

AGREEMENT

Between

TIER 1 LICENSED TEACHERS

and

NORTHEAST METROPOLITAN INTERMEDIATE SCHOOL DISTRICT NO. 916

White Bear Lake, Minnesota 55110

Effective July 1, 2019 through June 30, 2021

**AGREEMENT BETWEEN
TIER 1 LICENSED TEACHERS
AND
NORTHEAST METROPOLITAN INTERMEDIATE SCHOOL DISTRICT NO. 916**

Due to Minnesota State teacher licensing statutes, Minn. Stat. § 122A.182 and Minn. Stat. 122A.40, Tier 1 licensed teachers cannot be included in the same bargaining unit as Tier 2, 3 or 4 licensed teachers.

The Tier 1 licensed teachers employed by Northeast Metro 916 are organized under the Public Employee Labor Relations Act ("PELRA"), Minnesota Statutes, Chapter 179A, and enjoy all the rights provided in PELRA.

Although not members of the same bargaining unit, Tier 1 licensed teachers employed by Northeast Metro 916 shall be covered by the following articles of the Master Agreement, except as otherwise noted in the Master Agreement, between Northeast Metro 916 and the 916 Federation of Teachers and all of the appendices and all the Memoranda of Understanding agreed upon during negotiations for the 2019-2021 Master Agreement:

ARTICLE I, PURPOSE

ARTICLE III, DEFINITIONS

ARTICLE IV, RIGHTS AND OBLIGATIONS OF SCHOOL BOARD

ARTICLE V, EXCLUSIVE REPRESENTATIVE RIGHTS

ARTICLE VI, EMPLOYEE RIGHTS AND OBLIGATIONS

ARTICLE VII, DUTY DAY AND DUTY WEEK

ARTICLE VIII, DUTY YEAR

ARTICLE IX, COMPENSATION PLAN

ARTICLE X, GROUP INSURANCE BENEFITS

ARTICLE XI, GRIEVANCE AND ARBITRATION

ARTICLE XII, EXTENDED CONTRACTS

ARTICLE XIII, LEAVES OF ABSENCE

ARTICLE XIV, MISCELLANEOUS LEAVES

ARTICLE XVI, SEVERANCE/RETIREMENT

ARTICLE XVII, MISCELLANEOUS


ARTICLE XVIII, CONTRACT

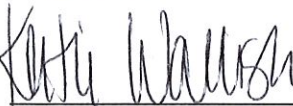
Tier 1 licensed teachers shall not be subject to the following articles of the Master Agreement:

ARTICLE VI, Section 4, Progressive Discipline


ARTICLE XV, UNREQUESTED LEAVE OF ABSENCE, CONTRACT REDUCTION
AND SENIORITY POLICY


TEACHERS





**Northeast Metropolitan Intermediate
School District 916**



School Board Chair


School Board Clerk

Dated: 12/4/19, 2019

Dated: 12/4/19, 2019