of Understanding, the term of service for those currently serving in the role of Teacher Instructional Coach will be set at four years.</p> <p>2. Should any currently serving TIC resign or need to be replaced prior to the conclusion of his/her term, the replacement individual's term will be set at three years.</p> <p>3. "Currently serving" refers to those individuals who hold the role of TIC as of the date of execution of this supplementary Memorandum of Understanding.</p> <p>This Memorandum of Understanding represents a full and complete agreement between the parties hereto. There are no covenants, promises or undertakings outside of this Memorandum of Understanding other than as specifically set forth herein.</p> | |
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MEMORANDUM OF UNDERSTANDING SUPPLEMENT (M)

Release time for MTA President

THIS AGREEMENT is entered into between Minnetonka Public Schools, Independent School District No. 276, and the Minnetonka Teachers' Association, collectively referred to as "the Parties."

WHEREAS, the MTA and District are parties to a Collective Bargaining Agreement covering the terms and conditions of employment; and

WHEREAS, Article VI, Section 6, subdivision 6(a), of the Collective Bargaining Agreement states that the Association may request, and the School District shall grant, a 0.8 FTE reassignment to the MTA President/Vice President team; and

WHEREAS, the Parties mutually agree to modify the FTE reassignment provided for in Article VI, Section 6, subdivision 6(a) for the 2021-2022 school year;

NOW, THEREFORE, in consideration of the mutual promises and benefits contained in this Memorandum of Understanding, the Parties agree as follows:

1. The Association may request, and the School District shall grant, an additional 0.2 FTE reassignment to the MTA President for the 2021-2022 school year.
2. The 0.2 FTE will be in addition to any reassignment FTE granted pursuant to Article VI, Section F, Subd. 6(a), of the Collective

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~~Bargaining Agreement, provided that no reassignment shall exceed 1.0 FTE.~~

- ~~3. The Association will reimburse the District on a monthly basis for the actual cost of salary up to Lane 1, Step G and other benefits attributable to the reassignment as provided for in Article VI, Section F, Subd. 6(c), of the Collective Bargaining Agreement.~~
- ~~4. During the period of reassignment, the employee will be subject to Article XI and shall accrue seniority and other benefits as though the employee were on the underlying contract without the reassignment as provided for in Article VI, Section F, Subd. 6(d), of the Collective Bargaining Agreement.~~

~~This Memorandum of Understanding represents a full and complete agreement between the parties hereto. There are no covenants, promises, or undertakings outside of this Memorandum of Understanding other than as specifically set forth herein.~~

MEMORANDUM OF UNDERSTANDING (M)
(Supplemental MOUs)

Grade Level Chairs

During the initial phases of the Curriculum Review Process, if the need exists, the district is interested in having an option to temporarily add grade level chairs within a content area in order to expand the representation.

To support this, a Group IV will be added to the Department Chair compensation schedule outlined in Section D of the MTA ~~Master Agreement~~Collective Bargaining Agreement that will compensate teachers selected for this role at 50% of the department chair stipend for a full school year assignment. The amount of compensation will be prorated based on the length of the assignment, ranging anywhere from nine weeks up to a full school year.

Teachers assigned to this expanded role will be responsible for curriculum review and development for a specific grade level, as well as vertical alignment with other grade levels within the system. These grade level assignments will be based on the size of the department and the specific needs for the content area review, and these teachers will work closely with the lead department chair for the content area.

As a part of this school year stipend assignment, teachers will be expected to work up to 5 days during the summer at the curriculum rate

Renew supplemental MOU

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of pay. This may be adjusted dependent on the length of the assignment.

This MOU will be in effect for the ~~remainder of the 2022-23~~~~2023-24 and 2023-25~~ school years, and if deemed effective by District and MTA leadership, it will be brought forward for consideration during the 2023-25 contract negotiations process.

MEMORANDUM OF UNDERSTANDING (N)

Inclement Weather:

In the event of weather-related closure(s) due to significant snowfall or cold weather, the first day will be a traditional snow day with no instruction for all students. If there is a second day of closure, following the first day of closure, elementary students will have an additional snow day and secondary students (grades 6-12+) will have an asynchronous instruction day. Teachers will post lessons by 9:00 a.m.

If there are additional inclement weather days beyond the first two, starting with the third day, teachers at all levels, K-12+, will provide asynchronous or synchronous instruction dependent on multiple factors, including the needs of students, the availability of appropriate technology, and the frequency and duration of inclement weather closures at the discretion of the Superintendent, in consultation with the MTA President

New MOU

MEMORANDUM OF UNDERSTANDING (O)

**QUALITY COMPENSATION AID ~~July 1, 2021-June 30, 2023~~
2025**

Whereas the Minnetonka Public Schools and the Minnetonka Teachers Association applied and received authority to implement Quality Compensation Aid as authorized by First Special Session Laws 2005, Chapter 9, Article 2, section 32; MN Stat. 122A.414, and 122A415, or its successors, the parties agree to the following MOU, attached as a part of the collective bargaining agreement governing the terms and conditions of employment between the Minnetonka Public Schools and the Minnetonka Teachers Association for the period July 1, 2021-2023 through June 30, 2023-2025.

That the Master Collective Bargaining Agreement between the Minnetonka Public Schools and the Minnetonka Teachers Association dated July 1, 2021-2023 through June 30, 2023-2025, or its successor agreement, shall continue in full force and effect except as modified by the following:

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Section - A: Alternative Compensation Plan (Q-Comp Program)

Effective July 1, ~~2024~~2023, the Association and the District agree to continue the Minnetonka Public Schools Alternative Compensation Plan.

Subd 1: Purpose and Overview

The primary goal of the alternative compensation plan is to provide each educator with the support and tools to inform, instruct and improve their teaching and increase student learning, while providing educators with meaningful feedback about their professional interactions with students. The educators will meet with their assigned peer coach or administrator multiple times during the school year for direct feedback on instructional practice, and work within their buildings to achieve Site and PLC goals.

Subd 2: Duration

- a. If either the MTA Governance Board or the Employer wishes to eliminate the alternative compensation plan, they may do so only by mutual agreement. Any performance pay achieved prior to canceling the program would be paid accordingly. Any negotiated changes to the salary schedules and benefits not associated with the alternative compensation plan between the date of this MOU and the termination of the program will be maintained.
- b. Should the funding for the alternative compensation program be reduced by either state aid or reduced local levy to the point that the program could no longer be sustained, the Association and the Employer agree to eliminate the Alternative Compensation Plan.
- c. In the event that the Q-Comp Program is discontinued, all unencumbered funds will be distributed on a pro-rata basis to all staff that have successfully achieved the performance increment for the current year, subject to state law.
 - (1) Within this document, effective July 1, 2008, the term "step" within the collective bargaining agreement shall be synonymous with the term "performance increments."

