2024-2026

COLLECTIVE BARGAINING AGREEMENT

between Millard Public Schools
and the Millard Education Association

THIS AGREEMENT made and entered into this ___ day of _____, 2024 by and between School District Number 17, Douglas County, Nebraska, also known as the Millard Public Schools (hereinafter called "District"), and the Millard Education Association (hereinafter called

a two-year agreement, in which case either party may reopen the Agreement for the sole purpose of renegotiating salary and benefits. For purposes of this paragraph, "Grand Total of All General Fund Receipts" shall mean total receipts reported by the District and enumerated in the Nebraska Department of Education's Annual Financial Report ("AFR"), including receipts associated with any tax levy override revenue, but specifically excluding those receipts associated with the Elementary and Secondary School Emergency Relief Act ("ESSER"). Should the parties reopen talks pursuant to this subsection, but fail to reach a tentative agreement on or before August 15 of the first year of a two-year Agreement, the District may, beginning in Year Two, continue to calculate employee salaries using the base salary values described in the Agreement for Year One rather than adopt those intended for Year Two.

ARTICLE III
BARGAINING UNIT CLARIFICATION:

a) OUTSIDE NURSING SERVICES. The parties hereby agree that the District reserves the right to contract for nursing services with organizations providing nursing services; provided further, that any nurse already employed by the District at the time any such contract is made shall continue to be employed by the District in accordance with the terms and conditions in this Agreement.

b) UNFILLED TEACHING POSITIONS. The parties hereby agree that the District may employ student teachers for unfilled teaching positions when: (a) the unfilled teaching position has been open and posted for a minimum of 30 calendar days; and (b) no qualified applications have been received by the District for the open teaching position or no qualified applicant has accepted employment. In the event that the District hires a non-certificated student teacher to fill a position, and that student teacher subsequently receives his/her teaching certification, that student teacher shall be offered a teaching position covered by this Agreement or shall be terminated within thirty (30) calendar days.

ARTICLE IV
PROCEDURE AND PROTOCOL
FOR NEGOTIATION OF SUCCESSOR AGREEMENTS

The parties hereby agree that negotiation shall be commenced, conducted, and completed according to the procedure and protocol set forth and described in Appendix A, which is attached hereto and made a part of this Agreement.

ARTICLE V
TERMS AND CONDITIONS

(1)
TERM

DURATION. This contract shall begin on August 1, 2024 and terminate on July 31, 2026. If upon the expiration of this Agreement on the 31st day of July, 2026, the parties hereto have not agreed to a collective bargaining agreement for the school year 2026-27, the terms of this Agreement shall continue in full force and effect, so long as the parties are continuing to engage in good faith collective bargaining.

CONTRACTED DAYS, NEW HIRES AND RETURNING TEACHERS. In Year One of the Agreement, the contract shall consist of 194 teacher days for returning teachers and 196 days for new teacher hires. In Year Two of the Agreement, the contract shall consist of 193 teacher days for returning teachers and 195 days for new teacher hires. The District may require any new teacher hire to work the two additional days of his or her contract without additional compensation, provided those days are scheduled after the commencement of the regular teacher work calendar. Each new teacher hire who attends new teacher workshops before the commencement of the regular teacher work calendar shall be compensated for each day of attendance at a rate of $200 per day. New teacher hire workshop compensation shall be rendered as a stipend and tracked separately from total salary for the purposes of calculating the new teachtrch dl beb hir hihatte (t)-6 (each)-14 (er1--he)4 ()-4 (e t)-2 (o (ch)-4 2 (a)6 (l)]TJ-0.2.5.66)-10 (hay)-upos

(2)
SALARY AND COMPENSATION

Salary will be adjusted proportionately according to changes in the individual employee's full-time equivalency (FTE) and / or the number of contract days.

