

Topic	Local	Contract Language Example:
403b matching/severance	Sartell	Section 20.34 Eligibility Teachers, as defined in Article III. Section 3.6 of the Master Agreement, who are employed by the School District on a regular (not substitute) teacher contract, are eligible to participate in the matching annuity program. Part-time teachers shall earn prorated contribution benefits. Teachers on extra-duty assignments shall earn no more than the yearly School District contribution level corresponding to their respective years of teaching service. ECFE teachers shall earn prorated benefits in accordance with the yearly District contribution matrix in Section 20.40 and based on the average number of hours to be worked in the contract year. All pro-rated benefits will be calculated using 1,456 hours (182 days at 8 hours) as a full-time equivalency.
403b matching/severance	Morris	Section 18. Severance: ECFE/SR teachers shall be eligible for severance pay benefits as follows: A. Eligibility: Any teachers who have completed at least fifteen (15) years of allowable service with the Morris School District and has attained the age of fifty (50) years shall be eligible for severance pay pursuant to the provisions of this article upon submission of a written resignation accepted by the school board. B. Formula For Determining Severance Payment: A teacher is eligible to receive as pay upon retirement the amount obtained by multiplying seventy-five (75%) of the unused number of sick leave days times the daily rate of \$85.00. C. 403B Annuity Matching Program: Beginning July 1, 2001, tenured ECFE/SR teachers who are regularly employed by the district shall be eligible to participate in a 403B matching program on a pro-rata basis as described in Article IX, Section 7 of this Master Agreement
Home visits	Morris	Section 13. Home Visits: ECFE/SR teachers will be paid two and one half (2.5) hours per home visit completed.
Insurance	South Washington	Section 6. Group Insurance: ECFE teachers shall be eligible for School District group insurance premium contributions as provided in Article VII of this master agreement. Part time ECFE teachers may individually elect to participate in the group insurance programs and receive prorated School District contributions toward the individual health, hospitalization, and major medical premium as provided in Article VII. of this master agreement.
Insurance	Morris	C. Insurance: ECFE/SR teachers will have the option of participating in the district's health insurance program. If the ECFE/SR teacher elects participation, the district shall provide an annual pro-rated amount based on a full-time contracted teacher. The pro-rata will be determined by dividing the hours worked by the ECFE/SR teacher by the hours worked by a full-time teacher as defined in the Master Agreement, Article VI and Article VII. The annual pro-rated amount will be paid in one lump sum in conjunction with the June payroll. D. Life Insurance: ECFE/SR teachers will have the option of participating in the district's life insurance program.
Licensure	Holdingford	Section 1. Statutory Considerations: Pursuant to M.S. 122A.26, an Early Childhood Family Education (ECFE/SR) teacher who teaches in an early childhood and family education program which is offered through a community education program which qualifies for community education aid or (ECFE/SR) aid must meet licensure requirements as a teacher. However, M.S. 122A.26 specifically provides that such licensure shall not be construed to bring such (ECFE/SR) teacher within the definition of a teacher for purposes of M.S. 122A.40, Subdivision 1. or M.S. 122A.41, Subdivision 1.

Licensure	Kimball	Section 1. Statutory Considerations: Pursuant to M.S. 122A.26, an Early Childhood Family Education (ECFE) teacher who teaches in an early childhood and family education program and which is offered through a community education program which qualifies for community education aid or ECFE aid must meet licensure requirements as a teacher. However, M.S. 122A.15 specifically provides that such licensure shall not be construed to bring such an ECFE teacher within the definition of a teacher for purposes of M.S. 122A.40, Subd. 1.
Notification of assignment	Wayzata	Section 11.3 Annual Notification of Employment Status On or before June 1 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. 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.
Paid Leave	Eastern Carver Cty (Chaska)	Personal Time Off: All Early and Family Education teachers who are scheduled for fourteen (14) hours or more per week shall earn Personal Time Off (PTO) on a pro-rata basis equivalent to that accrued by K-12 teachers.
Paid Leave	South Washington	Section 7. Paid Absence Leave: Beginning July 1, 1990, ECFE teachers shall accumulate paid absence leave (Article X), pro rated based upon hours worked.
