

PROFESSIONAL NEGOTIATIONS AGREEMENT

**School District #14A
Malta, Montana
and the
Malta Unit of MEA-MFT
2026-2027**

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PROFESSIONAL NEGOTIATIONS AGREEMENT
School District #14A
Malta, Montana
and the
Malta Unit of MEA-MFT

THIS AGREEMENT, entered into this 21st day of May, 2026, between the BOARD OF TRUSTEES OF SCHOOL DISTRICT NO.14A, of Malta, Phillips County referred to as the "Board," and MALTA UNIT OF MEA-MFT of Malta, Montana, hereinafter referred to as the "Association".

EFFECT OF AGREEMENT

- 1.1 **Agreement All-Inclusive.** This instrument contains all provisions of the Agreement between the Board and the Association on all matters negotiable for agreement under the Laws of Montana, and neither party hereto shall be required to negotiate for agreement to apply during the term thereof upon any issue whether or not such issue is mentioned herein.
- 1.2 **Changes in Agreement.** During its term, this Agreement may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in written and signed amendment to this Agreement. Exception: Individual retirement negotiations may be taken to the Board.
- 1.3 **Compliance of Individual Contract.** Any individual contract between the Board and an individual teacher, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement.
- 1.4 **Duplication and Distribution.** Copies of this Agreement shall be printed and paid for by the Malta School District within thirty (30) days after the Agreement is signed. Copies shall be presented to all teachers now employed, hereafter employed, or considered for employment by the board.

DURATION OF AGREEMENT

- 2.1 **Effective Period.** This Agreement shall be effective as of July 1, 2026 and shall continue in full force and effect until June 30, 2027.
- 2.2 **Renewal and Reopening of Agreement.** This Agreement will automatically be renewed for additional periods of one year unless the Association gives written notice to the Board or the Board gives written notice to the Association, during the academic year but no later than the end of the month of February of its desire to negotiate any or all areas of the contract. In the event a successor contract is not agreed upon before termination date of this contract, all provisions shall remain in full force until an agreement is reached.

POWERS OF THE BOARD

- 3.1 Rights and Responsibilities.** The Board has, and shall retain without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by laws to establish school policy of operation, including the right:
- (a) To exercise the executive management and administrative control of the school system and its properties, facilities, programs, and contracted activities of its employees, provided that such rights and responsibilities are in conformity with this Agreement.
 - (b) To employ and re-employ all personnel, determine their qualifications, conditions of employment and work assignments, and further to promote, demote, or dismiss such personnel as provided by law.
 - (c) To select textbooks and other teaching materials to be used in all courses of instruction; to establish and supervise curriculum, manner of instruction, class schedules, hours of instruction, days that the school shall be in session, physical plant and other facilities; and to establish terms and conditions of employment, except as hereinafter set forth. The Board recognizes that good administration and educational practices necessitate professional teacher opinions on such items as textbooks, curriculum, instruction, student or class scheduling, and the school calendar. The superintendent will hold a meeting on a teacher workday to discuss the next year's calendar. The superintendent will then submit two (2) school calendar options, as a result of the calendar discussion meeting, to the staff. The staff will have ten (10) days to submit written feedback before it is voted on by all staff and then submitted to the board.
- 3.2 Agent Recognition.** The Association shall recognize any agent of the Board selected to represent it in any matter covered by this Agreement as evidenced by a letter of appointment executed by the Board Chair.
- 3.3 Applications.** The exercise of the foregoing powers and duties by the Board, the adoption of policies, rules and regulations, and furtherance thereof, the use of its judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement and applicable laws of the State of Montana and of the United States of America.

ASSOCIATION RECOGNITION

- 4.1 Collective Bargaining.** The Board recognizes the Association as the sole and exclusive representative of all teachers employed during the contract year as set forth in this Agreement or in the Montana Public Employee Collective Bargaining Act.
- 4.2 Teacher Definition.** Unless otherwise indicated, the term "teacher" when used hereinafter in this Agreement shall refer to all professional employees certificated in Classes 1, 2, 4, 5, or 7 as provided in section 20-4-106, M.C.A. (Montana Code Annotated) and whose position requires such certification.