TEACHERS: Each teacher's pay shall be as set forth in Appendix B, subject to the following limitations:

a) **FORMULA**. A returning teacher's salary shall be the greater of: (i) his or her formula salary in Appendix B; or (ii) the previous year's salary, prorated for FTE or extended contracts; and

b) **NEW HIRES**. Any teacher newly hired to the District shall receive a salary as set forth in Appendix B, prorated for FTE, extended contracts, and / or mid-year hires.

NURSES: Each nurse's pay shall be as set forth in Appendix F, subject to the following limitations:

a) **FORMULA**. A returning nurse's salary in 2024-25 shall be the lesser of: (i) his or her formula salary in Appendix F; or (ii) a maximum pay increase of 8.5%. A returning nurse's salary in 2025-26 shall be the lesser of: (i) his or her formula salary 6 (E)-5 (S)-6 (:)]TJ/TT3 1 Tf0 and

c) when teaching duties involving direct delivery of instruction are required or offered and performed in addition to a teacher's normal classroom responsibilities (e.g. summer school or advancement placement review), the District may set a rate of pay which shall not be less than $272 per day ($34 hourly);

d) when duties related to teaching but not involving direct delivery of instruction are required or offered and performed in addition to a teacher's normal classroom responsibilities (e.g. curriculum writing, required staff development, assessment development), the District may set a rate of pay which shall not be less than $224 per day ($28 hourly);

e) when duties related specifically to phase I or phase II curriculum writing (as defined by the District), are offered and performed in addition to a teacher's normal classroom responsibilities, the District may set a rate of pay which shall not be less than $304 a day ($38 hourly);

f) when duties involve athletic training related to a District sanctioned athletic event or practice requiring an athletic trainer be in attendance, the District may set a rate of pay which shall not be less than $176 per day ($22 hourly);

g) when nursing duties are required or offered and performed in addition to a nurse's normal responsibilities, the District may set a rate of pay which shall not be less than $264 per day ($33 hourly);

h) supervision duties during the year shall be at the extra duty rate provided in Appendix D;

i) the District may offer optional staff development during off-contract time (such optional staff development may be offered to participating employees with or without a monetary incentive, or other incentive as offered by the District); and

j) in the event duties are performed for less than a full day, the District may set a comparable hourly rate by dividing the daily rate by eight (8) or a one-half daily rate set by dividing the daily rate by 2. In no event shall the totals of an hourly rate or of a one-half daily rate exceed the daily rate for any one day worked.

SALARY ADJUSTMENTS FOR ADDITIONAL DAYS. All salary will be adjusted proportionately according to the individual employee's full-time equivalency status (FTE) and / or the employee's total number of paid contract days.

(3)
OTHER COMPENSATION

CRITICAL SHORTAGE PROGRAM.

EXTRA DUTY COMPENSATION. The schedule for extra duty compensation is attached hereto as Appendix D and by reference incorporated and made a part of the contract. Extra duty may be paid proportionately over the remaining contract beginning when the extra duty is assigned and when the District Human Resources office is notified of the extra duty assignment and ending in August. In the event a teacher is permitted to withdraw from an extra duty assignment, any payments previously paid will be deducted from the employee's compensation. The District may, with input from the Association, create, assign, and compensate new extra duty positions at its sole discretion during the term of this Agreement. Any new extra duty positions so created shall be subject to the normal terms of collective bargaining between the District and the Association for the 2026-2027 contract year. The District and the Association may also negotiate amendments to existing extra duty positions, including compensation, during the term of this Agreement.

(4)
INSURANCE

BENEFITS PROVIDED BY THE DISTRICT. The District shall provide each full-time employee with health, dental, life, and long-term disability coverage and benefits. Health plan benefits 1 (s)-1an0 ull

SPECIFIC PLAN DESIGN POWERS OF MANAGEMENT. Specifically, until January 1, 2027, the District, at management's discretion, may alter or amend health and dental plan provisions through the adoption of a fully funded insurance plan or by changing the terms of a self-funded insurance plan. Those health or dental plan design provisions so maintained or amended under this Agreement may include the termination of the District's contract with its insurance carrier and the adoption of a self- or fully-funded plan with a new carrier, the auditing of dependent eligibility, enrolling employees or their eligible dependents in the insurance plan contrary to the carrier's policy guidance, adjusting lists of drug formularies, adopting mandatory generic drug programs, revising the dollar amounts associated with emergency room or urgent care co-pays, changing drug co-pay amounts, limiting the number of certain enumerated medical procedures, determining the medical necessity of procedures (including whether a procedure is deemed experimental or investigational), revising the list of authorized network providers, instituting a multi-tiered network for the health plan, setting dental coverage parameters, and other plan changes not specifically contained in Appendix E.

