

VERSION 2.0

7/21/2021



NEGOTIATIONS 2021-23
PELICAN RAPIDS PUBLIC SCHOOL
PO BOX 642, PELICAN RAPIDS, MN 56572

07/21/2021

UNION

ID	REQUEST	DESCRIPTION	DATE	DATE	DATE	Agree	Signed	Pulled
T01	Dates	Update all dates	7.7.21			7.21.21		
T02	Article III, Sec 12, Subd. D	403(B)	7.7.21					
T03	Article VIII, Sec 3	Life Insurance	7.7.21					
T04	Article X, Sec 6	Personal Day	7.7.21			7.21.21		
T05	Article VIII, Sec 6	Dental Ins	7.7.21					
T06	Article VIII, Sec 7	Vision Ins	7.7.21					
T07	Article III	Early Retirement Option	7.7.21					
T08	Article XI, Sec 1, Subd A	Teacher Workday	7.7.21			7.21.21		
T09	Article XI, Subd F	Hours of Service	7.7.21			7.21.21		
T10	Article X, Section 1, Subd. B	Sick Leave	7.7.21					
T11	Misc.	Teacher Model, Mental health, Activities Pay	7.7.21					

DISTRICT

ID	REQUEST	DESCRIPTION	DATE	DATE	DATE	Agree	Signed	Pulled
B01	Teacher Protection Bank	"and, personal leave"	6.30.21			7.7.21		
B02	Higher Learning Commission Credentialing	College in the Classroom	6.30.21	7.21.21				
B03	Schedule C	Cross country (2), High School Annual, MN H.S, SR/JR Math team, (remove) School Paper	6.30.21			7.7.21		
B04	Schedule C	Change concept of steps to be vertical vs horizontal	6.30.21			7.7.21		
B05	Misc.	Staff Dev Pay, Prep Hour	6.30.21			7.7.21		
B06	Misc.	1% Staff Dev Waive	6.30.21			TBD		

DISTRICT REQUESTS

LEGAL LANGUAGE

CURRENT

ARTICLE X

LEAVES OF ABSENCE

Section 1. Sick Leave:

Subd. L. Teacher Protection Bank: When a teacher has used all of his/her sick leave, the teacher may, as determined by a majority of the association officers and head negotiator, apply to the teacher protection bank if the illness is a personal illness. The teacher protection bank may also be used when illness is to care for immediate family members such as spouse or child.

PROPOSED

ARTICLE X

LEAVES OF ABSENCE

Section 1. Sick Leave:

Subd. L. Teacher Protection Bank: When a teacher has used all of his/her sick leave and personal leave the teacher may, as determined by a majority of the association officers and head negotiator, apply to the teacher protection bank if the illness is a personal illness. The teacher protection bank may also be used when illness is to care for immediate family members such as spouse or child.

Agreed 7.7.21

CURRENT

ARTICLE VII

BASIC SCHEDULES AND REATES OF PAY

Section 6. N/A

PROPOSED

ARTICLE VII

BASIC SCHEDULES AND REATES OF PAY

Section 6. Higher Learning Commission Credentialing:

In accordance with the requirements established by the Higher Learning Commission; any teacher who obtains/sustains credentialing and uses these credentials to teach concurrent enrollment courses in the Pelican Rapids ISD 548; will be given a \$500 stipend for each semester CLASS taught.

Prior written approval shall be secured from the School District's Superintendent before enrolling for courses used to obtain or sustain credentialing. Approval or disapproval shall be secured on the "Course Approval Form for Teachers."

Teachers teaching concurrent enrollment courses without meeting the Higher Learning Commission requirements will not be eligible for the stipend.

Objective:

1. Provide college in the classroom
2. Provide incentive for staff to obtain Masters in content area
3. We are trying to market our District different (AP vs. Concurrent)

Agreed 8.5.21

CURRENT

SCHEDULE C
EXTRA CURRICULAR PAY SCHEDULE FOR
INDEPENDENT SCHOOL DISTRICT NO. 548 FOR THE
CONTRACT PERIOD JULY 1, 2019 THROUGH JUNE 30, 2021

Cross Country

ANNUAL

NATIONAL HONOR SOCIETY

SR. HIGH KNOWLEDGE BOWL 1036 1166 1295

JR. HIGH KNOWLEDGE BOWL 242 272 302

MATH TEAM (2) 1036 1166 1295

SCHOOL PAPER

PROPOSED

SCHEDULE C
EXTRA CURRICULAR PAY SCHEDULE FOR
INDEPENDENT SCHOOL DISTRICT NO. 548 FOR THE
CONTRACT PERIOD JULY 1, 2021 THROUGH JUNE 30, 2023

