

Master Agreement

For the

2013-2015

School Years

Between

Independent School District No. 721

And

Technology Association

New Prague, Minnesota

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**AGREEMENT – TECHNOLOGY ASSOCIATION
INDEPENDENT SCHOOL DISTRICT NO. 721
NEW PRAGUE, MINNESOTA 56071
2013-2015**

**ARTICLE I
PURPOSE**

Section 1. Parties: THIS AGREEMENT, entered into between the School District of Independent School District No. 721, New Prague, Minnesota, hereinafter referred to as the District, and the ISD 721 Technology Association, hereinafter referred to as the exclusive representative, pursuant to and in compliance with the Public Employment Labor Relations Act of 1971 as amended hereinafter referred to as the P.E.L.R.A. to provide the terms and conditions of employment for the technology staff during the duration of this agreement.

**ARTICLE II
RECOGNITION OF EXCLUSIVE REPRESENTATIVE**

Section 1. Recognition: In accordance with the P.E.L.R.A., the District recognizes the ISD 721 Technology Association as the exclusive representative for employees covered by this agreement employed by the School District of Independent School District No. 721, which exclusive representative shall have those rights and duties as prescribed by the P.E.L.R.A. and as described in the provisions of this agreement.

Section 2. Appropriate Unit: The exclusive representative shall represent all such employees of the district contained in the appropriate unit as defined in Article III, Section 2 of this Agreement and the P.E.L.R.A. and in certification by the Director of Mediation Services, in 07-PCE-1199.

Section 3. Fair Share Fee: In accordance with the P.E.L.R.A., any employee included in the appropriate unit who is not a member of the exclusive representative may be required by the exclusive representative to contribute a fair share fee for services rendered as exclusive representative. The fair share fee for any employee shall be in an amount equal to the regular membership dues of the exclusive representative, less the cost of benefits financed through the dues and available only to members of the exclusive representative, but in no event shall the fee

exceed eighty-five (85) percent of the regular membership dues. The exclusive representative shall provide written notice of the amount of the fair share fee assessment to the school district, and to each employee to be assessed the fair share fee. A challenge by an employee or by a person aggrieved by the assessment shall be filed in writing with the Commissioner of the Bureau of Mediation Services, the School District, and the exclusive representative within thirty (30) days after receipt of the written notice. All challenges shall specify the portions of the assessment challenged and the reasons therefore, but the burden of proof relating to the amount of the fair share fee shall be on the exclusive representative. The School District shall deduct the fee from the earnings of the employee and transmit the fee to the exclusive representative within thirty (30) days after the written notice was provided or, in the event a challenge is filed, the deductions for a fair share fee shall be held in escrow by the School District pending a decision by the Commissioner or Court. Any fair share challenge shall not be subject to the grievance procedure.

ARTICLE III

DEFINITIONS

Section 1. Terms and Conditions of Employment: Shall mean the hours of employment, the compensation therefore including fringe benefits, and the employer's personnel policies affecting the working conditions of the employees.

Section 2. Description of Appropriate Unit: For purposes of this Agreement, the term 'employee' shall mean all Technology employees employed by the District who are public employees within the meaning of Minn. Stat. §179A.03, subd. 14, excluding the Technology Director.

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

ARTICLE IV

SCHOOL DISTRICT RIGHTS

Section 1. Inherent Managerial Rights: The exclusive representative recognizes that the School District is not required to meet and negotiate on matters of inherent managerial policy, which include, but are not limited to, such areas of discretion or policy as the functions and

programs of the employer, its overall budget, utilization of technology, the organizational structure and selection and direction and number of personnel.

Section 2. Management Responsibilities: The exclusive representative recognizes the right and obligation of the School District to efficiently manage and conduct the operation of the school district within its legal limitations and with its primary obligation to provide educational opportunity for the students of the school district.

Section 3. Effect of Laws, Rules and Regulations: The exclusive representative recognizes that all employees covered by this Agreement shall perform the services and duties prescribed by the District and shall be governed by the laws of the State of Minnesota, and by School District rules, regulations, directives and orders, issued by properly designated officials of the District. The exclusive representative also recognizes the right, obligation and duty of the District and its duly designated officials to set forth rules, regulations, directives, and orders from time to time as deemed necessary by the District insofar as such rules, regulations, directives and orders are not inconsistent with the terms of this Agreement and recognizes that the District, all employees covered by this Agreement, and all provisions of this Agreement are subject to the laws of the State. Any provision of this Agreement found to be in violation of any laws, rules, regulations, directives or orders shall be void.

