

WAYZATA PUBLIC SCHOOLS

Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION

Special Meeting - September 8, 2015 - 5:00 PM
District Administration Building

AGENDA

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| 1. ROLL CALL | 3 |
| 2. HUMAN RESOURCE SERVICES | |
| A. HR Recommendations | 4 |
| B. Board Approval on the Contract With Wayzata Education Association for Fiscal Years 2015-2017 | 6 |
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WAYZATA PUBLIC SCHOOLS

Independent School District 284
Wayzata, Minnesota

MISSION

Our Core Purpose:

The mission of Wayzata Public Schools is to ensure a world-class education that prepares each and every student to thrive today and excel tomorrow in an ever-changing global society.

VISION

What We Intend to Create and Experience:

The vision of Wayzata Public Schools is to be a model of excellence where all students discover their unique talents, develop a love and tenacity for learning and demonstrate confidence and capacity for success through:

Exceptional Student Learning, Experiences and Relationships:

- High achievement by each and every student—no exceptions, no excuses;
- Content-rich, rigorous and personalized education;
- Meaningful relationships with teachers, staff, mentors and peers in a welcoming, nurturing and safe environment where all are valued for who they are and the contributions they make.

Community Trust, Confidence and Partnership:

- Comprehensive learning opportunities meeting diverse learner needs and community aspirations;
- Committed to being the first choice for students and families;
- Maintaining the highest levels of satisfaction and pride by staff, parents and community.

Operational Excellence:

- Attraction, development and retention of exemplary, creative and engaged employees;
- Accountability by all staff for individual and collective performance;
- Effective and efficient use of time and human, financial and physical resources;
- Culture of continuous improvement and responsive innovation;
- High performing district governance, management and partnerships.

WAYZATA PUBLIC SCHOOLS
Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION
Special Meeting – September 8, 2015

AGENDA SECTION: 1. Call to Order

ITEM: Call to Order/Roll Call Attendance

COMMENTS BY: Linda Cohen, Board Chair

School Board Chair, Linda Cohen, will call the meeting to order.

	<u>Present</u>	<u>Absent</u>
Linda A. Cohen	_____	_____
Andrea Cuene	_____	_____
Sarah Johansen	_____	_____
Jay A. Hesby	_____	_____
Chris McCullough	_____	_____
Carter G. Peterson	_____	_____
Cheryl Polzin	_____	_____
Chace B. Anderson, Ex Officio	_____	_____

WAYZATA PUBLIC SCHOOLS
Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION
Special Meeting – September 8, 2015

AGENDA SECTION: 2. Human Resource Services

ITEM: A. Human Resource Recommendations

COMMENTS BY: Annie Doughty, Executive Director of Human Resources

Resignation

Linda Brown, High School Culinary Express, has submitted her resignation effective August 17, 2015.

Amanda Carlson, High School Paraprofessional, has submitted her resignation effective August 10, 2015.

Stephanie Deter, Kimberly Lane Home Base Instructor, has submitted her resignation effective August 21, 2015.

Lexie Engelgau, Birchview Home Base Assistant, has submitted her resignation effective August 21, 2015.

Chaz Heikkila, Central Middle Paraprofessional, has submitted his resignation effective August 13, 2015.

Andrea Jensen, Family Learning Center, has submitted her resignation effective August 11, 2015.

Mari Louise Johnson, Gleason Lake Home Base Assistant, has submitted her resignation effective August 13, 2015.

Suzanne Jurek, Sunset Hill Paraprofessional, has submitted her resignation effective August 13, 2015.

Suzanne Jurek, Sunset Hill Home Base Assistant, has submitted her resignation effective August 31, 2015.

Dominick Mancini, Plymouth Creek Home Base Assistant, has submitted his resignation effective August 21, 2015.

Ashley Meyer, Greenwood Home Base Assistant, has submitted her resignation effective July 31, 2015.

Tyler Peterson, High School Special Education Teacher, has submitted his resignation effective August 18, 2015.

Mary-Lynn Rhodes, West Middle Vocal Music Teacher, has submitted her resignation effective August 13, 2015.

Heidi Sandmeier, Sunset Hill Special Education Teacher, has submitted her resignation effective August 28, 2015.

Rhea Schwalbach, East Middle Paraprofessional, has submitted her resignation effective August 13, 2015.

Ellie Slama, Gleason Lake Home Base Assistant, has submitted her resignation effective August 21, 2015.

Rachel Smith, Family Learning Center, has submitted her resignation effective August 24, 2015.

Erica Staple, Kimberly Lane Home Base Assistant, has submitted her resignation effective August 21, 2015.

Jenifer Teachey, East Middle Culinary Express, has submitted her resignation effective August 6, 2015.

Allison Trimberger, High School Paraprofessional, has submitted her resignation effective August 17, 2015.

Mary Tiegen, Plymouth Creek Culinary Express, has submitted her resignation effective August 6, 2015.

Delroy Tuorila, Birchview Home Base Site Manager, has submitted his resignation effective September 15, 2015.

Courtney Yilek, Oakwood Home Base Instructor, has submitted her resignation effective August 11, 2015.

RECOMMENDED ACTION: Approve the Human Resource Actions as recommended.

Motion by: _____ Yes _____ Passed _____

Second by: _____ No _____ Failed _____

Abstentions _____

WAYZATA PUBLIC SCHOOLS
Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION
Special Board Meeting – September 8, 2015

AGENDA SECTION: 2. Human Resource Services

ITEM: B. Teacher Contract

COMMENTS BY: Annie Doughty, Executive Director of Human Resource Services

1) **Board Action on the Contract With Wayzata Education Association for Fiscal Years 2015-2017**

The School Board’s Bargaining Team and the Wayzata Education Association representatives reached a tentative contract agreement on July 20, 2015. Subsequently, the WEA teachers will vote on Tuesday, September 8, 2015 to ratify the contract. In order to meet payroll deadlines, we are recommending approval of this contract at a Special Board meeting.

Attached is the summary of the proposed two-year contract and the costing model. Both the Union and the Board place a high value on student achievement and a collaborative work environment. This agreement is aligned with the District’s strategic directions.

The negotiations team members were: Marianne Brinda, Chip Brofford, Kathryn Kottke, Cory Knudtson and Tyler Shepherd, Wayzata Education Association; Andrea Cuene and Cheryl Polzin, School Board; Jim Westrum, Executive Director of Finance & Business Services; and Annie Doughty, Executive Director of Human Resource Services.

I would like to express my appreciation for the collaborative efforts put forth by the negotiation team members throughout the process. The team’s collective ability to resolve issues in a positive and respectful manner benefits all.

RECOMMENDED ACTION: Approve the contract with the Wayzata Education Association for the period of July 1, 2015 through June 30, 2017; as tentatively agreed upon by the bargaining teams and ratified by the Wayzata Education Association.

Motion by: _____ Yes _____ Passed _____

Second by: _____ No _____ Failed _____

Abstentions _____



**Wayzata Education Association
And
Independent School District 284
Tentative Agreement – July 20, 2015
2015-2017**

New Language underlined

~~Deleted Language strike through~~

Section 5.4 Performance Increment

Beginning July 1, 2007, a full-time teacher will advance one (1) Performance Increment for each basic school year in which he/she receives two (2) satisfactory performance evaluations or completes the appeal process outlined in Article V Section 5.6 Part 8 with a satisfactory evaluation. Beginning July 1, 2015, teachers must create, review, and reflect upon a SMART (Specific, Measurable, Attainable, Realistic, and Time-bound) goal as a measure of student growth (MSG).

No Performance Increment will be granted to full-time teachers performing basic duties for the employer on fewer than one hundred twenty (120) work days during the basic school year. ~~Full-time teachers performing basic duties for the employer on one hundred twenty (120) or more work days during the basic school year will be eligible for a Performance Increment upon receiving two (2) satisfactory evaluations or the completion of the appeal process in Article V Section 5.6 Part 8 with a satisfactory evaluation.~~

The Employer will keep a cumulative record of the total contracted service for each part-time teacher, expressed as a full-time equivalent. Performance increment advancement for a part-time teacher will be based upon the cumulative full-time equivalent service for such teacher as of the first workday of the basic school year. ~~Example: As of the first day of the 2013-14 school year, Teacher A has taught on a contract for 60% service each work day for two years, and Teacher B has taught on a contract for two work days per week for one year.~~

Examples:

As of the first day of the ~~2013-14~~ initial school-year, Teacher A has taught on a contract for 60% service each work day for two years. Teacher A's cumulative service is 222 work days, which is more than 120 work days, so Teacher A would qualify for 1 performance increment advancement and would be placed on performance increment 2 for the following school year. ~~and Teacher B has taught on a contract for two work days per week for one year.~~

~~Teacher A's cumulative service is 222 work days, which is more than 120 work days, so Teacher A would qualify for 1 performance increment advancement and would be placed on performance increment 2 for 2012-13.~~

As of the first day of the 2013-14 initial school-year, Teacher B has taught on a contract for two work days per week for one year. Teacher B's cumulative service is 74 work days, which is less than 120 work days, so Teacher B would not qualify for a performance increment advancement for the following school year.

Section 5.5 Lane Advancement

Effective July 1, 2013 and until June 30, 2015, the compensation specified in individual teacher contracts for teachers previously placed on the basic salary schedule will reflect lane advancements as set forth below, subject to the right of the Employer to withhold salary increases for just cause.

Teachers who have completed at least one year of service for the Employer may advance to higher salary lanes by obtaining additional training, degrees, and/or credits for in service work required by the Employer. Teachers must submit programs for such lane advancement to the building principal for review and approval by the designated central office administrator prior to commencement of the coursework. Programs submitted for approval must cover a block of at least 15 quarter hours of credit, and shall include a general description of the coursework to be taken under the program and the relevance of such coursework to the teacher's assignment.