ASSOCIATION RIGHTS

- 5.1 **Association Business.** The Association shall have the right to organize and conduct official business on school property at reasonable hours, as long as the business does not interfere with the educational process. The Association shall have the right to use the mailboxes and designated bulletin boards in teachers' lounges to disseminate Association materials.
- 5.2 **Association Meeting.** The Association shall have the right to use available school buildings at reasonable hours for meetings. Scheduling shall be subject to approval of the administrators in advance of the time and place of such meetings. The use of the building by the Association shall be subject to the right of the school district to make reasonable charges for such usage.
- 5.3 **Association Business Leave.** Teachers who are elected or appointed to represent the Association may be granted leave, with pay, to attend state, regional, and national meetings, and conventions, with approval of the Superintendent. The aggregate number of days under this section shall not exceed two (2) days per year, and the approval of a leave for any teacher shall be subject to the needs of the educational programs of the school district.
- 5.4 **Teachers' Convention.** Time will be provided for two (2) PIR days for the annual October Educator's Conference / professional development days. The District may provide alternate professional development opportunities. Unless unusual circumstances dictate, a teacher may not work in their classroom for professional development. Teachers may substitute professional development days provided they meet the following conditions:
- (a) The substituted day did not occur during a regularly scheduled PIR Day.
 - (b) The substituted day occurs between the last day of school of the previous year to the first day of October of the current school year.
 - (c) No day may be used for substitution if the district has paid for any part of the substituted day (registration fee, per diem, mileage or stipend.) except OPI Montana Institute if all days are attended.
 - (d) Each substituted day shall meet the minimum requirements of six (6) hours of professional development in order to substitute a day for a day.
 - (e) Substitutions must be pre-approved by the building principal or superintendent and may include, but are not limited to, courses offered through the Montana Teacher Learning Hub, the Golden Triangle Summer Institute, and the Montana High School Association Coaches Clinics, provided the course(s) meet the other requirements of Section 5.4.
 - (f) Pursuant to 10.55.714(2f) A.R.M.(Administrative Rules of Montana) teachers and specialists who do not attend the October Educator's Conference or school district plan approved alternative professional development PIR days shall not be paid for the days they are absent.

- (g) Any absence from scheduled PIR, Professional Development(PD) or/Teacher Work Days, excluding the October Educators' Conference will be charged in hourly increments.

MFPE DUES

- 6.1 **Dues Check-off.** The school district may deduct from the salaries of teachers such monies for the exclusive representative as said teachers individually authorize the school district to so deduct. Commencing in August and each month thereafter, the school district shall deduct in equal installments the monies that the teacher has agreed to pay the exclusive representative during the period provided in the individual's authorization. New authorizations, when received by the school district during the school year, will be deducted in equal installments over the remaining monthly payments of the teacher's current contractual salary.

EMPLOYEE FILES

- 7.1 **Record Review.** (1) No material shall be placed in the employees file unless signed and dated by the author. The employee has the opportunity to read and respond to a copy of the material that is being placed in the file. (2) Access to personnel files shall be limited to the Board, and administration and to the employees to whom the files refer, other than as required by Montana law. Employees shall have the right, upon request, to review the contents of their personnel files and to receive without cost a copy of any documents contained therein. Upon request by the employee, the superintendent or official designee shall provide an inventory sheet of the file.

GRIEVANCE PROCEDURE

8.1 Definitions.

- (a) A grievance shall be defined as an issue arising out of the interpretation of either the Master Agreement or the teacher's individual employment contract.
- (b) A grievant is a teacher, or group of teachers, or the Association filing the grievance.
- (c) Days shall be defined as normal working days (Monday – Friday) except as otherwise indicated.

- 8.2 **Format.** A formal grievance must be submitted on a Grievance Form (p.26) and given to the other party. Nothing contained in this grievance procedure shall be construed as limiting the right of any grievant to discuss the matter informally with any member of the administration. The written grievance must be stated clearly and concisely citing the specific provisions of the agreement alleged to have been violated and the relief sought.