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

ARTICLE V

EMPLOYEE RIGHTS

Section 1. Right to Views: Nothing contained in this Agreement shall be construed to limit, impair or affect the right of any employee or employee's representative to the expression or communication of a view, grievance, complaint or opinion on any matter related to the conditions or compensation of public employment or their betterment, so long as the same is not designed to and does not actually interfere with the full, faithful and proper performance of the duties of employment or circumvent the rights of the exclusive representative.

Section 2. Right to Join: Employees shall have the right to form and join labor or employee organizations, and shall have the right not to form and join such organizations. Employees in an appropriate unit shall have the right by secret ballot to designate an exclusive representative for the purpose of negotiations, grievance procedures and the terms and conditions of employment for employees of such unit with the District.

**ARTICLE VI
HOURS OF SERVICE**

Section 1. Work Schedule: Each employee’s work day, week, and year shall be prescribed by the School District. The regular work day shall consist of eight (8) hours, including a paid thirty (30)-minute lunch.

Section 2. School Closing: If the district does not require the employees to perform work on a particular day or days due to planned or unplanned school closing, or other unplanned circumstance, the employee would not be paid for that day. However, the employee may substitute vacation leave for such a day.

Section 3. Holidays: There will be eleven (11) paid holidays per year for 12-month, full-time employees to coincide with the school calendar as adopted by the school board.

Employees working less than full-time will receive holiday pay pro-rated from 11 days, according to the percentage of their work time.

New Year's Day	Thanksgiving Day
President’s Day*	Friday after Thanksgiving
Good Friday*	Christmas Eve Day
Memorial Day	Christmas Day
Independence Day	New Year's Eve Day
Labor Day	

When a holiday falls on Saturday or Sunday, that day shall not be considered a holiday for the employees of the District and the holiday will be observed on a day established by the school district. The District reserves the right to schedule a system-wide duty day for any of the above-listed days marked with *, and establish another holiday in lieu thereof. When an employee is required to perform work on an established holiday, the employee will be paid his/her regular hourly rate of pay for the work performed on the holiday in addition to the pay for the holiday.

Section 4. Vacations:

Subd. 1. Employees who are scheduled to work twelve (12) months shall receive 20 paid vacation days.

Subd. 2. Effective for all employees hired on or after March 1, 2012, the following vacation schedule will be applicable:

Upon Employment – fifteen (15) days

After seven (7) years – eighteen (18) days

After ten (10) years – twenty (20) days

Subd. 3. The days of vacation to which technicians will be entitled will be computed with July 1 as the anniversary.

Subd. 4. The probationary period shall not count toward vacation days if employment is terminated at the end of the probationary period.

Subd. 5. Accrued vacation time must be used within twelve (12) months from the end of the year in which it was earned. Documentation of such leave shall be made via electronic Time Off system.

**ARTICLE VII
RATES OF PAY**

Section 1. Rates of Pay:

Subd. 1. The wages and salaries reflected in Schedule A, attached hereto, shall be a part of the Agreement for the period commencing July 1, 2013 to June 30, 2015.

Subd. 2. The School District reserves the right to withhold a salary increase in individual cases as the School District shall determine, provided the employee affected shall receive notice of such action to withhold advancement on the rate progression sequence within thirty (30) days prior to the employee's scheduled increment date.

Subd. 3. An employee shall qualify for overtime compensation at one and one half (1½) times the regular hourly rate for time worked over forty (40) hours in one (1) week.

**ARTICLE VIII
OTHER TERMS**

Section 1. Credit Reimbursement: College courses and certified programs which relate to the responsibilities of this position shall be reimbursed at a rate of a maximum of \$500 per year towards courses related to certification. Additional reimbursement may be granted at the discretion of the Superintendent/designee. The Superintendent/designee shall pre-approve courses taken.

Section 2. Wellness: Technicians who have completed 15 (fifteen) years of continuous service with the District and a resignation has been accepted due to retirement are eligible for Wellness compensation. This compensation equals the lesser of 50% of unused sick leave or \$10,000. Employees hired after 3/1/12 will not be eligible for this benefit.