Transcripts of credits or other necessary verification must be submitted prior to September 1 for lane change effective at the start of the school year and prior to February 1 for lane change effective at midyear, except that transcripts of credits earned in the immediately preceding summer session may be used to qualify for lane advancement retroactive to ~~September 1~~ the start of the school year if submitted on or before October 15. Forms for lane advancement application are available from the building principals or the staff intranet.

All official transcripts filed by a teacher will be maintained in the teacher's personnel file. Upon request a receipt will be issued for any transcripts or other documentation submitted.

Advanced-degree programs must be taken from accredited institutions. Approved advanced degree programs will relate directly to the teaching assignment.

A lower division college course may be approved for lane advancement only where it would offer clear and significant breadth to the teacher's instructional background.

- a. The second salary lane (B.A.+15) may be attained by:
 1. Submitting an approved program and satisfactorily completing 15 quarter hours of upper division or graduate course credits after completion of the bachelor's degree. At least 75% of the course credits in such an Employer approved program must be in the area of the teacher's assigned basic duties, subject to approval of a specific exception for good cause by the building principal and the designated central office administrator.
- b. The third salary lane (B.A.+30) may be attained by:
 1. Submitting an approved program and satisfactorily completing 30 quarter hours of upper division or graduate course credits after completion of the bachelor's degree. At least 75% of the course credits in such an Employer approved program must be in the area of the teacher's assigned basic duties, subject to approval of a specific exception for good cause by the building principal and the designated central office administrator.
 2. Course completion of a bachelor's degree in education after completion of a bachelor's degree in the subject field taught (a planned sequence).
- c. The fourth salary lane (B.A.+45) may be obtained by:
 1. Submitting an approved program for obtaining a master's degree or submitting an approved program and satisfactorily completing 45 quarter hours in upper division or graduate course credits after completion of the bachelor's degree. At least 75% of the course credits in such an Employer approved program must be in the area of the teacher's assigned basic

duties, subject to approval of a specific exception for good cause by the building principal and the designated central office administrator.

- d. The fifth salary lane (B.A.+60) may be obtained by:
 - 1. Submitting an approved program for obtaining a master's degree or submitting an approved program and satisfactorily completing 60 quarter hours in upper division or graduate course credits after completion of the bachelor's degree. At least 75% of the course credits in such an Employer approved program must be in the area of the teacher's assigned basic duties, subject to approval of a specific exception for good cause by the building principal and the designated central office administrator.
- e. The sixth salary lane (M.A. In Field) may be obtained by:
 - 1. Submitting for advance approval and satisfactorily completing a master's degree directly in the subject field(s) taught.
 - 2. Completion of a master's degree in education in which at least 75% of the courses apply to subjects taught.
 - 3. Completion of an M.A.T. from an approved graduate school, based upon a B.A. in the subject area taught.

Effective as of the beginning of the 1987-88 school year, no teacher may advance to the M.A. In Field lane without a master's degree, unless such teacher had a course or courses approved on or before August 26, 1977 for credit toward advancement from the B.A.+45 lane to the B.A.+60 lane. Teachers who attained the B.A.+60 prior to the 1987-88 school year will remain on the M.A. In Field lane.

- f. The seventh salary lane (M.A.+15) may be attained by:
 - 1. Submitting an approved program and satisfactorily completing 15 hours in related upper division and graduate courses all of which must be taken following completion of the M.A. In Field.
- g. The eighth salary lane (M.A.+30) may be attained by:
 - 1. Submitting an approved program and satisfactorily completing 30 hours in related upper division and graduate courses, all of which must be taken following completion of the M.A. in Field.
- h. The ninth salary lane (M.A.+45) may be attained by:
 - 1. Submitting an approved program and satisfactorily completing 45 hours in related upper division and graduate courses, all of which must be taken following completion of the M.A. in field.
- i. The tenth salary lane (M.A.+60/Specialist) may be attained by:
 - 1. Submitting an approved program and satisfactorily completing 60 hours in related upper division and graduate credits, all of which must be taken following completion of the M.A. in field.
 - 2. Submitting an approved program and attaining the specialist degree from an approved institution in the field of assignment.
- j. The eleventh salary lane (The Doctoral Degree) may be reached by:
 - 1. Submitting an approved program and attaining the doctoral degree from an approved institution in the field of assignment.
- k. Special Institutes or Workshops. Graduate credits received for attendance at special institutes or workshops while enrolled in a master's degree program which do not count toward fulfillment of the requirements of the master's degree may in some cases be applied toward satisfaction of the requirements for lane advancement beyond the M.A. In Field lane. Such use of the credits from a special institute or workshop must be approved in advance of the

workshop or institute. Up to 6 quarter hours of graduate course credits so earned and approved may be applied toward advancement to the M.A.+15 lane, and up to a total of 9 quarter hours of graduate course credits so earned and approved may be applied toward advancement to lanes beyond M.A.+15.

- l. Courses Required by Employer. A teacher who is required by the Employer to complete upper division, graduate or inservice credits which would not otherwise qualify to be applied toward lane advancement will be reimbursed by the Employer for tuition expenses. Such teacher will also be paid for scheduled classroom hours outside the school day at the applicable rate for curriculum writing.
- m. Special Master's Degree Programs. The Employer may grant advance approval to treat the completion of a special master's degree program directly related to a teacher's current teaching assignment as the equivalent of completing the requirements for a salary lane beyond the M.A. In Field, such as the M.A.+15 or M.A.+30 salary lane. Approval for such an equivalency will require at least a showing that the special master's degree program includes substantial additional course credits beyond the requirements generally applicable to the M.A. In Field. (E.g. a Master's Degree in Social Work requiring a B.A. degree plus 81 course credits compared to 45 credits generally required for an M.A. In Field may be approved as the equivalent of an M.A.+30.) Further advancement to higher salary lanes will be based only on courses taken after the completion of the special master's degree program. (In the example above, advancement to the M.A.+45 lane would require 15 credit hours completed after the Master's Degree in Social Work.)

Section 5.6 Alternative Compensation

Part 5 Annual Performance Bonuses

a) Individual Performance Bonus:

Upon the completion of two (2) satisfactory evaluations, or completion of the appeal process outlined in Article V Section 5.6 Part 8 with a satisfactory evaluation as well as the creation, review, and reflection upon a SMART (Specific, Measurable, Attainable, Realistic, and Time-bound) goal tied to student achievement, a full-time (1.0 FTE) teacher will be granted an Individual Performance Bonus of \$1600 to be paid on the ~~first~~ second regular pay period in June (last business day in June). A full-time teacher performing basic duties for the employer on one hundred twenty (120) or more work days during the basic school year will be eligible for the Individual Performance Bonus. A part-time teacher whose contract begins prior to October 15 and extends through the remainder of the school year will be eligible for an Individual Performance Bonus prorated to equal his/her FTE.

A teacher retiring at the end of the first semester will be eligible for an Individual Performance Bonus prorated to equal his/her annualized FTE upon the completion of two (2) satisfactory evaluations and creation, review, and reflection upon a SMART (Specific, Measurable, Attainable, Realistic, and Time-bound) goal tied to student achievement. To facilitate the scheduling of evaluations, it is the responsibility of the educator to notify his/her Peer Coach in writing by September 15 of his/her intent to retire at the semester break.

Part 6 Evaluation of Continuing Contract Teachers

Teachers will be formally evaluated twice per school year. Each evaluation must include a pre-observation conference, an observation, and a post-observation conference during which a teacher receives a written copy of the evaluation.

Every teacher will annually develop a SMART goal as a measure of student growth (MSG) and submit it to his/her assigned peer coach or supervisor no later than October 15th. The SMART goal submission need not take place during required meetings with peer coaches. Peer coaches or supervisors will review submitted

goals and (1) approve or (2) return to teachers for revisions no later than October 30th. Prior to May 30th, teachers will complete and submit a self-assessment and provide written rationale for the rating of their performance on their SMART goal as a formal reflection.

Teachers employed with a .8 FTE contract to 1.0 FTE contract will have two (2) formative evaluations and (2) summative evaluations each year. Teachers with a .51 FTE contract to .79 FTE contract will have one (1) formative evaluation and two (2) summative evaluations each year. Teachers with a .5 FTE and less contract will have one (1) formative and (1) summative evaluation each year. If a teacher's contract increases during the school year, it is the responsibility of the teacher to notify his/her Peer Coach within fifteen (15) days of the increased FTE.

The teacher must have completed two (2) formative evaluations and had satisfactory ratings on their two (2) summative evaluations or complete one of the items under Article V Section 5.6 Part 8 as well as created, reviewed, and reflected upon a SMART goal as a measure of student growth (MSG). If a teacher has been placed on a Corrective Action Plan/Notice of Deficiency, the principal/supervisor will complete the formal evaluations.

The awarding of Performance Increments will be dependent on the teacher meeting expectations as defined in the Wayzata Advanced Framework for Leadership in Education (evaluation rubric). A satisfactory rating requires the individual receive a minimum of eighty (80) percent of the elements rated at either proficient or distinguished with no elements rated as unsatisfactory.

A Peer Coach may use the rating of not applicable (NA) on the evaluation. Not applicable (NA) will be counted as proficient in the total number of items. Example: If there are thirty-three (33) items on the classroom teacher rubric and a Peer Coach determines that two (2) items are not applicable to the lesson; eighty (80) percent will still be based on thirty-three (33) items.

The teacher must have completed two (2) formative evaluations and had satisfactory ratings on their two (2) summative evaluations or complete one of the items under Article V Section 5.6 Part 8. If a teacher has been placed on a Corrective Action Plan/Notice of Deficiency, the principal/supervisor will complete the formal evaluations.