SPECIFIC LIMITATIONS ON THE PLAN DESIGN POWERS OF MANAGEMENT. The only limitations on the District's discretion to manage and institute the benefit plan design changes are set forth in this paragraph and shall operate regardless of whether the insurance plan is administered under a self-funded employer-carrier arrangement or a fully funded plan to which the District subscribes. Specifically,

(1) the District may not unilaterally alter those terms specifically set forth in Appendix E of this Agreement detailing deductibles, co-insurance percentages, health savings account contributions, in- and out-of-network percentage costs, and maximum out-of-pocket amounts;

(2) the District may not alter the eligibility criteria of qualified dependents (spouses and children) currently provided coverage;

(3) the District may not, without the Association's consent, enter into an agreement with a new health insurance carrier which fails to credit employees' and dependents' deductible usage and of credit towards out-of-pocket maximums from the old carrier to

(5) the District may not limit the appeal rights of plan participants as provided for in the coverage documentation of any current or prospective health insurance carrier;

(6) the District may not rescind, overrule, or modify the health insurance carrier's decisions regarding payment or non-payment of claims;

(7) the District may not limit the appeal rights of covered employees or their dependents within the plan documents of the health insurance carrier; and,

(8) the District may not eliminate the health insurance plan altogether.

EMPLOYEE HEALTH INSURANCE PREMIUM CONTRIBUTIONS. For each eligible full-time employee, the portion of monthly health insurance premiums paid by the employee for the term of this Agreement shall be as follows:

CONVENTIONAL DEDUCTIBLE			**HIGH DEDUCTIBLE**	
COVERAGE TIER	WELLNESS PARTICIPANTS	NON-WELLNESS PARTICIPANTS	WELLNESS PARTICIPANTS	NON-WELLNESS PARTICIPANTS
EMPLOYEE ONLY	15%	25%	0%	10%
EMPLOYEE + CHILDREN	15%	25%	0%	10%
EMPLOYEE + SPOUSE	15%	25%	0%	10%
EMPLOYEE + SPOUSE + CHILDREN	15%	25%	0%	10%

The District may deduct an employee's premium share contribution beginning in September for each full-time employee who elects health coverage but did not participate in the wellness plan in the prior year, or who did not meet the criteria of the wellness plan in the prior year.

HEALTH INSURANCE FOR NEW EMPLOYEES. At the District's sole discretion, premium contribution levels for eligible full-time employees newly hired to the District may be calculated using the wellness or non-wellness amount, unless the employee participated in the District's wellness program as a dependent of another District employee during the prior year (in which case the wellness premium contribution will be deducted). The District may, at its sole

discretion, eliminate the conventional deductible (MPS Plan #1) plan design option for new employees with a start date on or after July 1, 2024.

WELLNESS PROGRAM. The District may continue to develop and amend the wellness program, provided that the District seeks input from the Association in doing so. The policies, procedures, implementation, amendments to, and all decisions related to the wellness program shall be the responsibility of the District; subject only to the following limitations:

a) the District shall provide the Association with a written description of the terms and conditions of the wellness program including: (i) enrollment procedures; (ii) minimum participation criteria; (iii) scoring methodology; (iv) any appeals process; and (v) a list of all laboratory tests used as a part of the health screening;

b) The District shall communicate to the Association: (i) the number of teachers/nurses enrolled in the wellness program; (ii) the number of teachers/nurses not meeting the participation criteria; and (iii) aggregate data setting forth the reasons the teachers/nurses did not meet the participation criteria;