Section 3. Mileage: Reimbursement for incurred mileage for work-required reasons shall be made according to district policy.

**ARTICLE IX
GROUP INSURANCE**

Section 1. Selection of Carriers: The selection of the insurance carrier and policy shall be made by the School District.

Section 2. Insurance Eligibility: Benefits shall be provided for each employee who is benefit eligible as described in Article XIII, Section 1 and is enrolled in the School District group health and hospitalization plan.

Section 3. Health and Hospitalization Insurance:

Single Coverage: The School District shall contribute up to the sum \$7421 for the 2013-2014 contract year and \$7,792 for the 2014-2015 contract year to the New Prague Area Schools ISD #721 Health Care Plan to be used for premium payment for individual coverage for each benefit eligible employee as described in Article XIII, Section 1. The employee must enroll in a minimum of a single plan. If an eligible employee is not using the full contribution for premium expense, the employee will receive up to \$1,500 of the excess contribution as additional salary. Any additional cost of the premium beyond the district contribution shall be borne by the employee and paid by payroll deduction.

Family Coverage: The School District shall contribute up to the sum \$12,236 for the 2013-2014 contract year and \$12,848 for the 2014-2015 contract year toward the annual premium for each benefit eligible employee as described in Article XIII, Section 1, who elect and qualifies for family coverage in the New Prague Area Schools Health Care Plan. Any additional cost of the premium will be borne by the employee and paid by payroll deductions.

Section 4. Dental Insurance: The District will pay up to \$400 for the 2013-15 contract years for participation in the District’s single or family dental plan for each benefit eligible employee as described in Article XIII, Section 1. Any cost of the premium beyond that contributed by the district will be borne by the employee and paid by payroll deductions.

Section 5. Life Insurance: \$50,000 Life and \$50,000 Accidental Death and Dismemberment Insurance shall be provided for each benefit eligible employee as described in Article XIII, Section 1. The School District shall pay the full premium.

Section 6. Long Term Disability Insurance: The School District will provide, to each benefit eligible employee as described in Article XIII, Section 1, at the employee’s expense through payroll deductions, a long term disability insurance plan, providing a benefit of two-thirds (2/3) of the employees regular monthly compensation, with a waiting period of not more than sixty (60) calendar days after the date of disability. Benefits shall continue, pursuant to the terms and conditions of the policy.

Section 7. 403(b) Match:

Subd. 1. Each benefit eligible employee as described in Article XIII, Section 1, are eligible to participate in the School District’s deferred compensation plan beginning with the employee’s beginning of permanent employment.

Subd.2. The District will match the eligible employee’s annual contributions based upon the employee’s completed years of service. The district shall contribute annually an amount equal to the amount contributed by the employee up to the maximum contribution listed in this Section. The annual contribution shall be divided evenly through the year.

Years of Service	Maximum Match
0-3	\$0
4-9	\$500
10-15	\$700
16-21	\$1,275
22-or more	\$1,500

Subd. 3. The maximum career matching contribution by District #721 shall be \$15,000.

Subd. 4. A salary reduction authorization agreement must be completed by September 1 for the employee to initiate or change contributions in the 403(b) matching contributions plan for that school year. In the event that a contract has not been ratified by the beginning of the school year, the employee will have one month after ratification to initiate or make changes to their matching plan.

Subd. 5. Employees on unpaid leave may not participate in the deferred compensation plan while on leave.

Section 8. Retirement Insurance Participation: An employee who retires from service with the district shall be eligible to continue to participate in the group health insurance plan in accordance with Minnesota law. The employee shall pay the entire premium cost of continued participation by arrangement with the school district business office.

Section 9. Duration of Insurance Contributions: An employee is eligible for board contributions as provided in this Article as long as the employee is actively employed by the school district or on approved paid leave of absence. If an employee is on unpaid leave of absence, or upon termination of employment, all board participation and contribution shall cease, effective on the last working day (except as required by State or Federal law).

ARTICLE X

LEAVES OF ABSENCE

Section 1. Sick Leave:

Subd. 1. Sick leave shall be earned at the rate of fifteen (15) days per year of service for each benefit eligible employee as described in Article XIII, Section 1. Unused sick days may be accumulated to a maximum credit of one hundred forty (140) days.

