

BELLE PLAINE PRINCIPAL'S ASSOCIATION

MASTER AGREEMENT

July 1, 2020 – June 30, 2022

2020-2021, 2021-2022 MASTER AGREEMENT
BETWEEN THE BELLE PLAINE SCHOOL DISTRICT
AND
THE BELLE PLAINE PRINCIPAL’S ASSOCIATION

BELLE PLAINE, MINNESOTA

	Page
Article I Purpose	1
Article II Recognition of Exclusive Representative	1
Article III Definitions	1
Article IV School District Rights	2
Article V Principal Rights	2
Article VI Group Insurance	3
Article VII Leaves of Absence	4
Article VIII Severance Pay	7
Article IX Grievance Procedure	8
Article X Public Obligation	11
Article XI Compensation	11
Article XII Duration	12
Appendix A Compensation Schedule for 2020-2021 and 2021-2022.....	14

BELLE PLAINE PRINCIPAL'S AGREEMENT

ARTICLE I PURPOSE

Section 1. THIS AGREEMENT is entered into between Independent School District No. 716, Belle Plaine, Minnesota, hereinafter referred to as the School District and the Belle Plaine Principals' Association, hereinafter referred to as exclusive representative pursuant to and in compliance with the Public Employment Labor Relations Act of 1971, as amended, hereinafter referred to as the PELRA, to provide the terms and conditions of employment for principals during the duration of this Agreement.

ARTICLE II RECOGNITION OF EXCLUSIVE REPRESENTATIVE

Section 1. Recognition: In accordance with the PELRA, the School District recognizes The Belle Plaine Principals' Association as the exclusive representative of principals employed by the School District, which exclusive representative, shall have those rights and duties as prescribed by the PELRA and as described in this Agreement.

Section 2. Appropriate Unit: The exclusive representative shall represent all the principals of the District as defined in this Agreement and in said ACT.

ARTICLE III DEFINITIONS

Section 1. Terms and Conditions of Employment: The term "terms and conditions of employment" means the hours of employment, the compensation therefore including fringe benefits except retirement contributions or benefits other than employer payment of, or contributions to, premiums for group insurance coverage for retired employees or severance pay, and the employer's personnel policies affecting the working conditions of the employees. In the case of professional employees, the term does not mean educational policies of a School District. "Terms and conditions of employment" is subject to the provisions of PELRA.

Section 2. Principals: The term "principal" shall mean all persons in the appropriate unit employed by the School Board in a position for which the person must be licensed by the State of Minnesota as a principal or assistant principal and who devote more than 50% of their time to such administrative and supervisory duties, excluding the following: superintendent, assistant superintendent, confidential employees, supervisory employees, essential employees, part-time employees whose services do not exceed the lesser of 14 hours per week or 35% of the normal work week in the employees' bargaining unit, employees who hold positions of a temporary or seasonal character for a period not in excess of 100 working days in any calendar year, emergency employees and all other employees.

Section 3. School District: For purposes of administering this Agreement, the term "School District" shall mean the School Board or its designated representative.

Section 4. Principal or Employee: Reference to "principal" in this Agreement shall mean principals and assistant principals except in those cases where there is a clear distinction between the two positions. Reference to "employee" in this Agreement shall mean a member of the appropriate unit.

Section 5. Other Terms: Terms not defined in this Agreement shall have those meanings as defined by the PELRA.

ARTICLE IV SCHOOL DISTRICT RIGHTS

Section 1. Inherent Managerial Policy: 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 Board 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 administrative services prescribed by the School Board and shall be governed by the laws of the State of Minnesota, and by School Board rules, regulations, directives and orders, issued by properly designated officials of the School District. The exclusive representative also recognizes the right, obligation and duty of the School Board and its duly designated officials to promulgate rules, regulations, directives and orders from time to time as deemed necessary by the School Board insofar as such rules, regulations, directives and orders are not inconsistent with the terms of this Agreement. Any provision of this Agreement found to be in violation of any such laws, rules, regulations, directives or orders shall be null and void and without force and effect.

Section 4. Reservation of Managerial Rights: The foregoing enumeration of rights and duties shall not be deemed to exclude other inherent management 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 PRINCIPAL RIGHTS

Section 1. Right to Views: Pursuant to PELRA, nothing contained in this Agreement shall be construed to limit, impair or affect the right of any principal or 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 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: Pursuant to PELRA, principals shall have the right to form and join labor or employee organizations, and shall have the right not to form and join such organizations. Principals in an appropriate unit shall have the right by secret ballot to designate an exclusive representative for the purpose of negotiating grievance procedures and the terms and conditions of employment for such principals.

