

MPS and MFT Adult Education Tentative Agreement Document

Updated April 11, 2024

1. Dropped – resolved by Adult Education salary proposal (#9).
2. Dropped – resolved by Adult Education salary proposal (#9).
3. **Tentative Agreement:** See below.

Article 11 Hourly Rate Teachers

11.1 Assignments: Teachers may be assigned ~~13-515~~ hours per week or less, but no fringe benefits ~~will~~ shall be provided.

11.2 Schedule of Pay: Hourly rate teachers shall be paid as reported on bi-weekly basis.

11.3 Preparation Time: Hourly rate teachers shall be provided with preparation time, to be paid at the hourly rate provided in Schedule E, in an amount equivalent to 25% of instructional time.

11.4 Ratio of Contract to Hourly Instruction: For every four (4) hours of instruction performed by regular, contracted teachers in the Adult Education Program, there will be no more than one (1) hour of instruction performed by hourly teachers.

11.5 Prioritization of Instructional Hours: The District will prioritize available classroom hours for contracted teachers.

4. **Tentative Agreement:** See below.

Schedule E - Hourly and Staff Development Rate

Hourly Flat Rate: Effective ~~2021-2022: \$35/hr~~ \$40/hr Teachers shall be compensated at the Hourly Flat Rate of pay, on a prorated basis, for work performed as specifically indicated in the Agreement, such as hourly employment, lost preparation or lunchtime reimbursement, extended time program assignments, staff development, and for work performed beyond the teacher's regular assignment not otherwise defined in this Agreement. Teachers shall be paid at this rate for each full hour of time outside their regular assignment during which they participate in approved staff development activities. In addition, they shall be paid one half (1/2) the amount of this rate for each additional full thirty (30) minutes spent participating in such activities.

Hourly Leadership Rate: ~~\$28/hr~~ \$50/hr Teachers as defined in Article 1 of the Agreement shall be paid at the Hourly Leadership Rate for each hour of instruction during which they present to other teachers or employees of the school district if the

presentation is outside their regular assignment. Preparation outside of the duty day relative to said instruction shall also be compensated at the hourly leadership rate. For every one (1) hour of preparation as reported, they shall receive one (1) additional hour at the Hourly Leadership Rate.

Hourly Staff Development Rate: ~~\$25/hr.~~ Teachers as defined in Article 1 of this Agreement shall be paid, with the expectation of successful completion, at the Hourly Staff Development Rate for active participation in work-related and staff development activities outside the teacher's regular assignment and of benefit to students. Examples of hourly staff development activities include workshops; curriculum, and assessment development; examination of student work; coaching and professional practice and reflection. It is expected that professional development will result from compensated staff development activities and shall therefore be implemented and reflected in the teacher's practice. Evidence of professional development includes but is not limited to inclusion in the teacher's Professional Development Plan, conducting action research, classroom coaching, and teaming. Teachers shall be paid at this rate for each full hour of time outside their regular assignment during which they participate in approved staff development activities. In addition, they shall be paid one half (1/2) the amount of this rate for each additional full thirty (30) minutes spent participating in such activities.

Staff Development Stipend: ~~\$15/hr~~\$25/hr for less than 4 hours; up to \$50/day~~\$200/day for more than 4 hours~~ Teachers as defined in Article 1 of the Agreement shall be paid at the Staff Development Stipend rate of pay upon the agreement of the site staff. This rate is used at times when the funds are limited, but the site wishes to undertake staff development activities. Teachers shall be paid at this rate for each full hour of time outside their regular assignment during which they participate in approved staff development activities. In addition, they shall be paid one half (1/2) the amount of this rate for each additional full thirty

5. Dropped – resolved by item #7.
6. **Tentative Agreement:** See below.

MPS Response to MFT Proposal #6 (4/3/24):

[Replace current Schedule F language re: Retention and Recruitment Incentive with the below language.]

Schedule F: Adult Education Shift Stipend

Effective July 1, 2024, teachers who teach split shifts, evening shifts, orientation (Class Prep Academy), or three (3) or more subject areas (preps) per week shall receive a stipend of \$500 per trimester taught.

- a. **Eligibility:** Both hourly and contract teachers shall be eligible for stipends.
- b. **Additional Stipend:** Teachers may qualify for up to one (1) additional stipend, based on eligibility, as outlined above; however, teachers who qualify for the split shift stipend shall not also qualify for the evening shift stipend. Evening shift shall be defined as a class that begins at 4:30 p.m. or later.
- c. **Proration:** The stipend amount is based on the assumption of a four (4) day work week. Teachers who work less than four (4) days per week shall have their stipend prorated accordingly.
- d. **Payment Schedule:** Stipends shall be paid out within forty-five (45) calendar days of the final day of the trimester.