Subd. 2. Sick leave with pay shall be allowed by the School District whenever an employee's absence is found to have been due to illness which prevented his or her attendance and performance of duties on that day or days. Documentation of such leave shall be made via electronic Time Off system. Sick leave with pay shall be allowed by the School District whenever an employee's absence is found to have been due to illness of an employee's child. Sick leave for the care of other relatives (adult child, spouse, sibling, parent, stepparent or

grandparent) will adhere to Minnesota Statute 181.9413 up to a maximum of 160 hours during a school year. Additional days may be granted at the discretion of the District Administration.

Section 2. Personal Leave:

Subd. 1. Each employee shall be granted personal leave with pay of no more than two (2) days per year, non-accumulative, for personal reasons. No more than one (1) employee may be granted personal leave on any given school day except for unusual or emergency circumstances as determined by the Superintendent. Personal leave, generally, will not be granted during the first week or the last week of the school year nor the day before or after a legal district holiday.

Subd. 2. Employees shall request personal leave via electronic Time Off at least one work day in advance.

Section 3. Bereavement Leave: Employees may be granted bereavement leave of up to five (5) days per incident, non-cumulative, with pay (at the discretion of the administration) spouse, child, sibling, parent, aunt, uncle, grandchild, grandparent and corresponding in-laws. In unusual circumstances, the superintendent may grant additional days of bereavement leave. Approval of such leave shall be made via electronic Time Off system.

Section 4. Jury Duty: Any employee required to serve on jury duty shall receive the difference between his / her regular rate of pay and jury duty pay. Any compensation the employee receives in consideration for mileage for jury duty shall not be deducted from the pay the employee receives. In order to receive full compensation for the day(s) spent on jury duty, the employee must sign over the check s/he receives for jury duty to the school district and full pay will then be provided. If an employee has been called for jury duty but is subsequently excused for the day or a longer period, the employee shall be required to communicate that fact to the Technology Director and may be required to work on that day or days in order to qualify for full School District pay.

Section 5. Worker's Compensation: An employee receiving worker's compensation insurance payments may draw sick leave and receive full salary from the school district, their salary to be reduced by an amount equal to the insurance payments and only that fraction of the days not covered by insurance will be deducted from their accrued sick leave.

ARTICLE XI
GRIEVANCE PROCEDURES

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

Section 2. Representative: The employee, administrator, or District may be represented during any step of the procedure by any person or agent designated by such party to act in his behalf.

Section 3. Definitions and Interpretations:

Subd. 1. Extension: Time limits specified in this Agreement may be extended by mutual agreement.

Subd. 2. Days: Reference to days regarding time periods in this procedure shall refer to working days. A working day is defined as all week days not designated as holidays by state law.

Subd. 3. Computation of Time: In computing any period of time prescribed or allowed by procedures herein, the date of the act, event, or default for which the designated period of time begins to run shall not be included. The last day of the period so computed shall be counted, unless it is a Saturday, a Sunday, or a legal holiday, in which event the period runs until the end of the next day which is not a Saturday, a Sunday or a legal holiday.

Subd. 4. Filing and Postmark: The filing or service of any notice or document herein shall be timely if it bears a dated postmark of the United States mail within the time period.

Section 4. Time Limitation and Waiver: A grievance shall not be valid for consideration unless the grievance is submitted in writing to the School District’s designee, setting forth the facts and the specific provisions of the Agreement allegedly violated and the particular relief sought within five (5) days after the date the event giving rise to the grievance occurred. Failure to file any grievance within such period shall be deemed a waiver thereof. Failure to appeal a grievance from one level to another within the time periods hereafter provided shall constitute a waiver of the grievance.

Section 5. Adjustment of Grievance: The School District and the employee shall attempt to adjust all grievances which may arise during the course of employment of any employee within the school district in the following manner.

Subd. 1. Level I: An effort shall first be made to adjust an alleged grievance informally between the employee and the Technology Director. If the grievance is not resolved through informal discussions, the employee(s) may file a written grievance according to Section 4. The Technology Director shall give a written decision on the grievance to the parties involved within ten days after receipt of the written grievance.

Subd. 2. Level II: In the event the grievance is not resolved in Level I, the decision rendered may be appealed to the Superintendent of Schools or designee, provided such appeal is made in writing within five (5) days after receipt of the decision in Level I. If a grievance is properly appealed to the Superintendent or designee, the Superintendent or designee shall set a time to meet regarding the grievance within fifteen (15) days after receipt of the appeal. Within ten (10) days after the meeting, the Superintendent or designee shall issue a decision in writing to the parties involved.

