

KALEVA NORMAN DICKSON EDUCATION ASSOCIATION  
AND  
KALEVA NORMAN DICKSON SCHOOLS

LETTER OF AGREEMENT

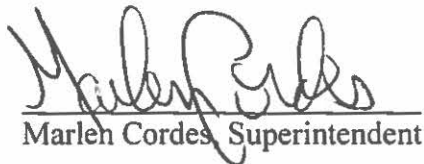
August 14, 2017

RE: Prep Time

It is hereby agreed between the Kaleva Norman Dickson EA (KNDEA) and the Kaleva Norman Dickson School District (KND, the District), that prep time as defined in the Master Agreement shall be altered for the 2017-18, 2018-19, and the 2019-20 school years. This agreement shall expire at the end of the 2019-20 school year.

1. The Master Agreement states at Article VI (A) ... "There shall be a minimum of two-hundred sixty (260) minutes per week of non-teaching prep time."
2. Teachers are short of the minimum minutes of preparation/planning time for the 2017-18, 2018-19 and the 2019-20 school years.
3. The KNDEA recognizes that this lack of preparation/planning time is adverse to the Master Agreement. They acknowledge and accept that this loss of time creates an exception to the Master Agreement. This exception is not and shall not be interpreted as precedent setting or binding and shall bear no weight on any future negotiations.
4. The KNDEA agrees to this exception only for the 2017-18, 2018-19 and the 2019-20 school years and such exception expires on June 30, 2020. This agreement shall not be interpreted as precedent setting, and will not alter any future conditions.

For the KND School District

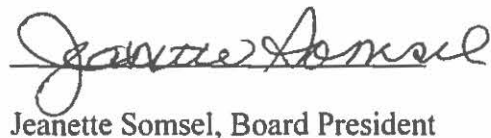
  
Marleh Cordes, Superintendent

Dated: 8-14-2017

For the KND Education Association

  
Kirsten Amstutz, KNDEA President

Dated: 8-14-2017

  
Jeanette Somsel, Board President

Dated: 8/24/17

**Letter of Agreement Between the KND Board of Education  
and the KND Education Association**

**RE: Additional Compensation  
For 2017 - 2020 Master Agreement**

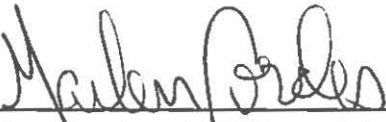
It is hereby agreed to that \$1,000 in additional compensation will be paid out to any teacher in the KND School District who is receiving longevity pay.

Furthermore, it is hereby agreed to that \$250 in additional compensation will be paid out to any teacher in the KND School District who is currently at Step 10 or below.

Teachers can only be eligible for one additional compensation stipend per year. They cannot collect both in a given year.

These additional compensation stipends will be paid out annually for the duration of this contract.

The additional compensation stipends will be paid on the first pay of November each year.




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Marlen Cordes, KND Superintendent

9-5-17

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Date



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Kirsten Amstutz, KNDEA President

9-5-17

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Date