Subd. 3: Organization

- a. **APOC**
A labor/management performance improvement trust committee (hereafter called the Alternative Pay Oversight Committee, or APOC) will be formed to provide oversight, conduct feedback surveys, select Teacher Instructional Coaches (TICs); monitor, evaluate, and modify non-contractual aspects of the Alternative Compensation Program.
 - (1) The APOC will consist of five (5) members of the bargaining group, as appointed by the president, and shall include the president, the vice president and three (3) members of the

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<p>bargaining group, with terms of up to three <u>(3)-to five (3-5)</u> years on a rotating basis <u>to ensure continuity of programming</u>. In addition, this committee will include five (5) members of the administration as appointed by the superintendent.</p> <p class="list-item-l1">(2) The APOC may also include one (1) (non-voting) member of the bargaining group who is responsible for taking notes during meetings and creating the payout spreadsheet for budgeting purposes.</p> <p class="list-item-l1">(3) The alternative compensation program coordinator will guide the committee as a non-voting member.</p> <p class="list-item-l1">(4) The committee will also make recommendations to the negotiation teams for changes in contract language for subsequent years.</p> <p>b. <u>Alternative Compensation Program Coordinator</u> The administration of the alternative compensation program will be performed by the director of staff development in the position of the Alternative Compensation Program Coordinator.</p> <p class="list-item-l1">(1) This position will be appointed by mutual agreement between the Superintendent of Minnetonka Schools and the President of the MTA.</p> <p class="list-item-l1">(2) If the position becomes vacant, the alternative pay oversight committee will create criteria to be used for selecting the coordinator, seek applications for this position, and make a recommendation to the Superintendent of Minnetonka Schools and the President of the MTA.</p> <p>c. <u>Teacher Instructional Coaches</u> Teacher Instructional Coaches (TIC) shall be jointly selected by the administration and the MTA through the APOC. There will be a maximum of ten (10) FTE Teacher Instructional Coach (TIC) positions appointed by the APOC. These assignments may consist of full-time and part-time positions. TICs will serve up to three-year terms. Every attempt will be made by the district to return TICs to the position from which they left.</p> <p>d. <u>Professional Learning Communities (PLCs)</u> Professional Learning Communities (PLCs) shall be created which will be available to all staff covered by the MTA contract. The PLCs will be determined at the school level through a collaborative conversation between staff and administration. If unresolved, it will be brought forth to APOC. PLCs may be organized by grade level and/or subject matter</p>	

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or like assignment basis. A lead contact person for each PLC shall be selected by its members.

Subd 4 - PLC's and Hours of Service

This subdivision coordinates with Article V Section B of the ~~Master Collective Bargaining Agreement~~.

a. **PLC Time**

The District will work with the Association in order to set aside one ~~SO50~~-minute continuous period within the basic day but outside of the student day in order for the teachers to meet in their professional learning communities (PLCs); as follows:

- (1) One ~~SO50~~-minute continuous period two (2) time per month September through May (18 meetings). Flex time may be used at some sites to accomplish these 50 minutes. If a building's meeting extends beyond contract hours, teachers can flex their time.
- (2) In addition to the twice monthly meetings, at the end of quarters 1, 2, and 3, a minimum of two (2) and up to three (3) hours shall be used for PLC meetings. If three (3) hours, the additional hour does not replace one of the ~~SO50~~-minute meetings designated in (1) above. At the end of quarters 1 and 3 where no grading is required at the elementary, a two- hour (2) hour block of time may be used for staff development.
- (3) Time for the PLCs to meet shall be established during the basic school day, which may be provided by such means as release time, late start, early release, or time before or after the normal student day.
 - (a) The time for professional learning communities will be agreed upon at the building and will then be submitted to the APOC Committee for modification or approval.
 - (b) This time will be in addition to the teacher's normally scheduled prep-time. If this time falls within a teacher's normally scheduled prep-time, arrangements will be made with the teacher to meet ~~state~~-prep-time requirements.
 - (c) Cross-district PLCs who choose to meet outside of the workday will receive no additional compensation.
 - (d) Staff who work less than 1.0 FTEs will receive no additional compensation for meeting outside of their workday.

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<p>b. <u>PLC Participation</u></p> <p>(1) Teachers whose contracts are less than 0.75 FTE will either elect to participate fully in PLCs, attending every meeting live in person or virtually, or they will elect to not participate in PLCs opt out of PLC participation and will forfeit the PLC and Site goal compensation.</p> <p>(2) When a teacher moves above 0.75 FTE the teacher will be required to participate but and will be paid for PLC and site goals on a prorated basis (by quarter; ¾, ½, etc.)</p> <p><u>Subd 5. - Performance Increment Advancement</u> This subdivision coordinates with Article VII Section C Subdivision 1 of the Master Collective Bargaining Agreement.</p> <p>a. <u>Advancement</u> A full-time teacher will advance one (1) performance increment for each full school year of employment until the top alphabetical performance increment has been reached.</p> <p>(1) In order for the teacher to be eligible for the current year performance payments and receive the performance increment for the next school year, the teacher will be expected to meet performance standards.</p> <p>(2) Advancement will be made at the beginning of the school year in even numbered years.</p> <p>(3) In odd numbered years advancement will occur at the beginning of the school year or upon completion of the negotiated agreement, if it occurs after the school year begins, and performance increment advancement is part of the negotiated agreement.</p> <p>b. <u>Teachers working 14 hours or fewer per week.</u> This subsection coordinates with Article VII Section C Subdivision 4 of the Master Collective Bargaining Agreement. Commencing July 1, 1981, teachers working fourteen (14) hours or fewer per week shall advance one performance increment for each two (2) full years of such part-time service providing the teacher meets performance standards. Advancement will be made at the beginning of the school year only.</p> <p>c. <u>Withholding of Performance Increments</u> This subsection coordinates with Article VII Section C Subdivision 5 of the Master Collective Bargaining Agreement. The School District may withhold performance increments and performance payments for just cause after first providing sufficient</p>	

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notice to the teacher of the performance concerns and allowing adequate time and assistance for improvement. In the event that the Employer withholds a performance increment for the following school year, as provided herein, and the cause is corrected, the withheld performance increment shall be reinstated at the beginning of that year.

- (1) The notice shall be provided by April 1.
- (2) The Notice shall be in writing and specify the performance standard or standards which are not met.
- (3) A copy of this MOU, specifying due process procedures, shall also be provided to the teacher.

d. Process for Reinstatement of Withheld Performance Increments

- (1) In the event that the employer withholds a performance increment and performance payment as provided herein, the teacher's withheld performance increment increase may be reinstated, as follows:
 - (a) In the event of an unsatisfactory performance evaluation the teacher may choose to work with an instructional coach, staff development coordinator, Q-Comp coordinator, or administrator to develop an improvement plan to correct the deficiency.
 - (b) If the teacher meets the standards prior to the end of the school year, the teacher shall be eligible for the performance payment and the performance increment.
 - (c) In the event that an evaluation team recommends withholding of a performance increment and performance payment, the teacher may appeal to the APOC by making a request in writing to the Q Comp coordinator. The APOC will schedule two (2) additional observations by two (2) different instructional coaches. Based on a written report, the committee will make a final decision regarding the teacher's performance increment and performance pay. If the Committee does not reach a majority decision, the appeal will be considered successful. The decision will be binding and not subject to any other further appeal or the grievance procedure.
 - (d) If a teacher does not meet performance standards by the last day of school, that teacher will not be eligible for the year's individual performance payment. At the start of the new school year, that teacher may not be eligible for the

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new performance increment to the base salary. However, teachers may work with an instructional coach or administrator to develop and implement an additional improvement plan over the summer and during the fall months of the new school year to make improvements. Prior to December 1, that teacher may request, in writing, that the alternative pay oversight committee will conduct a special evaluation to give the teacher an opportunity to demonstrate improvement.

- (e) The Alternative Pay Oversight Committee will review the request from the teacher and examine the results of the special evaluation to determine whether or not the teacher's performance is considered successful.
- (f) If successful, that teacher will then receive that year's performance increment, retroactive to the start of the school year, but will not receive the previous year's individual evaluation performance bonus.
- (g) If the special evaluation concludes that the teacher has not met performance standards, the teacher will not receive a performance increment for the current school year. If the Committee does not reach a majority decision, the appeal will be considered successful. The decision will be binding and not subject to any other further appeal or the grievance procedure.

