

SOUTHERN PLAINS EDUCATION COOPERATIVE EDUCATION ASSOCIATION/
SOUTHERN PLAINS EDUCATION COOPERATIVE

MASTER AGREEMENT

2017-2018

2018-2019

Southern Plains Education Cooperative Education Association/
Southern Plains Education Cooperative

MASTER AGREEMENT
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ARTICLE I

PURPOSE

SECTION 1. Parties: This AGREEMENT, entered into between Cooperative # 915-52, Martin County, Minnesota, hereinafter referred to as the “Cooperative”, and the Southern Plains Education Cooperative Education Association, hereinafter referred to as “the Exclusive Representative” pursuant to and in compliance with the Public Employment Labor Relations Act, as amended, hereinafter referred to as P.E.L.R.A., to provide the terms and conditions of employment for teachers during the duration of this Agreement.

ARTICLE II

RECOGNITION OF EXCLUSIVE REPRESENTATIVE

Section 1. Recognition: In accordance with the P.E.L.R.A. the Cooperative recognizes Southern Plains Education Cooperative Education Association, “the Exclusive Representative”, as the exclusive representative of teachers employed by the Cooperative, which exclusive representative shall have those rights and duties as prescribed by the P.E.L.R.A. as amended and as described in this Agreement.

Section 2. Appropriate Unit: The Exclusive Representative shall represent all the teachers of the Cooperative as defined in this Agreement and in said Act.

ARTICLE III

DEFINITIONS FOR MASTER AGREEMENT

Section 1. Terms and Conditions of Employment: Shall mean the hours of employment, the compensation thereof, and the fringe benefits specifically defined in this agreement, except retirement contributions or benefits, other than employer payment of, or contributions to, premiums for group insurance coverage for retired employees or use of unused sick leave pay but does not mean educational policies of the Cooperative. Terms and conditions of employment are subject to the provisions of P.E.L.R.A.

Section 2. Teacher: Shall mean any person employed by Cooperative # 915-52 in a position where Licensure is required by the Board of Teaching or the State Board of Education: but shall not include superintendent or principal and assistant principal, and Director who devotes more than 50% of their time to administrative or supervisory duties, and supervisory employees as defined by P.E.L.R.A. Also excluded are daily substitute teachers who teach 30 or less working days for the same teacher, and all others included by P.E.L.R.A.

Section 3. Other Terms: Terms not defined in this Agreement shall have those meaning as defined by the P.E.L.R.A.

ARTICLE IV

COOPERATIVE RIGHTS

Section 1. Inherent Managerial Rights: The Exclusive Representative recognizes that the Cooperative is not required to meet and negotiate on matters of inherent managerial policy, which includes, but are not limited to, such areas of discretion or policy as the functions and programs of the employer, its overall budget, utilization of technology, the organizational structure, and selection and direction and number of personnel.

Section 2. Management Responsibilities: The Exclusive Representative recognizes the right and obligation of the Cooperative to efficiently manage and conduct the operation of the Cooperative within its legal limitations and with its primary obligation to provide educational opportunity for the students of the Cooperative.

Section 3. Effects of Laws, Rules, and Regulations: The Exclusive Representative recognizes that all employees covered by this Agreement shall perform the teaching and non-teaching services prescribed by the Cooperative and shall be governed by the laws of the State of Minnesota, and by the Cooperative rules, regulations, directives, and orders issued by properly designated officials of the Cooperative. The Exclusive Representative also recognizes the right, obligation, and duty of the Cooperative and its duly designated officials to promulgate rules, regulations, directives, and orders from time to time as deemed necessary by the Cooperative insofar as such rules, regulations, directives, and orders are not inconsistent with the terms of this Agreement and recognizes the Cooperative, all employees covered by this Agreement, and all provisions of this Agreement are subject to the laws of the State of Minnesota, Federal laws, rules and regulations of the State Board of Education, and valid rules, regulations, and orders of the State and Federal governmental agencies. Any provisions of this Agreement found to be in violation of any such laws, rules, regulations, directives or orders shall be null and void and without force and effect.

Section 4. Reservation of Managerial Rights: The foregoing enumeration of Cooperative rights and duties shall not be deemed to exclude other inherent management rights and management functions not expressly reserved herein, and all management functions not expressly delegated in this Agreement are reserved to the Cooperative.

ARTICLE V

TEACHER RIGHTS

Section 1. Right to Views: Nothing contained in this Agreement shall be construed to limit, impair, or affect the right of any teacher or his/her representative to the expression or communication of a view, grievance, complaint, or opinion on any matter related to the conditions of compensation of public employment or their betterment, so long as the same is not designed to and does not interfere with the full, faithful, and

proper performance of the duties of employment or circumvent the rights of the exclusive representative if there is one; nor shall it be construed to deny any teacher due process of law or to require any teacher to perform labor or services against his/her will.

Section 2. Right to Join: Teachers shall have the right to form and join labor or employee organizations, and shall have the right not to form and join such organizations. Teachers in an appropriate unit shall have the right by secret ballot to designate an Exclusive Representative for the purpose of negotiating grievance procedures and the terms and conditions of employment for such teachers with the Cooperative of such unit.

Section 3. Dues Check Off and Fair Share:

Subd. 1: Any teacher who is a member of the Exclusive Representative or who has applied for membership may sign and deliver to the Business Office of the Fairmont Area Public Schools an assignment authorizing deduction of membership dues in the Exclusive Representative, including the Education Minnesota and the National Education Association. Such authorization shall continue in effect from year to year unless revoked between June 1 and September 1 of any year. Pursuant to such authorization, the Cooperative shall deduct one-twelfth of such dues from each regular salary check of the teacher each month for twelve months, beginning in September and ending in May of each year. One-twelfth of such dues will be deducted each month.

Subd. 2: In accordance with MS179A.06, Subd. 2, as amended, any teacher included in the appropriate unit who is not a member of the Exclusive Representative may be required by the Exclusive Representative to contribute a fair share fee for services rendered as Exclusive Representative. The fair share fee for any teacher shall be an amount equal to the regular membership dues of the Exclusive Representative, less the cost of benefits financed through the dues, and available only to members of the Exclusive Representative, but in no event shall the fee exceed 85% of the regular membership dues.

The Exclusive Representative shall provide written notice of the amount of the fair share fee assessment to the Commissioner of the Bureau of Mediation Services, the Cooperative, and to each teacher to be assessed the fair share fee.