Evaluations will be submitted to the Human Resource Department by the Alternative Compensation Program Supervisor. The Alternative Compensation Program Supervisor will forward a copy to the teacher's supervisor.

The Peer Coach is responsible for sharing The Wayzata Advanced Framework for Leadership in Education (evaluation rubrics) with their assigned staff prior to the first pre-observation conference.

Section 6.3 Hospitalization and Medical Insurance

The maximum Employer contribution for the ~~2013-14~~ 2015-16 contract will be ~~\$1,082.02~~ 1181.60 per month for family, ~~\$897.85~~ 980.45 for one plus one coverage and ~~\$576.23~~ 629.25 per month for individual coverage. Effective July 1, ~~2014~~ 2016, the maximum Employer contribution will be ~~\$1,125.30~~ 1240.65 per month for family, ~~\$933.76~~ 1029.50 for one plus one coverage and ~~\$599.28~~ 660.70 for individual coverage.

Where two or more eligible district employees are enrolled in family coverage as part of the same family unit, the maximum Employer contribution toward the premium for such family coverage will be the combined maximum Employer contributions for such employees.

The hospitalization insurance advisory committee, composed of five representatives designated by the Association, one each designated by the Principals Association, Custodians Unit, Clerical Unit, Food Service Unit, Retired Employee, one Unaffiliated Employee, and one School Board Member, shall work with the administrator responsible for employee insurance coverage to develop a recommendation to the Employer for the specifications of the hospitalization and medical insurance plan.

Participation in the insurance program selected will be voluntary. Coverage shall be available from the first day of employment but shall be effective only upon enrollment of the individual teacher and his or her family. Each teacher enrolled under the plan shall contribute, through payroll deduction, any excess of the monthly premium under the plan over the maximum Employer contribution toward the type of coverage for which such teacher is enrolled.

Section 6.5 Tax Sheltered Program - 403(b) Plan

A 403(b) Plan shall be available to all teachers. Salary Reduction Agreements (SRA) may be submitted for approval at any time during the year. Approved SRA's will be implemented not later than twenty-one (21) days following submission of an accurate application.

The Employer will contribute to the 403(b) Plan for eligible full-time teachers as follows:

1. For the first six years a teacher is placed on Step 10 of the salary schedule, the Employer will match the contributions of such teacher to a 403(b) Plan, subject to a maximum contribution by the Employer of ~~2.7~~3.0% of such teacher's actual salary.
2. After a teacher has completed six (6) years on Step 10 and beyond of the salary schedule, the Employer will match the contribution of such teacher to a 403(b) Plan, subject to a maximum contribution by the Employer of three percent (3%) of such teacher's actual salary and further subject to any other limitations imposed by law.

Beginning in the 2016-17 school year, after a teacher has completed six (6) years on Step 10 and beyond of the salary schedule, the Employer will match the contribution of such teacher to a 403(b) Plan, subject to a maximum contribution by the Employer of four percent (4%) of such teacher's actual salary and further subject to any other limitations imposed by law.

Section 6.7 Health Care Saving Plan (HCSP) - MN State Retirement System

The District shall participate in the Health Care Savings Plan (HCSP) established by the Minnesota State Retirement System. For ~~2013-14~~ 2015-16, the District will contribute ~~\$401.78~~ 82.40 per month to an HCSP account for each employee at .75 FTE or above (thirty (30) hours or more per week) who elects single health insurance coverage.

For ~~2014-15~~ 2016-17, the District will contribute the amount of difference between ~~\$599.28~~ 660.70 and the single health insurance premium to the HCSP account for each employee at .75 FTE or above (thirty (30) hours or more per week) who elects single health insurance. Participation will only be allowed in one District Health Care Savings Plan.

Section 7.1 Sick Leave

In conjunction with the long term disability insurance provided above, the Employer has established the following provisions for paid sick leave in order to minimize a teacher's loss of income because of unavoidable absence due to illness or injury during the basic school year. Sick leave may be used to care for an ill or injured dependent child. A "child" means an individual less than eighteen years of age or an individual under age twenty who is still attending secondary school. Accrued sick leave may also be used due to the illness or injury of an adult child, spouse, sibling, parent, step-parent, grandparent or step-grandparent if required by applicable Minnesota statutes as informed by the Human Resources Department.

Paid sick leave is provided for full time teachers (0.8 -1.0 FTE) for ten (10) days during each basic school year with a year-end accumulation of sixty-one (61) days or fewer. After a year-end accumulation of more than sixty-one (61) days, paid sick leave is provided for full-time teachers for nine (9) days during the basic school year. If a year-end accumulation drops to sixty-one (61) days or fewer, the teacher's annual sick leave provided will revert to ten (10) days. Part-time teachers (including hourly teachers) will be granted sick leave in proportion to the amount of their employment (e.g., a teacher employed one-half time will be granted ten (10) half days of sick leave). Beginning July 1, 2003, sick leave may accumulate up to a total of one-hundred ninety (190) days. A teacher who is absent at either the beginning or end of the regular school

day for less than one-half (1/2) of such teacher's regular work day (less than four (4) hours for a full-time teacher) shall be charged for one-half (1/2) day of sick leave. All other absences will be charged as a full day of sick leave.

The Employer reserves the right to require substantiation of illness where there is evidence that sick leave is being abused.

Additional loaned sick leave benefits will be granted to any teacher who has exhausted accumulated sick leave benefits if such teacher has been continuously disabled and unable to teach for a period of twenty-five (25) or more consecutive work days, as certified by a medical doctor. Additional loaned sick leave benefits will also be granted for a subsequent absence during the same school year due to the same medical condition. Such additional loaned sick leave benefits will commence as of the work day immediately following the last day of regular sick leave payment. Additional loaned sick leave benefits will continue only for the period during which the teacher remains continuously disabled and unable to teach, and shall cease in any event after sixty (60) calendar days of disability. Following a medical disability leave of 25 consecutive days or more, as certified by a medical doctor, an employee who returns to work will be granted five (5) sick leave days.

The loaned days will be re-paid utilizing the following requirements:

- a. At the beginning of each school year, four (4) days per year will be deducted from an employee's accumulated sick and/or personal leave until the total loaned days are paid back.
- b. These four (4) days can be a combination of sick and personal days; however, at least one personal day must be used. The employee must notify the Human Resource Department when they return from their leave, their choice of re-payment (e.g. sick or personal days). For teachers whose leaves begin on or after July 1, 2007, the loaned days must be repaid within five (5) years of the leave. If after five (5) years, the teacher does not have adequate accumulated sick leave to re-pay the remaining portion, the District will subtract the balance from the teacher's salary.
- c. At the end of the school year, the employee may apply additional accumulated sick and/or personal days to the balance of the loaned days.
- d. If the loaned days are not re-paid and the teacher resigns or is terminated, the remaining days will be deducted from their final paycheck. If the teacher is unable to return due to a disability, this provision will not apply.

A teacher may use one (1) day of accumulated sick leave per summer school session to cover up to two (2) days of summer school absence due to illness or injury.

Section 7.3 Bereavement Leave

A teacher shall be granted up to three (3) days paid leave without a deduction from accumulated sick leave, per incident during the basic school year and extended work days, including summer school, due to death of a family member or close personal friend. Advance notice and approval by the building principal is normally required; however, in emergency situations in which advance notice to the principal is not possible, the teacher shall notify the substitute scheduler according to district procedures.

A teacher may apply accumulated sick leave benefits toward absence during the basic school year and extended work days due to death of other relatives or close friends.

A teacher may use one (1) day of accumulated sick leave per summer school session to cover up to two (2) days of summer school absence due to death of a relative or close friend. ~~A teacher may apply accumulated sick leave benefits toward absence during the basic school year and extended work days due to death of other relatives or close friends.~~

Section 7.4 Personal Leave

Each teacher employed at a 0.8 FTE or greater contract with a year-end sick leave accumulation of sixty-one (61) days or fewer is eligible for two (2) days of leave during each basic school year. After a year-end sick leave accumulation of more than sixty-one (61) days, each full-time teacher is eligible for three (3) days of leave during the basic school year which may accumulate up to three (3) days. If a teacher's year-end sick leave accumulation drops to sixty-one (61) days or fewer, the teacher's annual personal leave provided will revert to two (2) days. A part-time teacher (between 0.5 FTE but less than 0.8 FTE) will be granted two (2) days of personal leave in proportion to the amount of their employment (e.g. a teacher employed one-half time will be granted two (2) half days of personal leave.) This leave may accumulate to a maximum of three (3) days, (3 half-days for 0.5 FTE) and will not be deducted from sick leave credits.

Beginning with the ~~2014-15~~ 2015-16 school year, employees who have completed ~~twenty (20)~~ ten (10) years under the WEA master agreement, may accumulate to a maximum of four (4) days (4 half-days for 0.5 FTE). Employees who have completed ~~twenty-five (25)~~ twenty (20) years under the WEA master agreement, may accumulate to a maximum of five (5) days (5 half-days for 0.5 FTE). Any additional unused personal leave will be converted to sick leave.

Requests for such leave must be submitted to the building principal/supervisor in writing at least three (3) duty days in advance, except for emergency situations, and must be approved. In emergency situations, approval must be obtained upon return. On the days preceding and following a holiday break, no more than two (2) teachers per elementary building and four percent (4%) of the teachers per secondary building will be granted personal leave on the same day. In special circumstances, building principal/supervisor may elect to exceed the limitations on the number of teachers on personal leave on any given day

Section 7.8 Child Care Leave

A child care leave is defined as a) the period of time once a teacher (mother) has been released from the disability period of childbirth or b) the period of time a teacher (mother or father) wishes to take to provide for the care of a newborn or newly adopted child/ren.