Subd 6. -Alternative Compensation Plan Payment

There are 3 payment categories associated with the alternative compensation plan. These include Performance (Observation), PLC, and Site goal payments.

a. Eligibility

- (1) All staff covered by the MTA contract, and who work for 120 workdays or more, are eligible for compensation in all three categories (performance, PLC, and Site goal).
- (2) ~~Staff who work less than 0.75 FTE are compensated at a prorated rate for performance. PLC participation is optional for these teachers. Should they participate, they are eligible for all PLC and Site goal compensation~~PLC participation is optional for continuing contract educators who work less than 0.75 FTE.
- (3) All Long-Term Subs are ineligible for the observation/performance compensation.
- (4) If Long Term Subs work 90 or more days in the district, and

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<p><u>they participate in PLCs</u>, they are eligible for the prorated PLC and Site goal compensation. <u>Compensation is prorated per quarter.</u></p> <p>(5) ECFE teachers will be eligible for the performance payment once they become eligible for step movement based on the current contract language.</p> <p>b. <u>Annual Base Payment</u> The Base Alternative Compensation Payment (henceforth referred to as the Base Payment) is the sum of the performance (observation) payment, Site Goal Payment, and PLC payment.</p> <p>(1) <u>Performance (Observation) Payment</u> Upon meeting performance standards as reflected by the recommendation of the evaluation team, a full-time teacher who meets the eligibility requirements will be granted an individual evaluation performance payment up to 80% of the Annual Base Payment.</p> <p class="list-item-l1">(a) <u>Conditions – These conditions must be met to be eligible for performance compensation:</u></p> <p class="list-item-l2">1. <u>Completion of cycles of observation with coach</u></p> <p class="list-item-l2">2. <u>Completion of all documentation/forms in online platform</u></p> <p class="list-item-l2">3. <u>Must work at least 120 student contact days</u></p> <p class="list-item-l1">(b) <u>Resignation prior to the end of the school year makes the participant ineligible for compensation.</u></p> <p class="list-item-l1">(c) <u>Continuing contract educators who work less than 0.75 FTE are compensated at a prorated rate for the performance (observation) portion of the compensation package (80% of total compensation package).</u></p> <p>(2) <u>Site Goal Payment</u> A Site Goal Payment equal to 10% of the Annual Base Payment will be paid to each teacher upon the attainment of the annual alternative compensation site goal for <u>his or her</u><u>their</u> site.</p> <p class="list-item-l1">(a) Each site's goal will be developed with teacher input.</p> <p class="list-item-l1">(b) Determination as to whether a site goal has been met will be made based on the assessment data.</p> <p class="list-item-l1">(c) <u>Site goal compensation is not prorated based on FTE.</u></p> <p>(3) <u>PLC Payment</u> A PLC Goal Payment equal to 10% of the Annual Base Payment will be paid to each teacher based upon the criteria</p>	

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set forth by APOC regarding individual teacher participation.
PLC compensation is not prorated based on FTE.

Subd.7 - Evaluation of Teachers for Annual Performance Payment

a. Probationary Teachers

- (1) Teachers who have not completed probation will be evaluated by their principal or other supervisor three (3) times per year according to the policy in place during the 2019-20212023-2025 school years. The awarding of performance increments will be subject to Article VII, Section C of the Master Collective Bargaining Agreement.
- (2) Probationary teachers, who have not completed their probationary period, will receive their payment based on the Q Comp Compensation chart below, provided they meet the criteria listed in this contract.
- (3) In addition to PLC and site goal compensation, probationary teachers who are recommended for continued employment are eligible for teacher evaluation compensation based on their year of probation. This is true whether the teacher returns the following year for employment. Teachers not recommended for continued employment are ineligible for this compensation.

Q-Comp Compensation Chart

Probationary Status	Evaluation	PLC & Site Goal Compensation*	Site Goal Compensation*	Teacher Evaluation Compensation
Year One	Recommended for continuing employment	\$400	\$200	\$200
Year Two	Recommended for continuing employment	\$400	\$200	\$300 <i>(Teachers reaching this level in 2019-20 will receive \$500)</i>
Year Three	Recommended for continuing employment	\$400	\$200	\$500 <i>(Teachers reaching this level in 2019-20 will receive \$1000)</i>
Previously Tenured	Recommended for continuing employment	\$400	\$200	\$1000

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	Year One, Two, Three or Previously Tenured	Not recommended for continuing employment	\$400 <u>200</u>	\$200 <u>0</u>	\$0	
<p>*Based on successfully meeting site <u>goals</u> and <u>participating in</u> PLCs <u>goals</u> with a \$2,000 total compensation package. Total compensation packages vary from year to year. PLC and Site goals are 10% each of the total compensation package.</p> <p>b. <u>Continuing Contract Teachers</u></p> <p>(1) Continuing Contract teachers will be formally <u>evaluated-coached</u> by TICs two (2) times per school year. Every third year, during their summative year, the teacher will be evaluated once by their principal or other supervising administrator, and <u>will be coached</u> two (2) times by the TIC.</p> <p>(a) Each <u>evaluation-coaching cycle</u> will include a pre-cycle conference, an observation or evaluation, and a post-cycle conference. A digital copy of the evaluation will be given to the teacher after the post-cycle conference. <u>Teachers must complete pre-cycle and post-cycle reflections in the online teacher evaluation platform.</u></p> <p>(b) The awarding of the Performance Payment will be determined by the evaluation team and will be dependent on the teacher meeting expectations as defined in Minnetonka's Growth and Evaluation Model.</p> <p>(c) If a teacher receives an unsatisfactory performance evaluation, and therefore a withholding of the Individual Performance Payment, they may appeal the decision as outlined in Article VII, Section C, Subd. 11 and Subdivision 5 of this MOU.</p> <p>c. In addition to the evaluation procedures described in this subdivision, the School District shall continue to evaluate teachers in accord with District policies, including Policy #451 (Teaching Improvement Program) and Policy #452 (Administrative Supervision of Teachers).</p> <p><u>Subd 8 - Other Provisions</u></p> <p>a. Staff who are observed twice by TICS, and who achieve their site goal and their PLC goal will receive the minimum Annual Base Alternative Compensation payment of \$2000 for the <u>2019-2023-2025</u> school years.</p>						

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b. Article III, Section K Subd. - 5 Quality compensation payment

The individual evaluation performance payment and achievement payment will be individually listed on the account.

c. Stipends for MTA APOC members and TICs

Each TIC will receive a stipend of \$5,000 per year but will not be eligible for the site goal bonus payments, PLC payments or the performance evaluation bonus. If the Q-Comp Coordinator is on a teacher contract, they will be eligible for a stipend of \$5,000 per year but will not be eligible for the site goal bonus payments, PLC payments or the performance evaluation bonus. Each MTA union member who serves on the APOC, will receive a \$2000 stipend and will be eligible for all site goal and PLC bonus payments along with the performance evaluation bonus.

d. Technology and Observations

Evaluation of teachers may be done using a recording of their lessons. This provides the evaluator with a tool to discuss teaching techniques during the post- conference.

e. Extra Funds

The APOC will determine the distribution of any funding designated for alternative compensation not expended in a given year. This may include a higher distribution to teachers for performance payments and bonuses, or carry-over within the program for the following school year.

MEMORANDUM OF UNDERSTANDING (P)

Birth - Two Stretch Calendar

The parties agree that starting with the 2024-2025 school year, birth – age 2 educators will provide services for families and students as required by law through an **Early Childhood Special Education Modified Stretch Calendar**. The Modified Stretch Calendar will run the length of the school years during this contract over the month period from July 1 to June 30.