Paid Leave	Morris	Personal Illness: ECFE/SR teachers will earn personal illness leave on a pro-rata basis. Personal illness days will accrue at a rate of six and a half (6.5) percent of hours worked per month. B. Personal Leave: ECFE/SR teachers will accrue one (1) hour of personal leave for every 75 hours worked up to four (4) hours of personal leave per year of service. These may only be taken in three (3) hour blocks and accrue to a maximum of twelve (12) hours.
Prep, Setup and takedown	Osseo	Subd. 6. Set Up, Take Down, Reorganization Time for Non-Identical Classes at Different Sites: Each ECFE teacher assigned to teach a class offering will have thirty (30) minutes set up time prior to each class and thirty (30) minutes of take down or reorganization time after each class. Subd. 7. Set Up, Take Down, Reorganization Time for Identical Classes and/or Non-Identical Classes Offered at Same Site: Each ECFE teacher assigned to teach identical classes and/or non-identical classes in a series will have thirty (30) minutes set up time prior to the first class and thirty (30) minutes reorganization time between classes and thirty (30) minutes of take down/reorganization time following the last class in the series.
Prep, Setup and takedown	Chisago Lakes	Section 9. Preparation Time / Setup and Takedown Time: Subd. 1. Each ECFE/SR teacher will receive thirty (30) minutes before and thirty (30) minutes after each class session for setup and takedown. Subd. 2. SR teachers who implement performance based assessment with their students shall receive up to ninety (90) minutes paid time per student each year for performance evaluation and conference time with parents as approved by the administrator.

Prep, Setup and takedown	New Ulm	Section 2. Basic Schedules and Rates of Pay: Subd. 4. Teaching Time: Teachers will be paid for teaching classes as follows: Actual class time plus 30 minutes set-up time, 15 minutes of lesson planning time and 15 minutes of take-down time.
Prep, Setup and takedown	South Washington	Section 10. Hours of Service Subd. 1 Student Contact Time: Student contact time shall be defined as the time spent teaching a class as scheduled. Subd. 2 Preparation Time: Preparation time shall be defined as a block of time for the teacher to prepare for their teaching assignment. ECFE teachers shall receive preparation time in proportion to contact time in the same proportion as K-12 teachers. Subd. 3 Supervisory Duties: Supervisory time shall be defined as a block of time on site where direct teaching does not take place, but students/parents are arriving and dismissing. ECFE teachers shall have supervisory time assigned in proportion to contact time in the same proportion as K-12 teachers. Subd. 4 On Site Prep Time: On site prep time shall be defined as time on site for additional preparation (e.g. set up/take down). ECFE teachers shall have on site prep time in proportion to contact time in the same proportion as K-12 teachers.
Prep, Setup and takedown	St. Michael Albertville	7.11 PREPARATION TIME ECFE teachers will be given preparation time based on the following schedule: Classes Taught Preparation Time 1 - 3 One (1) hour 4 - 6 Two (2) hours 7 - 10 Three (3) hours School Readiness (SR) teachers will be allotted preparation time of thirty (30) minutes per preschool section per week.
Probation period	Osseo	Section 3. Probationary Period: The probationary period of ECFE, School Readiness, Parent Educators, other early childhood, and ABE teachers will be three (3) years of continuous service. Following the probationary period, teachers may be discharged for just cause. Teachers who hold continuing contract status are subject to provisions as set forth in MS 122A.40.
Probation period	Kimball	Section 3. Probationary Period: The probationary period of ECFE teachers shall be three (3) school years of continuous service. During the probationary period, the School District shall have the unqualified right to suspend, discharge or otherwise discipline an ECFE teacher, and the ECFE teacher shall have no recourse to the grievance procedure. Upon completion of the probationary period, an ECFE teacher may be suspended or discharged only for just cause, and such ECFE teacher shall have access to the grievance procedure.
Probation period	Foley	ECFE Section 3. Probationary Period and Continuing Contract Rights: The probationary period and continuing contract rights of ECFE teachers are pursuant to MS 122A.40.