- a) A teacher may be granted a leave of absence without pay for a period of up to twelve (12) months for the purpose of providing full-time care for a newborn or newly adopted child or children. Written application for such leave shall be submitted to the Human Resource Department at least four (4) months prior to the effective date of such leave, and shall indicate the proposed starting and ending dates for the leave.
- b) A child care leave shall begin on the date approved by the Employer and shall end on the last day preceding the school quarter/trimester unless otherwise mutually agreed between the Employer and the teacher. In the case of a premature delivery or availability of an adopted child upon short notice, the Employer may adjust the starting date for the leave, provided a satisfactory substitute is available.
- c) A teacher may utilize accumulated sick leave up to a maximum of ~~two~~ three weeks for child care leave. If the teacher is declared disabled from teaching by a physician, Section 7.1 of this contract shall apply. ~~Applications that were submitted by August 30, 2013 and Board approved will be granted.~~
- d) Teachers may utilize accumulated sick leave up to a maximum of six weeks for the care of a newly adopted child/ren.
- e) The Employer may send a teacher a written request that the teacher confirm his or her intention to return to work, and the teacher shall respond in writing within ten (10) days after receipt of such request. Failure of the teacher to respond to such a request within ten (10) days will result in termination of employment, as will the failure to return to work upon expiration of a child care leave (except for illness or injury). The Employer shall have no obligation to reemploy a teacher at any time other than at the end of a child care leave.

Section 8.6 Insurance Benefits

Any eligible teacher who has completed fifteen (15) or more years of continuous full-time service and who has attained the age of fifty-five (55) as of the effective date of retirement; or has completed twenty (20) years of full-time service to the District and who has attained the age of fifty-five (55) as of the effective date of retirement shall be eligible for the same employer contribution toward the premium actually charged by such retired teacher's insurance carrier for hospital/medical insurance as is provided to eligible teachers actively at work. Benefits available under the insurance plan shall be coordinated with any government-provided benefits (such as Medicare) to provide the same total benefits available to teachers actively at work, not to exceed \$660 ~~\$920~~ per month for retirees electing single coverage, \$1,230 ~~\$1410~~ per month for retirees electing E+1 coverage and \$1,480 ~~\$1680~~ per month for retirees electing family coverage. Such employer insurance premium contribution shall terminate once the teacher has been eligible for Medicare for five years. For eligible teachers who retire after June 30, 2008, such employer insurance premium contribution shall terminate at Medicare eligibility. By paying their own premiums, all retired teachers may continue to receive hospital/medical insurance coverage for as long as they wish even if the retiree is not eligible for District contribution.

Section 11.3 Annual Notification of Employment Status

On or before ~~June 1~~ July 15 of each year the Employer will send each person on the roster of eligible ECFE teachers a notice of employment status indicating minimum contracted instructional and staff meeting hours; or, a notice that the ECFE teacher is being placed on unrequested leave of absence. The total number of hours in the aforementioned notice is binding. However, the employer reserves the right to cancel classes. If a class is canceled the ECFE teacher may design and deliver a new class using the assigned hours. New class offerings must be pre-approved by the Family Education Coordinator.

A letter of agreement will be available for each ECFE teacher on or before July 15 indicating schedule step placement for the coming school year, to be signed by the ECFE teacher and returned to the Employer.

Section 11.7 Other Provisions

ECFE teachers shall be subject to:

Article I Section 1.1

Article II

Article III

Article IV, Sections 4.1, 4.2, 4.5

Article V, Section 5.6- Part 4

Article VI, Section 6.1, 6.2, 6.3, 6.4, 6.6, 6.7

Article VII, Sections 7.2, 7.3 and 7.5-7.14

Article XII

Article XIII

Article XIV

Article XV

Appendix H – MOU Donation to Sick Leave

of this Master Contract. No ECFE teacher or substitute teacher shall be eligible for any other compensation, differential, leave or benefits of any nature whatsoever, except as provided for in this Article XI.

Section 12.1 Basic Paychecks

A teacher's annual basic salary will be paid in twenty-four equal semi-monthly installments. The first payday each year will be September 15. Paydays will be the 15th and last day of each month, except that, if the 15th or last day of any month occurs on a Saturday, Sunday, or holiday, that payday will be the preceding work day. A teacher will receive payment in a lump sum for the remaining unpaid amount of the teacher's annual basic salary. Final paycheck will be no later than June 22. ~~Alternatively a teacher, by request, may elect to have the teacher's remaining unpaid amount paid to the teacher in five equal semi monthly installments on paydays between June 30 and August 31.~~

Appendix A

Salary Schedule / July 1, 2015 to June 30, 2016

P.I	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60	PH.D
1	\$38,801	\$39,544	\$40,663	\$41,967	\$43,642	\$45,321	\$46,812	\$48,489	\$50,166	\$51,843	\$54,265
2	\$39,546	\$40,289	\$41,408	\$42,898	\$44,668	\$46,439	\$47,930	\$49,607	\$51,285	\$52,962	\$55,384
3	\$40,291	\$41,034	\$42,154	\$43,828	\$45,695	\$47,556	\$49,048	\$50,725	\$52,403	\$54,081	\$56,502
4	\$41,967	\$42,710	\$43,828	\$46,070	\$47,928	\$49,794	\$51,285	\$52,957	\$54,638	\$56,316	\$58,738
5	\$43,828	\$44,577	\$45,695	\$47,928	\$50,166	\$52,215	\$53,709	\$55,385	\$57,060	\$58,738	\$61,162
6	\$45,313	\$46,441	\$47,556	\$49,794	\$52,589	\$54,638	\$56,129	\$57,805	\$59,482	\$61,162	\$63,581
7	\$46,591	\$49,422	\$50,539	\$52,777	\$55,011	\$57,247	\$58,738	\$60,413	\$62,092	\$63,768	\$66,192
8	\$46,591	\$51,092	\$52,777	\$55,011	\$57,433	\$59,856	\$61,346	\$63,024	\$64,701	\$66,378	\$68,799
9	\$46,591	\$52,536	\$55,385	\$57,992	\$60,598	\$63,209	\$64,701	\$66,378	\$68,054	\$69,729	\$72,152
10	\$47,284	\$53,318	\$58,112	\$60,848	\$64,719	\$67,746	\$69,255	\$70,959	\$72,660	\$74,364	\$76,821
11	\$47,284	\$53,318	\$59,754	\$62,569	\$66,912	\$70,039	\$71,603	\$73,363	\$75,123	\$76,886	\$79,427
12	\$47,284	\$53,318	\$59,754	\$62,569	\$68,801	\$72,022	\$73,627	\$75,437	\$77,250	\$79,063	\$81,674
13	\$47,284	\$53,318	\$59,754	\$62,569	\$68,801	\$72,022	\$73,627	\$75,437	\$77,250	\$79,063	\$81,674
14	\$47,284	\$53,318	\$59,754	\$62,569	\$68,801	\$72,022	\$73,627	\$75,437	\$77,250	\$79,063	\$81,674
15-19	\$49,128	\$55,326	\$61,924	\$64,903	\$71,302	\$74,683	\$76,457	\$78,429	\$80,126	\$82,382	\$85,159
20-24	\$52,351	\$58,574	\$65,188	\$67,908	\$74,523	\$77,634	\$79,579	\$81,526	\$83,081	\$85,415	\$88,137
25+	\$55,074	\$61,298	\$67,908	\$70,633	\$77,246	\$80,358	\$82,302	\$84,245	\$86,194	\$88,137	\$90,857

Appendix B

Salary Schedule / July 1, 2016 to June 30, 2017

P.I	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60	PH.D
1	\$39,577	\$40,335	\$41,476	\$42,807	\$44,515	\$46,228	\$47,748	\$49,459	\$51,169	\$52,880	\$55,350
2	\$40,337	\$41,095	\$42,236	\$43,756	\$45,562	\$47,368	\$48,889	\$50,599	\$52,310	\$54,021	\$56,491
3	\$41,096	\$41,855	\$42,997	\$44,705	\$46,608	\$48,508	\$50,029	\$51,740	\$53,451	\$55,163	\$57,632
4	\$42,807	\$43,564	\$44,705	\$46,991	\$48,886	\$50,790	\$52,310	\$54,016	\$55,731	\$57,443	\$59,912
5	\$44,705	\$45,468	\$46,608	\$48,886	\$51,169	\$53,259	\$54,783	\$56,492	\$58,201	\$59,912	\$62,385
6	\$46,219	\$47,370	\$48,508	\$50,790	\$53,641	\$55,731	\$57,252	\$58,961	\$60,672	\$62,385	\$64,853
7	\$47,523	\$50,410	\$51,550	\$53,833	\$56,111	\$58,392	\$59,912	\$61,622	\$63,334	\$65,044	\$67,515
8	\$47,523	\$52,114	\$53,833	\$56,111	\$58,581	\$61,053	\$62,573	\$64,284	\$65,995	\$67,705	\$71,175
9	\$47,523	\$53,587	\$56,492	\$59,152	\$61,810	\$64,473	\$65,995	\$67,705	\$69,415	\$71,124	\$73,595
10	\$48,230	\$54,385	\$59,274	\$62,065	\$66,014	\$69,101	\$70,640	\$72,379	\$74,113	\$75,852	\$78,358
11	\$48,230	\$54,385	\$60,949	\$63,820	\$68,251	\$71,440	\$73,035	\$74,831	\$76,626	\$78,424	\$81,015
12	\$48,230	\$54,385	\$60,949	\$63,820	\$70,177	\$73,462	\$75,100	\$76,946	\$78,795	\$80,644	\$83,308
13	\$48,230	\$54,385	\$60,949	\$63,820	\$70,177	\$73,462	\$75,100	\$76,946	\$78,795	\$80,644	\$83,308
14	\$48,230	\$54,385	\$60,949	\$63,820	\$70,177	\$73,462	\$75,100	\$76,946	\$78,795	\$80,644	\$83,308
15-19	\$50,111	\$56,433	\$63,162	\$66,201	\$72,728	\$76,177	\$77,987	\$79,997	\$81,729	\$84,029	\$86,862
20-24	\$53,398	\$59,745	\$66,492	\$69,266	\$76,013	\$79,187	\$81,171	\$83,156	\$84,743	\$87,123	\$89,900
25+	\$56,175	\$62,524	\$69,266	\$72,046	\$78,791	\$81,965	\$83,948	\$85,930	\$87,918	\$89,900	\$92,674

Appendix D

Extra Assignment Schedule

An Extracurricular Committee will be co-chaired by an administration representative and a union representative and will include two elementary, two middle school, and two high school teachers selected by the WEA. Committee selection should take into account the diversity of the activities Wayzata supports. The focus of the committee will be to:

- recommend placement on the pay scale for new advisor or coach positions, and
- review and possibly recommend changes in placement based on changed expectations for a job.