Cross Country (2)

HIGH SCHOOL ANNUAL

MINNESOTA HONOR SOCIETY

SR. HIGH KNOWLEDGE BOWL 1036 1166 1295

JR. HIGH KNOWLEDGE BOWL 690 777 863

SR. MATH TEAM 1036 1166 1295

JR. MATH TEAM 690 777 863

SCHOOL PAPER

Agreed 7.7.21

SCHEDULE C
EXTRA CURRICULAR PAY SCHEDULE FOR
INDEPENDENT SCHOOL DISTRICT NO. 548 FOR THE
CONTRACT PERIOD JULY 1, 2021 THROUGH JUNE 30, 2023

STEP = YEARS EXPERIENCE IN SPECIFIC EXTRA CURRICULAR AREA. One additional total year of coaching experience results in one vertical step. All adjustments in vertical steps shall be made at the beginning of each season to its respected activity in the school year and only once a year.

HEAD COACH											
	Football	Basketball (2)	Wrestling	Track (2)	Golf (2)	Volleyball	Cross Country (2)	Soccer	Baseball	Softball	Danceline
STEP 0	4231	4613	3850	3631	2793	4231	3797	3797	3631	3631	3509
STEP 1	4760	5189	4332	4085	3142	4760	4271	4271	4085	4085	3947
STEP 2	5289	5766	4813	4539	3491	5289	4746	4746	4539	4539	4386

ASSISTANT COACH											
	Football (3)	Basketball (6)	Wrestling (2)	Track (2)	Golf (4)	Volleyball (2)	Cross Country	Soccer	Baseball	Softball	Danceline
STEP 0	2793	3014	2523	2389	1795	2793	2469	2469	2389	2389	2858
STEP 1	3142	3390	2839	2687	2020	3142	2777	2777	2687	2687	3215
STEP 2	3491	3767	3154	2986	2244	3491	3086	3086	2986	2986	3572

JR. HIGH COACH							
	Football (4)	Basketball (4)	Volleyball (2)	Wrestling	Track (2)	Softball	Baseball
STEP 0	1466	1466	1466	1466	1466	1466	1466
STEP 1	1650	1650	1650	1650	1650	1650	1650
STEP 2	1833	1833	1833	1833	1833	1833	1833

	PEP BAND	EXTRA INSTRUMENTAL MUSIC	ALL SCHOOL PLAY	ALL SCHOOL MUSICAL (3)	ONE ACT PLAY	SR. HIGH KNOWLEDGE BOWL	JR. HIGH KNOWLEDGE BOWL	SR. MATH TEAM	JR. MATH TEAM	SADD ADVISOR	MOCK TRIAL	HEAD SPEECH	ASSISTANT SPEECH (3)	HIGH SCHOOL ANNUAL	EXTRA VOCAL GROUPS	ASST. EXTRA VOCAL GROUPS	ELEMENTARY CHOIRS	F.F.A.	F.L.A.	SCHOOL PATROL	STUDENT COUNCIL - HIGH SCHOOL	STUDENT COUNCIL-ELEMENTARY	MINNESOTA HONOR SOCIETY	PROM ADVISOR
STEP 0	871	2738	1115	1630	1061	1036	690	1036	690	1036	895	2768	2225	2224	2738	2214	1140	3552	2005	492	1520	492	1032	657
STEP 1	980	3080	1255	1833	1193	1166	777	1166	777	1166	1007	3114	2503	2502	3080	2490	1283	3996	2255	554	1710	554	1161	739
STEP 2	1089	3422	1394	2037	1326	1295	863	1295	863	1295	1119	3460	2781	2780	3422	2767	1425	4440	2506	615	1900	615	1290	821

*update Mathteam to Sr./Jr.

Agreed 7.7.21

MISCELLANEOUS ITEMS

CURRENT: STAFF DEVELOPMENT PAY: \$20/HR

PROPOSED: STAFF DEVELOPMENT PAY: \$30/HR

Agreed 7.7.21

CURRENT: PREP HOUR UNDERSTANDING ("I CAN DO WHATEVER I WANT")

PROPOSED: PREP HOUR UNDERSTANDING ("SCHOOL DISTRICT IS COMPENSATING TEACHERS FOR THEIR PREP HOUR; THEREFORE, THE TIME MUST BE SPENT ON TEACHING DUTIES.