c) The District and the District's agent(s) shall maintain the confidentiality of all private health information in accordance with applicable federal, state, and local laws;

d) Employee participation in the wellness program shall be voluntary. The wellness program shall provide an alternative participation standard in compliance with applicable law for any employee who, due to a medical condition and / or disability, is unable to meet the wellness program's criteria. Any employee completely exempted from any participation in the wellness program, including inability to meet any alternative participation standard, due to requirement of law (e.g. Americans with Disabilities Act), will not be charged designated premium amounts for non-participation or failure to meet the criteria of the wellness plan;

e) For the term of this Agreement, the District may:

   i) maintain a health screening for the premium incentive; or

   ii) discontinue the wellness program and, subject to the terms arrived at by both parties in the negotiation of any successor Agreement, calculate premiums for the years after the discontinuance of the program based on the employee’s participation or non-participation in the final year of the program.

DENTAL INSURANCE. The District shall pay the full cost of single dental coverage; the employee may purchase additional dental coverage by paying the additional premium through payroll deduction.

LIFE INSURANCE. The District shall pay the full cost of $50,000 term life coverage.

LONG-TERM DISABILITY PLAN. Each full-time employee shall participate in the long-term disability plan and the teacher shall pay the full premium through payroll deduction; the premium shall not be paid through the District's Section 125 plan.

MARRIED EMPLOYEES BOTH EMPLOYED BY THE DISTRICT. When two District employees are married to each other and each qualifies for District paid family health insurance, the District shall provide and pay the premium for one family health plan as set forth above, and the District shall not provide multiple health plans or multiple HSA contributions. When employees are married to each other and each would otherwise qualify for full District benefits, the District shall waive the wellness participant employee premium share; provided that neither of the employees elects to participate in “cash option.” Also, the District shall provide and pay the premium for one family dental plan; provided neither of the employees elects to participate in "cash option."

PART-TIME EMPLOYEES. The District shall provide the same health, and dental insurance coverage and benefits for part-time employees (who are employed as one-half FTE or more, defined as at least 20 hours per week) as for full-time employees. The District shall contribute an amount equal to one-half of the amount it contributes on behalf of a full-time employee; provided, however, that the part-time employee elects coverage and pays the balance of the premiums for such coverage through payroll deduction. The District shall provide each part-time employee with a $50,000 term life insurance policy and will pay the full premium. Additionally, each part-time employee who is employed at least 20 hours per week or more shall participate in the District's long-term disability plan and the employee shall pay the premium.

CASH OPTION. Each full-time employee who was employed by the District during the 1996-97 school year and who has been continuously employed by the district thereafter, shall be eligible to exercise a cash option of $325.28 per month in lieu of health and dental insurance in accordance with the cash option plan adopted by the District. Any employee electing cash option may purchase single or family dental coverage. Any employee electing cash option may, at his or her option, receive a reduced cash option of $157.40 per month and the district will pay the premium for single health and dental. Continuous service shall include school-years during which an employee was on an approved leave of absence. Any employee who does not receive cash-option as of January 1, 2013 or subsequent date shall not be allowed to elect cash-option at a later date, even if the employee was continuously employed from the 1996-97 school year. Any

employee who elects cash-option of $157.40 per month as of January 1, 2013 or subsequent date may not elect cash option of $325.28 at a later date even if the employee was continuously employed from the 1996-97 school year. As a condition of continued eligibility for cash option payments, the District may require proof of health insurance from employees exercising cash option.

DIRECT BILL. In order to be eligible for the Direct Bill Plan as an early retiree, the employee must be at least 55 years old with at least 20 years of(e)4 (c)4 (876 (s)-(e) (tr)5 (ic)6 (s)-1 ( )-10 (of(e)4 (c)4 (87

employment status changes from full

In the event the District and the teacher, after receiving any information which determines that a teacher may qualify for long-term disability (and the teacher elects substitute-deduct leave prior to being approved for long-term disability) and the insurance carrier subsequently denies the long-term disability request, the teacher will be responsible for reimbursing the District the total amount of payments made to the teacher during the substitute-deduct leave. Such reimbursement will be through payroll reduction, if possible.

c) PROCEDURES**.** The procedures and rules for administration of extended personal illness leave shall be established by the District.