I. Extra-Curricular Assignments

A. High School

All Extra Curricular Assignments shall be calculated from a 1.000 factor of \$7,128 in 2015-16 and \$7,270 in 2016-17. Positions included in Section I and identified with ❖ are not eligible for the Extra Curricular Career Increments.

Assignment	Factor	15-16	16-17
MSHSL Activities			
Interscholastic			
Baseball Coach	0.850	\$ 6,059	\$ 6,180
Basketball Coach	1.000	\$ 7,128	\$ 7,270
Cross Country Coach	0.715	\$ 5,096	\$ 5,198
Dance Team Coach (Winter)	0.870	\$ 6,201	\$ 6,325
Football Coach	1.000	\$ 7,128	\$ 7,270
Golf Coach	0.660	\$ 4,704	\$ 4,798
Gymnastics Coach	0.870	\$ 6,201	\$ 6,325
Hockey Coach	1.000	\$ 7,128	\$ 7,270
Lacrosse Coach	0.700	\$ 4,989	\$ 5,089
Soccer Coach	0.850	\$ 6,059	\$ 6,180
Softball Coach	0.850	\$ 6,059	\$ 6,180
Swimming Coach	0.850	\$ 6,059	\$ 6,180
Tennis Coach	0.640	\$ 4,562	\$ 4,653
Track Coach	0.850	\$ 6,059	\$ 6,180
Volleyball Coach	0.870	\$ 6,201	\$ 6,325
Wrestling Coach	0.920	\$ 6,558	\$ 6,689
Debate Coach	1.000	\$ 7,128	\$ 7,270
Assistant Debate Coach	0.750	\$ 5,346	\$ 5,453
Speech	0.638	\$ 4,548	\$ 4,639
Assistant Speech Coach	0.478	\$ 3,407	\$ 3,475
One Act Play Contest Director	0.200	\$ 1,426	\$ 1,454
Coed Interscholastic			
Adapted Soccer	0.390	\$ 2,780	\$ 2,835
Adapted Floor Hockey	0.495	\$ 3,528	\$ 3,599
Adapted Softball	0.410	\$ 2,922	\$ 2,981
Adapted Bowling	0.266	\$ 1,896	\$ 1,934
Nordic Skiing Coach*	0.715	\$ 5,096	\$ 5,198
Alpine Skiing Coach*	0.715	\$ 5,096	\$ 5,198

* These factors are for assignments as head coach of both boys' and girls' teams. If separate coaches are assigned for these activities, the factor shall be .646.

Other Related Activities

Adapted Athletic Coordinator (per season)	0.210	\$ 1,497	\$ 1,527
Athletic Equipment Supervisor	1.750	\$ 12,474	\$ 12,723
Weight Room Trainer (per semester)	0.750	\$ 5,346	\$ 5,453
Assistant Weight Room Trainer (per semester)	0.500	\$ 3,564	\$ 3,635
Dance Team Coach (Fall)	0.300	\$ 2,138	\$ 2,181
Cheerleading Advisor (Fall)	0.375	\$ 2,673	\$ 2,726
Cheerleading Advisor (Winter)	0.375	\$ 2,673	\$ 2,726
Intramural Staff	per hour	\$ 25.69	\$ 26.20

Grade 10-12 assistant coaches at the varsity level shall be paid .750 times the head coach's salary.

Grade 9 assistant coaches at the varsity level shall be paid .680 times the head coaches salary. If a Grade 9 assistant coach was hired before 7/1/03, their salary shall be .75 times the head coach's salary.

Post-Season Athletics

Post-season is defined as the first day following the first section competition.

Varsity and assistant coaches will be paid 80% of their pro-rata salary for post-season competition (based on a 6-day work week).

When individual student(s) competes beyond the regular season, coaches are paid as follows:

Head Coach - \$200; Assistant Coach - \$150.

The Activities Director will determine the number of coaches necessary for each post-season competition.

Post-Season Activities: Effective September 1, 2011

Eligibility for post-season compensation will be determined by the advisor's job description. Advisors will receive 50% pro-rata salary for post-season competition (based on the work-week as indicated in their job description). The Activities Director will determine the advisors' job descriptions. The Activities Director will determine the number of coaches necessary for each post-season competition.

Theatre Arts

Drama Coordinator	0.200	\$ 1,426	\$ 1,454
Fall Musical ± Artistic Director	0.850	\$ 6,059	\$ 6,180
Fall Musical ± Vocal Director	0.550	\$ 3,920	\$ 3,999
Fall Musical ± Choreographer	0.425	\$ 3,029	\$ 3,090
Fall Musical ± Technical Director	0.425	\$ 3,029	\$ 3,090
Fall Musical ± Orchestra Director	0.425	\$ 3,029	\$ 3,090
Fall Musical ± Publicity	0.200	\$ 1,426	\$ 1,454
Fall Musical ± Lighting/Sound	0.425	\$ 3,029	\$ 3,090
Fall Musical ± Costumes	0.425	\$ 3,029	\$ 3,090
Spring Musical ± Artistic Director	0.630	\$ 4,491	\$ 4,580
Spring Musical ± Choreographer	0.255	\$ 1,818	\$ 1,854
Spring Musical ± Costumes	0.200	\$ 1,426	\$ 1,454
Spring Musical ± Orchestra Director/Pianist	0.255	\$ 1,818	\$ 1,854
Spring Musical ± Technical Director	0.255	\$ 1,818	\$ 1,854
Spring Musical ± Vocal Director	0.425	\$ 3,029	\$ 3,090
□Musical Pianist	0.255	\$ 1,818	\$ 1,854
Black Box Play 1 & 2 Artistic Director	0.800	\$ 5,702	\$ 5,816
Black Box Play 1 & 2 Costumes	0.255	\$ 1,818	\$ 1,854
Black Box Play 1 & 2 Publicity	0.125	\$ 891	\$ 909
Black Box Play 1 & 2 Technical Director	0.400	\$ 2,851	\$ 2,908
Mainstage Play ± Artistic Director	0.850	\$ 6,059	\$ 6,180
Mainstage Play ± Play 2 Technical Director	0.255	\$ 1,818	\$ 1,854
One Act Play Student Directed Advisor	0.200	\$ 1,426	\$ 1,454
Assistant One Act Play Contest Director	0.200	\$ 1,426	\$ 1,454

Publications

Wayako Advisor	0.650	\$ 4,663	\$ 4,726
Assistant Wayako Advisor	0.200	\$ 1,426	\$ 1,454
School Newspaper Advisor (10 issues min.)	0.600	\$ 4,277	\$ 4,362

Music Direction				
Instrumental Music Director	1.000	\$	7,128	\$ 7,270
Vocal Music Director	1.000	\$	7,128	\$ 7,270
Orchestra Director	0.850	\$	6,059	\$ 6,180
Summer Drum Line	0.500	\$	3,564	\$ 3,635
Percussion Ensemble Director	0.350	\$	2,495	\$ 2,545
Spirit Band	0.375	\$	2,673	\$ 2,726
Miscellaneous Activities				
AFS Supervisor - International Club	0.190	\$	1,354	\$ 1,381
Amnesty International	0.135	\$	962	\$ 982
Art Club	0.135	\$	962	\$ 982
Auditorium Coordinator	0.650	\$	4,633	\$ 4,726
Business Professionals of America	0.500	\$	3,564	\$ 3,635
Creative Writing Club	0.135	\$	962	\$ 982
Dance Club Head Coach, Fall	0.300	\$	2,138	\$ 2,181
Dance Club Asst. Coach, Fall	0.225	\$	1,604	\$ 1,636
DECA Advisor	0.750	\$	5,346	\$ 5,453
DECA Assistant	0.500	\$	3,564	\$ 3,635
Drama Club	0.135	\$	962	\$ 982
First Robotics	0.475	\$	3,386	\$ 3,453
Future Problem Solving	0.135	\$	962	\$ 982
Chess Game Club	0.135	\$	962	\$ 982
Junior Statesman	0.210	\$	1,497	\$ 1,527
Link Advisor	0.500	\$	3,564	\$ 3,635
Literary Magazine Advisor	0.250	\$	1,782	\$ 1,818
Math Team Coach	0.250	\$	1,782	\$ 1,818
Math Team Asst. Coach	0.1875	\$	1,336	\$ 1,363
Mock Trial Coach	0.375	\$	2,673	\$ 2,726
□ Music Accompanist	per hour	\$	25.56	\$ 26.07
National Honor Society	0.650	\$	4,633	\$ 4,726
Newsbreak Director	0.200	\$	1,426	\$ 1,454
Newsbreak Coordinator	0.200	\$	1,426	\$ 1,454
Photography Club	0.135	\$	962	\$ 982
Political Issues Group	0.135	\$	962	\$ 982
□ Pottery Materials Prep	0.370	\$	2,637	\$ 2,690
Project SCORE Coordinator	0.500	\$	3,564	\$ 3,635
Quiz Bowl Coach	0.250	\$	1,782	\$ 1,818
Quiz Bowl Asst. Coach	0.1875	\$	1,336	\$ 1,363
Raising Awareness for Respect & Equality	0.190	\$	1,354	\$ 1,381
School Store - DECA	0.155	\$	1,105	\$ 1,127
Science Bowl	0.140	\$	998	\$ 1,018
Science Olympiad	0.250	\$	1,782	\$ 1,818
Skills USA - VICA	0.500	\$	3,564	\$ 3,635
Student Council Advisor	0.650	\$	4,633	\$ 4,726
Supermileage	0.250	\$	1,782	\$ 1,818
Trap Club	0.300	\$	2,138	\$ 2,181
□ Website Editor – High School	0.318	\$	2,267	\$ 2,312
World Language Club	0.135	\$	962	\$ 982
World Language Exchange Coordinator	0.180	\$	1,283	\$ 1,309