I. Early Childhood Special Education/Birth-2 Modified Stretch Calendar

(Hereafter referred to as the MSC) The following language is for a 1.0 FTE and would be prorated accordingly.

- A. The Modified Stretch Calendar (MSC) will include the current teacher contract of 184 working days, which includes 173 student contact days.
- B. Birth-2 educators will be provided twelve (12) hours of extended time for 2024-25 that can be used throughout the MSC for screenings/evaluations/meetings outside of the educator's regular work days.
- C. Staff are expected to work all District professional development

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<p><u>days and be compensated at their hourly rate if outside of their FTE.</u></p> <p><u>D. Birth-2 teachers will be paid up to an additional ten (10) days prorated to their FTE to be worked in June of 2024 to transition into the MSC to ensure continuity of service.</u></p> <p><u>E. Birth-2 teachers working on a stretch calendar will receive a stipend of \$2000 per year (prorated to their FTE). This will be applicable to teachers employed at time of contract ratification.</u></p> <p><u>F. Birth-2 teachers will be able to access due process hours currently available to district special education teachers.</u></p> <p><u>II. Birth-2 educators will provide their administrator with a proposed calendar/schedule by the last day of May for the upcoming summer and school year. Changes to the proposed calendar/schedule may occur by mutual agreement between the administrator and educator.</u></p> <p class="list-item-l1"><u>A. Fifteen (15) to forty-five (45) days shall be scheduled during the months of July and August of 2024 and June of 2025 based on 1.0 FTE.</u></p> <p class="list-item-l1"><u>B. The days that the educator will work over the summer can be converted to hours to allow for flexibility in accommodating schedules.</u></p> <p class="list-item-l1"><u>C. The proposed calendar can utilize flex days.</u></p> <p class="list-item-l2"><u>1. Birth-2 educators will be provided with a maximum of eight (8) flex days.</u></p> <p class="list-item-l2"><u>2. Flex days occur when the educator exchanges a scheduled working day for a non-working day.</u></p> <p class="list-item-l1"><u>D. The calendar will outline the educators' schedule and will be based upon the educators' current FTEs.</u></p> <p><u>II. Prior to the 2025-2026 school year, District Administration and the MTA President and Lead Negotiator will review the efficacy of the changes made with this MOU. The District will collaborate with the MTA and birth-age 2 educators to consider improvements that will continue to prioritize the needs of students.</u></p>	
<p style="text-align:center"><u>MEMORANDUM OF UNDERSTANDING (Q)</u></p> <p>Schedules C and D</p> <p>The District and the Minnetonka Teachers Association agree to convene two committees during the 2023-25 school years to develop rubrics with criteria for placement and movement in levels for Schedules C and D. Two separate committees will be established - one for Schedule C "Other Co-Curricular Salaries" located in Appendix d and one for Schedule D "Department Chair Stipends" located in Appendix e. The committee members will be collaboratively chosen by the District and MTA leadership to ensure all voices are heard and input is relevant to impacted areas. The committees are</p>	

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July 1, 2023 to June 30, 2025

ARTICLE	Summary of Changes
<p><u>encouraged to finish their work prior to February 1, 2025, so their recommendations can be made in advance of the next negotiations session.</u> <u>In the interim, if new activities or chairpersons are proposed, their placement will be agreed upon through Contract Administration (meeting of MTA President and HR).</u></p>	

UPDATE

**SCHOOL BOARD
Minnetonka I.S.D 276
5621 County Road 101
Minnetonka, Minnesota**

Study Session Agenda Item #1

Title: Update on Career and College Planning

Date: March 21, 2024

EXECUTIVE SUMMARY:

Minnetonka High School will share the post-secondary planning process that takes place during a student's four years. Counselors and the MHS post-secondary counselor will share by grade level the key focus points to help guide students in the course selection process through our 1:1 and seminar approach, how Naviance supports both students and families, and how students learn about all post-secondary options through our entire team.

RECOMMENDATION/FUTURE DIRECTION:

This report is submitted for the School Board's information.

Submitted by:

Jeffrey A Erickson
Jeff Erickson, MHS Principal

Concurrence:

David Law
David Law, Superintendent

UPDATE

**SCHOOL BOARD
Minnetonka I.S.D 276
5621 County Road 101
Minnetonka, Minnesota**

Study Session Agenda Item #2

Title: Innovation Update

Date: March 21, 2024

EXECUTIVE SUMMARY:

Minnetonka Public Schools has developed and sustained a rich culture of innovation for more than the past decade. Innovation is a signature part of the District identity, serving as a core value, a process and a mindset used to ensure excellence in opportunities and experiences for our students.

Beginning in 2021, District leadership began the process to reimagine the District Innovation process. An ad hoc committee, utilizing the research and findings from the initial work, defined the next evolution for District Innovation, which centers on District goals and priorities. This structure is designed to have two pathways for soliciting ideas to address goals and priorities. One pathway affords district leaders the option to request ideas for an existing need or problem; this is identified as a Request for Ideas (RFI). The other pathway provides an open-ended option where individuals with an idea to meet a goal or address a priority can submit an unrestricted idea. This will be an ongoing opportunity for staff with no specific timeline, a shift from the previous Innovation program that was event-centric.

As the District ad hoc team finalized initial plans for the next iteration of Innovation, teachers had an opportunity, prior to the end of last school year, to express interest in becoming involved in leadership roles. A District Innovation Leadership team was convened to represent each school and the district level. Additionally, building innovation leads, including a building administrator and teacher leader, were selected to support the work at the school level. Both the District team and school-level leaders have been collaborating since late last summer to finalize the infrastructure and develop plans to relaunch Innovation district-wide.

The purpose of this report is to provide an overview of the District Innovation process and to share initial plans for the launch later this spring.

RECOMMENDATION/FUTURE DIRECTION:

This report is submitted for the School Board's information.

Submitted by: Amy LaDue
Amy LaDue, Associate Superintendent for Instruction

Concurrence: David Law
David Law, Superintendent

INFORMATION

**School Board
Minnetonka I.S.D #276
5621 County Road 101
Minnetonka, Minnesota**

Study Session Agenda Item #3

**Title: Review of Long-Term Facilities Maintenance
Ten-Year Plan Annual Update**

March 21, 2024

EXECUTIVE SUMMARY:

Minnetonka Independent School District 276 is eligible for participation in the Long-Term Facilities Maintenance Program (the Program). The statutes governing the Program require that an update of the 10-Year Plan be reviewed and approved by the School Board annually and filed with the Minnesota Department of Education.

Minnetonka Independent School District 276 has 1,869,344 square feet of space and 259 acres of land that require sustained long-term maintenance to remain in a state of good repair to support the educational programs. Of the 1,869,344 square feet, 1,520,793 or 81% is 26 years old or older, and 1,043,714 - 57% - is 57 years old or older. All the district's school facilities were initially built in 1967 or earlier, except for the former TSP building, which was constructed in 2001, the former Shorewood Professional Building, which was constructed in 1997, and the new VANATAGE MOMENTUM Building. Included in that square footage is 469,363 square feet that exceeds 66 years of age. Excelsior Elementary School has the three-story section dating to 1929, Minnewashta Elementary School has a section that dates to 1936, and Minnetonka Community Education Center has a large section that dates to 1938. The bulk of the remainder of District original construction was built starting with the 1947 addition to the Minnetonka Community Education Center and continuing through the ensuing 20 years with the completion of Scenic Heights Elementary School in 1967. The original construction on Minnetonka High School dates to 1952 with the first class graduating in spring 1953 – which means that as of the end of the FY24 school year it will have had 72 years of use and 72 graduating classes. The replacement value of the 1,869,344 square feet is \$895,415,776 at current new school construction costs of \$479 per square foot.