A challenge by a teacher aggrieved by the assessment shall be filed in writing with the Commissioner of the Bureau of Mediation Services, the Cooperative, and the Exclusive Representative within thirty (30) days after receipt of the written notice. All challenges shall specify those portions of the assessment challenged and the reason therefore, but the burden of proof relating to the amount of the fair share fee shall be on the Exclusive Representative. The Cooperative shall deduct the fee from the earnings of the employee and transmit the fee to the Exclusive Representative thirty (30) days after the written notice was provided, or, in the event a challenge was filed, the deduction for fair share fees shall be held in escrow by the Cooperative pending a decision by the Director, pursuant to Section 179A.04, Subd. 2 of P.E.L.R.A.

Subd. 3: The cooperative agrees to promptly remit to the Exclusive Representative all sums deducted by the Board, whether for membership dues or fair share assessments.

Subd. 4: The Exclusive Representative hereby agrees that the Cooperative shall have no liability, which any person may have claim to, for any legal action arising out of or by reason of the deduction of the fair share fee.

Section 4. Status of Individual Contracts: Any individual contract executed for the year 2017-2018 and 2018-2019 school year shall be subject to and consistent with the terms of this Agreement. Within thirty (30) days of the execution of this Agreement, individual contracts shall be issued to all teachers

ARTICLE VI

BASIC SCHEDULES AND RATES OF PAY

Section 1. 2017-2018 Salary Schedules: The wages and salaries reflected in Schedules A, attached hereto, and shall be a part of the Agreement for the 2017-2018 school year.

Section 2. 2018-2019 Salary Schedules: The wages and salaries reflected in Schedules B, attached hereto, shall be part of the Agreement for the 2018-2019 school year.

Section 3. Status of Salary Schedules: The salary schedules are not to be construed as a part of the teacher's continuing contract and the Cooperative Board reserves the right to withhold increment advancement, lane changes, or any other salary increases as the Cooperative Board shall determine. The teacher shall be notified of any withholding for the next school year as well as the cause for such withholding by June 1 of the current school year.

Section 4. Payment through Direct Deposit: All compensation for services will be paid through direct deposit. Compensation amounts shall be posted to the financial institution of the employee's choice subject to any limitations placed by the financial institution used by the Cooperative for Direct Deposit Services.

Section 5. Successor Agreement: In the event a successor agreement is not entered into prior to the expiration date of this agreement, a teacher shall be compensated according to the previous salary schedule without advancing steps until such time that a successor agreement is executed. Eligible teachers will receive appropriate lane changes. The successor agreement shall be retroactive to the expiration date of the prior agreement.

Section 6. Daily Wage: The daily wage of teachers is the annual contract salary divided by the actual number of teacher contract days.

Section 7. Placement on Salary Schedule: The following rules shall be applicable in determining placement of a teacher on the appropriate salary schedule:

Subd. 1: Teachers are to be placed on the schedule according to the following provision:

a) Prior experience: Experienced teachers coming into the Southern Plains Education Cooperative may be allowed full credit on the salary schedule for experience.

b.) Signing Bonus: If deemed appropriate and necessary, the Director is authorized to pay a signing bonus to teachers hired after July 1, 2013 for reasons such as low incidence or qualified replacements or a highly competitive market. This amount shall not exceed \$5,000 per year for up to three years.

Subd. 2. Lane Transfer: Credits to be considered for application on any lane of salary schedule must be germane to the teaching assignment, as determined by the Director. All credits beyond the Bachelor's degree must be semester graduate credits and carry a grade equivalent of B or higher.

a) Those who anticipate a transfer to the next higher salary lane during the school year shall give written notification to the Director by September 10th.

b) Those raising their level of training to a higher lane will be placed on the schedule effective with the first pay period following receipt of documentation verifying successful completion of pre-approved courses. Prior notification to the Director of their intent to transfer to a higher lane must be provided by September 10th as stated above.

Subd. 3. Master's Degree Program: A teacher shall be paid on the master's degree lane only if the program is germane to the teaching assignment as approved by the Cooperative and the degree program is approved in writing by the Director in advance.

Section 8: Application: Credits to apply to lanes beyond a particular degree must be earned subsequent to the earning of the degree and must be approved by the cooperative.

Section 9: College Tuition: Based upon the needs of the Cooperative, an employee may be asked to earn additional college credit for certification or licensure to teach an academic program.

a) The number of credits and total cost of certification/licensure shall be mutually agreed upon in advance by the employee and the Cooperative.

b) The employee may be compensated for the cost of tuition, books and supplies for certification/licensure as agreed upon by the employee and the Cooperative.

- c) The employee agrees to teach in the academic program for a minimum of 5 years in the Cooperative after the individual attains full licensure. If an employee leaves the Cooperative or declines to teach in the academic program, the employee shall reimburse the Cooperative the amount equal to 20% of the total certification/licensure amount per year for each year remaining in the 5-year period. The employee will not be penalized if failure to teach the required class (es) during the 5-year period is caused by Cooperative action.

ARTICLE VII

EXTRA COMPENSATION

Section 1. Summer School: Teachers shall be paid \$30.00 per hour for the 2017-2018 school year and effective June 1, 2018 the rate will be \$32.00 per hour for summer school/extended school year instruction. Upon approval of the Director, the per hour rate includes direct student contact time, prep time, and round trip travel time in the event of home visits. Round trip mileage will be paid according to Article VII Section 2 of this agreement.

Section 2. Mileage: When it becomes necessary for private automobiles to be used for official business of the school district, the rate of reimbursement shall be at the federal government rate of allowable reimbursement, when authorized by the administration, with a minimum of seventy-five (.75) cents per trip between two (2) schools or no less than two dollars (\$2.00) per day.

Section 3. Substitution: Staff members called upon by the administration to substitute during their designated preparation period shall be paid \$16.00 per class period.

ARTICLE VIII

GROUP INSURANCE

Section 1. Health and Hospitalization Insurance: The Cooperative Board shall contribute up to the sum of \$8,826.00 for 2017-2018 and \$8,826.00 for 2018-2019 toward the premium and deductible for coverage for all teachers employed by the Cooperative who qualify for and are enrolled in the Cooperative group health and hospitalization plan, and their eligible dependents. Part-time teachers will receive this insurance coverage on a pro-rata basis.