Subd. 3. Level III: If the grievance is not resolved in Level II, the decision rendered may be appealed to the School Board, provided such appeal is made in writing within five (5) days after receipt of the decision in Level II. If a grievance is properly appealed to the School Board, the Board shall set a time to hear the grievance within twenty (20) days after receipt of the appeal. Within ten (10) days after the meeting, the School Board shall issue its decision in writing to the parties involved. At the option of the School Board, a committee or representative(s) of the board may be designated by the board to hear the appeal at this level, and report its findings and recommendations to the School Board. The School Board shall then render its decision.

Section 6. School District Review: The School District reserves the right to review any decision issued under Level I or Level II of this procedure provided the School District or its representative notify the parties of its intention to review within ten (10) days after the decision has been rendered. In the event the School District reviews a grievance under this section, the School District reserves the right to reverse or modify such decision.

Section 7. Denial of Grievance: Failure by the School District or its representative to issue a decision within the time periods provided herein shall constitute a denial of the grievance and the employee may appeal it to the next level.

Section 8. Arbitration Procedures: In the event that the employee and the School District are unable to resolve any grievance, the grievance may be submitted to arbitration as defined herein:

Subd. 1. Request: A request to submit a grievance to arbitration must be in writing signed by the aggrieved party, and such request must be filed in the office of the superintendent within five (5) days following the decision in Level III of the grievance procedure.

Subd. 2. Prior Procedure Required: No grievance shall be considered by the arbitrator which has not been first duly processed in accordance with the grievance procedure and appeal provisions.

Subd. 3. Selection of Arbitrator: Upon the proper submission of a grievance under the terms of this procedure, within ten (10) days after receipt of a list of potential arbitrators from the BMS, the parties shall either select an arbitrator from a list of arbitrators provided by the BMS or set a time at which to make the selection. The parties may, alternatively, agree upon the selection of an arbitrator. If the parties use the BMS list to select an arbitrator, the parties alternately strike names of arbitrators until one name remains, and that arbitrator will hear the grievance. If the parties do not agree which party will strike a name first, the determination will be made by coin toss or other random method.

Subd. 4. Submission of Grievance Information:

- a. Upon appointment of the arbitrator, the appealing party shall within five (5) days after notice of appointment forward to the arbitrator, with a copy to the School District, the submission of the grievance which shall include the following:
 1. The issues involved.
 2. Statement of facts.
 3. Position of the Grievant.
 4. The written documents relating to Section 5, Article XII of the grievance procedure.
 5. The particular relief sought by the Grievant and/or the Union.

The School District may make a similar submission of information relating to the grievance either before or at the time of the hearing.

Subd. 5. Hearing: The grievance shall be heard by a single arbitrator and both parties may be represented by such person or persons as they may choose and designate, and the parties shall have the right to a hearing at which time both parties will have the opportunity to submit evidence, offer testimony, and make oral or written arguments relating to the issues before the arbitrator. The proceeding before the arbitrator shall be a hearing denovo.

Subd. 6. Decision: The parties shall make the request that the arbitrator render his/her decision within thirty days after the close of the hearing. Decisions by the arbitrator in cases properly before him or her shall be final and binding upon the parties, subject, however, to the limitations of arbitration decisions as provided by in the P.E.L.R.A.

Subd. 7. Expenses: Each party shall bear its own expenses in connection with arbitration including expenses relating to the party's representatives, witnesses, and any other expenses which the party incurs in connection with presenting its case in arbitration. A transcript or recording shall be made of the hearing at the request of either party. The parties shall share equally fees and expenses of the arbitrator, the cost of the transcript or recording if requested by either or both parties, and any other expenses which the parties mutually agree are necessary for the conduct of the arbitration. However, the party ordering a copy of such transcript shall pay for such a copy.