The age of so much square footage has resulted in the need to make significant "mid-life" component replacement in the facilities to ensure their readiness for the next 60 years of use. In effect, the district facilities are in the process of being "re-built" in place during the summers when school is not in session. Since the District qualified for the Alternative Facilities program in FY2004 (now the Long-Term Facilities Maintenance Program), the District has completed over \$118 million in long term facility maintenance projects to work towards catching up on and eliminating deferred maintenance through the end of FY2023. Additional mid-life component replacement needs to be continued over the next 10 years, as with a large fleet of buildings the need for long term maintenance is ongoing.

The update of the 10 Year Long Term Facilities Maintenance Plan projects out remaining long term maintenance needs for the next decade starting with FY2026 through FY2035. The total projects listed in the plan for those 10 years are estimated at \$76,010,000, or an average of approximately \$7.6 million annually.

Each of the years in the FY2026-FY2035 Long-Term Facilities Maintenance Plan will be able to be funded with bond funding while at the same time the total amount of outstanding long-term bonds of the district declines every year as older bonds are paid off. While the annual plan projects potential needs of approximately \$7.6 million annually, if in a given year competitive prices result in not all the bond proceeds being spent in that year, that will allow for bonding at a lower level in the subsequent year. The overall goal continues to be keeping the facilities in a state of good repair by doing only necessary projects and completing those necessary projects for the most competitive cost.

The net result of this rebuilding of the district facilities infrastructure means that the community's original investment in its school facilities is being maximized, as these facilities will continue to be used for another 60 years or more each. This is a much more cost-effective strategy to maximize taxpayer investment, as the alternative to rebuilding would be the cost of complete replacement at a time much sooner in the future. As previously noted, at current construction costs of \$479 per square foot (118 times more than the annual long-term maintenance cost per square foot of \$4.07), the cost of complete replacement of district buildings would total approximately \$895 million.

The use of long-term maintenance funding to ensure that our fleet of 50-year-old, 65-year-old, and older buildings continue to function effectively for the next 60 years is the most cost effective and prudent course of action for our school district and our community for the long term.

ATTACHMENTS:

Long-Term Maintenance Ten-Year Plan – FY2026 through FY2035

RECOMMENDATION/FUTURE DIRECTION:

The 10-Year Long-Term Facilities Maintenance Plan for FY2026 through FY2035 is presented for the School Board's review.

Submitted by:



Paul Bourgeois, Executive Director of Finance & Operations

Concurrence:



David Law, Superintendent

Minnetonka Independent School District 276
Long Term Facilities Maintenance Plan

FY2026 Projects

School	Cost Ctr Course	Fin MDE	Project Description	Project Amount
Clear Springs Elementary	900	379	Painting per plan	\$ 10,000
	903	379	Carpet/VCT replacement	\$ 10,000
	905	380	Exterior siding replacement	\$ 1,300,000
	905	380	R-22 rooftop compressor replacement - 8 units	\$ 320,000
	908	368	1996 window replacement - south wing	\$ 320,000
Deephaven Elementary	900	379	Painting per plan	\$ 10,000
	903	379	Carpet/VCT replacement	\$ 10,000
	901	384	Pavement mill and overlay per plan	\$ 300,000
	908	368	1996 window replacement - south wing	\$ 900,000
Excelsior Elementary	900	379	Painting per plan	\$ 10,000
	901	384	Pavement mill and overlay per plan	\$ 300,000
	902	383	Roofing replacement per plan	\$ 900,000
	903	379	Carpet/VCT replacement	\$ 200,000
	905	380	R-22 rooftop compressor replacement - 6 units	\$ 240,000
Groveland Elementary	900	379	Painting per plan	\$ 10,000
	903	379	Carpet/VCT replacement	\$ 10,000
	904	379	1966 wall tile replacement	\$ 200,000
	905	380	R-22 rooftop compressor replacement - 6 units	\$ 240,000
	908	368	1996 window replacement - west wing	\$ 900,000
	920	379	1966 classroom cabinet replacement - 12 rooms	\$ 500,000
Minnewashta Elementary	900	379	Painting per plan	\$ 10,000
	903	379	Carpet/VCT replacement	\$ 10,000
	904	379	1955 wall tile replacement	\$ 100,000
	905	380	Replace unit ventilators-1955-64 section - 21 rooms	\$ 1,220,000
	920	379	1955 classroom cabinet replacement - 12 rooms	\$ 600,000
Scenic Heights Elementary	900	379	Painting per plan	\$ 10,000
	903	379	Carpet/VCT replacement	\$ 10,000
	905	380	1993 replace gym area hvac rooftop units	\$ 200,000
	905	380	R-22 rooftop compressor replacement - 5 units	\$ 200,000
	920	379	1967 classroom cabinet replacement - 14 rooms	\$ 600,000
Minnetonka Middle School East	900	379	Painting per plan	\$ 10,000
	903	379	Carpet/VCT replacement	\$ 15,000
	905	380	Replace unit ventilators - 1964 section - 20 rooms	\$ 1,150,000
Minnetonka Middle School West	900	379	Painting per plan	\$ 10,000
	903	379	Carpet/VCT replacement	\$ 15,000
	905	380	Replace unit ventilators - 1964 section - 20 rooms	\$ 1,150,000
Minnetonka High School	900	379	Painting per plan	\$ 20,000
	901	384	Pavement mill and overlay per plan	\$ 400,000
	903	379	Carpet/VCT replacement	\$ 130,000
	905	380	1996 replace gym area hvac rooftop units	\$ 500,000
	921	368	Roofing replacement per plan	\$ 900,000
Community Education Center	900	379	Painting per plan	\$ 9,000
	905	380	R-22 rooftop compressor replacement - 4 units	\$ 300,000
Pagel Activity Center	900	379	Painting per plan	\$ 15,000
Highway 7 Education Center	900	379	Painting per plan	\$ 3,000
Shorewood Education Center	900	379	Painting per plan	\$ 3,000
District Service Center	900	379	Painting per plan	\$ 4,000
Warehouse	900	379	Painting per plan	\$ 1,000
Total 25-26				\$ 14,285,000