Salary	South Washington	<p>Salary: ECFE/SR/PE teachers shall be paid on a pro-rata basis from the regular teacher salary schedules (Salary Schedule A and Salary Schedule B) of this master agreement.</p> <p>Subd. 1 Workshop: ECFE teachers shall be compensated on a prorated basis (based on K-12 teachers extra duty days beyond student contact) for attendance at required workshops.</p> <p>Subd. 2 Subbing: ECFE teachers subbing for another ECFE teachers class will be paid at the rate of \$25.00 per hour for student contact time, supervisory time and other prep time.</p>
Salary	Kimball	<p>Section 5. Compensation: ECFE teachers who are licensed and are working in a position that requires this license shall be compensated on the regular teacher salary schedule. All others shall be compensated pursuant to a salary schedule, or such other method as the parties may agree to and shall not be entitled to compensation on the regular teacher salary schedule.</p>
Scheduling	Glencoe-Silver Lake	<p>Section 4. Scheduling: Recognizing the unique, changing and variable nature of the ECFE and LR program, hours of service, duty day, duty week, and duty year shall be assigned by mutual agreement between the School District, Coordinator, ECFE teacher(s) and LR teacher(s) and may be modified from time to time based upon the needs of the programs.</p> <p>Subd. 2. Set Up, Take Down, Reorganization Time: Each ECFE and LR teacher assigned to teach a class shall have thirty (30) minutes set up time prior to each class period and thirty (30) minutes of take down or reorganization time after each class period. Each teacher shall have an additional sixty (60) minutes of reorganization time following the class period in each series of classes.</p>
Seniority and Layoff	Osseo	<p>Subd. 2. Reduction of Hours: Reduction of hours will take place by reverse seniority. Exception: teachers may have their hours of service reduced by the hours assigned for one class per week without regard to seniority. Positions will be eliminated in seniority order. Section 4. Seniority: Seniority is defined as the teacher's original continuous employment in a licensed position. ECFE, School Readiness, Parent Educators, other early childhood, and ABE teacher seniority lists will be separate and apart from the seniority list for all other teachers covered under this Agreement with no bumping or recall rights between the groups. ECFE, School Readiness, and other early childhood teachers will have seniority only as an early childhood teacher. ABE teachers will have seniority only as an ABE teacher. ECFE, School Readiness, Parent Educators, other early childhood, and ABE teachers will not have rights to any other teaching position in the School District. In the event of job elimination requiring lay-off, the teacher with the least seniority in the program will be laid off first. A teacher who has been displaced due to a lay-off will be placed on a recall list and will remain on the recall list for a maximum of twenty-four (24) months. When a position becomes available, the most senior appropriately licensed teacher will be recalled first. The teacher will receive a minimum of two (2) weeks' notice of recall. If the teacher fails to report to work the first day of service, the teacher will lose all recall rights.</p>

<p>Seniority and Layoff</p>	<p>Chisago Lakes</p>	<p>ARTICLE XV EARLY CHILDHOOD FAMILY EDUCATION / SCHOOL READINESS Early Childhood Family Education and School Readiness teachers, hereinafter referred to as ECFE and SR, who meet the definition of a “public employee” under PELRA, shall be entitled to the terms and conditions of this Master Agreement, except as modified or defined in this Article. Notwithstanding the foregoing, the only sections of this Article which shall apply to the ECFE Coordinator are Section 2. Probationary Period; Section 3. Seniority; and Section 4. Layoff and Recall. According to Minn. Stat. § 122A.26, subd. 2, a license that is required for an instructor in a Community Education Program shall not be construed to bring an individual within the definition of a teacher for the purposes of the Continuing Contract Law, Minn. Stat. § 122A.40.</p> <p>Section 4. Layoff and Recall: When it is necessary to reduce the number of ECFE/SR teachers, layoff shall occur in inverse order of seniority. Reinstatement of ECFE/SR teachers from layoff shall be in inverse order of their placement on unrequested leave of absence. Non-probationary ECFE/SR teachers on unrequested leave of absence shall have full reinstatement rights for a period of five (5) years from their date of layoff.</p>
