

Memorandum of Agreement:

2025 – 2027 Master Agreement Language Changes

I. Remove the following language from Article VII of the Master Agreement:

The following language found in Article VII of the 2025 – 2027 Master Agreement shall be removed beginning July 1, 2026:

a. Section 4. Preparation Time:

“Full-time secondary classroom teachers shall, in addition to their lunch period, have 1 period of daily preparation time during which they will not be assigned to other duties. Class periods will be 45 minutes. Full-time elementary classroom teachers shall, in addition to their lunch period, have at least 45 minutes of daily preparation time during the student day in 1 or 2 uninterrupted blocks of time during which they will not be assigned to other duties. Part-time teachers’ preparation time will be pro-rated according to their length of school day. Time before and after school shall not count toward preparation time. No period of time less than 20 continuous minutes will be considered preparation time on a basic day.”

b. Section 5. High School Teacher Teaching Load:

“A full-time high school teacher in an 8-period day will have an assigned teaching load of 6 classes, 1 preparation period, and 1 supervision period; or 5 classes, 1 preparation period, and 2 supervision assignments. A site administrator may authorize a teacher who voluntarily teaches an extra academic class or voluntarily supervises an extra duty to be paid 1/7 of his/her daily base salary for each day of service provided. A teacher volunteering for an extra class will retain 1 full preparation period each day the class is in session.”

II. Add the following language to Article VII of the Master Agreement

The following language shall be incorporated into the 2025 – 2027 Master Agreement upon adoption of this Memorandum of Agreement, to take effect on July 1, 2026:

a. Section 4. Preparation Time:

“Full time teachers shall, in addition to their lunch period, have 1 period of daily preparation time during which they will not be assigned to other duties. The preparation time period will be 60 minutes. Part-time teachers’ preparation time will be pro-rated according to their length of school day. Time before and after school shall not count toward preparation time. No period of time less than 30 continuous minutes will be considered preparation time on a basic day.”

b. Section 5. High School Teacher Teaching Load:

“A full-time high school teacher in a 6-period day will have an assigned teaching load of 5 classes and 1 preparation period; or 4 classes, 1 preparation period, and 1 mutually agreeable additional duty. A site administrator may authorize a teacher who agrees to teach an extra academic class shall receive a daily rate of pay of 16.5% of either:(1) the current median base teacher salary for Kenyon-Wanamingo teachers, or (2) \$67, 450, whichever is higher, for each day of service provided during a trimester. If a teacher agrees to teach an extra academic class for a second trimester during the school year, then the teacher shall receive a daily rate of pay of 17.0% of either: (1) the current median base teacher salary for Kenyon-Wanamingo teachers,

or (2) \$67,450, whichever is higher, for each day of service provided during the second trimester. If a teacher agrees to teach an extra academic class for a third trimester period during the school year, then the teacher shall receive a daily rate of pay of 17.5% of either: (1) the current median base teacher salary for Kenyon-Wanamingo teachers, or (2) \$67,450, whichever is higher, for each day of service provided during the third trimester.”

III. Remove the following language from Article XIII of the Master Agreement:

The following language found Article XIII of the 2025 – 2027 Master Agreement shall be removed beginning July 1, 2026:

a. Section 3. Substituting:

“Subd. 1 Substitute Instructional Time: A teacher who agrees to give up his/her preparation time will be reimbursed at the flat rate of \$40 for a regularly scheduled class period. Teachers may annually elect to have their reimbursements placed in their HSA or HRA account through a District notification form. Teachers who substitute for 16 periods shall receive an additional \$200 stipend and will receive an additional \$200 for every 8 periods of substituting after that.”

b. “Subd. 2 Alternate Substitute Compensation: A teacher may elect to transfer up to a maximum of 16 hours of substitute pay for additional PTO days during the same school year that it was earned. A request to transfer must be submitted in writing to the District prior to the final duty day of the school year. Once transferred, this time off shall be subject to the same terms as all other paid time off under Article VIII, Section 5.”

IV. Add the following language to Article XIII of the Master Agreement:

The following language shall be incorporated into the 2025 – 2027 Master Agreement upon adoption of this Memorandum of Agreement, to take effect on July 1, 2026:

a. Section 3. Substituting:

“Subd. 1 Substitute Instructional Time: A teacher who agrees to give up their preparation time will be reimbursed at the flat rate of \$50 for a regularly scheduled class period. Teachers may annually elect to have their reimbursements placed in their HSA or HRA account through a District notification form. Teachers who substitute for 12 periods shall receive an additional \$200 stipend and will receive an additional \$200 for every 6 periods of substituting after that.”

b. “Subd. 2 Alternate Substitute Compensation: A teacher may elect to transfer up to a maximum of 12 hours of substitute pay for additional PTO days during the same school year that it was earned. A request to transfer must be submitted in writing to the District prior to the final duty day of the school year. Once transferred, this time off shall be subject to the same terms as all other paid time off under Article VIII, Section 5.”

It is the intent of both parties that this Memorandum of Agreement shall be incorporated into the 2027 - 2029 Master Agreement between the District and the Exclusive Representative and shall expire upon adoption of the 2027 – 2029 Master Agreement.

Agreed to this ___ day of _____, 20__.

Superintendent

President, KWEA