7. **Tentative Agreement:** See below.

MOA: Online and Hyflex Instruction

Whereas, in recognition of the unique nature of online and hyflex instruction, and the everchanging landscape of technology in learning spaces, the Parties to the 2023-2025 Adult Education collective bargaining agreement, which governs terms and conditions of employment, hereby agree to the following terms:

Online instruction: For the purpose of this contract, online instruction shall be defined as direct, synchronous instruction delivered to students attending class remotely.

Hyflex instruction: Hyflex instruction shall be defined as direct, synchronous instruction delivered to students, who have the option to attend class either in-person or remotely.

Teacher Verification Model (TVM): TVM allows adult education programs in Minnesota to collect proxy hours for students who complete asynchronous assignments verified by a TVM certified instructor.

- a. No teacher shall be required to teach (a) hyflex class(es).
- b. Teachers who agree to teach (a) hyflex class(es) shall have their total instructional hours reduced at a rate of one (1) hour per every six (6) hours of hyflex instruction to compensate for the additional prep required.
- c. Any teacher with one or more Hyflex class(es) shall qualify for one Schedule F Adult Education Shift Stipend, pursuant to the parameters set forth in that Schedule.

- d. No teacher shall be required to participate in TVM training or include TVM lessons in their classes.
- e. Teachers who are given a TVM assignment that includes existing lessons and primarily assigning and grading them shall have their weekly instructional hours reduced by two (2) hours per class in which they are expected to assign and grade TVM lessons. If the TVM assignment does not include existing lessons, weekly instructional hours will be reduced by an additional two (2) hours, for four (4) total hours per week per class in which the teacher is expected to create, assign, and grade TVM lessons.

This Memorandum of Agreement shall expire on June 30, 2025, and shall set no precedent between the Parties.

8. **Tentative Agreement:** See below.

Whereas, the District and MFT share an interest in further exploring the ratio of instructional hours between contract and hourly teachers;

Therefore, be it resolved that the Parties to the 2023-2025 Adult Education collective bargaining agreement, which governs terms and conditions of employment, hereby agree to the following terms:

- 1. The District shall share with the Union, once per trimester, the number of instructional hours taught by hourly teachers and the number of instructional hours taught by contracted teachers.
 - a. The above numbers shall reflect the hours as they are staffed and occupied on the first student day of the preceding trimester.
 - b. The correct forum for sharing this information shall be verbally and in writing at Site Leadership Team (SLT) meetings.

This Memorandum of Agreement shall expire on June 30, 2025, and shall set no precedent between the Parties.

9. **Tentative Agreement – Salary Schedule:** See below.

4.1 **Salary Schedule:**

- 4.1.1 **Standard Salary Schedule:** The salaries for Adult Education teachers employed in the District are reflected in standard salary Schedules A-C of the ABE contract and shall be a part of this Agreement for the period July 1, ~~2023~~ 2024, through June 30, ~~2025~~ 2023.

4.1.2 **Wage Schedule Improvements, Other Pay Provisions:**

Year One

- a. ~~Effective July 1, 2021, a 2% increase will be added to the salary schedule.~~ Effective July 1, 2023, salaries and step movement shall be as prescribed in Schedule A of this agreement.
- b. Salary changes shall be implemented within 60 days of ratification of this agreement, with retro to July 1, 2023.
- c. ~~Effective July 1, 2021, the first three (3) steps in Standard Salary Schedule A of the ABE contract will be removed.~~
- d. ~~Teachers on step 3 or higher will be moved three (3) steps.~~
- e. A one-time bonus payment of \$24,000 for all employees employed on April 12, 2024. Payment will be made within 30 calendar days of ratification of this agreement.

Year Two

- a. ~~Effective July 1, 2022, a 3% increase will be added to the salary schedule.~~ Effective July 1, 2023, salaries shall be as prescribed in Schedule A of this agreement.
- b. ~~Effective January 1, 2023, the first step in the Standard Salary Schedule B of the ABE contract will be removed and any teacher on step one (1) or above will receive one (1) step.~~

(*Also see Memorandum of Agreement regarding compensation for ABE instructors signed 6/13/23).

4.1.3 **Step Movement:** Step movement described in 4.1.2 above shall be in accordance with the provisions in 4.2.4 below.

4.1.4 Any negotiated increases to salary, including any one-time bonuses, and benefits for the teachers in the K-12 program shall also be provided to the teachers in the Adult Education Program. The Parties agree that the salary and bonus portion of Article 4.14 of the collective bargaining agreement shall not apply for the 2023-2025 contract period.