Minnetonka Independent School District 276
Long Term Facilities Maintenance Plan

FY2027 Projects

School	Cost Ctr Course	Fin MDE	Project Description	Project Amount
Clear Springs Elementary	900	379	Painting per plan	\$ 7,000
	901	384	Pavement mill and overlay per plan	\$ 300,000
	903	379	Carpet/VCT replacement	\$ 10,000
	908	368	1996 window replacement - east wing	\$ 800,000
	967	380	1993 hvac replacement	\$ 150,000
Deephaven Elementary	900	379	Painting per plan	\$ 7,000
	902	383	Roofing replacement per plan	\$ 500,000
	903	379	Carpet/VCT replacement	\$ 10,000
	908	368	1996 window replacement - north wing	\$ 500,000
	967	380	1993 hvac replacement	\$ 150,000
Excelsior Elementary	900	379	Painting per plan	\$ 7,000
	901	384	Pavement mill and overlay per plan	\$ 100,000
	903	379	Carpet/VCT replacement	\$ 10,000
	904	379	1958 wall tile replacement	\$ 300,000
Groveland Elementary	900	379	Painting per plan	\$ 7,000
	903	379	Carpet/VCT replacement	\$ 10,000
	967	380	1993 hvac replacement	\$ 150,000
Minnewashta Elementary	900	379	Painting per plan	\$ 7,000
	901	384	Pavement mill and overlay per plan	\$ 250,000
	902	383	Roofing replacement per plan	\$ 1,050,000
	903	379	Carpet/VCT replacement	\$ 10,000
	920	369	1993 classroom countertop replacement - 20 rooms	\$ 200,000
Scenic Heights Elementary	900	379	Painting per plan	\$ 7,000
	901	384	Pavement mill and overlay per plan	\$ 300,000
	903	379	Carpet/VCT replacement	\$ 10,000
	920	369	1967 classroom cabinet replacement - 20 rooms	\$ 800,000
	967	380	1993 hvac replacement	\$ 400,000
Minnetonka Middle School East	900	379	Painting per plan	\$ 14,000
	902	383	Roofing replacement per plan	\$ 1,000,000
	903	379	Carpet/VCT replacement	\$ 15,000
	905	380	R-22 rooftop compressor replacement - 5 units	\$ 200,000
Minnetonka Middle School West	900	379	Painting per plan	\$ 14,000
	902	383	Roofing replacement per plan	\$ 1,000,000
	903	379	Carpet/VCT replacement	\$ 15,000
	905	380	R-22 rooftop compressor replacement - 7 units	\$ 280,000
Minnetonka High School	900	379	Painting per plan	\$ 21,000
	902	383	Roofing replacement per plan	\$ 1,000,000
	903	379	Carpet/VCT replacement	\$ 20,000
	989	384	2013 replace synthetic turf soccer field	\$ 795,000
Community Education Center	900	379	Painting per plan	\$ 7,000
	905	380	Replace 1938-area hvac rooftop units-partial	\$ 120,000
Pagel Activity Center	900	379	Painting per plan	\$ 3,000
Highway 7 Education Center	900	379	Painting per plan	\$ 1,000
	967	380	HVAC replacement	\$ 1,050,000
Shorewood Education Center	900	379	Painting per plan	\$ 1,000
	920	368	Window-exterior brick-wall tile replacement	\$ 420,000
District Service Center	900	379	Painting per plan	\$ 1,000
Warehouse	900	379	Painting per plan	\$ 1,000
Total 26-27				\$ 12,030,000

Minnetonka Independent School District 276
Long Term Facilities Maintenance Plan

FY2028 Projects

School	Cost Ctr Course	Fin MDE	Project Description	Project Amount
Clear Springs Elementary	900	379	Painting per plan	\$ 7,000
	903	379	Carpet/VCT replacement	\$ 10,000
	908	368	1996 window replacement-1958 courtyard	\$ 1,000,000
Deephaven Elementary	900	379	Painting per plan	\$ 7,000
	902	383	Roofing replacement per plan	\$ 800,000
	903	379	Carpet/VCT replacement	\$ 10,000
Excelsior Elementary	900	379	Painting per plan	\$ 7,000
	901	384	Pavement mill and overlay per plan	\$ 525,000
	903	379	Carpet/VCT replacement	\$ 10,000
Groveland Elementary	900	368	1996 window replacement-1958 courtyard	\$ 700,000
	903	379	Painting per plan	\$ 10,000
	908	379	Carpet/VCT replacement	\$ 985,000
Minnewashta Elementary	900	379	1996 window replacement - north wing	\$ 7,000
	901	384	Painting per plan	\$ 300,000
	901	384	Pavement rebuild per plan	\$ 1,000,000
	903	379	North field drainage replacement	\$ 10,000
	908	368	Carpet/VCT replacement	\$ 600,000
Scenic Heights Elementary	900	379	1996 window replacement - 1955 courtyard	\$ 7,000
	901	384	Painting per plan	\$ 280,000
	902	383	Pavement rebuild per plan	\$ 800,000
	903	379	Roofing replacement per plan	\$ 10,000
Minnetonka Middle School East	900	379	Carpet/VCT replacement	\$ 14,000
	903	379	Painting per plan	\$ 15,000
	967	380	1993 hvac replacement - R-22	\$ 500,000
Minnetonka Middle School West	900	379	Carpet/VCT replacement	\$ 14,000
	902	383	Painting per plan	\$ 800,000
	903	379	Roofing replacement per plan	\$ 15,000
	967	380	Carpet/VCT replacement	\$ 500,000
Minnetonka High School	900	379	Replace restroom plumbing & fixtures - 1996 area	\$ 21,000
	903	379	Painting per plan	\$ 10,000
	977	381	Replace plumbng-flooring-lockers - 1996 area	\$ 900,000
	904	379	Carpet/VCT replacement	\$ 900,000
Community Education Center	900	379	Painting per plan	\$ 7,000
Pagel Activity Center	900	379	Painting per plan	\$ 3,000
Highway 7 Education Center	900	379	Painting per plan	\$ 1,000
Shorewood Education Center	900	379	Painting per plan	\$ 1,000
District Service Center	900	379	Painting per plan	\$ 1,000
	902	383	Roofing replacement per plan	\$ 350,000
Warehouse	900	379	Painting per plan	\$ 1,000
Total 27-28				\$ 11,845,000

Minnetonka Independent School District 276
Long Term Facilities Maintenance Plan

FY2029 Projects

School	Cost Ctr Course	Fin MDE	Project Description	Project Amount
Clear Springs Elementary	900	379	Painting per plan	\$ 7,000
	903	379	Carpet/VCT replacement	\$ 10,000
Deephaven Elementary	900	379	Painting per plan	\$ 7,000
	903	379	Carpet/VCT replacement	\$ 10,000
Excelsior Elementary	900	379	Painting per plan	\$ 7,000
	903	379	Carpet/VCT replacement	\$ 10,000
Groveland Elementary	900	379	Painting per plan	\$ 7,000
	903	379	Carpet/VCT replacement	\$ 10,000
Minnewashta Elementary	900	379	Painting per plan	\$ 7,000
	903	379	Carpet/VCT replacement	\$ 10,000
Scenic Heights Elementary	900	379	Painting per plan	\$ 7,000
	902	383	Roofing replacement per plan	\$ 825,000
	903	379	Carpet/VCT replacement	\$ 10,000
Minnetonka Middle School East	900	379	Painting per plan	\$ 14,000
	901	384	Pavement mill and overlay per plan	\$ 300,000
	902	383	Roofing replacement per plan	\$ 800,000
	903	379	Carpet/VCT replacement	\$ 15,000
	905	368	Stucco repair and replacement	\$ 600,000
Minnetonka Middle School West	900	379	Painting per plan	\$ 14,000
	901	384	Pavement mill and overlay per plan	\$ 300,000
	902	383	Roofing replacement per plan	\$ 800,000
	903	379	Carpet/VCT replacement	\$ 15,000
	905	368	Stucco repair and replacement	\$ 600,000
Minnetonka High School	900	379	Painting per plan	\$ 21,000
	901	384	Pavement mill and overlay per plan	\$ 100,000
	902	383	Roofing replacement per plan	\$ 300,000
	903	379	Carpet/VCT replacement	\$ 20,000
	977	380	Replace MHS cooling tower	\$ 1,545,000
Community Education Center	900	379	Painting per plan	\$ 7,000
Pagel Activity Center	900	379	Painting per plan	\$ 3,000
Highway 7 Education Center	900	379	Painting per plan	\$ 1,000
Shorewood Education Center	900	379	Painting per plan	\$ 1,000
	902	383	Roofing replacement per plan	\$ 300,000
District Service Center	900	379	Painting per plan	\$ 1,000
Warehouse	900	379	Painting per plan	\$ 1,000
Total 28-29				\$ 6,685,000

