

## **Agreement Between the Affton School District and the Affton Education Association 2022-26**

### **Section 1: Affton Board of Education Authority**

- 1.1 The Affton Board of Education, whose authority is strictly defined and delineated by state law, confers with designated representatives of the professional teaching staff in the manner and to the extent authorized by Missouri law.
- 1.2 The Board of Education (Board) under law has final responsibility of establishing policies for the Affton School District (District). The Superintendent is delegated the responsibility and authority to implement the established policies, and the professional teaching staff has the responsibility to carry out established policies and administrative regulations.
- 1.3 It is expressly agreed that all rights which vest in and are exercised exclusively by the Board as they relate to Board policies, state statutes and federal law, except those which are clearly and expressly relinquished herein by the Board, shall continue to vest in and be exercised by the Board during the term of this Agreement.

### **Section 2: Recognition of Teachers Association**

- 2.1 The Board, in order to recognize the Affton Education Association (AEA) as exclusive representative of classroom teaching personnel, requires satisfactory evidence that the organization is in fact the one that represents a majority of the professional teaching staff. Such evidence shall be in the form of a statement of membership.
- 2.2 By virtue of satisfactory evidence submitted by the association to the Board that AEA does represent the majority of the teachers in the District, the Board hereby recognizes AEA as the official agent for the bargaining unit, herein defined as all full-time and part-time classroom teachers under a regular teacher contract employed by the District. Full-time teachers are those teaching a full day. Part-time teachers are those teaching less than a full day. Substitute teachers are excluded from this Agreement.
- 2.3 This recognition shall continue in effect so long as the association's active membership contains more than fifty percent (50%) of the total full-time and part-time classroom teachers employed by the District. AEA shall submit to the Affton School District by November 1st of each year a statement confirming the number of active, dues-paying members of the association. In the event AEA membership falls below fifty percent (50%), a representative election held by secret ballot and overseen by a neutral third party (i.e. the League of Women Voters) will be held.
- 2.4 This recognition constitutes a process between the Board and the AEA to bargain in good faith in an attempt to reach mutual understandings regarding matters related to salaries, welfare benefits and working conditions for the professional teaching staff, and other matters as authorized by the Board. The Board and the AEA recognize that the Board is the legally constituted body responsible for the determination of policies covering all aspects of the District. The Board recognizes its obligation to operate in accordance with all statutory provisions of the state, and such other rules and regulations as are promulgated by the Department of Education in accordance with such statutes. The Board cannot reduce, negotiate, or delegate its legal responsibilities.
- 2.5 The AEA recognizes its responsibility to represent fully and without discrimination the bargaining unit in all aspects of this Agreement.

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### **Section 3: Terms of Agreement**

- 3.1 This Agreement between the Affton Board of Education and the AEA, as agreed between the representatives of the parties, will be effective from July 1, 2022 through June 30, 2026, upon acceptance by a majority vote of the Affton Board of Education and a majority vote of the AEA membership. This Agreement and all that is contained within it shall have no force or effect after June 30, 2026. When the parties' representatives meet to negotiate regarding a successor, this Agreement may be used as a starting point. In the event the Agreement does not ratify on either side, the Board reserves the right to address the issues as it deems necessary and in accordance with the law.
- 3.2 Section 5 Salary Schedules of this Agreement between the Affton Board of Education and the AEA, as agreed between the representatives of the parties, will be effective from July 1, 2022 through June 30, 2024, upon acceptance by a majority vote of the Affton Board of Education and a majority vote of the AEA membership. The Salary Schedules section of this Agreement shall have no force or effect after June 30, 2024. When the parties' representatives meet to negotiate a Salary Schedules section successor, this Agreement may be used as a starting point. In the event the Salary Schedules successor Agreement does not ratify on either side, the Board reserves the right to address the issues as it deems necessary and in accordance with the law.

### **Section 4: Modification of the Agreement**

- 4.1 The District and the AEA have had the opportunity to make proposals and negotiate issues related to salaries, welfare benefits and working conditions. This Agreement is a complete embodiment of the mutual understandings of the Parties. If the Board or the AEA determine an issue is of a compelling nature that requires immediate attention and possible modification to this Agreement prior to the next scheduled period of negotiations, the Parties may request and mutually agree to negotiate any matter related to salaries, welfare benefits and working conditions during the term of the Agreement.
- 4.2 The Board reserves its legal responsibility and prerogative to act in all matters as it deems necessary to serve the interests of the Affton School District. The District may unilaterally alter the terms of this Agreement in emergency situations when determined by the Board and at its sole discretion. In the event of an emergency situation that could not have been anticipated at the time of the Agreement, the District shall provide AEA with an explanation and may reconvene with AEA representatives to discuss the situation and collaborate on possible solutions. The terms of the Agreement will be reinstated when, in the opinion of the Board, the District is able to resume normal operations.