Section 3. Personnel Files: All Evaluations and files generated relating to each principal shall be available during regular school business hours to each individual principal upon written request. The principal shall have the right to reproduce any of the contents of the files at the employee's expense and to submit for inclusion in the file written information in response to any material contained therein. However, the school district may destroy such files as provided by the law.

ARTICLE VI GROUP INSURANCE

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

Section 2. Claims Against the School District: It is understood that the School District's only obligation is to purchase an insurance policy and pay such amounts as agreed to herein and no claims shall be made against the School District as a result of a denial of insurance benefits by an insurance carrier.

Section 3. Duration of Insurance Contributions: A principal is eligible for school district contribution as provided in this article as long as the principal is employed and on paid status by the school district.

Section 4. Health and Hospitalization Insurance;

Subd. 1. Insurance: The School District will pay full single health insurance premium(s) for both years of the Master Agreement for each full-time principal employed by the School District who qualifies for and is enrolled in the School District Group Health and Hospitalization Plan.

Subd. 2. Dependent Coverage: Dependent coverage is available through the district to each full-time principal employed by the School District who qualifies for and enrolls in the School District Plan. Any additional cost for family coverage shall be borne by the employee and paid by payroll deduction. In 2020-2021 and 2021-2022, the district contribution shall be as stated in the Belle Plaine Education Association (BPEA) Master Agreement for that year plus \$4,000.

Section 5. Long Term Disability: The School District shall pay for individual coverage for each full-time principal employed by the School District who qualifies for and is enrolled in the School District Long Term Disability Plan. The maximum salary cap for the LTD insurance is set at \$125,000.

Section 6. Life Insurance: The School District shall pay the premium for a life insurance policy valued at \$150,000 - for individual coverage for each full-time principal employed by the School District. Additional life insurance coverage may be purchased from the district by the principal. Any additional premium cost shall be borne by the principal and paid by payroll deduction.

Section 7. Dental Insurance: The school board shall contribute the full single premium for each full-time principal employed by the School District who qualifies and is enrolled in the School District Dental Insurance Plan.

ARTICLE VII LEAVES OF ABSENCE

Section 1. Sick Leave:

Subd. 1. A full time principal shall earn sick leave, at the total of 12 days in each year of service in the employ of the School District. Sick leave shall accrue monthly as earned on a proportionate basis to the employees work year.

Subd. 2. Unused sick leave days shall accumulate to a maximum credit of 115 days of sick leave per principal. Accrued sick leave may be used until Long Term Disability Insurance begins, and any unused sick leave will be credited to the principal for subsequent use.

Subd. 3. Sick leave with pay shall be allowed by the School District whenever a principal's absence is due to illness or disability which prevented attendance at school and performance of duties on that day or days.

Subd. 4. The School District may require a principal to furnish a medical certificate from a qualified physician as evidence of illness or disability, indicating such absence was due to illness or disability, in order to qualify for sick leave pay. However, the final determination as to the eligibility of a principal for sick leave is reserved to the School District.

Subd. 5. In the event that a medical certificate will be required, the principal will be so advised.

Subd. 6. There is a reserve bank of sick leave days that any school district administrator can use in case of critical illness or emergency. This reserve bank will be funded by unused sick leave days that have been or will be accumulated by the district's administrators and donated to this reserve bank. As of July 2020, it is understood that there are 83.5 accumulated sick leave days in the reserve bank.

Section 2. Vacation:

Subd. 1. A full time principal will receive twenty (20) days of vacation per year. Vacation requests shall be approved in advance by the Superintendent of Schools.

Subd. 2. In the event the principal does not use all of their available vacation days within the year, the unused days may be carried over for a period of one year. No payment will be made for unused vacation days.

Section 3. Paid Holidays: A full time principal will receive eleven (11) paid holidays: New Year's Day, Good Friday, Memorial Day, 4th of July, Labor Day, Thanksgiving Day, Friday following Thanksgiving Day, Christmas Eve Day, Christmas Day and New Year's Eve Day, and one floating Holiday to be determined prior to July 1 of each year.

Section 4. Personal Leave:

Subd. 1. A full time principal shall be granted a leave of two days per year, non-cumulative.

Subd. 2. Each principal will be allowed to use both days of personal leave without stating a reason.

Subd. 3. Requests for personal leave must be made in writing to the superintendent at least three days in advance, except in the event of emergencies. All leaves must have prior approval, but at no time may more than one principal be granted personal leave. However, extenuating circumstances shall be considered.