ANNUAL REIMBURSEMENT FOR UNUSED PAID LEAVE. At the conclusion of each school year covered by this agreement, each full-time employee shall receive reimbursement for each unused day of accumulated paid leave in excess of seventy-five (75) days and further shall have his or her accumulated paid leave allotment reduced to seventy-five (75) days. Each part-time employee shall receive reimbursement for each unused day of accumulated paid leave in excess of that portion of seventy-five (75) days which is equal to the proportion of his or her hours of part- time employment to the total regular employment hours per school year and further shall have his or her accumulated paid leave allotment reduced by the number of reimbursed leave days. For the terms of this agreement, the rate of reimbursement shall be $200.

(8)
GRIEVANCES

Any grievance raised by an employee or the Association shall be pursued in accordance with:

a) Board Rule 4001.2 for allegations of Non-Discrimination and Harassment;

b) State Law for suspension without pay, contract amendment, contract non-renewal, contract termination, or contract cancellation; or

c) Board Rule 4325.1 for all other grievances.

If the District amends Board Rule 4325.1 after May 1, 2024, the Association may, in its sole discretion, accept the amendments or retain the former version of the Board Rule [(B)-3 (oa)u0 (c)4 (e)4 (pt)-2 (

APPENDIX A

PROCEDURE AND PROTOCOL
FOR

11) If any provision of the contract or any application of the contract to any employee or groups of employees shall be found to be contrary to law, then such provisions shall not be in effect but all other terms and conditions shall continue in full force and effect.

APPENDIX B

TEACHER SALARY CALCULATION
(2024-2025)

I) **BACHELOR'S LEVEL**. Salary shall be calculated as follows for a teacher holding a Bachelor's degree:

GENERATOR and BASE. The Base Bachelor's (BA) Salary shall be $42,900 (the total of the BA generator salary of $42,500 and the dollar value of the first year of creditable service valued at $400);

SERVICE. Each Year of Experience at the BA level shall add $400 to the generator salary of $42,500, up to a maximum of eight (8) years. The current year of the teacher's contract shall equal a year of experience; and,

CREDIT HOURS. Each Approved Graduate Credit Hour at the BA level shall add $190 to the generator salary of $42,500, up to a maximum of 36 hours (or 39 hours if a District-approved course or program)

II) **MASTER'S LEVEL**. Salary shall be calculated as follows for a teacher holding a Master's degree:

GENERATOR and BASE. The Base Master's (MA) Salary shall be $51,015 (the total of the MA generator salary of $50,065 and the dollar value of the first year of creditable service valued at $950);

SERVICE. Each Year of Experience at the MA level shall add $950 to the generator salary of $50,075, up to a maximum of twenty-five (25) years. No MA teacher shall be credited for more than thirteen (13) years of experience outside the District, except:

The current year of the teacher's contract shall equal a year of experience; and,

CREDIT HOURS. Each Approved Graduate Credit Hour at the MA level shall add $275 to the generator salary of $50,065, up to a maximum of 36 hours (or 39 hours if a District-approved course or program).

III) **EDUCATIONAL SPECIALIST'S LEVEL**. Salary shall be calculated as follows for a teacher holding an Educational Specialist's degree:

GENERATOR and BASE. The Base Educational Specialist's (EdSpec) Salary shall be $61,840 (the total of the EdSpec generator salary of $60,870 and the dollar value of the first year of creditable service valued at $970);

SERVICE. Each Year of Experience at the EdSpec level shall add $970 to the generator salary of $60,870 up to a maximum of twenty-five (25) additional years. No EdSpec teacher shall be credited for more than thirteen (13) years of experience outside the District, except:

(1) any teacher with an original hire date of August 1, 2022 through July 31, 2023 shall be credited with no more than fourteen (14) years of experience outside the District;
(2) any teacher with an original hire date of August 1, 2023 through July 31, 2024 shall be credited with no more than fifteen (15) years of experience outside the District; and
(3) any teacher with an original hire date of August 1, 2024 through July 31, 2025 shall be credited with no more than sixteen (16) years of experience outside the District.