B. Middle Schools

Assignment	Factor	15-16	16-17
Athletics			
Basketball Coach 7th or 8th Grade	0.445	\$ 3,172	\$ 3,235
Tennis Coach	0.445	\$ 3,172	\$ 3,235

Track Coach	0.445	\$ 3,172	\$ 3,235
Volleyball Coach 7th or 8th Grade	0.445	\$ 3,172	\$ 3,235
Wrestling Coach	0.445	\$ 3,172	\$ 3,235

Other Activities

Athletic Coordinator	0.734	\$ 5,232	\$ 5,336
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Theatre Arts

Assistant Musical/Play Director	0.115	\$ 820	\$ 836
Play Director	0.300	\$ 2,138	\$ 2,181
Assistant Artistic Director	.413	\$ 2,940	\$ 2,999
Play Technical Director	0.225	\$ 1,604	\$ 1,636
Musical Artistic Director	0.550	\$ 3,920	\$ 3,999
Musical Vocal Director	0.225	\$ 1,604	\$ 1,636
Musical Choreographer	0.225	\$ 1,604	\$ 1,636
Musical Technical Director	0.225	\$ 1,604	\$ 1,636
Musical Orchestra Director	0.225	\$ 1,604	\$ 1,636

Publications

Yearbook	0.365	\$ 2,602	\$ 2,654
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Music Activities

Band, Orchestra and Vocal	per concert	\$ 278	\$ 284
Approved Out of School Music	per hour	\$ 31.16	\$ 31.78
❖Accompanist	per concert	\$ 257	\$ 262

Miscellaneous

Art Club	0.070	\$ 499	\$ 509
Audiovisual	0.258	\$ 1,839	\$ 1,876
Bus Supervision		\$ 1,483	\$ 1,512
Computer Club	0.140	\$ 998	\$ 1,018
Continental Math League	0.045	\$ 321	\$ 327
Environmental Trip Coordinator	0.258	\$ 1,839	\$ 1,876
□Environmental Learning Center			
Overnights	per night	\$ 104	\$ 106
Future Problem Solving	0.197	\$ 1,404	\$ 1,432
Geography Bee	0.030	\$ 214	\$ 218
History Day Coordinator	0.045	\$ 321	\$ 327
History Day Coach	0.030	\$ 214	\$ 218
Lego League	0.258	\$ 1,839	\$ 1,876
Math Counts	0.140	\$ 998	\$ 1,018
Math League	0.197	\$ 1,404	\$ 1,432
Math Masters	0.140	\$ 998	\$ 1,018
Production Club	0.258	\$ 1,839	\$ 1,876
Science Club	0.140	\$ 998	\$ 1,018
Spelling Bee	0.030	\$ 214	\$ 218
Student Council Advisor	0.492	\$ 3,507	\$ 3,577
□Website Editor – Middle School	0.159	\$ 1,133	\$ 1,156

Post-Season Activities: Effective September 1, 2011

Eligibility for post-season compensation will be determined by the advisor's job description. Advisors will receive 50% pro-rata salary for post-season competition (based on the work-week as indicated in their job description). The Building Principal will determine the advisors' job descriptions. The Building Principal will determine the number of coaches necessary for each post-season competition.

C. Elementary Schools

Assignment	Factor	15-16	16-17
Elementary Schools			
□ Accompanist	per concert	\$ 257	\$ 262
Vocal Music Conductors (approved extra assignments)	per hour	\$ 31.18	\$ 31.80
Continental Math League	0.045	\$ 321	\$ 327
□ Destination Imagination	0.140	\$ 998	\$ 1,018
Geography Bee	0.030	\$ 214	\$ 218
Elementary School Patrol		\$ 585	\$ 597
Bus Supervision		\$ 1,422	\$ 1,450
LEGO League	0.258	\$ 1,839	\$ 1,876

D. Other

Assignment	Factor	15-16	16-17
Elementary Schools			
□ Website Editor - Elementary	0.159	\$ 1,133	\$ 1,156
Video Events	per event	\$ 112	\$ 115
Video News	0.159	\$ 1,133	\$ 1,156
□ IEP Specialist	0.404	\$ 2,880	\$ 2,937
Clubs	.0053/hour		

E. Extra-Curricular Career Increments

Positions included in Section I and identified with ❖ are not eligible for the Extra Curricular Career Increments. A teacher who has supervised (coached or directed) the same activity in the Wayzata School District as a member of the bargaining unit covered by this Master Contract for a minimum of three (3) school years will be eligible for an extra-curricular career increment as follows:

After 3 years of supervising the activity rate	After 7 years of supervising the activity 15% of the base rate of the activity	After 14 years of supervising the activity 20% of the base rate of the activity	10% of the base of the activity
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For purposes of this section, coaching the same sport for boys or girls or both will be treated as a single activity.

Example: A senior high girls' soccer coach with 5 years experience coaching only boys' soccer, 3 years coaching both boys' and girls' soccer, and 5 years coaching only girls' soccer will be credited with 13 years of supervising the same activity. The teacher would be eligible for an extra-curricular career increment of 15% of the 2013-2014 soccer rate of pay: $.15 \times \$6,834 = \$1,025.10$ career increment.

II. Extended Professional Assignments

A. Summer School and Targeted Services Assignments

The Employer will pay teachers under summer school and targeted services contracts at the following rates per class hour taught:

Lane	Beginning 9/01/15	Beginning 9/01/16
All BA Lanes	\$31.68	\$32.31
All MA Lanes	\$34.95	\$35.65

B. Driver Education Assignments

	15-16	16-17
Classroom Instruction	\$34.29	\$34.98
Behind the Wheel Instruction	\$34.29	\$34.98

C. Curriculum Writing

Curriculum writing on an hourly basis will be paid at the rate of \$29.19 per hour for 2015-2016 and \$29.78 per hour for 2016-2017.

D. Department and Grade Level Chairpersons

Department and grade level chairpersons will be compensated as follows:

	15-16	16-17
Elementary and Grade Level Chairpersons	\$362	\$369
Elementary grade level chairpersons may take one (1) day of professional leave, with advance administrative approval, for the purpose of discharging their duties.		

	15-16	16-17
Senior High/Middle School Department Chairpersons	\$481	\$490
per teacher (FTE) in department	+\$92.32/teacher	+\$94.17/teacher

District-wide Department Chairpersons may take up to four (4) days professional leave, with advance administrative approval, for the purpose of discharging their duties.

E. Miscellaneous Extended Professional Assignments

Other extended professional assignments not covered in this section will be paid at a rate agreed upon by the employer and the teacher(s) involved. The Exclusive Rep will be notified of any new positions added during the contract and these positions will be reviewed at the subsequent negotiations.

III. Extra Service Assignments

The following assignments when performed by members of the professional staff will be paid at the rates indicated for the 2015-2017 period of this Agreement. The following assignments are not eligible for the career increments outlined in Section I (F).

Assignment	15-16	16-17
Chaperone (per event)	\$51.05	\$52.07
Middle & Senior High Lunch Room Duty	\$1,086	\$1,108
Senior High Athletic Event Workers (per event)		
Ticket Takers/Sellers		
Volleyball, Wrestling	\$39.50	\$40.29
Hockey, Basketball, Lacrosse, Dance	\$47.84	\$48.80
Lacrosse, Soccer, Football Ticket Seller	\$67.75	\$69.11
Theater, Football Ticket Taker, Track-True Team	\$78.67	\$80.24
Wrestling Triangular	\$59.25	\$60.44
Timers		
Football	\$47.84	\$48.80
Adapted Athletics (Time/Announcer)	\$47.84	\$48.80

Volleyball, Wrestling, Lacrosse	\$56.20	\$57.32
Hockey, Basketball, Swim	\$67.12	\$68.46
Soccer Timer/Announcer/ Videoboard Operator	\$78.67	\$80.24
Scorers		
Basketball, Swimming	\$67.75	\$69.11
Volleyball, Wrestling, Gymnastics	\$56.20	\$57.32
Lacrosse , Soccer Field Scorer	\$67.75	\$69.11
Volleyball Libero	\$39.50	\$40.29
9th Grade/Middle School Basketball, Volleyball, Wrestling, Swimming	\$39.50	\$40.29
Announcers		
Football, Hockey, Gymnastics, Dance	\$39.50	\$40.29
Lacrosse, Wrestling, Basketball, Swimming	\$56.20	\$57.32
Supervisors		
Fine Arts	\$43.67	\$44.54
Football, Lacrosse	\$78.67	\$80.24
Volleyball, Wrestling	\$39.50	\$40.29
Soccer, Hockey, Basketball, Dance, Baseball	\$67.75	\$69.11
Chain Gang		
Football	\$45.91	\$46.83
Line Judge		
Volleyball (Junior Varsity & Varsity)	\$56.20	\$57.32
Scorer/Announcer/Event Worker		
Track	\$46.46	\$47.39
Wrestling – Triangular	\$84.50	\$86.19
Starter/Clerk		
Track	\$65.51	\$66.82
Site Manager		
Volleyball, Basketball, Wrestling, Track - MS & HS (per day)	\$134	\$137
Hockey (per day)	\$110	\$113
Lacrosse, Soccer (per day)	\$99	\$101
Football, Wrestling - All Day Tournament (per day)	\$265	\$270

Appendix F

MEMORANDUM OF UNDERSTANDING Hiring Retired Teachers

WHEREAS, the Wayzata School District is interested in hiring retired teachers to fill vacant positions; and

WHEREAS, the Association understands that the District would be unwilling to rehire these retirees if all provisions of the contract were to apply; and

WHEREAS, the parties have reached agreement on which terms of the agreement will apply to retirees.