Subd. 4. A personal leave day shall not be granted after April 30, except in cases of emergency.

Section 5. Bereavement: Up to three days of leave shall be allowed, the days to be deducted from sick leave, for a death in the principal's immediate family. The specified amount of leave allowed is subject to the discretion of the superintendent depending on the circumstances.

Immediate family is defined as the principal's spouse, principal's and/or spouse's child, parent, brother, sister, grandparent, grandchild, and a relative living in the same household as the principal. One day per year shall be allowed, the day deducted from sick leave, for the death of a relative or close personal friend not included elsewhere in this bereavement leave.

Section 6. Childcare Leave: A childcare leave may be granted by the school district subject to the provisions of this section to one (1) parent of a natural or adopted infant child provided such parent is caring for the child on a full-time basis.

Subd. 1. A principal making application for childcare leave shall inform the superintendent in writing of intention to take leave at least three calendar months before commencement of the intended leave whenever possible. A pregnant principal will also provide

at the time of the leave application, a statement from her physician indicating the expected date of delivery.

- 1. An employee may use Sick Leave Bank days for a time period of 50 working contract days following the birth or adoption of a child, if the employee has the days in their Sick Leave Bank (30 days is standard, but more paid time can be used if the employee has time built up.).

Subd. 2. The School District may adjust the proposed beginning or ending date of a childcare leave so that the dates of the leave are coincident with some natural break in the school year; i.e. - winter vacation, spring vacation, quarter break.

Subd. 3. In making a determination concerning the commencement and duration of a childcare leave, the School Board shall not, in any event, be required to:

- 1. Grant any leave more than twelve (12) months in duration.
- 2. Permit the principal to return to his or her employment prior to the date designated in the request for child care leave.

Subd. 4. A principal returning from childcare leave shall be reinstated to the principal's original job or to a position of like status and pay. The continuing contract shall remain in effect, and the principal shall retain all seniority, salary and fringe benefits that the principal had accrued prior to taking childcare leave.

Subd. 5. Leave under this childcare section shall be without pay or fringe benefits.

Section 7. Sabbatical Leave:

Subd. 1. A sabbatical leave of absence, without pay & fringe benefits, of up to one year may be granted at the district's discretion to no more than one full time principal, upon written application for the purpose of engaging in study at an accredited college, university, or in a field related to the principal's professional responsibilities, or in a foreign or military teaching program. Upon returning from such a leave, a principal shall be reinstated to the principal's original job or to a position of like status, and shall retain all seniority and fringe benefits and shall retain all seniority and fringe benefits that the principal accrued prior to such leave.

Subd. 2. This sabbatical may be extended a total of two years upon a six-month notification to the School Board prior to the anniversary date of said sabbatical.

Section 8. Jury Service: A principal who serves on jury duty shall be granted the day, or days, necessary as stipulated by the court to discharge this responsibility without any salary deduction or loss of basic leave allowance. The compensation received for jury duty shall be remitted to the school district.

Section 9. Short Term Emergency Leave: Such leave shall be granted pertaining to emergencies involving the principal and/or immediate family that is not covered elsewhere in this article. Such leave shall be granted only when no control by the principal can be exercised over the event. Time will be deducted from accumulated sick leave.

Section 10. Insurance Application: Any principal on any unpaid leave of absence is eligible to participate in the district's group insurance program if permitted under the insurance policy provisions. The principal shall pay the entire premium for such programs as the principal wishes to retain, commencing with the beginning of the leave. The right to continue participation in such group insurance programs, however, will terminate if the principal does not return to the district after completion of the approved leave and shall pay to the school district the monthly premium in advance. In the event the principal is on paid leave from the school district under the sections of this article for sick leave, or workmen's compensation the school district will continue contributions as provided herein until sick leave is exhausted. Thereafter, the principal must pay the entire premium for any insurance retained after the exhaustion of sick leave.

Section 11. Workmen's Compensation: Upon the request of an employee who is absent from work as a result of a compensable injury incurred in service of the School District under the provisions of the workmen's compensation act, the School District will pay to the employee the employee's earned accrual of sick leave. The employee shall remit to the employer any compensation received pursuant to the Workmen's Comp Act.

Subd. 1. A deduction shall be made from the principal's sick leave accrual time according to the pro-rate portions of the days of sick leave that is used to supplement workmen's compensation.

Subd. 2. Such payment shall be paid by the School District to the principal only during the period of disability.