- 8.3 **Time Limits.** Should the grievant or Association fail to meet any of the timelines herein such failure will be considered to be an acceptance of the District's previous decision. If the District fails to meet any of the timelines herein such failure shall be considered an automatic appeal to the next level.

8.3.1 Procedure.

Level I - The complete grievance must be brought to the attention of the immediate supervisor according to 8.2 within twenty (20) normal working days (Monday - Friday) of the occurrence or knowledge of the act/condition, which is the basis of the complaint. The immediate Supervisor will respond within ten (10) normal working days (Monday - Friday)

Level II - (Superintendent) A grievant must move to Level II within five (5) normal working days (Monday - Friday) after an unsatisfactory decision at Level I. The Superintendent will respond within ten (10) normal working days (Monday - Friday).

Level III - (School Board) In the event that the decision in Level II is unsatisfactory, the grievant has the right to serve notice to the Superintendent and the Chair of the School Board within 15 normal working days (Monday - Friday). The School Board will then be expected to act upon the request of the grievant at the next regular or special meeting of the board provided the notice is given more than 72 hours before the meeting time.

Level IV Binding Arbitration

- (a) If the Association is not satisfied with the disposition of the grievance by the School Board, or if no disposition has been made within the period above provided, the grievance may, at the exclusive option of the Association, be submitted for final and binding arbitration before an impartial arbitrator.
 - 1) The Association shall exercise its right of arbitration by providing the School Board with written notice of its intention to submit the grievance to arbitration within twenty (20) normal working days (Monday - Friday) of receipt of the School Board's decision at Level III.
 - 2) Within ten (10) normal working days (Monday - Friday) after written notice of submission to arbitration, the Association shall, in writing, request appointment of an arbitrator by the Montana Board of Personnel Appeals (BOPA).
 - 3) When the grievance is submitted for arbitration through the BOPA, each party shall, within ten (10) normal working days (Monday - Friday) of receipt of the list of 5 potential arbitrators, identify their preferred arbitrator by alternately striking names from the list, the winner of a coin toss shall have the choice of first or second strike, and the name remaining shall be the arbitrator.
 - 4) Should either party fail to participate in the arbitrator selection process within the Prescribed timeline, the other party may demand BOPA appointment of an arbitrator. The parties here agree the BOPA shall appoint the arbitrator in these circumstances.
 - 5) The arbitrator shall have no authority to add to, subtract from, or otherwise amend this Collective Bargaining Agreement. The arbitrator shall consider the grievance, conduct a hearing and/or receive the parties' briefs and have all necessary authority within the guidelines stated above to render a full and effective award and issue a remedy for same which shall be final and binding upon the parties.

8.4 Arbitration Costs

- (a) Each party shall bear its own costs of arbitration except that the fees and charges of the arbitrator shall be shared equally by the parties. If one of the parties wants a transcript of the arbitration proceedings, the party requesting the transcript will pay the costs of the transcript. If both parties request transcripts, they shall share equally the costs.
- (b) Should either party fail to implement an arbitrator's award, the award may be entered in any court of competent jurisdiction for immediate enforcement. All court costs, legal fees, other related expenses incurred as a result of failure to implement an arbitrator's award and subsequent enforcement proceedings will be paid by the party who refuses to implement an award.
- (c) If a motion to vacate the arbitrator's award is entered in a court of competent jurisdiction, and the initiating party does not prevail in the litigation, such party shall bear the full costs of such action including, but not limited to, the adverse party's court costs, legal fees, interest on monetary awards, and other related expenses incurred as a result of defending such action.

8.5 Jurisdiction of the Arbitrator and Election of Remedies. The arbitrator shall decide all substantive and procedural arbitrability issues.