NOW, THEREFORE, BE IT HEREBY AGREED by Independent School District 284, Wayzata, Minnesota and the Wayzata Education Association as follows:

1. Teachers 2015-17 Master Contract. The following provisions of the Master Contract will not apply to returning retirees: Article III, Section 9, Transfer; Article V, Compensation; Article VI, 6.3 Hospitalization and Medical Insurance; Article VII, Sections 6 and 9, Sabbatical Leave and Special Leaves Without Pay; Article VIII, Severance Pay; Article IX, Deferred Compensation; and Article X, Unrequested leave.
2. Salary. A retired teacher shall be placed on the salary schedule as agreed upon by the retired teacher and the District.
3. Health Insurance. If the retired teacher was eligible for retiree health benefits under section 8.6 of the Master Contract the retired teacher may elect to continue to receive insurance benefits as a retiree under Section 8.6 or as an active employee under Section 6.3 while actively employed. If the retired teacher was not eligible for retiree health benefits under Section 8.6 of the Master Contract, the retired teacher shall receive insurance benefits as an active employee under Section 6.3 while actively employed. Teachers will not be credited with years of service while employed as a retired teacher to become eligible for retiree insurance benefits under Section 8.6.
4. Severance Pay. The parties acknowledge that returning retirees covered by this Memorandum of Understanding do not waive eligibility for Severance Pay (Article VIII) to which they were entitled at the time of their retirement. However, retired teachers will not accrue additional benefits under Article VIII while actively employed.
5. Tax-Sheltered Program – 403(b) Plan. Section 6.5 shall be available for employee contributions, but employer match provisions do not apply.
6. Individual Retired Teacher Contract. A Retired Teacher Contract will be used for retired teachers hired under this Memorandum of Understanding.

The parties agree to these terms until the end of the ~~2014-2015~~ 2016-17 school year only. This memorandum may be renewed with the agreement of both parties.

Appendix G

MEMORANDUM OF UNDERSTANDING Elementary Team Planning

Classroom teachers, grades K-5, are provided an additional twenty (20) minutes/day during the student contact day for PLC and planning time. For the ~~2013-15~~ 2015-17 school years the School Board agrees to provide elementary classroom teachers, grades K-5, team planning time of two (2) days per school year. If the additional twenty (20) minutes/day during the student contact day is discontinued during the ~~2013-15~~ 2015-17 contract, the School Board agrees to provide elementary classroom teachers, grades K-5, team planning time of four (4) days.

For the ~~2013-15~~ 2015-17 school years the School Board agrees to provide elementary specialists, elementary special education and non-classroom elementary teachers planning time of four (4) days per school year. It is agreed the

Elementary Team Planning days will be paid for in the following manner: 50% will be paid from District funds and 50% will be paid out of building staff development funds per a WEA vote, pursuant to Minnesota Statute.

It is understood that the Elementary Team Planning time could be discontinued during this contract, but only if the School Board also discontinues the middle school model.

This Memorandum of Understanding will expire on June 30, 2015~~7~~.

Appendix H

MEMORANDUM OF UNDERSTANDING

Donation to Sick Leave

Wayzata Public Schools ISD No. 284 and the Wayzata Education Association agree to establish a donation to sick leave program. Employees may donate ~~up to two (2) days of~~ their accrued personal leave days per each year to another member of the bargaining unit who is out of accrued paid leave* and experiencing a hardship due to critical illness or injury and covered under Section 7.1. Employees who have accumulated sixty ~~one (60)~~ one (60) or more sick leave days ~~and who have exhausted their personal leave~~, may ~~also~~ donate up to one (1) day /year of sick leave to ~~another a~~ member of the bargaining unit who is out of accrued paid leave* and experiencing a hardship due to critical illness or injury and covered under Section 7.1.

The number of days donated to an individual shall not extend the individual's paid status beyond the long-term disability qualification period or the end of the school year, whichever is reached first. Donated days may only be used for regularly scheduled duty days. A request for donated days must be submitted within two (2) weeks of the end of the qualifying illness or injury. Donation forms must be submitted to the Human Resource Services Department within two (2) weeks of the request.

ECFE teachers may donate to another member of the bargaining unit who is employed in the ECFE program. Employees may donate up to two (2) days (a day is based on the donating staff member's weight of day) of personal leave per year to another member of the bargaining unit who is out of accrued paid leave* and experiencing a hardship due to critical illness or injury and covered under Section 7.1. ECFE teachers who have accumulated sixty (60) or more sick leave days and who have exhausted their personal leave, may also donate up to one (1) day of sick leave to another member of the bargaining unit who is out of accrued paid leave* and experiencing a hardship due to critical illness or injury and covered under Section 7.1. The number of days donated to an individual shall not extend the individual's paid status beyond the long-term disability qualification period or the end of the school year, whichever is reached first. Donated days may only be used for regularly scheduled duty days. Donation forms must be submitted to the Human Resources Services Department within two (2) weeks of the original date which sick leave would have been exhausted.

This Memorandum of Understanding will expire on June 30, 2015 2017, unless both parties agree to an extension.

*accrued paid leave: sick and personal leave

Appendix I

MEMORANDUM OF UNDERSTANDING

Sick Leave Accumulation

Teachers who use five (5) days or less of sick leave in a school year may elect to convert sick leave days to cash at the current substitute daily pay rate (currently \$120~~5~~day) and the following conditions. The district will use the sick leave balance as of the end of each school year and the new balance will reflect a reduction based on the number of sick days that have been converted to cash. This payment will be made to a tax deferred plan within 60 days after the end of the school year on the following basis:

Accumulated Sick Leave	Amount
30-60 days accumulated sick leave	1 day (\$120) <u>\$125</u>
60+ days accumulated sick leave	2 days (\$240) <u>\$250</u>
90+ days accumulated sick leave	3 days (\$360) <u>\$375</u>
184 days or more	<u>5-days (\$600) # of Accrued Sick Leave Days the Employee would lose to a maximum of 10</u>

This plan will be subject to state and federal laws, rules and regulations.

It is agreed that the purpose of this benefit is to encourage WEA members to accumulate sick time and provide continuity in the classroom. Therefore, the WEA and the District will study the cost and effect of this plan for the ~~2013-14 and 2014-15~~ 2015-17 school years and such information will be used by the parties in the negotiations of the subsequent contract.

This Memorandum of Understanding will be effective July 1, 201~~3~~5 through June 30, 201~~5~~7

Appendix J

MEMORANDUM OF UNDERSTANDING Extra-Assignments – Stipend Positions

Wayzata Public Schools ISD No. 284 and the Wayzata Education Association agree the following extra-assignments will be paid at the identified stipend for the ~~2013-15~~ 2015-17 school years. These assignments are viewed as temporary positions and will be reviewed during the 2015-17 negotiations to establish if the positions should be added to the master agreement. If other temporary positions are established during the ~~2013-15~~ 2015-17 school years, the WEA President will be notified.

Elementary Assessment Coordinator \$750.00

Appendix K

MEMORANDUM OF UNDERSTANDING Teacher Evaluation Committee

~~Wayzata Public Schools ISD No. 284 and the Wayzata Education Association (WEA) agree to establish a joint committee regarding teacher evaluation. This committee will be chaired by the WEA President and a Building Principal.~~

~~Committee representation will include the WEA President, two (2) Building Principals, one (1) District Representative, Q-Comp Coordinator and seven (7) teachers.~~

All teachers will be notified of the committee and afforded an opportunity to volunteer to serve on the committee. The WEA President will appoint teacher representatives. The Executive Director of Teaching and Learning will appoint the Building Principals.

The committee's charge is to:

- A. Develop a teacher evaluation system that:
 - a. Meets Minnesota Statute 122A.40 requirements;
 - b. Aligns with the Q-Comp program;
 - c. Incorporates our schools' mission; and
 - d. Minimizes opportunity costs.
- B. Have teacher evaluation system developed not later than March 1, 2014 for September 1, 2014 implementation.

Appendix L

MEMORANDUM OF UNDERSTANDING School Procedures' Grade-Level Committees

Wayzata Public Schools ISD No. 284 and the Wayzata Education Association agree to establish joint grade level (high school, middle school & elementary school) committees to review student disciplinary procedures. Each committee will be comprised of building principals and WEA members. WEA members will be appointed by the WEA President and Building Principals will be appointed by the Superintendent. The WEA President will provide background information for each committee to better understand concerns. The committees' work will be completed by May 1, 2014 and outcomes will be reported to the Superintendent and WEA President.

Appendix M

MEMORANDUM OF UNDERSTANDING Middle School E.L.C. Committee

Wayzata Public Schools ISD No. 284 and the Wayzata Education Association agree to establish a joint committee to review the 6th Grade Environmental Learning Center trips. The committee will be comprised of three (3) Middle School Principals and six (6) Middle School Teachers. The committee's charge is:

1. Study the effectiveness of the current Middle School E.L.C. program
2. Survey staff, parents, students (including former students)
3. Generate options for improvement of the program
4. Report their findings to the Teaching & Learning Board Committee

WEA members will be appointed by the WEA President and Building Principals will be appointed by the Executive Director of Teaching and Learning. The committee's work will be completed by February 1, 2014.

