

DISTRICT PROPOSALS
Verbally Presented to WEA on April 29, 2024

TENTATIVE AGREEMENTS

ISSUE 1 (WEA) – ARTICLE X, SECTION 7, COMPENSATION FOR TRAVEL BETWEEN BUILDINGS. Article X, Section 7 states: “The school district will pay the established district mileage (established annually by the school board) reimbursement for travel between school buildings if the teacher assignment involves travel between buildings to complete classroom duties in the same day. Payment will be made at the end of each term and shall be requested by the teacher and approved by the building administrator.” Article X, Section 7 also contains a chart listing one-way mileage between buildings. WEA and the District tentatively agree to amend the chart as follows with the express understanding that the following chart will be in effect for only two years and that new mileage calculations will be applied when regular routes are available because current road construction projects are completed.

	Southview	Bayview	Laketown	WMS	WHS	ESC/WEC	WLC	Transitions
Southview		.6 miles	1.7 miles	1.5 miles	2.2 miles	1.0 miles	2.5 miles	.1 miles
Bayview	.6 miles		2.0 miles	1.6 miles	2.3 miles	1.4 miles	3.1 miles	.6 miles
Laketown	1.7 miles	2.0 miles		2.8 miles	3.5 miles	2.1 miles	3.8 miles	1.6 miles
WMS	1.5 miles	1.6 miles	2.8 miles		.8 miles	1.1 miles	1.7 miles	1.7 miles
WHS	2.2 miles	2.3 miles	3.5 miles	.8 miles		1.8 miles	.5 miles	2.4 miles
ESC/WEC	1.0 miles	1.4 miles	2.1 miles	1.1 miles	1.8 miles		2.1 miles	1.0 miles
WLC	2.5 miles	3.1 miles	3.8 miles	1.7 miles	.5 miles	2.1 miles		2.7 miles
Transitions	1 miles	.6 miles	1.6 miles	1.7 miles	2.4 miles	1.0 miles	2.7 miles	

ISSUE 7 (WEA) – ARTICLE XVII, SECTION 2, DEFINED CONTRIBUTION PROGRAM. WEA and the District tentatively agree to amend Article XVII, Section 2, subdivision 1, to read as follows:

Subd. 1. The School District shall contribute, under this subdivision, matching funds according to the following schedule not to exceed the yearly amount as listed below and not to exceed the lifetime maximum allowed by law.

Years of Service in District	District Matching Contribution
Probationary	No District Match.
Continuing contract-4 yrs.	\$525 Match
5-8 yrs.	\$900 Match
9-12 yrs.	\$1,400 Match
13-16 yrs.	\$2,200 Match
17-20 yrs.	\$2,400 Match
21 + yrs.	\$2,825 Match

~~Lifetime Maximum District Contribution \$50,000 (As of September 1, 2021)~~

~~Lifetime Maximum District Contribution \$55,000 (As of September 1, 2022)~~

ISSUE 9 (WEA) – MASTER CONTRACT ATTACHMENT E. WEA and the District tentatively agree to amend Attachment E, Section 3, subdivision 4, as follows:

Filing and Postmark: The filing or service of any notice or document herein shall be timely if it is personally served or if it bears a certified postmark of the United States Postal Service or an email time stamp within the time period.

ISSUE 13 (DISTRICT) – *TENTATIVE AGREEMENT* (FLEX LEARNING DAYS).

ISSUE 15 - (WEA) - ARTICLE IX, SECTION 2, BASIC COMPENSATION. WEA and the District tentatively agree to amend Article IX, Section 2, as follows:

WEA PROPOSAL: Section 2. Career Increment: Teachers shall qualify for the career increment above the basic salary schedule after a year’s credit on the last step of the BA+60/MA, MA+15, MA+30 or MA+45 lane. Beginning in ~~2022-2023~~ 2023-2024, the annual salary including the career increment equates to a ~~4.25%~~ 4.5% increase over the last step of the BA+60/MA, MA+15, MA+30 or MA+45.

ISSUE 19 (WEA) – *TENTATIVE AGREEMENT* (LANE ADVANCEMENT). WEA and the District tentatively agree that teachers who qualify for a lane advancement under the contract in 2023-2024 or in 2024-2025 will receive the lane advancement specified in the contract. (WEA states that the average cost of lanes over the past three years was \$76,820.)

NEW PROPOSALS

* Note: We did not discuss the ECFE proposal at our last meeting, but language is required to be included in this contract.

ISSUE 9 (WEA) – PRESCHOOL AND TIER 1 TEACHERS

DISTRICT PROPOSAL:

School readiness instructors will be governed by the language of Article XVII but will not be placed on the ECFE wage scale. School readiness instructors will receive the same percentage increase to their current wage as all other teachers.

Tier 1 teachers will be governed by the language Article XVII; however, consistent with past practice, Tier 1 teachers will continue to be paid at Step B under the BA lane of the contract and will receive the same percentage increase that K-12 teachers receive. The parties will add language to the contract stating; “Tier 1 teachers are in a probationary period of employment so long as they are working under a Tier 1 license.”

ISSUE 21 - SALARY SCHEDULES A & B – SCHEDULE: The District made *three new proposals* to WEA on April 29, 2024. The proposals are stated below. All three proposals remain on the table.

DISTRICT PROPOSAL NO. 1 (two-year contract):

Tentative agreements listed above.

Lanes but no steps for teachers in 2023-2024 or 2024-2025

\$5,600 one-time off-schedule payment to each 1.0 FTE teacher who is actively employed by the District on September 15, 2024. The amount of the one-time payment would be prorated for part-time teachers.

DISTRICT PROPOSAL NO. 2 (two two-year contracts):

2023-2025 Contract

Tentative Agreements listed above.

Lanes in both years but no steps for teachers in 2023-2024 or 2024-2025

One-time off-schedule payment to each teacher who is actively employed on September 15, 2024, excluding new teachers who begin working after July 1, 2024. The amount of the one-time payment will be equal to 8% of the teacher's current annual salary, as identified on the 2022-2023 salary schedule. This means that new teachers on the lowest paying step and lane would receive a one-time payment of approximately \$3,584. Teachers on the highest paying step and lane would receive a one-time payment of approximately \$7,115.

2025-2027 Contract

Steps and lanes in both years.

2025-2026: 3% increase to the salary schedule plus a 10% increase to the amount of the District's insurance premium contribution.

2026-2027: 5% increase to the salary schedule plus an additional 10% increase to the amount of the District's insurance premium contribution.

DISTRICT PROPOSAL NO. 3 (two two-year contracts):

2023-2025 Contract

Tentative Agreements listed above.

Lanes but no steps for teachers in 2023-2024 or 2024-2025

One-time off-schedule payment to each teacher who is actively employed on September 15, 2024, excluding new teachers who begin working after July 1, 2024. The amount of the one-time payment will be equal to 8% of the teacher's current annual salary, as identified on the 2022-2023 salary schedule.

2025-2027 Contract

Steps and lanes in both years.

2025-2026: 3% increase to the salary schedule, plus a 10% increase to the amount of the District's insurance premium contribution.

2026-2027: 5% increase to the salary schedule, plus an additional step. Thus, teachers who are not on the top step for their lane would advance two steps in 2026-2027 rather than one step.