- (a) Once arbitration has been requested, the Association waives any right to pursue any action or complaint that involves the same incident and that seeks the same remedy before any county, state, or federal agency, tribunal, court or other forum in which relief may be sought or granted. Once the grievant or the Association files any complaint, appeal or other action with any county, state or federal agency, court, tribunal or other forum that involves the same incident and seeks the same remedy, all rights to file or pursue a grievance under this Article shall be forever waived.
- (b) 39-31-306 (5) MCA applies to this Agreement. In respect to all other issues of substantive or procedural arbitrability, the arbitrator shall resolve any question of arbitrability of a grievance only after hearing the merits of the grievance.

8.6 Exceptions to Time Limits.

- (a) The time limits provided in this Article shall be strictly observed unless extended by written agreement of the parties. Similarly, steps of the grievance process may be waived only by written mutual agreement of the parties and so indicated by written instrument.
- (b) Notwithstanding the expiration of this Agreement, any claim or grievance may be processed through this grievance procedure until resolution.

8.7 No Reprisals. No reprisals of any kind will be taken by the Board or the School Administration against any person because of participation in this grievance procedure.

8.8 Grievance Files. All documents, communication, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

- 8.9 In the event that the statutory requirement to include binding arbitration in this Agreement is repealed, all arbitration provisions contained in this article shall be considered negotiable before they are removed.

LEAVES

- 9.1 **Unexcused Absences.** Teachers missing scheduled contract days, which are not excused by the Administration or covered by leave policy, will have a proportionate part of their salary deducted.

- 9.2 **Discretionary Leave.** Each teacher in the Malta system shall receive 16 days of “discretionary” leave days per year available for use from the starting date of first contract, and this leave shall be accumulated up to ninety (90) days. Teachers working a prorated amount of time will receive an equally prorated amount of discretionary leave. The discretionary leave days may be used for illness or for personal leave at the discretion of the teacher. If more days are taken in this category, they shall be without pay. Discretionary leave will be deducted in fifteen- minute increments.

Teachers may carry over 16 discretionary days to the teacher’s leave bank. Teachers may opt to be paid for four (4) discretionary days at the end of the school year to be paid by the District at the Daily Base Salary Rate (Daily rate=Base Salary divided by 187 days) for those four days or carry them over to the leave bank to a maximum of 90 days. The full amount of current year discretionary days and accumulated leave will be available for use from the starting date of the contract to the last day of the contract. The Board of Trustees and Superintendent respectfully request that Discretionary leave should be avoided the day before or the day after school holidays, or on the first or last week of the official school calendar.

Special cases of discretionary leave of more than three consecutive (3) days will be given consideration by the Building Principal and the Superintendent unless considered medically necessary.

A record of the accumulation and use of discretionary leave will be available in the Clerk’s office. Severance pay of 25% accumulation will be paid after six (6) years of teaching in the system. Each severance pay day will be computed on the current proportionate teacher’s “daily rate” salary. (Daily rate=salary divided by 187 days).

- a. **Discretionary Leave Donation.** When an employee of the District has used up all discretionary leave, and when the employee, employee’s spouse, or employee’s child is seriously ill, or during an employee’s maternity/paternity leave, employees of the District may donate up to a total of fifty (50) days to the employee. It is the duty of the employee to fill out the required paperwork specifying the reason for seeking donated days. Once complete, the donation paperwork will be available at each school office. The employee will keep in contact with the district office to find out the number of days donated. All discretionary leave donated shall be done in writing and will be audited by the District Clerk. The first discretionary leave donated shall be the first used. Any unused discretionary leave shall be returned to the donor. In the case of extreme, and long-lasting illness, additional days may be donated, but shall be subject to all of the above restrictions. Discretionary leave

donation days will be granted upon approval of the Building Principal or District Superintendent if the Building Principal is unavailable. The approving supervisor, (building principal or superintendent) will distribute a district wide email notification of the request. Discretionary leave donation records will be audited by the District Clerk.