Subd. 1. Additional Premium Costs: Any additional cost of premium shall be borne by the employee and paid by payroll deduction or through the Flexible Benefit Plan.

Subd. 2. Flexible Benefit Plan: The Cooperative shall provide a flexible benefit plan written under the guidelines of Sections 125 and 129 of the Internal Revenue Code, allowing certain employee-paid expenses to be paid with pre-tax dollars.

Section 2. Long Term Disability Insurance: The Cooperative shall contribute the current rate not to exceed 47.5 cents per \$100 of basic monthly salary for the 2017-2018 and 2018-2019 school years toward the premiums for long-term disability insurance for teachers employed thirty (30) hours or more per week. Any additional cost of coverage of premiums shall be paid by the employee through payroll deduction or through the Flexible Benefit Plan. Coverage shall be at 66 2/3 percent of the basic annual salary. The waiting period shall be 120 calendar days.

Section 3. Term Life Insurance - Accidental Death and Dismemberment: The Cooperative shall contribute up to a sum of \$105 per year for the school district group \$50,000 term life/accidental death and dismemberment plan for all teachers who are employed twenty (20) or more hours per week in the Cooperative.

Section 4. Hold Harmless Agreement: Claims against the Cooperative: It is understood that the Cooperative's only obligation is to purchase an insurance policy and pay such amounts as agreed to herein and no claim shall be made against the Cooperative as a result of a denial of insurance benefits by an insurance carrier.

ARTICLE IX

LEAVES OF ABSENCE

Section 1. Sick Leave: Fifteen (15) days of sick leave will be credited to each teacher at the beginning of the school year. Sick leave days will be prorated for those teachers serving less or more than a full contract in accordance with the percentage of time employed. Unused sick leave days may be accumulated to a maximum of one hundred thirty-five (135) days per teacher.

Subd. 1. Sick leave with pay shall be allowed whenever a teacher's absence is found to have been due to the employee's illness and/or disability that prevented attendance at school and performance of duties on that day or days.

Subd. 2. The Cooperative may require a teacher to furnish a medical certificate from a qualified physician or licensed professional as evidence of illness, indicating such absence was due to illness, to qualify for sick leave pay. However, the final determination of the eligibility of a teacher for sick leave is reserved to the Cooperative. In the event that a medical certificate is required, the teacher will be so advised.

Subd. 3. Sick leave allowed shall be deducted from the accrued sick leave days earned by the teacher.

Subd. 4. Certified staff that is hired by Southern Plains Education Cooperative that worked in one of the member districts in the year prior to employment at Southern Plains will carry over sick leave from the member district. This will be effective for employees starting on July 1, 2014 or later.

Subd. 5. Pregnancy Related Sick Leave: Any teacher who becomes pregnant may utilize earned sick leave according to the provisions of this Article when necessary due to pregnancy, childbirth and other related medical conditions as verified by a physician.

Part 1. The pregnancy related sick leave will commence at a date to be agreed upon by the Director and the pregnant teacher. The Cooperative will require statements from the teacher's physician for use in determining the date for initiating the leave and the date for concluding the leave.

Part 2. Upon completion of the sick leave, the teacher shall be reinstated to her original job or a position of like status and pay. The continuing contract shall remain in effect and the teacher shall retain all seniority, salary, and fringe benefits.

Part 3. At the conclusion of a pregnancy-related sick leave, a teacher may take childcare leave according to the provisions of Section 6 of this Article.

Section 2. Family Leave: Up to five (5) days per year, non-accumulative, with loss of sick leave, shall be granted in case which cannot be scheduled outside of the work day, for absence due to serious illness or injury (an illness the medical community would consider as life threatening or life altering) or death in the immediate family -- parents, brothers, sisters, husband, wife, children -- of the employee or spouse.

Subd. 1. A request for more than five (5) days may be presented to the Director who shall have authority to grant additional benefits if the request is judged to be valid. These additional days will be non-accumulative and will be deducted from accrued sick leave days.

Subd. 2: Up to two (2) days non-accumulative days per year, with loss of sick leave, shall be granted an employee for death or serious illness of relatives as listed: aunt, uncle, grandparents, grandchildren, nieces, nephews, sons-in-law, daughters-in-law, or first cousins of the employee or spouse.

Subd. 3. Employees wishing to avail themselves of the provisions of this Article must present the appropriate school district form to the Director whenever possible in advance of the anticipated leave. In the event it is not possible to present the request in advance, the appropriate form must be filed upon returning to work.

Subd. 4. Leave provided in this section shall apply to the regular academic year and center based summer school.

Subd. 5. The benefits outlined in this section shall be available to part-time employees on a pro-rated basis.

Section 3. Worker's Compensation:

Subd. 1. An employee who is eligible for compensation under provisions of the Worker's Compensation Act shall receive remuneration from the Cooperative equal to the difference between Workers' Compensation benefits and the employee's regular salary.

Subd. 2. The provision is limited to instances where a compensable injury is incurred in the service of the Cooperative.

Subd. 3. An employee must submit a request to the Director's Office to be considered eligible for remuneration.

Subd. 4. Any remuneration paid by the Cooperative, above the amount of workers' compensation, will result in a deduction of sick leave. The amount to be deducted from sick leave will be determined by the fractional part of the salary not covered by workers' compensation. This provision shall be limited to the extent of the employee's accrued sick leave.

Section 4. Personal Leave:

Subd. 1. Teachers shall be granted two (2) paid days of personal leave each year without loss of pay. Requests for personal leave must be made in writing on the approved form to the Director at least three (3) days in advance, except in the event of emergencies. The number of personal leaves approved on a daily basis is limited to four (4) certified staff. Staff can be denied personal leave if a suitable substitute cannot be located or the absence significantly impacts students in a negative manner.

Subd. 2 Teachers who have been employed **more than** seventeen (17) years according to the Seniority List shall be granted one additional day of leave for longevity with pay each school year. This longevity leave day must be used within the current school year, and will be recorded as the first personal leave day. Qualified teachers shall receive this longevity increment every year thereafter completing their seventeenth year.