### **Section 5: Salary Schedules**

- 5.1 The District will meet with the representatives of the AEA to negotiate salary schedules setting forth rates of teacher compensation. Salary schedules for the 2022-2023 and 2023-2024 school years are attached as Attachment B. The salary schedules are considered part of this Agreement and as such will take effect July 1 and expire the following June 30 of the respective school year identified on each schedule. The schedule of salaries is considered part of this Agreement and as such will take effect July 1, 2022 and expire June 30, 2024.

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### **Section 6: Additional Pay**

- 6.1 A pay schedule for extracurricular activities is attached as Attachment C. The District will facilitate a task force on extra duty pay comprised of representative stakeholders including full-time teachers who serve as coaches and sponsors. The purpose of the task force will be to investigate different extracurricular pay schedules. If the task force has a mutually agreeable alternative proposal, it may be included with the Section 3.2 successor agreement negotiation. The extracurricular pay schedules are considered part of this Agreement and as such will take effect July 1, 2022 and expire June 30, 2026.
- 6.2 The Board establishes a curriculum stipend rate of \$28.00/hour for curriculum projects completed outside of contracted time and directed by the District. On an annual basis the District will develop curriculum priorities, projects and a budget. The curriculum stipend rate is considered part of this Agreement and as such will take effect July 1, 2022 and expire June 30, 2026.
- 6.3 The Board establishes a personal plan time classroom substitute rate of \$28.00 per personal plan time per school day. Personal plan time classroom substitute participation is optional and is assigned and supervised by school administrators. The personal plan time classroom substitute rate is considered part of this Agreement and as such will become effective July 1, 2022 and expire June 30, 2026.
- 6.4 The District will offer an early notice of retirement incentive to full-time certified employees on an annual basis. Employees who notify the District by January 1st of their retirement, effective at the end of the school year, will receive \$2,500. The early notice of retirement incentive is considered part of this Agreement and as such will take effect July 1, 2022 and expire June 30, 2026.

### **Section 7: Welfare Benefits**

- 7.1 The District will provide group health, dental, vision and life insurance benefits for the full-time teaching staff and pay 100% of the employee premium for said coverage during the term of this Agreement. Full-time teaching staff may enroll eligible dependents in a District group health, dental or vision program at their own expense.
- 7.2 The District will make reasonable efforts to restrain the growth of group health, dental and vision premiums. The District will make reasonable efforts to maintain level benefits within group health, dental and vision benefit programs.
- 7.3 In the event insurance providers (currently CSD Insurance Trust) are changed, the finance committee will meet to review options.
- 7.4 The District will hold optional educational meetings offered during Open Enrollment period each year. The District will try to have CSD Insurance Trust personnel available at the educational meetings.

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### **Section 8: Teacher Work Year**

- 8.1 The regular teacher work year will be 186 days with 177 or 178 student contact days. A teacher set up day will be scheduled for the work day prior to the first day of school. Teachers will receive 1 conference compensation day related to Fall conferences. Transition/records days shall be in ½ day increments and shall be used for personal planning/preparation time, and teachers may leave the building on the last transition/record day of each term, after all students have left the building. The Board will forgive the first snow day of each school year and may consider additional snow day forgiveness.

### **Section 9: Teacher Discipline & Representation**

- 9.1 All discipline, discharge and non-renewal action taken against a member of the bargaining unit shall be in accordance with state law. Any disciplinary action taken against an employee after the discovery of the conduct leading to such an action must occur in a timely manner. Nothing in this Section is intended as a restriction on the district's right to take appropriate disciplinary action for misconduct in accordance with Missouri State Statutes when deemed appropriate by Administration.
- 9.2 An employee may request an Association representative be present after said employee has received written communication from his/her supervisor indicating that disciplinary action is contemplated.
- 9.3 The employee will be notified regarding any complaints directed at said employee and the employee will have an opportunity to respond. Unsubstantiated complaints may not be used in an evaluation or disciplinary action.
- 9.4 Nothing in this section prevents an administrator from meeting with employees for fact-finding purposes without Association representation if the meeting is not of a disciplinary nature for the employee. Employees are expected to meet with Administration for fact-finding purposes when requested.