*See Four Day Week on pages 18-19

9.3 Maternity Leave.

- (a) Leave related to pregnancy, childbirth, or the placement of a child through adoption or foster care shall be administered in accordance with the provisions of the Family and Medical Leave Act (FMLA), including eligibility requirements, duration of leave, and job protection. Any leave provided under this section shall run concurrently with FMLA leave when the employee is eligible. Employees who are not eligible for FMLA due to having been employed by the District for less than twelve (12) months shall nevertheless be eligible for up to twelve (12) weeks of maternity leave under this provision, subject to the same terms and conditions outlined herein.
- (b) During the period of maternity leave, the employee must use accrued discretionary leave time. After all appropriate accrued discretionary leave is used, the employee shall use the remainder of their allotted leave under FMLA as unpaid leave. Upon request, the employee may use discretionary bank days.
- (c) Federal law will supersede school law. The board policy updates will follow the Family and Medical Leave Act.

9.4 Bereavement Leave.

- (a) Up to three (3) days shall be allowed for each death in the teacher's family. A teacher's family shall be defined as teacher's spouse, teacher's or teacher's spouse's (or ex-spouse's) children, stepchildren or foster children, parents, siblings and their spouses and children, grandparents, and/or grandchildren. Additional bereavement leave may be granted at the discretion of the Building Principal. If the additional days are used, discretionary leave days will be deducted from the teacher's accumulated discretionary leave total at a rate of one (1) discretionary day for each one (1) extra bereavement day granted. The minimum increment of bereavement leave is 1 hour.
- (b) Up to two (2) bereavement days may be used for a death not in 9.3(a). The minimum increment of bereavement leave is 1 hour.

*See Four Day Week

9.5 Personal Leave is now Discretionary Leave

9.6 Leave for Civic Duty. Teachers will be permitted to appear in court as a subpoenaed witness or to serve on juries if subpoenaed. Their daily salary rate is to be reduced while on jury duty

only by the extent of the stipend paid by the court. The teacher may keep monies remitted by the court for expenses or mileage allowance while performing these duties.

- 9.7 Sabbatical Leave.** Sabbatical leave will be available to a teacher after six (6) years of service at the Malta Public Schools. Sabbatical leave teachers will be paid \$4,000 (minimum) or the difference between their last completed base contract and the salary paid to the replacement teacher not to exceed \$8,000 (maximum). This salary will be paid as follows: One-fourth of the salary at start of sabbatical leave program; one-fourth of the salary midway through program; one-half paid with the teacher's first check upon returning to the regular school staff. Leave will be granted upon written application approved by the school board. A teacher on sabbatical leave will be required to return to Malta for at least one year. The teaching assignment will be made by the District and will not necessarily be the same position as formerly held. The School District can waive the one-year return requirement. (Sabbatical Leave Form attached, p. 25) Teachers must return 100% of the sabbatical pay if he/she chooses not to return.
- 9.8 Extended Leave.** Extended Leave of Absence, without salary or fringe benefits, may be provided to a teacher after six (6) years of continuous service with the District. Length of each leave period will be commensurate with the reason for the absence at the discretion of the Board of Trustees. Status of teachers on extended leave in regard to placement on the salary schedule and other factors related to length of service will not be changed because of absence. The teacher on extended leave shall be re-employed by the District in a position for which he/she is certificated. Teachers on extended leave may remain under group insurance provided he/she pays the full premium each month to the School District.

INSURANCE

10.1 Health Insurance.

- (a) All employees under contract with the Board of Trustees, School District 14A, are eligible to participate in the group health insurance program as adopted.
- (b) The amount paid by the School District for each participant will not exceed \$675 a month for the current school year.
- (c) Employees who work less than full time (less than a full day or less than a full year but at least half time, as per job requirement) shall be entitled to a prorated amount of the Board obligation for insurance premiums.
- (d) The insurance plan(s), insurance carrier(s) and/or policy shall be selected by a majority vote of Association members. A committee representing all employees who are insured will be formed to review the policy for the purpose of equity.
- (e) It is understood that the School District's only obligation under this Article is to purchase insurance policies and pay such premium amounts as agreed to herein, and no claim shall be

made against the School District as a result of a denial of insurance benefits. Upon termination of employment, before completing the contract, all Board participation and contributions shall cease effective on the last day of work. District contribution shall cease on the last day of work. District contributions shall commence on September 1 of the contract year and extend for a twelve-month period. The coverage will apply to non-renewal, resigning, and/or retiring teachers provided that the teacher completes his/her current teaching contract. The District will contribute up to \$675 each month for each employee for the current school year. If an employee participates in a High Deductible Health Plan, the district will contribute the excess between the amount contributed by the district and the employee's premium to the HSA account established by the employee. The employees are responsible for choosing no more than three investment firms to contribute the funds to.