Subd. 3. If the teacher has used less than five (5) days of sick leave (excluding Family Leave) in the prior school year, the teacher may carry one (1) or two (2) unused paid personal leave days into the next school year, or choose to receive payment of \$100 for each unused day of personal leave. Teachers may accumulate to a maximum of four (4) personal leave days without loss of pay or substitute costs. Each teacher must inform the Cooperative by May 31 if his/her unused personal leave days are to accumulate. In the event a teacher does not inform the Cooperative in writing by May

31, any unused personal leave for the current year will be reimbursed and will not accumulate.

Subd. 4. Teachers shall be granted an additional personal leave day with loss of substitute cost.

Subd. 5. A maximum of three (3) personal days may be used consecutively.

Subd. 6 Exceptions to the personal leave policy can be made at the discretion of the Director if the exceptions are in excess of benefits listed in this section. Exceptions made by the Director to Article IX, Section 4, Subd. 1 & 2, which would not result in full salary deduction, are personal leaves to attend graduations, weddings, and estate settlements of the employee, the employee's spouse, or children. Any benefits granted in addition to those listed in this section will not be subject to the grievance procedure.

Subd. 7 In the event a full day of school is canceled due to inclement weather, employees for whom personal leave has been approved but who have been unable to conduct their personal affairs due to the weather may request an additional day of personal leave. Such additional leave may be granted at the discretion of the Director subject to the provisions of Article IX, Section 4, of the Master Agreement.

Section 5. Childcare Leave: The board shall grant a child care leave up to one school year without pay or fringe benefits to a teacher for the purpose of providing full-time parental care to a natural-born or adopted child or children. This is limited to one parent unless an emergency situation occurs.

Subd. 1. In the event a pregnant teacher chooses child care leave, she shall submit written application no less than three (3) months prior to commencing the leave. Leave will commence at a date to be agreed upon between the Director and the pregnant teacher. The Director may require a statement from the teacher's physician to use in determining the date for initiating the leave.

Subd. 2. In the event of adoption, the teacher shall submit a written application for childcare leave upon learning the date of the home placement.

Subd. 3. Requests for childcare leave of emergency nature shall be written and submitted to the Director. Such requests shall be subject to approval of the school district.

Subd. 4. The school district may adjust the proposed beginning or ending date of a child care leave so that the dates of the leave are consistent with some natural break in the school year, i.e. winter break, spring break, semester or quarter break, end of grading period, end of the school year, etc.

Subd. 5. A teacher on childcare leave is eligible to participate in group insurance programs if permitted under the insurance policy provisions. The premiums for the programs retained shall be paid by the teacher commencing with the beginning of childcare leave.

Subd. 6. Upon conclusion of the child care leave as agreed to in Subd. 1, 2, or 3 of this section and upon signifying the intent to return to work the teacher shall be reinstated to the original job or to a position of like status and pay. The continuing contract shall remain in effect, and the teacher shall retain seniority, salary, and fringe benefits accrued prior to taking child care leave.

Subd. 7. A teacher shall not be eligible for sick leave during childcare leave.

Section 6. Association Leave: At the beginning of every school year, Southern Plains Education Cooperative Education Association shall be credited with ten (10) days, non-accumulative, without salary deduction, to be used by teachers who are officers or agents of the Association. Such use will be at the discretion of the Association. The Association agrees to notify the Director at least five (5) calendar days prior to the intended use of said leave. Effort will be made by the Association to avoid situations where more than two (2) people will be absent from any single building at the same time for purposes of this leave. Consideration will be given to emergency situations.

Section 7 Unrequested Leave of Absence (ULA): The purpose of this article is to implement the provisions of Minnesota Statute 122A.40, Subd. 10. This will constitute the required plan for unrequested leave of absence (ULA). The Cooperative may place teachers on unrequested leave of absence, without pay or fringe benefits because of the discontinuance of position, lack of pupils, financial limitations or merger of classes caused by the consolidation of school districts. The unrequested leave is effective at the close of the school year.

Subd.1. Probationary Teachers: The board may non-renew probationary teachers (according to MN statute 122A.40 subd. 5) at the close of the school year; these teachers are not subject to ULA provisions.

Subd. 2. Placement of Continuing Contract on ULA: Placement on ULA shall be in this order:

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

- (2) Teacher Improvement Plan: No teacher shall be placed on ULA if any other qualified teacher employed in the same field and subject matter is on a Teacher Improvement Plan as provided in the Teacher Development and Evaluation plan, required in M.S. 122A. 40, subd. 8.

Effective July 1, 2018, if a teacher is placed on a written "Teacher Improvement Plan" by June 15 and does not successfully complete the improvement plan by March 15 of the subsequent school year, they will be placed on an ULA prior to a less senior teacher.

- (3) Exceptions for licensure: Notwithstanding the provisions above, a teacher is not entitled to exercise any seniority when the exercise results in that teacher being retained by the Cooperative in a field for which the teacher holds only a provisional license, as defined by the Professional Educator Licensing and Standards Board.

- (4) Seniority Tie Breaker: In the event that two or more teachers have equal seniority (i.e. same first day), their placement on the seniority list will be determined in the following order:

- a. The teacher with the greater number of years full-time employment as a teacher will have seniority over a part-time teacher.
- b. The teacher with the greater number of years teaching experience will have seniority (Total number of years of experience).
- c. The teacher in the high salary lane of experience will have seniority.
- d. The teacher with the greater number of areas of teaching on the license will have seniority.
- e. The teacher with the lower teacher retirement association (TRA) number will have seniority.

Subd. 3. Notice to teachers: Following Cooperative Board action on discontinued positions and proposing placement of teachers on unrequested leave of absence, each individual teacher proposed for placement on unrequested leave of absence shall receive notice of the proposed placement that:

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

Subd. 4. Right to a hearing and decision: If the teacher requests a hearing, teachers proposed for placement on unrequested leave of absence pursuant to Cooperative Board action shall be entitled to a hearing by a neutral hearing officer. Final Cooperative Board action to place a teacher on unrequested leave of absence must take place as noted in Statute 122A.40, Subd. 16.

Subd. 5. Reinstatement: A teacher placed on unrequested leave of absence shall have rights to reinstatement for a period of five years or until the teacher is fully reinstated, after which the right to reinstatement shall terminate. Teachers placed on unrequested leave of absence must be reinstated to the positions from which they have been given leaves of absence or, if not available, to other available positions in the Cooperative in fields in which they are licensed. Reinstatement must be in the inverse order of placement on leave of absence. A teacher must not be reinstated to a position in a field in which the teacher holds only a provisional license, other than a vocational education license, while another teacher who holds a nonprovisional license in the same field remains on unrequested leave. A teacher on unrequested leave does not forfeit right to reinstatement when accepting a position for less than the full position they were placed on leave from, or when they refuse an offered position.