Agreed 7.7.21

1% Staff Development Revenue Waive

Agreed 8.18.21

PROPOSED BY THE UNION

CURRENT

COLLECTIVE BARGAINING
AGREEMENT BETWEEN
INDEPENDENT SCHOOL DISTRICT
NO. 548 PELICAN RAPIDS,
MINNESOTA
AND
PELICAN RAPIDS EDUCATION
ASSOCIATION PELICAN RAPIDS,
MINNESOTA
PERTAINING TO EMPLOYMENT FOR
TEACHERS JULY 1, 2019 TO JUNE 30,
2021

PROPOSED

COLLECTIVE BARGAINING
AGREEMENT BETWEEN
INDEPENDENT SCHOOL DISTRICT
NO. 548 PELICAN RAPIDS,
MINNESOTA
AND
PELICAN RAPIDS EDUCATION
ASSOCIATION PELICAN RAPIDS,
MINNESOTA
PERTAINING TO EMPLOYMENT FOR
TEACHERS JULY 1, 2021 TO JUNE 30,
2021

Agreed 7.21.21

PELICAN RAPIDS EDUCATION ASSOCIATION PROPOSED CONTRACT LANGUAGE DATE CHANGES FOR
2021-2023

Item 1

Changing the dates in the Master Contract ARTICLE III.

Section 11

Change 2019-2021 to 2021-2023

ARTICLE VII. Section 1

Subd. A. Change 2019-20 to 2021-22

Subd. B. Change 2020-2021 to 2022-23 ARTICLE

IX. Section 1

Change 2019-20 and 2020-21 to 2021-22 and 2022-23 ARTICLE XII.

Section 1

Change 2019-20 and 2020-21 to 2021-22 and 2022-23 (Duty days) ARTICLE XIII.

Section 1

Change June 30, 2021 to June 30, 2023

Change July 1, 2021 to July 1, 2023

Change May 1, 2021 to May 1, 2023 ARTICLE XIII.

Section 2

Change July 1, 2019 to July 1, 2021 (Retroactive Pay)

Agreed 7.21.21

Article III

Current:

Article III. Section 12. 403(b) Match: Subd. D.

The annual amount of the School District's contribution will be based on the following schedule and the teacher's years of experience in the district.

1 st -5 th Year	\$0.00
6 th -10 th Year	\$1,500.00
11 th -Year and above	\$2,000.00

Proposed Change:

Article III. Section 12. 403(b) Match: Subd. D.

The annual amount of the School District's contribution will be based on the following schedule and the teacher's years of experience in the district.

1 st – 3 rd Year	\$0.00
4 th – 10 th Year	\$1,750.00
11 th – Year and Above	\$2,250.00

Agreed 7.21.21

Article VIII.

Current:

Section 3. Life Insurance Plan: The School District shall contribute the total premium for all full-time teachers in the bargaining unit, who qualify for and are enrolled in the School District Group Life Insurance Plan. The amount of life insurance to be provided shall not exceed \$50,000 coverage. Benefits may be reduced as per life insurance policy. This life insurance shall not become effective until the District has accepted bids or quotes for bids on such policies and run for a period of one year from that date. The total premium contribution by the District shall be apportioned among those participating.

PROPOSED CHANGE:

No Change

Agreed 8.5.21

Article X.

Section 6. Personal Leave:

CURRENT:

Subd. A: At the beginning of each school year each teacher shall be credited with (3) days to be used for the teacher's personal business. A teacher who has ten years of full time continuous service in Pelican Rapids will qualify for additional personal leave day for a total of (4) days.

PROPOSED CHANGE:

No Change

Agreed 8.5.21

Article VIII.

INSURANCE

Proposed Addition

Section 6. Dental Insurance:

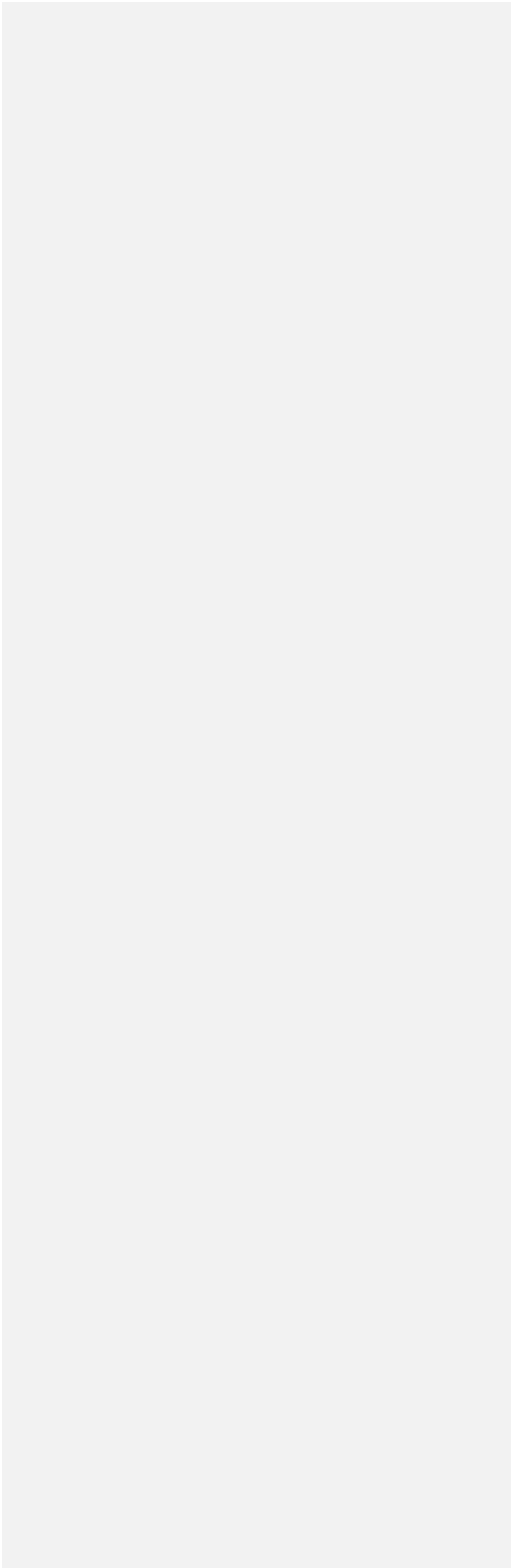
No Change.

Agreed 8.5.21

Section 7. Vision Insurance:

No Change.

Agreed 7.21.21



Article III

Proposed Addition

Section 14: Early Retirement Option:

No Change.

Agreed 7.21.21

ARTICLE XI

HOURS OF SERVICE

Current:

Section 1. Teacher Workday:

Subd. A: The workday of classroom teachers will begin no later than thirty minutes before the designated starting time for students with the teacher being at his/her first class station fifteen minutes before the designated starting time for students. The workday of the classroom teacher will end thirty minutes after the designated dismissal time.

Proposed Change:

No Change.

Agreed 7.21.21

ARTICLE XI

HOURS OF SERVICE

Current:

Subd. F: Full-time secondary teachers shall receive a minimum of one period during the school day for preparation. Full-time elementary teachers shall receive a minimum of 60 minutes of preparation time during 4 day school week day scheduled in one or two uninterrupted time periods.

Proposed Change:

No Change.

Agreed 7.21.21

ARTICLE X
LEAVES OF ABSENCE

Current:

Section 1. Sick Leave:

Subd. B. Unused sick leave days may accumulate to a maximum credit of 75 days of sick leave per teacher.

Proposed Change:

Section 1. Sick Leave:

Subd. B. Unused sick leave days may accumulate to a maximum credit of 75 days of sick leave per teacher.

No Change.

Agreed 7.21.21

Miscellaneous Items

- In-person learning/Hybrid/Distance staff concerned about workload - language issue. Can we work on this together?
 - Mental Health - Do we still have 3 paid mental health/counseling sessions?
 - Setting payout dates for extra-curricular activities. Staff is frustrated.
 - Nov. 15 Fall Activities
 - March 30 Winter Activities
 - o Upon completion of season, and coaches/advisors complete “end of season” check list
 - o The earlier the better
 - June 15 Spring Activities & All year Activities
- Handbook, no master agreements

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Agreed 8.5.21

Appendix

403B Market Benchmark

Pelican Rapids:

1-5 years ~ \$0
6-10 years ~ \$1,500
11 + years ~ \$2000
Max of \$45,000

Barnesville:

1 year ~ \$0
2-3 years ~ \$500
4-10 years ~ \$1,000
11+ years ~ \$2,000
Max of \$32,000

DGF:

1-3 years ~ \$0
3+ years \$925
No Max
(\$925 x 30 years =
\$27,750)

Frazees:

1-3 years ~ \$0
4-10 years ~ \$900
11-20 years ~ \$1,260
21+ years \$1,500
Max of \$28,000

Hawley:

0-3 years ~ \$0
4-10 years \$ 875
11-20 years ~ \$1,750
21+ years \$2,250
Max of \$32,000