Subd. 3. In no event shall the additional compensation paid to the principal by virtue of sick leave pay results in the payment of a total daily, weekly, or monthly compensation that exceeds the normal compensation of the principal.

Section 12. Credit: A principal who returns from unpaid leave shall retain experience credit for pay purposes and other benefits which had accrued at the time the leave commenced. No credit shall accrue for the period of time that a principal was on unpaid leave.

ARTICLE VIII 403B and Retirement Severance

Section 1. Qualifications: At the completion of the sixth (6) year of professional service in the appropriate unit in the Belle Plaine School District, a principal shall become eligible for retirement severance pay pursuant to the provisions of this Article, the submission of a written resignation accepted by the school board, and application to TRA for a retirement annuity.

Section 2. 403B Matching Program: The District offers a matching 403B compensation plan. The districts matching contribution will be \$3,050 per year for 2020-21 and \$3,100 per year for 2021-22 of the contract years. The maximum of payments per individual will be capped at \$50,000.

Section 3. Retirement Severance: A Principal who has completed a minimum of six (6) years of continuous service with the Belle Plaine School District is eligible for this compensation when a retirement letter has been accepted by the school board. Payment will not be granted to any principal who has been discharged or terminated pursuant to M.S. 125.12. Payment shall be based on the daily rate of pay for each sick leave day to a maximum of twenty (20) days, based on the following schedule:

1 - 5 years	0 days
6 - 10 years	10 days
11 - 15 years	15 days
16 – 20 years	20 days

The daily rate of pay shall be determined by dividing the principal's annual salary by 260 days. This additional severance payment shall be made to an eligible employee determined account. A single payment shall be made in July immediately following the principal's retirement.

ARTICLE IX GRIEVANCE PROCEDURE

Section 1. Grievance Definition: A "grievance" shall mean an allegation by a principal resulting in a dispute or disagreement between the principal and School District as to the interpretation or application of terms and conditions contained in this Agreement.

Section 2. Representative: The principal, administrator, or School Board may be represented during any step of the procedure by any person or agent designated by such part to act in the party's 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 weekdays 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 is personally served or if it bears a certified postmark of the United States Postal Service within the time period.

Section 4. Time Limitation and Waiver: Grievances 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 provision of the Agreement allegedly violated and the particular relief sought within twenty days after the date of the first 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. An effort shall first be made to adjust an alleged grievance informally between the principal and the School District's designee.

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

Subd. 1. Level I: If the grievance is not resolved through informal discussions, the superintendent or designee 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 School Board, provided such appeal is made in writing within five days after receipt of the decision in Level I. If a grievance is properly appealed to the School Board, the School Board shall set a time to hear the grievance with twenty days after receipt of the appeal. Within twenty 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 Board Review: The School Board reserves the right to review any decision issued under Level I of this procedure provided the School Board or its representative notify the parties of its intentions to review within ten days after the decision has been rendered. In the event the School Board reviews a grievance under this section, the School Board reserves the right to reverse or modify such decision.

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

Section 8. Arbitration Procedures: In the event that the principal and the School Board 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 ten days following the decision in Level II of the grievance procedure.

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

Subd. 3. Selection of Arbitrator: Upon proper submission of a grievance under the terms of this procedure, the parties shall, within ten days after the request to arbitrate, attempt to agree upon the selection of an arbitrator. If no agreement on an arbitrator is reached, either party may request the commissioner to appoint an arbitrator, pursuant to PELRA providing such request is made within twenty days after request for arbitration. The request shall ask that the appointment be made within thirty days after the receipt of said request. Failure to agree upon arbitrator or the failure to request an arbitrator from the commissioner within the time periods provided herein shall constitute a waiver of the grievance.

Subd. 4. 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. 5. Decision: The decision by the arbitrator shall be rendered within thirty days after the close of the hearing. Decisions by the arbitrator in cases properly before the arbitrator shall be final and binding upon the parties, subject, however, to the limitation of arbitration decisions as provided by in the PELRA. The arbitrator shall issue a written decision and order including findings of fact that shall be based upon substantial and competent evidence presented at the hearing. All witnesses shall be sworn upon oath by the arbitrator.

Subd. 6. 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 that 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 copy.

Subd. 7. 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 obligation 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 employee 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 this Agreement or to enforce the award of an arbitrator.

ARTICLE X PUBLIC OBLIGATION

Section 1. The parties mutually recognize that their first obligation is to the public and that the right of students and residents of the School District to the continuous and uninterrupted operation of the school is of paramount importance.