- (1) Notices: When placed on ULA, a teacher shall file his/her name and address with the Cooperative personnel office to which any notice of reinstatement or availability of position shall be mailed. Proof of service by the person in the Cooperative depositing such notice to the teacher at the last address shall be sufficient, and any teacher on ULA shall be responsible to provide for the forwarding of mail or for address changes. Failure of a notice to reach a teacher shall not be the responsibility of the Cooperative if any notice has been mailed as provided in this subdivision.
- (2) Vacancies and notification: No teacher shall be hired by the Cooperative while any qualified teacher is on unrequested leave of absence in that field of licensure unless the teacher fails to advise the school board of their desire to accept the position within 10 days of the date of notification that a position is available to that teacher on unrequested leave. The district will not apply for a tier 1 or tier 2 teaching license for any individual while a teacher who has acquired continuing contract rights is on unrequested leave of absence unless the position has been offered to and rejected by the teacher on ULA.
- (3) Reinstatement Rights: Reinstatement rights shall automatically cease 5 years from the date ULA was commenced, and no further rights to reinstatement shall exist unless extended by written mutual consent with each qualified teacher. The teacher's right to reinstatement shall also terminate if the teacher fails to file with the Cooperative Board by April 1st of each year a written statement

requesting reinstatement.

Subd. 6. Employment rights during and subsequent to leave: A teacher placed on unrequested leave of absence may engage in teaching or any other occupation during the period of this leave. Nothing in this subdivision shall be construed to impair the rights of teachers placed on unrequested leave of absence to receive unemployment benefits if otherwise eligible. The unrequested leave of absence must not impair the continuing contract rights of a teacher or result in a loss of credit for previous years of service. A teacher's continuing contract must remain in full force and effect, except as modified by mutual consent of the board and the teacher. Any agreement to mutually modify continuing contract rights must be in writing and can only occur after the teacher is provided with an explanation of their rights under the continuing contract statute and an opportunity to consult with the exclusive representative. The Cooperative agrees to provide notice to the exclusive representative of all mutual modifications of continuing contracts prior to the modifications being finalized.

Section 8. Teacher Seniority: "Seniority" means continuing contract qualified teachers commencing with the first day of actual service in the Cooperative as a Tier II (a maximum of two years as a Tier II teacher), III, or IV teacher and shall exclude those teachers who are substituting for teachers on leaves of absence. Probationary teachers and Tier I teachers will be included on the list with notation of non-continuing contract rights. Part-time teachers employed less than an average of 20 hours per week or 100 days in a school year shall accrue seniority on a pro-rata basis.

Section 9. Filing Licenses and Preparation of Seniority Lists:

Subd. 1. Filing of licenses: In any year in which the Cooperative is placing teachers on unrequested leave of absence, only those teaching licenses actually received by the Executive Director's office as of January 1 of that year are considered for purposes of determining layoff within the areas of licensure. A license filed after January 1 will be considered for purposes of recall, but not for layoff.

Subd. 2. Preparation and posting of seniority and licensure lists: By October 15 of each school year, the Cooperative shall create and post a seniority and licensure list. The list will include the name of every teacher, their seniority date, continuing contract or probationary status, and licensure area by tier. The list will be posted on the Southern Plains website and email notification will be provided to teachers when the list is initially posted.

Subd. 3. Request for change: Any teacher with a correction or omission with the seniority and licensure list shall have twenty business days from the date of posting to provide a written request to the Executive Director for a change to the seniority and licensure list.

Subd. 4. Final list: Within ten business days after the request for change period has ended, the Cooperative will prepare and post a final seniority and licensure list. The list will be posted on the Southern Plains website

and email notification will be provided to teachers. The final seniority and licensure list shall be binding on the Cooperative and any teacher, subject to the grievance procedure.

Section 10. Dropping of an area of Teaching License: A teacher shall not be permitted to drop a teaching license in any area without the express, written consent of the Executive Director.

Section 11. Extended Leave of Absence: All full-time teachers are eligible to apply for an extended leave of absence as specified in Minnesota Statute 1976, Section 125.60, as amended.

Section 12. Other Leaves:

Subd. 1. Teachers may, without deduction from pay or leave, attend local funerals when such absences involve two hours or less and when classes can be arranged for within the staff at no cost to the cooperative. The number of leaves approved shall be determined by the Director.

Subd. 2. Employee absences arising from paid professional services will be subject to written approval by the Director and may be subject to salary deduction.

Subd. 3. A teacher called for jury duty or court testimony (exclusive of matters involving personal litigation) shall be granted the day or days necessary as stipulated by the court to discharge this responsibility without salary deduction or loss of leave allowance. The compensation received for jury duty shall be remitted to the school district.

Subd. 4. Involvement in civic duties that requires time away from school responsibilities will be subject to written approval by the Director.

Subd. 5. Teacher absences arising from personal affairs not covered in this section shall result in full salary deduction and shall not exceed five (5) days per school year.

Subd. 6. Leave provided in this section shall also apply to center-based summer school at the discretion of the Director.

ARTICLE X

EARLY RETIREMENT INCENTIVE (For Employees hired prior to July 1, 2002)

Section 1. Reimbursement for Unused Accumulated Sick Leave:

Subd. 1. Teachers subject to this agreement who have completed fifteen (15) years of service with the Cooperative shall be eligible for reimbursement for unused accumulated sick leave pursuant to the provisions of this article, upon submission of a written resignation to the school district as per Subd. 7. Eligible teachers presently on leave of absence would apply for reimbursement for unused accumulated sick leave in accordance with the agreement in effect at the time the leave commenced.

Subd. 2. Eligible teacher shall receive reimbursement for unused accumulated sick leave subject to the salary schedule.

Subd. 3. In applying for these provisions, a teacher's daily rate of pay shall be his/her basic daily wage at the time of resignation from the Cooperative, as provided in the basic salary schedule for the basic school year, and shall not include any additional compensation.

Subd. 4. A teacher shall be eligible to receive reimbursement for unused accumulated sick leave, as defined and limited in Subd. 2 and 3 above, according to the following schedule relating to the teacher's years of full-time and part-time service at the end of the school year, in which the resignation is received by the Cooperative. Part-time teacher's reimbursement will be pro-rated according to percent of part-time status in a given year.