<p>Seniority and Layoff</p>	<p>Morris</p>	<p>ARTICLE XII UNREQUESTED LEAVE Section 1. Unrequested Leave: All teachers shall be governed by the provisions by M.S. 122A.40, Subd. 10. Teachers teaching within K-12 and including Early Childhood Special Education shall use M.S. 122A.40, Subd. 11 for the purpose of lay-off and recall. All teachers within the Early Childhood Family Education and School Readiness programs shall be governed by the lay-off and recall process described within Article XVII of this agreement.</p> <p>ARTICLE XVII EARLY CHILDHOOD FAMILY EDUCATION/SCHOOL READINESS Section 4. Layoff and Recall: ECFE/SR teachers shall have seniority only as an ECFE/SR teacher and shall have a separate seniority list consisting only of ECFE/SR teachers. An ECFE/SR teacher shall not have any rights to any other teaching positions in the School District. ECFE/SR teachers shall be laid off and recalled within order of seniority with other ECFE/SR teachers.</p> <p>A. Probationary Period: The probationary period of ECFE/SR teachers shall be three (3) school years of continuous service. During the probationary period, the School District shall have the unqualified right to suspend, discharge, or otherwise discipline an ECFE/SR teacher. One year of service shall consist of a minimum of 350 hours.</p> <p>B. Seniority: After completion of the probationary period, ECFE/SR teachers shall accrue seniority dated back to their first day of continuous service. Tiebreakers to determine seniority shall apply in the following rank order:</p> <ol style="list-style-type: none"> 1. The person having the greatest total number of years of teaching will be considered the most senior. 2. The person having the greatest total number of years of teaching experience in current teaching subject area will be considered the most senior. 3. The person with the greatest number of college credits beyond BA/BS degree on file in the superintendent’s office will be considered most senior. 4. The person having the greatest number of teacher licensure areas will be considered the most senior. 5. If a tie still exists, it will be broken by the lowest state teacher license file folder Number. <p>B. Layoff and Reinstatement: Placement on unrequested leave of absence shall be based upon seniority. Reinstatement of</p>

<p>Seniority and Layoff</p>	<p>South Washington</p>	<p>Article XIX - ECFE Teachers</p> <p>Section 1. Seniority and Layoff: ECFE teachers shall be listed on a separate seniority list from other teachers within the School District based on date of hire. ECFE teachers shall have seniority rights only in the ECFE program. K-12 teachers and other teachers within the District may not bump or displace ECFE teachers or vice versa. ECFE teachers are not subject to the rights as set forth in Minnesota Statute 122A.40. Layoff of ECFE teachers shall be in inverse order of seniority.</p> <p>Subd. 1. Seniority Date: ECFE teachers hired prior to May 20, 2005 seniority date shall be as established at Arena bidding on May 20, 2005. ECFE teachers hired after May 20, 2005 seniority shall be determined in accordance with Article XII, Section 4, Subdivision 2.</p> <p>Subd. 2. Seniority List: The District will post the seniority list in accordance with Article XIII, Section 6. ECFE teachers may challenge the correctness of the ECFE Seniority List with regard to seniority and entitlement (bidding and/or position hours combined).</p>
<p>Seniority and Layoff</p>	<p>Glencoe-Silver Lake</p>	<p>ARTICLE VIII EARLY CHILDHOOD FAMILY EDUCATION (ECFE) TEACHERS AND LEARNING READINESS (LR) TEACHERS</p> <p>Section 3. Layoff and Recall: ECFE/LR teachers shall have seniority only as an ECFE/LR teacher and shall have a separate seniority list consisting only of ECFE/LR teachers. An ECFE/LR teacher shall not have any rights to any other teaching position in the School District. ECFE/LR teachers shall be laid off and recalled within order of seniority with other ECFE/LR teachers.</p>
<p>Seniority and Layoff</p>	<p>Lakeville</p>	<p>The parties agree that licensed positions in the ECFE program shall be employed under the terms and conditions of the Master Agreement except as noted herein:</p> <ol style="list-style-type: none"> 1. Any teachers hired shall accumulate no seniority on the regular teacher seniority list and that accrual of seniority within the ECFE program shall follow normal seniority provisions. 2. The District may lay off any teacher within the program with thirty (30) calendar days notice. The current teacher/coordinator shall be an exception and be subject to Minnesota Statute, Section 122A.40 and the provisions of the teacher contract. 3. The exclusive representative acknowledges that it has agreed to the thirty (30) day lay-off notice provision for ECFE teachers pursuant to its rights under Minnesota Statute, Section 122A.40, Subd. 10 and as specific exception to the rights under its contract with the School District.