The current year of the teacher's contract shall equal a year of experience; and,

CREDIT HOURS. Each Approved Graduate Credit Hour at the EdSpec level shall add $275 to the generator salary of $60,870, up to a maximum of three (3) hours, if a District-approved course or program.

IV) **DOCTORAL LEVEL**. Salary shall be calculated as follows for a teacher holding a Doctoral degree:

GENERATOR and BASE. The Base Doctoral (Doc) Salary shall be $61,860 (the total of the Doc generator salary of $60,870 and the dollar value of the first year of creditable service valued at $990);

SERVICE. Each Year of Experience at the Doc level shall add $990

APPENDIX B

TEACHER SALARY CALCULATION
(2025-2026)

I) **BACHELOR'S LEVEL**. Salary shall be calculated as follows for a teacher holding a Bachelor's degree:

GENERATOR and BASE. The Base Bachelor's (BA) Salary shall be $44,365 (the total of the BA generator salary of $43,950 and the dollar value of the first year of creditable service valued at $415);

SERVICE. Each Year of Experience at the BA level shall add $415 to the generator salary of $43,950, up to a maximum of eight (8) years. The current year of the teacher's contract shall equal a year of experience; and,

CREDIT HOURS. Each Approved Graduate Credit Hour at the BA level shall add $190 to the generator salary of $43,950, up to a maximum of 36 hours (or 39 hours if a District-approved course or program)

II) **MASTER'S LEVEL**. Salary shall be calculated as follows for a teacher holding a Master's degree:

GENERATOR and BASE. The Base Master's (MA) Salary shall be $52,510 (the total of the MA generator salary of $51,510 and the dollar value of the first year of creditable service valued at $1,000);

SERVICE. Each Year of Experience at the MA level shall add $1,000 to the generator salary of $51,510, up to a maximum of twenty-five (25) years. No MA teacher shall be credited for more than thirteen (13) years of experience outside the District, except:

(1) any teacher with an original hire date of August 1, 2022 through July 31, 2023 shall be credited with no more than fourteen (14) y 1 (M)-15td-15td- 14.673 9v0 (y)xpereog9

(3) any teacher with an original hire date of August 1, 2024 through July 31, 2025 shall be credited with no more than sixteen (16) years of experience outside the District; and
(4) any teacher with an original hire date of August 1, 2025 through July 31, 2026 shall be credited with no more than seventeen (17) years of experience outside the District.

The current year of the teacher's contract shall equal a year of experience; and,

CREDIT HOURS. Each Approved Graduate Credit Hour at the MA level shall add $275 to the generator salary of $51,510, up to a maximum of 36 hours (or 39 hours if a District-approved course or program).

III) **EDUCATIONAL SPECIALIST'S LEVEL**. Salary shall be calculated as follows for a teacher holding an Educational Specialist's degree:

GENERATOR and BASE. The Base Educational Specialist's (EdSpec) Salary shall be $63,335 (the total of the EdSpec generator salary of $62,315 and the dollar value of the :[(a)4

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CREDIT HOURS. Each Approved Graduate Credit Hour at the EdSpec level shall add

the old degree level (e.g., a teacher employee with 15 years’ experience at the Bachelor’s level subject to the cap of 8 years in salary calculation, shall be credited for all 15 years upon conferral of the Master's degree).

APPENDIX C

SALARY SCHEDULE:

c. Only those courses completed prior to September 1 of the current school year, as evidenced in the official college transcript, will be considered for placement on the salary range for the current school year.

d. Any payment due as a result of a change in placement on the salary range will be retroactive to the beginning of the school year.