Perham:

0-1 year ~ \$0
2-9 years ~ \$250
10-14 years ~ \$500
15+ years ~ \$750
Max of \$30,000

LPA:

0-3 years ~ \$250
4-6 years ~ \$500
7-9 years ~ \$750
10-14 years ~ \$1,000
15-19 years ~ \$1,250
20+ years ~ \$1,500
Max of \$20,000

Confidential

Life Insurance Market Benchmark

Pelican Rapids ~ \$50,000

Barnesville ~ \$0 (Teachers can buy into life insurance)

Breckenridge ~ \$50,000

DGF ~ \$50,000

Frazer ~ \$30,000/\$5,000 for dependents

Hawley ~ \$50,000

Perham ~ \$30,000

LPA ~ \$50,000

Personal Days Market Benchmark

Pelican Rapids ~

0-9 years ~ 3 days

10+ years ~ 4 days

Barnesville ~

1+ years ~ 2 days

Breckenridge ~

1+ years ~ 4 days

DGF ~

1+ years ~ 3 days

Frazee ~

1+ years ~ 2 days

Hawley ~

1+ years ~ 3 days

Perham ~

1+ years ~ 3 days

LPA ~

1+ years ~ 2 days

Confidential

Dental Insurance Market Benchmark

Pelican Rapids ~ \$0

Barnesville ~ \$0 0

Breckenridge ~ \$0

DGF ~ \$0

Frazeo ~ \$0

Hawley ~ \$0

Perham ~ \$0

LPA ~ \$0

Confidential

Vision Insurance Market Benchmark

Pelican Rapids ~ \$0

Barnesville ~ \$0

Breckenridge ~ \$0

DGF ~ \$0

Frazer ~ \$0

Hawley ~ \$0

Perham ~ \$0

LPA ~ \$0

Confidential

Early Retirement Market Benchmark

Pelican Rapids ~ \$0

Barnesville ~ \$0 0

Breckenridge ~ \$0

DGF ~ \$0

Frazeo ~ \$0

Hawley ~ \$0

Perham ~ \$0

LPA ~ \$0

Unused Sick Leave Market Benchmark

Barnesville (19-21 Master Agreement) has discontinued whatever their “Unused Sick Leave Incentive” and “Early Retirement Insurance Contribution” were.

Sick Leave: 14 days for first year, followed by 9 per year. Bonus days given according to used/unused days.

Can accumulate up to 120 days.

Days Used	Days Unused	Bonus	Carry-over
0	9	5	14
.5	8.5	4.5	13
1	8	4	12
1.5	7.5	3.5	11
2	7	3	10
2.5	6.5	2.5	9
3	6	2	8
3.5	5.5	1.5	7
4	5	1	6
4.5	4.5	.5	5
5	4	0	4

Breckenridge (19-21 Master Agreement): NO Unused Sick Leave Incentive or Early Retirement Insurance Contribution.

Sick leave: 12 days each school year. Can accumulate up to 120 days.

DGF (19-21 Master Agreement): NO unused Sick Leave Incentive.

They do have a VEBA Incentive: must meet multiple requirements (age, length/duration of time working in district) to earn \$6200 yearly (for 3 years) into a VEBA Select Account on hospitalization and major medical coverage.

Sick leave: 16 days each school year. Can accumulate up to 100 days.

Frazer (19-21 Master Agreement): Unused Sick Leave Incentive for teachers hired on or after 1990, can accumulate up to 120 days. Days not used over the max 120 days accumulated are compensated annually to a max of 10 days by payment at half the current certified sub rate. (This could be \$625 per teacher/year for us)

Sick Leave: 15 days each year. First year of service is monthly accrual proportionate to teacher’s work year.

Hawley (21-23 Master Agreement): Unused Sick Leave Reimbursement is paid into the teacher's 403b. at the rates show in the table below. (I believe this could be \$5000+ per teacher at the time of their retirement)

Sick Leave: 18 days each school year. Can accumulate to a max of 108 days.

1-11 Unused Sick Leave Days	-	\$35.00 Per Day
12-14 Unused Sick Leave Days	-	\$45.00 Per Day
15-18 Unused Sick Leave Days	-	\$50.00 Per Day

LPA (19-21 Master Agreement): Unused Sick Leave / Early Retirement Incentive is teachers accumulated and unused sick leave X 25% the daily rate of pay during the last year of employment. Paid out at one time in January of the following year. (This could be \$10,000+ per teacher at time of their retirement)

"Disability Leave": 15 days each year of service. Can accumulate max of 120 days.