Adult Ed Teacher Salary Proposal April 3, 2024

Yr 1 - Fixed lanes, narrowed step bands, added PHd lane, 5%+

Old Step	New Step	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60	PhD *New*
5	1	45,389	46,171	46,949	47,727	48,507	49,477	50,467	51,476	52,505	53,555	54,627
6	2	46,583	47,364	48,146	48,924	49,701	50,695	51,709	52,743	53,798	54,874	55,971
7	3	47,780	48,558	49,337	50,117	50,895	51,912	52,951	54,010	55,090	56,192	57,316
8	4	48,972	49,752	50,532	51,308	52,088	53,130	54,193	55,277	56,382	57,510	58,660
9	5	50,167	50,947	51,726	52,504	53,282	54,348	55,435	56,544	57,674	58,828	60,004
10	6	51,360	52,140	52,920	53,699	54,476	55,566	56,677	57,810	58,967	60,146	61,349
11	7	52,556	53,336	54,115	54,894	55,672	56,785	57,921	59,080	60,261	61,466	62,696
12	8	53,751	54,531	55,311	56,089	56,866	58,003	59,163	60,347	61,553	62,785	64,040
13	9	54,945	55,725	56,505	57,284	58,062	59,223	60,408	61,616	62,848	64,105	65,387
14	10	56,140	56,921	57,701	58,480	59,257	60,442	61,651	62,884	64,141	65,424	66,733
15	11	57,336	58,115	58,896	59,674	60,452	61,661	62,894	64,152	65,435	66,744	68,078
16	12	57,336	58,115	58,896	59,674	60,452	61,661	62,894	64,152	65,435	66,744	68,078
17	13	58,531	59,310	60,090	60,870	61,648	62,881	64,138	65,421	66,729	68,064	69,425
18	14	58,531	59,310	60,090	60,870	61,648	62,881	64,138	65,421	66,729	68,064	69,425
19	15	59,702	60,896	62,114	63,356	64,623	65,916	67,234	68,579	69,950	71,349	72,776
20	16	59,702	60,896	62,114	63,356	64,623	65,916	67,234	68,579	69,950	71,349	72,776
New	17	60,896	62,114	63,356	64,623	65,916	67,234	68,579	69,950	71,349	72,776	74,232
New	18	60,896	62,114	63,356	64,623	65,916	67,234	68,579	69,950	71,349	72,776	74,232
New	19	62,114	63,356	64,623	65,916	67,234	68,579	69,950	71,349	72,776	74,232	75,716
New	20	62,114	63,356	64,623	65,916	67,234	68,579	69,950	71,349	72,776	74,232	75,716

Year 2 - additional 5%

New Step	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60	PhD
1	47,659	48,479	49,296	50,113	50,932	51,951	52,990	54,050	55,131	56,233	57,358
2	48,912	49,733	50,553	51,370	52,186	53,229	54,294	55,380	56,488	57,617	58,770
3	50,169	50,986	51,804	52,622	53,439	54,508	55,598	56,710	57,844	59,001	60,181
4	51,421	52,240	53,059	53,874	54,693	55,787	56,902	58,040	59,201	60,385	61,593
5	52,675	53,494	54,312	55,129	55,946	57,065	58,207	59,371	60,558	61,769	63,005
6	53,928	54,747	55,566	56,384	57,200	58,344	59,511	60,701	61,915	63,153	64,416
7	55,183	56,003	56,821	57,639	58,456	59,625	60,817	62,034	63,274	64,540	65,831
8	56,438	57,257	58,076	58,893	59,709	60,903	62,121	63,364	64,631	65,924	67,242
9	57,693	58,511	59,330	60,148	60,965	62,184	63,428	64,696	65,990	67,310	68,656
10	58,947	59,767	60,586	61,404	62,220	63,464	64,733	66,028	67,348	68,695	70,069
11	60,203	61,021	61,840	62,657	63,474	64,744	66,039	67,359	68,707	70,081	71,482
12	60,203	61,021	61,840	62,657	63,474	64,744	66,039	67,359	68,707	70,081	71,482
13	61,458	62,276	63,095	63,913	64,730	66,025	67,345	68,692	70,066	71,467	72,896
14	61,458	62,276	63,095	63,913	64,730	66,025	67,345	68,692	70,066	71,467	72,896
15	62,687	63,941	65,219	66,524	67,854	69,211	70,596	72,008	73,448	74,917	76,415
16	62,687	63,941	65,219	66,524	67,854	69,211	70,596	72,008	73,448	74,917	76,415
17	63,941	65,219	66,524	67,854	69,211	70,596	72,008	73,448	74,917	76,415	77,943
18	63,941	65,219	66,524	67,854	69,211	70,596	72,008	73,448	74,917	76,415	77,943
19	65,219	66,524	67,854	69,211	70,596	72,008	73,448	74,917	76,415	77,943	79,502
20	65,219	66,524	67,854	69,211	70,596	72,008	73,448	74,917	76,415	77,943	79,502