FORMULA OF YEARS

Number of Years Full-Time Service	Number of Unused Sick Leave Leave Days
15 through 19	75 days
20 or more years	100 days

Subd. 5. Minnesota State Retirement System's Post-Retirement Health Care Savings Plan (MSRSPHCSP); For all teachers who are eligible for benefits under this article, the Cooperative will deposit the reimbursement into the MSRSHCSP.

Subd. 6. Upon retirement, teachers who belong to the term life/accidental death and dismemberment plan may continue to remain a part of the insurance group at their own expense for a period of ten (10) years, or until eligible for Medicare, whichever comes first.

Subd. 7. This policy is in effect at the time when the letter of resignation is submitted to the Cooperative. In the event the resignation is accepted by the Cooperative, the effective date of resignation will be the date submitted to the Cooperative. If a teacher is deceased with all or a portion of the unused sick leave

days unpaid, the full balance then shall be paid to the teacher's named beneficiary, if any, otherwise to the teacher's estate.

ARTICLE XI 403(b) Match Plan

Section 1. Conversion to 403(b) Match Plan: All teachers employed by the Cooperative at least a 0.5 FTE are eligible to participate in a 403(b) match tax-sheltered annuity plan as allowed under Minnesota Statute 356.24 and under the terms of this Article.

Subd. 1. Plan to Phase-Out Reimbursement of Unused Sick Leave: All teachers hired after July 1, 2002, do not qualify and shall not be eligible for reimbursement of unused sick leave under Article X of the contract. Such teachers shall only be eligible to participate in the district's 403 (b) tax sheltered annuity-matching program, and the Cooperative shall make matching contributions to such a program in the maximum amount as set forth in Subd. 2 below.

Subd. 2. Upon the teacher's retirement, the total amount of the Cooperative's matching contribution to the 403(b) annuity account shall be deducted from any reimbursement for unused sick leave due and payable under Article X of this contract. If 403(b) contributions equal or exceed the amount due for reimbursement of unused sick leave, the teacher shall not be entitled to receive any reimbursement of unused sick leave, pursuant to Article X.

Subd. 3. Teacher Match: Teachers must elect to participate in the 403(b) annuity-matching program pursuant to the plan of his/her choice at the beginning of the plan year. The Cooperative's matching contribution to teachers participating in the plan shall be as follows:

Maximum school district contribution for an individual teacher is \$30,000.

Years in District	Matching Contribution
4+	\$ 250
5+	\$ 500
7+	\$1,000
10+	\$1,500

ARTICLE XII

HOURS AND CONDITIONS OF SERVICE

Section 1. Basic Day: The full-time teacher's basic day shall be eight hours.

Section 2. Building Hours: The specific hours at any individual building may vary according to the needs of the educational program of the member school district or the

Cooperative. The specific hours for each building will be designated by the member school district or the Cooperative.

Section 3. Additional Activities: In addition to the basic school day, teachers shall be required to reasonably participate in school activities beyond the basic day for teachers as is required by the school district or its designated representative. The additional duties for teachers include a reasonable share of extracurricular, co-curricular, and supervisory activities as determined by the Director, Cooperative, or member school district.

Section 4. Duty Free Lunch Period. Each full-time teacher shall be entitled to a duty free, uninterrupted lunch period. This lunch period will be a minimum of thirty minutes in length.

Section 5. Preparation Period

Subd. 1. Teachers shall be scheduled for a maximum of 360 minutes of regular classroom instruction time within the teacher's basic day, averaged during a workweek.

Subd. 2. For each 30 minutes of direct instruction time, assigned as described in Subdivision 1 hereof, a licensed teacher will normally be provided a minimum of 5 minutes of preparation time. While the Cooperative will make reasonable effort to provide such preparation time on a daily basis, other provisions of this subdivision permit the averaging of such time on a weekly basis. Moreover, such preparation time may be interrupted, modified, or rescheduled as necessary to attend to other activities. The Cooperative shall make reasonable effort to provide preparation time in usable blocks of time of at least 20 minutes in length in so far as possible.

Section 6. Employee records: All calculations of accrued time for sick leave and sick leave used will be based on records compiled in the Director's office.

Section 7. Shared Staff Members: In the event that our cooperative enters into an agreement to share a staff member employed by the cooperative to another school district, the following criteria will be used:

Subd.1. The shared staff member shall receive all rights and benefits of the Southern Plains Education Cooperative Education Association Master Agreement.

Subd. 2. Travel time to and from the site of instruction shall not be taken for lunch periods or preparation period.

Subd. 3. Staff members assigned to teach in more than one school districts will be paid mileage from their main office as designated by the Director to any additional school sites that they are assigned. The mileage reimbursement rate will be according to Article VII, Section 2, of this Master Agreement.

Subd. 4. In the event that a shared staff member is required to work additional days beyond the school calendar of the other district, the teacher shall be paid additional compensation equal to a full per diem of the teacher's annual salary for each additional, or percentage of, a day's work. In no event shall a teacher's annual salary be reduced as a result of a difference between one district's school calendar and that of another school district to which the teacher is assigned.

ARTICLE XIII

LENGTH OF THE SCHOOL YEAR

Section 1. Teacher Duty Days: The Southern Plains Education Cooperative Board shall establish a uniform number of school days for teacher duty days. The number of teacher duty days will be 184. Teachers working in districts with less than 184 duty days will use the additional days as teacher workdays.

Section 2. Emergency Closings: In the event of a student day or teacher duty day lost for any emergency, the teacher will perform duties that day or other such day in lieu thereof as the member school district and/or Cooperative shall determine.

ARTICLE XIV

GRIEVANCE PROCEDURE

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

1. An "aggrieved person" is the person or persons making the claim.
2. A "party in interest" is the person or persons making the claim and any person whom might be required to take action or against whom action might be taken in order to resolve the claim.
3. The term "days" except where otherwise indicated, means teacher contract days.
4. "Teacher" means any certified person as defined in Article III, Section 2, of this agreement.