5. MAXIMUM CREDIT HOURS.

a. BACHELOR'S: The maximum number of total credit hours recognized for additional salary payment above a Bachelor's degree shall not exceed 39; provided however, the last 3 credit hours must have been earned after the second semester of 2006-07, must be from a list of courses specifically approved by the Superintendent (or designee), and must be earned after the previous 36 hours.

b. MASTER'S. The maximum number of total credit hours recognized for additional salary payment above a Master's degree, shall not exceed 39; provided however, the last 3 credit hours must have been earned after the second semester of 2006-07, must be from a list of courses specifically approved by the Superintendent (or designee), and must be earned after the previous 36 hours.

c. EDUCATIONAL SPECIALIST. The maximum number of total credit hours recognized for additional salary payment above an Educational Specialist degree, shall not exceed 3; provided however, the 3 credit hours must have been earned after the second semester of 2006-07 and are from a list of courses specifically approved by the Superintendent (or designee).

d. DOCTORATE. The maximum number of total credit hours recognized for additional salary payment above a Doctorate degree, shall not exceed 3; provided however, the 3 credit hours must have been earned after the second semester of 2006-07 and are from a list of courses specifically approved by the Superintendent (or designee).

6. CALCULATION RESTRICTIONS: Restrictions on all salary ranges, (Bachelor's, Master's, Educational Specialist, and Doctoral) shall be as follows:

a. ANNUAL /

calculated, regardless of whether they fall between the 9, 18, 27, 36, or 39 hour intervals.

(For example, the salary of a teacher at "BA+3" entering the 2019-2020 school year will continue to see his or her salary calculation include the dollar value of those three (3) credits in 2020-2021 and beyond, but should that same teacher earn three (3) additional hours (BA+6), he or she will remain at BA+3, not having reached the calculation interval of "9." Should the same teacher earn nine (9) additional hours, he or she will be credited at BA+9, having now accumulated 15 credits, but not yet reached or exceeded the interval of "18.")

c. HOURS EARNED PRIOR TO DEGREE. Credit hours used for salary determination must have been obtained after the date the preceding degree was earned as evidenced by the official college transcript.

d. PREVIOUS CALCULATION RESTRICTION. Credit hours used for salary determination must not have previously been used to calculate salary.

7. EXCEPTIONS FOR SPECIAL PROGRAMS OF STUDY. The District may waive or adjust the "previous calculation" or "double counting" restrictions described above when the degree to be earned is identified as an approved graduate program of study in excess of 36 hours, or when credit hours completed prior to a terminal degree contributed to the employee's endorsement in an identified high needs area (e.g. credits applicable to the ability to teach dual enrollment or dual master's degrees earned simultaneously). When such a waiver is granted, the other exclusions described in this subsection shall still apply, specifically the 9, 18, 27, 36, and 39 hour credit growth intervals; the 18-hour cap on salary credit growth in any contract year; and the 8-hour caps applicable to salary advancement course work undertaken between August and December and January and May. The identification of programs eligible for such exceptions and what adjustments, if any, may be made, shall be determined by the District in consultation with the Association. The District shall disclose, prior to the end of October in any calendar year

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DISTRICT
EXTRA DUTY STIPENDS

APPENDIX E

MPS HEALTH PLANS

Notwithstanding the term of the contract set forth in this Agreement, the provisions described below shall become effective on January 1, 2026 and continue until December 31, 2026.

BENEFIT CATEGORY	MPS PLAN #1 — **PPO** — TRADITIONAL DEDUCTIBLE HEALTH PLAN	MPS PLAN #2 — **HDHP** — STANDARD HIGH DEDUCTIBLE HEALTH PLAN	Additional MPS Plans
ANNUAL DEDUCTIBLE			
In-network			
Individual	$1,200	$3,900	District Discretion
Family	$2,400	$7,800	

APPENDIX F

NURSE SALARY CALCULATION