Subd. 8. Jurisdiction: The arbitrator shall have jurisdiction over disputes or disagreements relating to grievances properly before the arbitrator pursuant to the terms of this procedure. The jurisdiction of the arbitrator shall not extend to proposed changes in terms and conditions of employment as defined herein and contained in this written agreement; nor shall an arbitrator have jurisdiction over any grievance which has not been submitted to arbitration in compliance with the terms of the grievance and arbitration procedure as outlined herein; nor shall the jurisdiction of the arbitrator extend to matters of inherent managerial policy, which shall include but are not limited to such areas of discretion or policy as the functions and programs of the employer, its overall budget, utilization of technology, the organizational structure, and selection and direction and number of personnel. In considering any issue in dispute, in its order the arbitrator shall give due consideration to the statutory rights and obligations of the public School Districts to efficiently manage and conduct its operation within the legal limitations surrounding the financing of such operations.

Section 9. Election of Remedies and Waiver: A party instituting any action, proceeding, or complaint in a federal or state court of law or before an administrative tribunal, federal agency, state agency, or seeking relief through any statutory process for which relief may be granted, the subject matter of which may constitute a grievance under this Agreement, shall immediately thereupon waive any and all rights to pursue a grievance under this Article. Upon instituting a proceeding in another forum as outlined herein, the party shall waive the right to initiate a

grievance pursuant to this Article, or, if the grievance is pending in the grievance procedure, the right to pursue it further shall be immediately waived. This section shall not apply to actions to compel arbitration as provided in the Agreement or to enforce the award of an arbitrator.

ARTICLE XII

BENEFIT ELIGIBILITY

Section 1. Benefit Eligibility (where applicable): Employees employed for ½ year or more and contracted for .75 fte and above will receive full-time benefits. Employees employed for ½ year or more and contracted for .5 fte to .74 fte will receive pro-rated benefits. The pro-rated benefit amount will be set yearly at the portion of an fte the employee initially begins employment at for that year. Changes will only occur if the employee moves to .75 fte and above or .49 fte or below. Employees employed less than .5 fte will not receive benefits.

ARTICLE XIII

DURATION

Section 1. Term and Reopening Negotiations: This Agreement shall remain in full force and effect for a period commencing on July 1, 2013 through June 30, 2015, and thereafter pursuant to the P.E.L.R.A. If either party desires to modify or amend this Agreement commencing at its expiration, it shall give written notice of such intent no later than ninety (90) days prior to said expiration. Unless otherwise mutually agreed, the parties shall not commence negotiations more than ninety (90) days prior to the expiration of this Agreement.

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

Section 3. Finality: Any matters relating to the terms and conditions of employment, whether or not referred to in this Agreement, shall not be open for negotiation during the term of this Agreement.

Section 4. Severability: The provisions of this Agreement shall be severable, and if any provision thereof or the application of any such provision under any circumstances is held

invalid, it shall not affect any other provisions of this Agreement or the application of any provision thereof.

IN WITNESS WHEREOF, The Parties have executed this Agreement as follows:

For the Technology Association

For ISD 721, New Prague Area Schools

President

Chairperson

Clerk

Chief Negotiator

Dated this ____ day of _____, 2014

Dated this ____ day of _____, 2014

SCHEDULE A

2013-15

An increase of \$0.80 per hour was given for the 2013-2014 and \$0.80 per hour for the 2014-2015 contract years:

Employee	2013-2014	2014-2015
Bob Bell	\$26.11	\$26.91
Denise Brantl	\$21.15	\$21.95
Cathy Curtis	\$23.76	\$24.56
Judy Gebhardt	\$22.51	\$23.31
Sue Kennedy	\$22.51	\$23.31
Mitch Peterson	\$26.11	\$26.91
Jane Studer	\$25.54	\$26.34

Entry Level Starting Salary:

Position	2013-2014	2014-2015
Building Technician	\$17.35	\$17.85
Web Technician	\$18.75	\$19.25
District Technician	\$19.75	\$20.25
Lead Technician	\$22.10	\$22.60

The District reserves the right to hire a new employee on a level higher than the base salary but not less.

Longevity:

In recognition of continuous years of employment for employees hired on or after 7/1/11 in this bargaining unit, whose indicated year of employment in this bargaining unit commences, is as follows:

Seven (7) years	\$0.24 per hour
Twelve (12) years	an additional \$0.24 per hour for a total of \$0.48 per hour
Seventeen (17) years	an additional \$0.24 per hour for a total of \$0.72 per hour

Current employees will be grandfathered at the longevity step they are on for the contract year 2011-2012 and thereafter will continue on the new longevity schedule above.