Section 2. Purposes:

Subd. 1. The purpose of this procedure is to secure, as soon as possible, equitable solutions to the problems that may arise affecting the welfare and conditions of professional service of teachers. These proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

Subd. 2. Nothing herein contained will be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the administration, and having the grievance adjusted without intervention of any employee organization, provided the adjustment is not inconsistent with the terms of any applicable rule, regulation or policy of this cooperative and that the representative of any employee organization have given the opportunity to be present at such adjustment and to state its views.

Section 3. Procedures:

Subd. 1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each step should be considered as a maximum, and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual consent.

Subd. 2. In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, and if left unresolved until the beginning of the following school year, could result in irreparable harm to a party in interest, the time limits set forth herein may be reduced by mutual consent so that the grievance procedure may be expedited prior to the end of the school year, or as soon thereafter as is practicable.

Subd. 3. The employee and the employee's duly appointed representative, if a representative is desired, shall attempt to adjust all grievances which may arise during the course of employment of any employee of the cooperative.

Subd. 4. Representative: The teacher, administrator, or cooperative may be represented during any step of the procedure by any person or agent designated by such party to act in his behalf.

Subd. 5. Computation of Time: In computing any period of time prescribed or allowed by procedures herein, the date of the act, event, or default, for which the designated period of time begins to run shall not be included. The last day of the period so computed shall be counted, unless it is a Saturday, a Sunday, or a legal holiday, in which event the period runs until the end of the next day which is not a Saturday, a Sunday or a legal holiday.

Subd. 6. Filing and Postmark: The filing or service of any notice or document herein shall be timely if it bears a postmark of the United States mail within the time period.

Subd. 7. Time Limitations and Waiver: Grievance shall not be valid for consideration unless the grievance is submitted in writing to the cooperative board's designee setting forth the facts and the specific provisions of the Agreement allegedly violated and the particular relief sought within twenty (20) days after the date the event giving rise to the grievance occurred. Failure to file any grievance within such period shall

be deemed a waiver thereof. Failure to appeal a grievance from one level to another within the time periods hereafter provided shall constitute a waiver of grievance. An effort shall first be made to adjust an alleged grievance between the teacher and the cooperative board's designee.

Section 4. Adjustment of Grievances: The Cooperative Board and the teacher shall attempt to adjust all grievances that may arise during the course of employment of any teacher within the school district in the following manner:

Subd. 1. Informal Discussion: If an employee feels that he/she has a grievance, he/she should first discuss it with the director in an effort to resolve the problem informally.

Subd. 2. Level I: If the grievance is not resolved through informal discussion, the grievant shall meet again with the Director. At this meeting, the grievance will be presented in writing setting forth the facts and the specific provisions of the Agreement allegedly violated and the particular relief sought. The Director shall give a written decision on the grievance to the parties involved within ten days after receipt of the written grievance.

Subd. 3. Level II: In the event the grievance is not resolved in Level 1, the decision rendered may be appealed to the most recent negotiating superintendent, providing the appeal is made in writing within five (5) days after receipt of the decision in Level 1. Within five (5) days after receipt of the written appeal, the most recent negotiating superintendent shall meet with the aggrieved person. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary to develop facts pertinent to the grievance. Upon conclusion of the hearing, the most recent negotiating superintendent shall have four (4) days in which to provide his/her written decision to the employee.

Subd. 4, Level III: In the event the grievance is not resolved in Level II the decision rendered may be appealed to the Cooperative Board, provided such appeal is made in writing within four (4) days after receipt of the decision in Level II. If a grievance is properly appealed to the Cooperative Board, the Cooperative Board shall set a time to hear the grievance within fifteen (15) days after receipt of the appeal. Within five (5) days after the meeting, the Cooperative Board shall issue its decision in writing to the parties involved. At the option of the Cooperative Board, a committee or representative(s) of the board may be designated by the board to hear the appeal at this level and render its decision.

Section 5. The Cooperative Review: The Cooperative reserves the right to review any decision issued under Level 1 or Level 2 of this procedure provided the Cooperative and its representative notify the parties of its intention to review within ten (10) days after the decision has been rendered. In the event the Cooperative reviews a grievance under this section, the cooperative reserves the right to reverse or modify such decision.

Section 6. Arbitration Procedures: In the event that the teacher and Cooperative are unable to resolve any grievance, the grievance may be submitted to arbitration as defined herein:

1. A request to submit a grievance to arbitration must be in writing signed by the aggrieved party, and such request must be filed in the Director's office within four (4) days following the decision in Level III of the grievance procedure.
2. Prior procedure required: No grievance shall be considered by the arbitrator that has not first been duly processed in accordance with the grievance procedure and appeal provisions.
3. Selection of Arbitrator: Upon the proper submission of a grievance under the terms of this procedure, the parties shall, within ten (10) days after the request to arbitrate, attempt to agree upon the selection of an arbitrator. If no agreement on an arbitrator is reached, either party may request the Bureau of Mediation Services to appoint an arbitrator, pursuant to P.E.L.R.A., providing such request is made within twenty (20) days after request for arbitration. The request shall ask that the appointment be made within thirty (30) days after the receipt of said request. Failure to agree upon an arbitrator and the failure to request an arbitrator from the Bureau of Mediation Services within the time period provided herein shall constitute a waiver of a grievance.

Section 7. Submission of Grievance Information:

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

- (1) the issues involved
- (2) Statement of the facts
- (3) position of the grievant
- (4) The written documents relating to the grievance

Subd. 2. The Cooperative may make a similar submission of information relating to the grievance either before or at the time of the hearing.

Section 8. Hearing: The grievance shall be heard by a single arbitrator and both parties may be represented by such person or persons as they may choose to designate, and the parties shall have the right to a hearing at which time both parties will have the opportunity to submit evidence, offer testimony, and make oral or written arguments relating to the issues before the arbitrator. The proceeding before the arbitrator shall be a hearing de novo.

Section 9:

A. Decision: The decision by the arbitrator shall be rendered within thirty (30) days after the close of the hearing. Decisions by the arbitrators in cases properly

tried before him/her shall be final and binding upon the parties: subject, however, to the limitations of arbitration decisions as provided by the P.E.L.R.A. of 1971, as amended.

B. Expenses: Each party shall bear its own expenses in connection with arbitration including expenses relating to the party's representatives, witnesses, and any other expenses, which the party incurs in connection with presenting its case in arbitration including the cost of the transcript or recording. The parties shall share equally fees and expenses of the arbitrator, and any other expenses that the parties mutually agree are necessary for the conduct of the arbitration.