### **Section 10: Ground Rules for Negotiations**

- 10.1 Ground rules for negotiations between the District and the AEA are attached as Attachment A.

### **Section 11: Implementation**


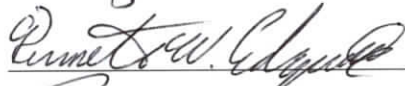
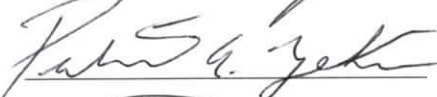

- 11.1 All policies, procedures, and decisions concerning the operation of the District are the responsibility of the Board and/or its designee.
- 11.2 If any provision of this Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by the law, but all other provisions or applications shall continue in full force and effect.
- 11.3 This Agreement comprises the entire understanding between the Affton Board of Education and its professional teaching staff resulting from the negotiations for the 2022-2023 through the 2025-2026 school years, and replaces all prior Agreements. The parties to the Agreement shall act in good faith compliance with the terms and conditions of the Agreement.

**Agreement Between the Affton School District and the Affton Education Association 2022-26**

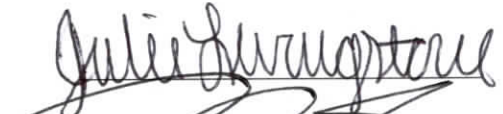

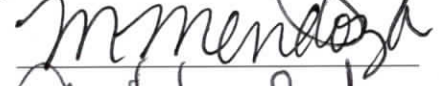

(SIGNATURES)

Signed Effective: July 1, 2022

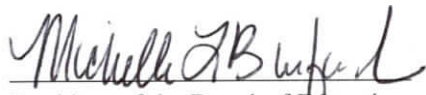
District Team:

  
Bridget Swana  
  
Pamela W. Edwards  
  
Robert G. Zerk  
  
\_\_\_\_\_  
\_\_\_\_\_

AEA Team:

  
Julie Swungstone  
  
  
  
\_\_\_\_\_  
\_\_\_\_\_

Approved by the Affton Board of Education as of April 19, 2022:

  
Michelle B. [unclear]  
President of the Board of Education

  
Justin [unclear]  
Treasurer to the Board of Education

# Agreement Between the Affton School District and the Affton Education Association 2022-26

## ATTACHMENT A

### GROUND RULES FOR NEGOTIATIONS BETWEEN AFFTON SCHOOL DISTRICT AND AFFTON EDUCATION ASSOCIATION

#### Introduction and Philosophy

1. It is the mutual objective of the Board of Education and the Affton Education Association (AEA) to provide the best education possible for the students of the public schools of our district.
2. The Board of Education and the AEA share responsibility to work toward understanding and cooperation in an environment characterized by mutual respect, trust and confidence.
3. The collective bargaining process is designed to allow a full and open exchange of views to ensure efficient, uninterrupted and strife-free operation of our public schools. The meetings of the teams are closed to encourage open communication.
4. As part of the collective bargaining process, each team will seek to understand the issues, identify concerns and, when possible, reach agreement on proposals of interest to both teams.
5. The goal of the bargaining process is to arrive at a tentative agreement that will be presented to the membership of the AEA for ratification, and then submitted to the Board of Education for consideration.

#### Membership of Negotiating Teams

1. Board of Education/Administrative Team (5 team, 1 alternate, 1 non-participating observer)
  - Two (2) members from the Board of Education (appointed by the president of the Board)
  - Two (2) administrators employed by Affton School District
  - One (1) member of the Board of Education/Administrative Team's own choosing
  - One (1) pre-designated alternate (district administrator or Board member)
  - One (1) non-participating observer
2. AEA Team (5 team, 1 alternate, 1 non-participating observer)
  - Three (3) teachers employed by the Affton School District elected by the AEA
  - One (1) Affton teacher appointed by the Executive Board of the AEA
  - One (1) member of the AEA's own choosing
  - One (1) pre-designated alternate (Affton teacher)
  - One (1) non-participating observer

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### Meetings

1. Years when salary schedules are to be adopted: When a salary schedule for the coming school year is not in place, up to ten (10) meetings will be scheduled by mutual agreement.
2. Years when multi-year salary schedules are in place: When a multi-year salary schedule is in place, up to five (5) meetings will be scheduled by mutual agreement.
3. Meetings will be two (2) hours in length, from 6:00 p.m. until 8:00 p.m. except by mutual agreement.
4. A quorum consists of at least three (3) members from each team. A quorum must be present for meetings to convene. If a quorum is not present within 15 minutes of the scheduled starting time, the meeting is cancelled and will be rescheduled by mutual agreement within the parameters stated above.
5. By the second meeting both teams will present proposals to be discussed. New items can be brought after the second meeting by mutual agreement.
6. By the second regular Board of Education meeting in April, the Board will hear and receive the final proposals from the teams, the findings and rationale for each of the proposals, and recommendations of the superintendent. An attempt will be made for the Board to make a final decision prior to the seating of a new board.