(f) Health Plan Administrative Credit Provision

Administrative Credits for Favorable Claims Experience

In the event that the District's aggregate health insurance claims experience for a given plan year is lower than projected, resulting in a surplus relative to the established rates, the District may receive an administrative credit from the health plan provider. Such administrative credits shall be distributed to the District in accordance with the terms established by the health plan provider.

Use of Administrative Credits

The District agrees that all administrative credits received pursuant to this Section shall be reserved and maintained for the purpose of offsetting future increases in health insurance premium rates.

Administrative credits shall be applied in subsequent plan years in which the District experiences higher-than-expected claims costs or premium rate increases, with the intent of stabilizing health insurance costs over time and mitigating the financial impact on both the District and its employees.

The District shall have discretion in determining the timing and manner in which such credits are applied, provided that all credits are used solely for health insurance-related purposes and in a manner consistent with applicable laws and the terms of the District's health insurance agreement.

General Provisions

The parties acknowledge that administrative credits are contingent upon actual claims experience and are not guaranteed. The availability, timing, and amount of such credits shall be determined by the health plan provider in accordance with the terms of the District's insurance agreement.

- 10.2 School Liability Insurance.** The liability insurance carried by School District 14A will include coverage for District mandated and/or staff-operated vehicles only. This coverage is for non-District owned or District-hired vehicles only. It is agreed that the Association may examine the School District's insurance policy from time to time to inform itself of the insurance coverage, terms, and conditions, and that the Board makes no guarantees of warranties as to the terms and conditions of the policy.

CALENDAR

- 11.1 School Year.** The contract year for teachers is a maximum of 187 duty days. This will include PIR days and Professional Development Days. Minutes added to the pupil instruction day shall be negotiated between the Malta Education Association and the Malta Board of Trustees. In the event of a declared emergency the school board has the latitude to extend the school day due to loss of pupil instruction minutes. This agreement will be in effect until both the Malta Education Association and the Malta School Board agree to change or dissolve it.
- 11.2 Building Hours.** The specific hours of any individual building may vary according to the needs of the specific educational program of the School District. Teachers shall be in their respective buildings from 8:00A.M. to 4:00 P.M. each day except on the last day of the school week when teachers will be released five minutes after school dismissal.

*See Four Day Week

- 11.3 Lunchtime.** Each elementary classroom teacher in grades K-3 who is required to sit with his/her classroom students at lunch shall have at least a thirty- minute (30) duty-free noon period each working day unless school is dismissed at 1:30 or earlier that day. All teachers of grades 4-5 will serve on a daily rotating basis with two (2) teachers on duty each lunch time. All teachers of grades 6-12 will serve on a weekly rotating basis with three (3) teachers on duty each lunch time. Each elementary teacher shall have at least a 30-minute duty-free noon period each working day on days that they do not have lunch duty. All teachers K-12 will receive a paid lunch daily.

(a) Rural Lunch. Rural Teachers will be paid for a 30 minute lunch duty at the rate of \$7.00 per hour/\$3.50 per day. This is payable for each P.I. day and applicable only to one-teacher schools.

- 11.4 Morning and Recess Duty - K-5.** Elementary teachers will not serve on a rotating basis for playground monitoring prior to the start of school. (7:45-8:00) Recess duty will be assigned for all elementary teachers, not to exceed more than 63 for the year, and distributed as equally as possible among available staff. Recess refers to a block of time, not based on minutes served.
- 11.5 Elementary Preparation Time - Grades K-5.** During each regular teaching day, each teacher shall have at least twenty (20) minutes of uninterrupted preparation and planning time. The teacher will be expected to do preparation during this time period. During this twenty (20) minute period, the teacher will be free of any direct responsibility of students.