Appendix N

~~MEMORANDUM OF UNDERSTANDING~~ ~~Initiative/Professional Development Task Force~~

~~Wayzata Public Schools ISD No. 284 and the Wayzata Education Association agree to establish a joint committee to review initiatives and professional development.~~

~~The committee's charge is:~~

- ~~a. Seek ways to provide more time and support for teachers;~~
- ~~b. Clarify expectations; and~~
- ~~c. Minimize opportunity costs~~

~~The task force will be represented by:~~

- ~~a. Two (2) teachers from each level for a total of six (6). Included in this are two (2) teacher negotiators. Teachers will be appointed by the WEA President.~~
- ~~b. Three (3) principals. Principals will be recommended by the Executive Director of Human Resources.~~
- ~~c. Executive Director of Teaching and Learning~~
- ~~d. Director of Curriculum and Instruction~~
- ~~e. Board members (2). The Board Chair will appoint the Board members.~~

~~An outside facilitator will be utilized. The WEA President and Executive Director of Human Resources will meet with the facilitator to provide background data prior to the first meeting of the task force. The task force will meet outside the student contact day.~~

~~The task force will complete their work by the 2013 Winter Break and will be shared with the Superintendent of Schools and the WEA Executive Board by January 15, 2014.~~

Appendix O

~~MEMORANDUM OF UNDERSTANDING~~ ~~Alternative Compensation Program - ECFE Teachers~~

~~Wayzata Public Schools ISD No. 284 and the Wayzata Education Association agree that beginning with the 2013-14 school year, the ECFE Teachers will be eligible to participate in the Alternative Compensation Program - Individual Performance Bonus:~~

~~Upon the completion of two (2) satisfactory evaluations, or completion of the appeal process outlined in Article V Section 5.6 Part 8 with a satisfactory evaluation, a full-time (1.0 FTE) teacher will be granted an Individual Performance Bonus of \$1600 to be paid on the first regular pay period in June. For the purposes of this MOU, a full-time teacher must be employed for a minimum of 960 hours (120 days at 8 hours/day) during the school year. A part-time teacher will be eligible for an Individual Performance Bonus prorated to equal his/her FTE.~~

~~A teacher retiring at the end of the first semester will be eligible for an Individual Performance Bonus prorated to equal his/her annualized FTE upon the completion of two (2) satisfactory evaluations. To facilitate the scheduling of evaluations, it is the responsibility of the educator to notify his/her Peer Coach in writing by September 15 of his/her intent to retire at the semester break.~~

~~This Memo of Understanding will expire on June 30, ~~2015~~ 2017~~

Appendix

MEMORANDUM OF UNDERSTANDING

School Procedures' WHS Committee

Wayzata Public Schools ISD No. 284 and the Wayzata Education Association agree to survey the WHS teachers at the end of the first semester of both the 2015-16 and the 2016-17 school years to gather data regarding teacher satisfaction with student discipline procedures.

Each year the survey results will be provided to WHS administrators and teachers. After the 2016-17 survey, the WEA President and the Executive Director of Human Resources will determine if the data indicates a need for a joint labor/management school committee.

Appendix

MEMORANDUM OF UNDERSTANDING

Professional Learning Communities Task Force

Wayzata Public Schools ISD No. 284 and the Wayzata Education Association agree to establish a joint labor/management committee to review, assess and make recommendations for improvements of Professional Learning Communities (PLCs) in the Wayzata Public Schools.

The committee's charge is:

- a. Analyze data on current implementation.
 - i. Analyze survey data on teacher satisfaction with program disaggregated by level: elementary, middle, secondary. Focus questions for data analysis: How are PLCs affecting teacher workloads? What would an optimal PLC program look like at each level?
- b. Establish a clear articulated purpose for PLCs.
- c. Divide into 3 subcommittees by level (elementary, middle, and high school) and make recommendations for the improvement of PLCs in Wayzata Schools to the School Board.

The task force will be represented by:

- a. One (1) teacher from each elementary site for a total of seven (7). Two (2) teachers from each middle school site for a total of six (6). Six (6) teachers from the high school. Teachers will be appointed by the WEA President and will include three (3) teacher negotiators.
- b. Six (6) principals. Principals will be appointed by the Executive Director of Human Resources.
- c. Board members (2). The Board Chair will appoint the Board members.
- d. Executive Director of Human Resources
- e. WEA President

The Interest Based Bargaining System (IBBS) used in district negotiations with the WEA will be used in this process. This process requires consensus on all recommendations.

The task force will complete their work by the 2016 Spring Break and will bring those recommendations to a school board work session in May of 2016.

Appendix

MEMORANDUM OF UNDERSTANDING

Professional Development

Wayzata Public Schools ISD No. 284 and the Wayzata Education Association agree to meet and discuss professional development opportunities with the goal to generate ideas that could better meet the needs of the WEA members and align with the District's goals.

Results of this meeting will be shared with the 2015-17 Negotiations' Committee by February 2016.

**Wayzata School District 284
FINAL**

FTE = 761.55

Assumptions:	15-16	16-17
Salary increase	2.25%	2.00%
Extracurricular Increase	2.25%	2.00%
Health Premium Increase	5.75%	5.15%
Health Contribution Increase	5.00%	5.00%
Dental Premium Increase	0.00%	0.00%
Dental Contribution Increase	0.00%	0.00%

	2014-15	2015-16	Amount Change	Percent Change	2016-17	Amount Change	Pct. Chge.	2 Yr. Amt. Change
Salaries:								
Base Salaries	\$ 50,235,502	\$ 52,442,296	\$ 2,206,793	4.39%	\$ 54,483,144	\$ 2,040,848	3.89%	\$4,247,642
Extra Curr Contracts	\$ 1,215,642.56	\$1,242,995	\$ 27,352	2.25%	\$1,267,854	\$ 24,860	2.00%	\$52,212
Stipends	\$ 4,000.00	\$4,000	\$ -	0.00%	\$4,000	\$ -	0.00%	\$0
Total Salaries	\$ 51,455,145	\$ 53,689,290	\$ 2,234,145	4.34%	\$ 55,754,998	\$ 2,065,708	3.85%	\$4,299,854
Average salary								
Per FTE (excl excurri	\$ 65,965	\$ 68,863	\$ 2,898	4.39%	\$ 71,543	\$ 2,680	3.89%	\$ 5,578
Benefits:								
Health Insurance	\$ 8,730,743	\$ 9,171,464	\$ 440,720	5.05%	\$ 9,630,922	\$ 459,458	5.01%	\$ 900,178
Dental insurance	\$ 372,507	\$ 374,079	\$ 1,572	0.42%	\$ 372,507	\$ (1,572)	-0.42%	\$ -
Life Insurance	\$48,610.56	\$50,761.92	\$ 2,151	4.43%	\$52,697.28	\$ 1,935	3.81%	\$ 4,087
LTD insurance	\$150,706.51	\$157,326.89	\$ 6,620	4.39%	\$163,449.43	\$ 6,123	3.89%	\$ 12,743
TSA Match	\$ 1,320,720	\$ 1,374,451	\$ 53,731	4.07%	\$ 1,436,230	\$ 61,779	4.49%	\$ 115,510
TRA, FICA	\$ 7,795,454	\$ 8,133,927	\$ 338,473	4.34%	\$ 8,446,882	\$ 312,955	3.85%	\$ 651,428
Step 2		\$ 23,000	\$ 23,000		\$ 23,000	\$ -		\$ 23,000
TSA Match to 4%		\$ -	\$ -		\$ 296,000	\$ 296,000		\$ 296,000
TSA Match to 3%		\$ 11,100	\$ 11,100		\$ 11,100	\$ -		\$ 11,100
Additional S.L. Payout		\$ 6,250	\$ 6,250		\$ 6,375.00	\$ 125		\$ 6,375
Additional Personal Day (1)		\$ 21,537	\$ 21,537		\$ 21,967.74	\$ 431		\$ 21,968
Total Benefits	\$ 18,418,742	\$ 19,323,897	\$ 905,155	4.91%	\$ 20,461,130	\$ 1,137,233	5.89%	\$ 2,042,389
Lanes(Incl TRA,FICA)	\$ -	\$ 419,497	\$ 419,497	-	\$ 840,815.94	\$ 421,319		\$ 840,816

Total Salaries and Benefits	\$69,873,886	\$ 73,432,684	\$3,558,798	5.093%	\$ 77,056,944	\$ 3,624,260	4.94%	\$7,183,058
Average w/o lanes	\$ 91,753	\$ 95,875	\$ 4,122	4.493%	\$ 100,081	\$ 4,206	4.39%	\$ 8,328
Average with lanes	\$ 91,753	\$ 96,426	\$ 4,673	5.093%	\$ 101,185	\$ 4,759	4.94%	\$ 9,432

Increased Cost of the Contract:	2 Yr. Base	2Yr New	Difference	Percent
Salaries:	\$100,471,004	\$106,925,440	\$6,454,435	6.42%
Total Salaries/Benefits:	\$139,747,773	\$150,489,629	\$10,741,856	7.69%

WAYZATA PUBLIC SCHOOLS
Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION
Special Meeting – September 8, 2015

AGENDA SECTION: 3. Adjourn

ITEM: _____

COMMENTS BY: Linda Cohen, Chair

This agenda item brings closure to the school board meeting.

RECOMMENDED ACTION: Call the meeting to a close.

Motion by: _____ Yes _____ Passed _____

No _____ Failed _____

Abstentions: _____