### Contact Persons

1. The contact person will be designated by each team.
2. The contact person must be a member of the respective negotiating team.
3. Contact persons will select a reporting secretary who is not a member of either team.
4. Contact persons will coordinate meeting dates.
5. Contact persons will ensure approved minutes are distributed as outlined above.

### Agenda

Tentative agenda items shall be mutually established by the contact person for each team in advance of the next meeting.

### Minutes

1. Minutes to be prepared in brief form, listing agenda items, proposals and disposition, are to be formally approved at the next regularly scheduled meeting. Minutes shall be approved jointly by both teams.
2. The reporting secretary shall forward copies of the approved minutes to the contact persons in advance of the next meeting when time allows.

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### Process

1. Both teams shall work diligently toward completion of discussion on all the identified items.
2. All proposals will be submitted with the submittal date, time and draft number in the heading. Sufficient copies will be supplied for each team member to have a copy. Each team agrees to submit a written response to all proposals at the next scheduled negotiating meeting. Responses should address the original proposal but is not required to be a counter-proposal.
3. To respect the process, confidentiality must be maintained. Team members may discuss issues and the status of the process only within their respective membership and shall not discuss publicly. The status of negotiations and general information shared with each team's respective constituency regarding proposals shall be tolerated. This does not exclude the possibility of a joint communication release that is agreed upon during negotiations.
4. Proposals agreed to between the teams shall be signed by all members of each team.
5. Any tentative agreement agreed to by the teams will be presented to their respective member-organization with a **recommendation for approval**.
6. Any tentative agreement will be recommended to the AEA membership at least four (4) school days prior to the next regularly scheduled Board of Education meeting. The contact person for the AEA will advise the contact person for the Board of the AEA's response to the tentative agreement within 24 hours of the meeting.
7. The tentative agreement will be recommended to the Board of Education at the next regularly scheduled Board meeting. If the tentative agreement is not accepted by the AEA, the Board of Education reserves the right to address the issues as it deems appropriate and in accordance with the law.

### Unresolved Items

Either team may bring unresolved issues to the table for discussion at next year's negotiating session.

### Collective Bargaining Results

Each year, the Board of Education will provide each certificated teacher with a copy of the adopted Agreement after final approval by the Board of Education.



**Agreement Between the Affton School District and the Affton Education Association 2022-26**

**ATTACHMENT B**

Year 1 (2022-2023)	BA/BS	MA/MS	MA+/MS+	PhD
Step 1	40,400.00	43,000.00	47,500.00	49,500.00
Step 2	41,225.00	44,100.00	48,825.00	50,825.00
Step 3	42,038.00	45,423.00	50,290.00	52,290.00
Step 4	42,887.00	46,786.00	51,799.00	53,799.00
Step 5	44,174.00	48,190.00	53,353.00	55,353.00
Step 6	45,499.00	49,636.00	54,953.00	56,953.00
Step 7	46,307.00	50,525.00	55,753.00	57,753.00
Step 8	46,985.00	51,385.00	56,503.00	58,503.00
Step 9	48,004.00	52,236.00	57,270.00	59,270.00
Step 10	49,075.00	53,532.00	58,665.00	60,665.00
Step 11	-	55,071.00	60,359.00	62,359.00
Step 12	-	56,657.00	62,106.00	64,106.00
Step 13	-	58,292.00	63,902.00	65,902.00
Step 14	-	59,976.00	65,753.00	67,753.00
Step 15	-	61,711.00	67,660.00	69,660.00
Step 16	-	63,494.00	69,622.00	71,622.00
Step 17	-	65,334.00	71,647.00	73,647.00
Step 18	-	67,229.00	73,716.00	75,716.00
Step 19	-	69,178.00	75,787.00	77,787.00
Step 20	-	71,188.00	77,856.00	79,856.00
Step 21	-	73,257.00	79,927.00	81,927.00
Step 22	-	75,329.00	82,010.00	84,010.00
Step 23	-	77,398.00	84,154.00	86,154.00
Step 24	-	79,466.00	86,366.00	88,366.00
Step 25	-	81,538.00	88,643.00	90,643.00
Step 26	-	83,668.00	90,988.00	92,988.00
Step 27	-	84,310.00	92,231.00	94,231.00
Step 28	-	84,919.00	93,160.00	95,160.00
Step 29	-	85,730.00	94,304.00	96,304.00
Step 30	-	86,588.00	95,247.00	97,247.00
Step 31	-	87,453.00	96,198.00	98,198.00
Step 32	-	87,777.00	96,521.00	98,521.00
Step 33	-	88,098.00	96,844.00	98,844.00
Step 34	-	88,423.00	97,168.00	99,168.00
Step 35	-	88,746.00	97,491.00	99,491.00