Minnetonka Independent School District 276
Long Term Facilities Maintenance Plan

FY2030 Projects

School	Cost Ctr Course	Fin MDE	Project Description	Project Amount
Clear Springs Elementary	900	379	Painting per plan	\$ 7,000
	903	379	Carpet/VCT replacement	\$ 10,000
Deephaven Elementary	900	379	Painting per plan	\$ 7,000
	901	384	Pavement mill and overlay per plan	\$ 300,000
	903	379	Carpet/VCT replacement	\$ 10,000
Excelsior Elementary	900	379	Painting per plan	\$ 7,000
	903	379	Carpet/VCT replacement	\$ 10,000
	939	368	1958 tuckpointing	\$ 345,000
Groveland Elementary	900	379	Painting per plan	\$ 7,000
	903	379	Carpet/VCT replacement	\$ 10,000
Minnewashta Elementary	900	379	Painting per plan	\$ 7,000
	903	379	Carpet/VCT replacement	\$ 10,000
Scenic Heights Elementary	900	379	Painting per plan	\$ 7,000
	902	383	Roofing replacement per plan	\$ 280,000
	903	379	Carpet/VCT replacement	\$ 10,000
Minnetonka Middle School East	900	379	Painting per plan	\$ 14,000
	902	383	Roofing replacement per plan	\$ 380,000
	903	379	Carpet/VCT replacement	\$ 15,000
Minnetonka Middle School West	900	379	Painting per plan	\$ 14,000
	902	383	Roofing replacement per plan	\$ 330,000
	903	379	Carpet/VCT replacement	\$ 15,000
Minnetonka High School	900	379	Painting per plan	\$ 21,000
	901	384	Pavement mill and overlay per plan	\$ 300,000
	902	383	Roofing replacement per plan	\$ 995,000
	903	379	Carpet/VCT replacement	\$ 20,000
Minnetonka Dome	902	383	Roofing replacement of dome	\$ 1,900,000
Community Education Center	900	379	Painting per plan	\$ 7,000
	901	384	Pavement mill and overlay per plan	\$ 300,000
Pagel Activity Center	900	379	Painting per plan	\$ 3,000
Highway 7 Education Center	900	379	Painting per plan	\$ 1,000
Shorewood Education Center	900	379	Painting per plan	\$ 1,000
District Service Center	900	379	Painting per plan	\$ 1,000
Warehouse	900	379	Painting per plan	\$ 1,000
Total 29-30				\$ 5,345,000

Minnetonka Independent School District 276
Long Term Facilities Maintenance Plan

FY2031 Projects

School	Cost Ctr Course	Fin MDE	Project Description	Project Amount
Clear Springs Elementary	900	379	Painting per plan	\$ 7,000
	903	379	Carpet/VCT replacement	\$ 10,000
	939	368	1958 tuckpointing	\$ 345,000
Deephaven Elementary	900	379	Painting per plan	\$ 7,000
	901	384	Pavement mill and overlay per plan	\$ 300,000
	903	379	Carpet/VCT replacement	\$ 10,000
Excelsior Elementary	900	379	Painting per plan	\$ 7,000
	903	379	Carpet/VCT replacement	\$ 10,000
Groveland Elementary	900	379	Painting per plan	\$ 7,000
	903	379	Carpet/VCT replacement	\$ 10,000
Minnewashta Elementary	900	379	Painting per plan	\$ 7,000
	903	379	Carpet/VCT replacement	\$ 10,000
Scenic Heights Elementary	900	379	Painting per plan	\$ 7,000
	902	383	Roofing replacement per plan	\$ 280,000
	903	379	Carpet/VCT replacement	\$ 10,000
Minnetonka Middle School East	900	379	Painting per plan	\$ 14,000
	902	383	Roofing replacement per plan	\$ 380,000
	903	379	Carpet/VCT replacement	\$ 15,000
	902	368	Tuckpointing 1964 section	\$ 600,000
Minnetonka Middle School West	900	379	Painting per plan	\$ 14,000
	902	383	Roofing replacement per plan	\$ 330,000
	903	379	Carpet/VCT replacement	\$ 15,000
	902	368	Tuckpointing 1964 section	\$ 600,000
Minnetonka High School	900	379	Painting per plan	\$ 21,000
	901	384	Pavement mill and overlay per plan	\$ 300,000
	902	383	Roofing replacement per plan	\$ 350,000
	903	379	Carpet/VCT replacement	\$ 20,000
	977	380	1962-64-86 window replacement	\$ 1,045,000
Community Education Center	900	379	Painting per plan	\$ 7,000
	901	384	Pavement rebuild per plan	\$ 300,000
Pagel Activity Center	900	379	Painting per plan	\$ 3,000
Highway 7 Education Center	901	384	Parking lot mill & overlay	\$ 1,000
Shorewood Education Center	900	379	Painting per plan	\$ 1,000
District Service Center	900	379	Painting per plan	\$ 1,000
Warehouse	900	379	Painting per plan	\$ 1,000
Total 30-31				\$ 5,045,000

Minnetonka Independent School District 276
Long Term Facilities Maintenance Plan
Minnetonka Independent School District 276
Long Term Facilities Maintenance Plan

FY2032 Projects

School	Cost Ctr Course	Fin MDE	Project Description	Project Amount
Clear Springs Elementary	900	379	Painting per plan	\$ 7,000
	903	379	Carpet/VCT replacement	\$ 10,000
Deephaven Elementary	900	379	Painting per plan	\$ 7,000
	901	384	Pavement mill and overlay per plan	\$ 300,000
	903	379	Carpet/VCT replacement	\$ 10,000
	939	368	1956 tuckpointing	\$ 345,000
Excelsior Elementary	900	379	Painting per plan	\$ 7,000
	903	379	Carpet/VCT replacement	\$ 10,000
Groveland Elementary	900	379	Painting per plan	\$ 7,000
	903	379	Carpet/VCT replacement	\$ 10,000
Minnewashta Elementary	900	379	Painting per plan	\$ 7,000
	903	379	Carpet/VCT replacement	\$ 10,000
Scenic Heights Elementary	900	379	Painting per plan	\$ 7,000
	902	383	Roofing replacement per plan	\$ 280,000
	903	379	Carpet/VCT replacement	\$ 10,000
Minnetonka Middle School East	900	379	Painting per plan	\$ 14,000
	902	383	Roofing replacement per plan	\$ 380,000
	903	379	Carpet/VCT replacement	\$ 15,000
Minnetonka Middle School West	900	379	Painting per plan	\$ 14,000
	902	383	Roofing replacement per plan	\$ 330,000
	903	379	Carpet/VCT replacement	\$ 15,000
Minnetonka High School	900	379	Painting per plan	\$ 21,000
	901	384	Pavement mill and overlay per plan	\$ 300,000
	902	383	Roofing replacement per plan	\$ 650,000
	903	379	Carpet/VCT replacement	\$ 20,000
Community Education Center	900	379	Painting per plan	\$ 7,000
	901	384	Pavement mill and overlay per plan	\$ 300,000
Pagel Activity Center	900	379	Painting per plan	\$ 3,000
	915	380	Ice chiller R-22 replacement	\$ 1,900,000
Highway 7 Education Center	901	384	Pavement mill and overlay per plan	\$ 1,000
Shorewood Education Center	900	379	Painting per plan	\$ 1,000
District Service Center	900	379	Painting per plan	\$ 1,000
Warehouse	900	379	Painting per plan	\$ 1,000
Total 30-31				\$ 5,000,000

