

CORE Educational Cooperative Master Negotiated Agreement

The intent for assembling a Master Agreement of the CORE Educational Cooperative #11-202 is to collect and collate all negotiated agreements between cooperative employees and the CORE Educational Cooperative Board of Education. The contents herein represent all negotiated agreements between the previously mentioned two entities.

SALARY INCREASE FOR 2025-2026

This agreement reflects a uniform 2% increase with a minimum of \$1200.00 for continuing school psychologists, speech/language pathologists, speech/language pathologist assistants, educational evaluators, occupational therapists, occupational therapy assistants, physical therapists, educational specialist, behavioral analyst, paraprofessionals, and Birth to Three coordinator.

CONTRACT DEVIATION WAGES

1. Speech Therapist Assistants will be reimbursed \$30.00 per hour for summer services.
2. The hourly wage for summer services for other employees is to be calculated by dividing their total yearly salary by the number of days they were under contract by 8 hours per day plus 3%. This would be based on the previous year's salary and contract days.

SICK LEAVE/BEREAVEMENT

1. Full time employees will have 12 days to use towards physical or mental health purposes per year, accumulative to 60 days.
2. A Sick Leave Bank will be established and followed according to agreement.
3. Remaining sick leave for 2017-2018 will roll over for continuing employees.

BEREAVEMENT LEAVE

1. Upon notice to the director, each employee shall be allowed up to three (3) days of paid bereavement leave at the time of the death of any immediate family member.
2. The director may grant up to two (2) additional days in the event of unusual problems (e.g., travel) related to using bereavement leave.
3. Leave of up to two (2) days shall be allowed to attend the funeral of others close to the employee. These days will be taken from the employee's sick leave or accumulated sick leave.
4. The immediate family shall be defined as a parent, child, husband, wife, brother, sister, parent-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandchild, grandparent, or any other member of the employee's household.

SICK LEAVE LONGEVITY PAYOUT

Reimbursement for sick days will be made to an employee who has worked at the cooperative for seven (7) years or more at the rate of \$50.00 per day up to 60 days upon separation of employment.

SICK LEAVE BANK

A voluntary sick leave bank will be established for all full time employees who are employed by the CORE Educational Cooperative.

1. Such sick leave bank shall be inaugurated the first day of September each year, provided that a minimum of 85% of the eligible personnel elect to become participants in the bank.
2. Each participating person shall contribute 1 day of his/her sick leave per year to the bank regardless of the number of days in the bank. The deadline for sick leave bank enrollment shall be on September 20th of each year. Eligible personnel declining to become participants in the bank by August 1st shall be ineligible for participation that year. The total number of days in the bank shall not go below 60 days or be more than 100 days.
3. If on September 1st of a given year, the sick leave bank is not able to absorb one day of sick leave from each participating employee, without exceeding the 100-day accumulation limit, each participating employee will then designate one day of their sick leave to be added to the sick leave bank at such time during the year when the bank is able to absorb the total of 100 days. If the bank is not able to absorb the total number of days so designated by the participating employees, during a school year without exceeding the limit of 100 days, no sick leave days designated for the sick leave bank will be deducted from the total accumulated sick leave days of the individual employees at the end of the school year. In any given year either all participating employees will contribute a day to the bank or none will be asked to do so.
4. A committee, consisting of the CORE Educational Cooperative Director and two employees, will determine who will be given sick day loans from the bank. All request for use of the bank must be submitted in writing to the Sick Leave Bank Committee. The CORE Educational Cooperative Director shall be a permanent member, but the employees shall be elected each year at the opening staff meeting of the CORE Educational Cooperative.
5. To be eligible to borrow from the Sick Leave Bank, an employee must have used all of their own sick leave and personal leave.
6. Days in the bank shall be withdrawn on first come, first served basis, and if the total days in the bank are exhausted in any year, use of the bank is ended for the year. Unused days in the bank shall be carried over to the next succeeding school year.

PERSONAL LEAVE

1. Personal leave will be awarded at the rate of 3 days a year and is not deducted from other leaves.
2. Employees may roll over one day a year to accumulate to not more than 4 days a year.
3. A request must be submitted to the director for Personal Leave prior to the date requested.
4. A number of employees may not take Personal Leave at the same time. (Director's discretion)

WELLNESS DAY

One wellness day a year will be given to employees and cannot be used in conjunction with other personal or sick leave days.

PROFESSIONAL LEAVE

A request must be submitted to the director for professional leave. Number of days remains unspecified. A request may be channeled to the governing board in certain instances. An early request is necessary to allow time for a final decision.

A National Conference budget of \$8,000 a year will be implemented, with up to \$4,000 a year to be rolled over but not to exceed \$12,000 a year. The Director and Cooperative Board will approve requests for attendance and ensure a rotation through the staff.

PROFESSIONAL DUES

The cooperative will pay for one professional organization as well as certifications and licensure requirements for all disciplines in relation to the employee's position at CORE Educational Cooperative, unless otherwise negotiated. The dues are to be pre-approved by the CORE Educational Cooperative Director.

Supervision Payment

A \$1500 payment may be paid to an employee for supervising undergraduate or graduate student fieldwork. The payment will be based off a nine month supervision year and the amount of the payment will be prorated for shorter supervision terms.

MILEAGE

1. Vehicles will be provided by cooperative with credit cards for purchase of fuel.
2. Mileage will only be paid at the approval of the Director when a cooperative vehicle is not available.
3. Mileage will be paid at state rate.

INSURANCE

1. Employees are entitled up to \$765.00 per month towards health insurance, dental insurance, and vision insurance plan premiums to be paid by the CORE Educational Cooperative.
2. Life Insurance is optional and will be the responsibility of the employee.

MOBILE PHONES

A \$60.00 monthly reimbursement to cover monthly services fees will be paid to each employee upon verification of cellular phone service. A copy of the employee's cellular phone service bill will be furnished to the Cooperative Business Manager.

ELECTRONIC DEPOSIT

As per CORE's fiscal policies, all employees will be asked to provide information allowing for electronic deposits.

EMPLOYEE CONTRIBUTIONS

Contributions to an IRA approved by the CORE Educational Cooperative Board will be computed through payroll deductions.

LONGEVITY BENEFIT

Employees will receive the following benefits based on years of services. This will be in addition to raises and added on to salary.

- 6th year contract \$500
- 11th year contract \$1000
- 16th year contract \$1250
- 21st year contract \$1500

LIQUIDATED DAMAGES

If a CORE Educational Cooperative employee resigns after they have submitted a signed Contract of Employment, CORE Educational Cooperative may withhold from them the employee's final paycheck, or collect from the employee, the following fixed sums as liquidated damages. Each resignation will be reviewed by the CORE Educational Cooperative Board and the final decision will be made by the board.

Effective Date of Resignation

May 1st - May 31st
June 1st - June 30th
July 1st – and beyond

Fine Amount

2% of salary
4% of salary
6% of salary

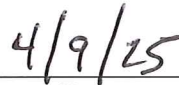
ONE TIME BONUS

During the 2025-2026 contract year, a one-time \$1000.00 bonus will be given to each employee during the November payroll.

Signatures of the Master Negotiated Agreement



Governing Board Chairman



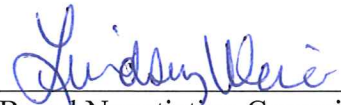
Date



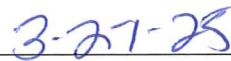
Staff Negotiation Committee Member



Date



Board Negotiation Committee Member



Date