Section 2. The exclusive representative agrees, therefore, that during the term of this contract, neither the exclusive representative nor any individual employee shall engage in any strike. For purposes of this section, the term strike shall mean concerted action in failing to report for duty, the willful absence from one's position, sympathy strike, the stoppage of work, slowdown, or the abstinence in whole or in part from the full, faithful and proper performance of the duties of employment for the purposes of inducing, influencing or coercing a change in the conditions or compensation or the rights, privileges, or obligations of employment. The parties agree that this Article shall not be subject to the grievance or arbitration procedure but is enforceable in the Courts.

ARTICLE XI COMPENSATION

Section 1. Duty Days:

Subd. 1: The school district shall establish the calendar and principal's duty days for each school year, and the principals shall perform services on such days as determined by the school district, including those legal holidays on which the school district is authorized to conduct school.

Subd. 2: The duty year for principals shall be twelve months and shall include 260 duty days.

Section 2. Compensation:

Subd. 1. Annual Compensation: Annual compensation shall be as stated on the Compensation Schedule found in Appendix A.

Subd. 2. Dues: The district shall pay the state and national principal's association dues and Minnesota's Administrative License Fee.

Subd. 3. Pay Deduction: Whenever pay deduction is made for a principal's absence, the annual salary divided by the number of principal duty days shall be deducted for each day's absence.

Section 3. Professional Development: Each principal in the bargaining unit shall receive an allocation of \$2,000 per year to be used for professional development during each fiscal year. Professional development funds may be used for the following with the approval of the employee's supervisor.

1. Conventions, seminars and workshops related to the employee's position (Federal per diem guidelines shall apply). Excludes State conventions: MASSP and MESPA.
2. Tuition and materials for training or college courses related to the employees position and/or advancement

ARTICLE XII DURATION

Section 1. Terms and Reopening Negotiations: This agreement shall remain in full force and effect for a period commencing on July 1, 2020 through June 30, 2022 and thereafter until modifications are made pursuant to the PELRA. In the event a successor agreement is not entered into prior to the commencement of school in 2020, a principal shall be compensated according to the last individual contract executed between the principal and the school district until such time that a successor agreement is executed. The parties covered by this contract shall commence negotiations by January 31, 2022 by submitting a contract proposal to the board that covers contract years 2023 - 2024.

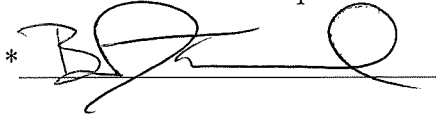
Section 2. Effect: This agreement constitutes the full and complete agreement between the school district and the exclusive representative representing the principals of the district. The provisions herein relating to terms and conditions of employment supersede any and all prior agreements, resolutions, 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 current contract term, 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 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 Belle Plaine Principal's Association

* 

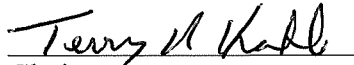
* Mindy Cherahi


* Kimberly DeWette

* Margot Hansen

Dated this 23rd day of June, 2020

For School District No. 716


Chairperson


Clerk

Dated this 22nd day of June, 2020

Appendix A
Compensation Schedule for 2020-2021 & 2021-2022

2020-21 1.4%	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
K-6 Principal (260 Days)	\$95,036	\$98,556	\$102,498	\$106,598	\$110,862	\$114,684
7-12 Principal (260 Days)	\$97,969	\$102,662	\$106,769	\$111,040	\$115,481	\$119,065
Asst. K-12 Principal (260 Days)	\$90,378	\$92,898	\$95,418	\$97,936	\$100,456	\$102,976
Longevity** Increases:						403B Match: \$3,050
From 7-9 Years:	\$1,000					
From 10-14 Years:	\$2,000					
From 15-19 Years:	\$3,000					
From 20 & More Years:	\$5,000					

**Longevity is defined as the number of years a Principal is a member of the current bargaining unit.

2021-22 1.4%	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
K-6 Principal (260 Days)	\$96,366	\$99,936	\$103,933	\$108,091	\$112,414	\$116,290
7-12 Principal (260 Days)	\$99,341	\$104,100	\$108,264	\$112,594	\$117,098	\$120,731
Asst. K-12 Principal (260 Days)	\$91,643	\$94,198	\$96,753	\$99,307	\$101,862	\$104,417
Longevity** Increases:						403B Match: \$3,100
From 7-9 Years:	\$1,000					
From 10-14 Years:	\$2,000					
From 15-19 Years:	\$3,000					
From 20 & More Years:	\$5,000					

**Longevity is defined as the number of years a Principal is a member of the current bargaining unit.