Section 10: Jurisdiction: The arbitrator shall have jurisdiction over disputes or disagreements relating to grievances properly before the arbitrator pursuant to the terms of this procedure. The jurisdiction of the arbitrators shall not extend to proposed changes in terms and conditions of employment as defined herein and contained in this written Agreement; nor shall an arbitrator have jurisdiction over any grievance which has not been submitted to arbitration in compliance with the terms of the grievance and arbitration procedure as outlined herein; nor shall the jurisdiction of the arbitrator extend to matters of inherent managerial policy, which shall include but are not limited to such areas of discretion or policy as the functions and programs of the employer, its overall budget, utilization of technology, the organizational structure, and selection and direction and number of personnel. In considering any issue in dispute, in its order the arbitrator shall give due consideration to the statutory rights and obligations of the public school and cooperative boards to efficiently manage and conduct its operation within the legal limitations surrounding the financing of such operations.

ARTICLE XV

DURATION

Section 1. Term and Reopening Negotiations: This Agreement shall remain in full force and effect for a period commencing on July 1, 2017, through June 30, 2019, and thereafter until modifications are made pursuant to the P.E.L.R.A. If either party desires to modify or amend this Agreement commencing on July 1, 2017, it shall give written notice of such intent no later than April 1, 2017. Unless otherwise mutually agreed, the parties shall not commence negotiations more than 90 days prior to the expiration of this Agreement.

Section 2. Effect: This Agreement constitutes the full and complete Agreement between the Cooperative and the Exclusive Representative representing the teachers of the district. The provisions herein relating to terms and conditions of employment supersede any and all prior Agreements, resolutions, practices, cooperative policies, rules or regulations concerning terms and conditions of employment inconsistent with these provisions.

Section 3. Finality: Any matters relating to the current agreement term, whether or not referred to in this Agreement, shall not be open for negotiation during the term of this Agreement, except by mutual consent.

Section 4. Severability: The provisions of this Agreement shall be severable, and if any provision thereof of the application of any such provision under any circumstances is held invalid, it shall not affect any other provision of this Agreement of the application of any provision thereof.

APPENDIX

EXTRACURRICULAR ACTIVITIES: Teachers shall have the opportunity to accept and participate in extracurricular contracts between the teacher and site school district. Compensation arrangements will be made with the school district and not Southern Plains Education Cooperative. Any leave resulting from extracurricular activities will require approval of payment from the member district.

HOMEBOUND INSTRUCTION: \$30.00 per hour of instruction; no time will be provided for prep time.

Southern Plains Education Cooperative
2017-2018 Salary Schedule

STEP	BA	BA+10	BA+20	BA+30	BA+40	MA	MA+10	MA+20	MA+30
1	44,068	44,869	45,847	46,999	48,328	48,863	50,542	52,395	54,426
2	44,781	45,583	46,560	47,712	49,040	49,577	51,254	53,109	55,137
3	45,574	46,377	47,354	48,507	49,835	50,370	52,049	53,901	55,932
4	46,448	47,251	48,229	49,381	50,707	51,241	52,921	54,777	56,805
5	47,403	48,206	49,184	50,335	51,663	52,197	53,876	55,731	57,759
6	48,439	49,240	50,218	51,370	52,699	53,234	54,913	56,765	58,796
7	49,553	50,356	51,333	52,486	53,815	54,350	56,028	57,881	59,911
8	50,751	51,552	52,529	53,683	55,011	55,544	57,224	59,078	61,108
9	52,028	52,829	53,806	54,958	56,287	56,823	58,501	60,354	62,383
10	53,385	54,185	55,163	56,317	57,645	58,179	59,859	61,713	63,741
11	54,822	55,625	56,601	57,755	59,082	59,617	61,294	63,151	65,179
12	56,341	57,142	58,119	59,273	60,603	61,137	62,814	64,668	66,698
13	56,341	58,741	59,720	60,872	62,201	62,735	64,412	66,267	68,296
14	56,341	58,741	61,399	62,552	63,879	64,414	66,093	67,949	69,976
15	56,341	58,741	61,399	64,311	65,640	66,174	67,854	69,707	71,736
16	56,341	58,741	61,399	64,311	67,481	68,015	69,695	71,549	73,578
17	56,341	58,741	61,399	64,311	69,402	69,936	71,615	73,469	75,499

Southern Plains Education Cooperative
2018-2019 Salary Schedule

STEP	BA	BA+10	BA+20	BA+30	BA+40	MA	MA+10	MA+20	MA+30
1	45,235	46,059	47,062	48,245	49,609	50,158	51,881	53,784	55,868
2	45,968	46,791	47,794	48,977	50,340	50,890	52,612	54,516	56,598
3	46,782	47,606	48,609	49,792	51,155	51,705	53,428	55,329	57,414
4	47,679	48,503	49,507	50,689	52,051	52,599	54,324	56,228	58,311
5	48,659	49,483	50,487	51,669	53,032	53,580	55,304	57,208	59,289
6	49,722	50,545	51,549	52,731	54,095	54,645	56,368	58,269	60,354
7	50,867	51,691	52,693	53,877	55,241	55,790	57,512	59,415	61,498
8	52,096	52,918	53,921	55,106	56,468	57,016	58,740	60,644	62,727
9	53,406	54,229	55,232	56,414	57,778	58,329	60,051	61,954	64,036
10	54,799	55,620	56,625	57,810	59,173	59,721	61,445	63,348	65,430
11	56,275	57,099	58,101	59,285	60,648	61,196	62,918	64,824	66,907
12	57,834	58,657	59,659	60,844	62,209	62,757	64,478	66,382	68,465
13	57,834	60,298	61,302	62,485	63,850	64,397	66,119	68,023	70,106
14	57,834	60,298	63,026	64,210	65,572	66,121	67,844	69,749	71,830
15	57,834	60,298	63,026	66,015	67,379	67,928	69,652	71,555	73,637
16	57,834	60,298	63,026	66,015	69,269	69,817	71,542	73,445	75,527
17	57,834	60,298	63,026	66,015	71,241	71,789	73,512	75,416	77,499

FOR:

Southern Plains Education Cooperative Education Association

President

Secretary

Chief Teacher Negotiator

Dated this _____ day of _____, 2018

FOR:

School District #0915-52

Superintendent

Board Member

Board Member

Dated this _____ day of _____, 2018