\*Teachers will earn an additional \$2,000 above their placement on the salary schedule for National Board Certification through the entirety of the contract.

**Agreement Between the Affton School District and the Affton Education Association 2022-26**

Year 2 (2023-2024)				
	BA/BS	MA/MS	MA+/MS+	PhD
Step 1	41,650.00	44,250.00	48,750.00	50,750.00
Step 2	42,814.00	45,505.00	50,163.00	52,163.00
Step 3	43,668.00	46,644.00	51,534.00	53,534.00
Step 4	44,509.00	48,013.00	53,050.00	55,050.00
Step 5	45,388.00	49,424.00	54,612.00	56,612.00
Step 6	46,720.00	50,877.00	56,220.00	58,220.00
Step 7	48,091.00	52,373.00	57,876.00	59,876.00
Step 8	48,928.00	53,293.00	58,704.00	60,704.00
Step 9	49,629.00	54,183.00	59,481.00	61,481.00
Step 10	50,075.00	55,064.00	60,274.00	62,274.00
Step 11	-	56,406.00	61,718.00	63,718.00
Step 12	-	57,998.00	63,472.00	65,472.00
Step 13	-	59,640.00	65,280.00	67,280.00
Step 14	-	61,332.00	67,139.00	69,139.00
Step 15	-	63,075.00	69,054.00	71,054.00
Step 16	-	64,871.00	71,028.00	73,028.00
Step 17	-	66,716.00	73,059.00	75,059.00
Step 18	-	68,621.00	75,155.00	77,155.00
Step 19	-	70,582.00	77,296.00	79,296.00
Step 20	-	72,599.00	79,440.00	81,440.00
Step 21	-	74,680.00	81,581.00	83,581.00
Step 22	-	76,821.00	83,724.00	85,724.00
Step 23	-	78,966.00	85,880.00	87,880.00
Step 24	-	81,107.00	88,099.00	90,099.00
Step 25	-	83,247.00	90,389.00	92,389.00
Step 26	-	85,392.00	92,746.00	94,746.00
Step 27	-	87,596.00	95,173.00	97,173.00
Step 28	-	88,261.00	96,459.00	98,459.00
Step 29	-	88,891.00	97,421.00	99,421.00
Step 30	-	89,731.00	98,605.00	100,605.00
Step 31	-	90,619.00	99,581.00	101,581.00
Step 32	-	91,514.00	100,565.00	102,565.00
Step 33	-	91,849.00	100,899.00	102,899.00
Step 34	-	92,181.00	101,234.00	103,234.00
Step 35	-	92,518.00	101,569.00	103,569.00

\*Teachers will earn an additional \$2,000 above their placement on the salary schedule for National Board Certification through the entirety of the contract.

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**ATTACHMENT C**

**Extracurricular Pay Schedule**

Extracurricular pay rates effective from July 1, 2022 to June 30, 2026

The Extracurricular Pay Schedule shall be based upon a combination of "activity points" plus "service points" multiplied by a point value of \$96.

Activity points shall be assigned to each activity based upon the time demands for the activity along with the number of participants and the level of the activity.

Service points shall be earned by the activity sponsor or coach for each year of service related to the activity in accordance with the following schedule:

Service Year:	1	2	3	4	5	6	7	8	9
Service Points:	0	1.0	2.0	3.0	4.0	5.0	6.0	7.0	8.0
Service Year:	10	11	12	13	14	15	16	17	18
Service Points:	9.0	10.0	11.0	12.0	13.0	14.0	15.0	16.0	17.0
Service Year:	19	20	21	22	23	24	25	26	27
Service Points:	18.0	19.0	20.0	21.0	22.0	23.0	24.0	25.0	26.0
Service Year:	28	29	30						
Service Points:	27.0	28.0	29.0						