Minnetonka Independent School District 276
Long Term Facilities Maintenance Plan

FY2033 Projects

School	Cost Ctr Course	Fin MDE	Project Description	Project Amount
Clear Springs Elementary	900	379	Painting per plan	\$ 7,000
	903	379	Carpet/VCT replacement	\$ 10,000
Deephaven Elementary	900	379	Painting per plan	\$ 7,000
	901	384	Pavement mill and overlay per plan	\$ 300,000
	903	379	Carpet/VCT replacement	\$ 10,000
Excelsior Elementary	900	379	Painting per plan	\$ 7,000
	903	379	Carpet/VCT replacement	\$ 10,000
Groveland Elementary	900	379	Painting per plan	\$ 7,000
	903	379	Carpet/VCT replacement	\$ 10,000
	939	368	1958 tuckpointing	\$ 345,000
Minnewashta Elementary	900	379	Painting per plan	\$ 7,000
	903	379	Carpet/VCT replacement	\$ 10,000
Scenic Heights Elementary	900	379	Painting per plan	\$ 7,000
	902	383	Roofing replacement per plan	\$ 700,000
	903	379	Carpet/VCT replacement	\$ 10,000
	908	368	1967 window replacement	\$ 400,000
Minnetonka Middle School East	900	379	Painting per plan	\$ 14,000
	902	383	Roofing replacement per plan	\$ 700,000
	903	379	Carpet/VCT replacement	\$ 15,000
Minnetonka Middle School West	900	379	Painting per plan	\$ 14,000
	902	383	Roofing replacement per plan	\$ 700,000
	903	379	Carpet/VCT replacement	\$ 15,000
Minnetonka High School	900	379	Painting per plan	\$ 21,000
	901	384	Pavement rebuild per plan	\$ 300,000
	902	383	Roofing replacement per plan	\$ 1,000,000
	903	379	Carpet/VCT replacement	\$ 20,000
	977	380	1962-64-86 window replacement	\$ 500,000
	900	379	Painting per plan	\$ 7,000
Community Education Center	901	384	Pavement rebuild per plan	\$ 300,000
	900	379	Painting per plan	\$ 3,000
Pagel Activity Center	900	379	Painting per plan	\$ 3,000
Highway 7 Education Center	901	384	Parking lot mill & overlay	\$ 1,000
Shorewood Education Center	900	379	Painting per plan	\$ 1,000
District Service Center	900	379	Painting per plan	\$ 1,000
Warehouse	900	379	Painting per plan	\$ 1,000
Total 30-31				\$ 5,460,000

Minnetonka Independent School District 276
Long Term Facilities Maintenance Plan

FY2034 Projects

School	Cost Ctr Course	Fin MDE	Project Description	Project Amount
Clear Springs Elementary	900	379	Painting per plan	\$ 7,000
	903	379	Carpet/VCT replacement	\$ 10,000
Deephaven Elementary	900	379	Painting per plan	\$ 7,000
	903	379	Carpet/VCT replacement	\$ 10,000
Excelsior Elementary	900	379	Painting per plan	\$ 7,000
	901	384	Pavement mill and overlay per plan	\$ 300,000
	903	379	Carpet/VCT replacement	\$ 10,000
Groveland Elementary	900	379	Painting per plan	\$ 7,000
	903	379	Carpet/VCT replacement	\$ 10,000
Minnewashta Elementary	900	379	Painting per plan	\$ 7,000
	903	379	Carpet/VCT replacement	\$ 10,000
	939	368	1955-64 tuckpointing	\$ 345,000
Scenic Heights Elementary	900	379	Painting per plan	\$ 7,000
	902	383	Roofing replacement per plan	\$ 500,000
	903	379	Carpet/VCT replacement	\$ 10,000
Minnetonka Middle School East	900	379	Painting per plan	\$ 14,000
	902	383	Roofing replacement per plan	\$ 700,000
	903	379	Carpet/VCT replacement	\$ 15,000
	971	370	1964 replace original switch gear & transformer	\$ 400,000
Minnetonka Middle School West	900	379	Painting per plan	\$ 700,000
	902	383	Roofing replacement per plan	\$ 330,000
	903	379	Carpet/VCT replacement	\$ 15,000
	970	370	1964 replace original switch gear & transformer	\$ 400,000
Minnetonka High School	900	379	Painting per plan	\$ 21,000
	901	384	Pavement mill and overlay per plan	\$ 400,000
	902	383	Roofing replacement per plan	\$ 700,000
	903	379	Carpet/VCT replacement	\$ 20,000
Community Education Center	900	379	Painting per plan	\$ 11,000
	901	384	Pavement rebuild per plan	\$ 300,000
Pagel Activity Center	900	379	Painting per plan	\$ 3,000
Highway 7 Education Center	901	384	Parking lot mill & overlay	\$ 1,000
Shorewood Education Center	900	379	Painting per plan	\$ 1,000
District Service Center	900	379	Painting per plan	\$ 1,000
Warehouse	900	379	Painting per plan	\$ 1,000
Total 30-31				\$ 5,280,000

Minnetonka Independent School District 276
Long Term Facilities Maintenance Plan

FY2035 Projects

School	Cost Ctr Course	Fin MDE	Project Description	Project Amount
Clear Springs Elementary	900	379	Painting per plan	\$ 7,000
	902	383	Roofing replacement per plan	\$ 500,000
	903	379	Carpet/VCT replacement	\$ 10,000
Deephaven Elementary	900	379	Painting per plan	\$ 7,000
	902	383	Roofing replacement per plan	\$ 330,000
	903	379	Carpet/VCT replacement	\$ 10,000
Excelsior Elementary	900	379	Painting per plan	\$ 7,000
	902	383	Roofing replacement per plan	\$ 500,000
	903	379	Carpet/VCT replacement	\$ 10,000
Groveland Elementary	900	379	Painting per plan	\$ 7,000
	901	384	Pavement mill and overlay per plan	\$ 300,000
	902	383	Roofing replacement per plan	\$ 700,000
	903	379	Carpet/VCT replacement	\$ 10,000
Minnewashta Elementary	900	379	Painting per plan	\$ 7,000
	903	379	Carpet/VCT replacement	\$ 10,000
Scenic Heights Elementary	900	379	Painting per plan	\$ 7,000
	903	379	Carpet/VCT replacement	\$ 10,000
Minnetonka Middle School East	900	379	Painting per plan	\$ 14,000
Minnetonka Middle School West	903	379	Carpet/VCT replacement	\$ 15,000
	900	379	Painting per plan	\$ 700,000
	903	379	Carpet/VCT replacement	\$ 15,000
Minnetonka High School	900	379	Painting per plan	\$ 21,000
	901	384	Pavement mill and overlay per plan	\$ 400,000
	902	383	Roofing replacement per plan	\$ 700,000
	903	379	Carpet/VCT replacement	\$ 20,000
Community Education Center	900	379	Painting per plan	\$ 11,000
	902	383	Roofing replacement per plan	\$ 700,000
Pagel Activity Center	900	379	Painting per plan	\$ 3,000
Highway 7 Education Center	900	379	Painting per plan	\$ 1,000
Shorewood Education Center	900	379	Painting per plan	\$ 1,000
District Service Center	900	379	Painting per plan	\$ 1,000
Warehouse	900	379	Painting per plan	\$ 1,000
Total 30-31				\$ 5,035,000

UPDATE

**SCHOOL BOARD
Minnetonka I.S.D 276
5621 County Road 101
Minnetonka, Minnesota**

Study Session Agenda Item #4

Title: Board Goal Update on Student Voice and Transparency March 21, 2024

EXECUTIVE SUMMARY:

Superintendent Law and Board Chairperson Selinger will be reviewing their discussion with several superintendents who currently have student board members and facilitating a conversation about the potential to add student board members in Minnetonka. The Board will also be discussing the option to create an audio recording of study sessions for members of the public to review after the meeting if interested.

RECOMMENDATION/FUTURE DIRECTION:

This report is submitted for the School Board's information.

Submitted by: _____



David Law, Superintendent