JOB RELATED

- 12.1 Class Size.** The school district and the administration will attempt to provide class sizes and class loads which are within the standards of the Montana School Accreditation - Standards and Procedures Manual.
- 12.2 Student Teacher Program.** School authorities are to cooperate with units of the Montana University System in taking practice teachers without harming the effectiveness of the staff. Practice teachers from other colleges are to be taken only when the Superintendent, Principals, and teachers agree.
- 12.3 Teacher Evaluation.** In accordance with the Montana School Accreditation - Standards and Procedures Manual as adopted by the Montana State Board of Public Education, the School Board recognizes its responsibility to adopt policies and procedures for evaluation of the teaching staff.

The number and approximate dates of evaluation will be:

(1) For non-tenured teachers - 2 evaluations

The first evaluation before Christmas

The second evaluation by April 10.

(2) Tenured teachers will have formal evaluations on a two-year cycle.

Year A: Formal evaluation completed by April 1.

Year B: Teachers will propose and develop a Professional Enrichment Plan (PEP). The PEP must be agreed upon by the teacher and administration by October 1 and turned in by April 1.

A tenure teacher who is on a Plan of Improvement will be placed on the Year A process of formal observations and will remain on Year A for the duration of the Plan of Improvement.

The first year that this section is adopted, tenure teachers will be evenly divided between year A and year B options.

12.4 Vacancies/Job Openings.

Full time new or vacant positions will be posted by the school district in-house for a

minimum of five (5) days. Certified members of the district will have the opportunity to apply for the vacancies or new positions, including any openings occurring during the summer break. Current employees who meet or exceed the minimum qualifications for the position and who have positive evaluations will be granted an interview and will be given consideration.

REDUCTION IN FORCE

- 13.1** When the Board shall determine that a decrease in students or financial condition necessitates a reduction in the number of teachers and/or programs, the Board shall utilize the following procedure:
- (a)** The Board shall determine which positions are to be eliminated, modified, or reduced.
 - (b)** Necessary staff reductions will be accomplished in accordance with the following sequence:
 - 1)** Normal attrition from retirements and resignations.
 - 2)** If further reductions are required, non-tenured teachers will be non-renewed according to the needs of the district and seniority.
 - 3)** If reductions are required beyond attritions and non-renewal of non-tenured teachers, tenured teachers, shall be laid off in accordance with the procedures set below.
 - a)** Determination of those to be retained shall be based upon certification and the ability to perform the work. These factors being present, seniority shall govern. The Board shall give notice of layoff to the least senior teacher performing in that position.
 - b)** A teacher who is notified of layoff will have the right to displace the least senior teacher whose work he/she is qualified to perform. Written notice of intent to exercise this right must be given to the Superintendent within seven working days after the teacher is notified of layoff. Within three working days after the teacher gives such notification, the Board or its agent will notify the designated least senior teacher who is to be affected that he/she is to be displaced.
 - c)** Any teacher impacted in this manner shall have the rights as outlined in b) above.
 - (c)** The District shall recall teachers on layoff in reverse order of RIF within each certification area. For two years, from the date of the reduction in force, no new teacher shall be hired by the district for a position where a teacher in layoff is certified to teach. This recall agreement is in effect until the first day of school following the two year layoff. When a teacher on layoff is notified by registered mail, then to qualify for rehire, the teacher must respond within ten calendar days. A refusal to rehire will drop the teacher from any and all recall positions.
 - (d)** For purposes of this article, seniority will be computed from a teacher's most recent date of hire in the bargaining unit. Seniority will continue to accrue during all paid leaves of

absence. When seniority is equal between or among teachers, ranking of those teachers shall be determined by preparation level of current contract (BA, BA+1, BA+2, BA+3, Masters). When seniority and preparation level are equal between or among teachers, ranking of those teachers shall be determined by the drawing of lots. (See Appendix A)

SCHEDULES

- 14.1 Pay Period.** Teachers shall elect payment in 10 or 12 equal monthly installments, commencing on the last working day in August with payment being made on the last day of each succeeding month through the final duty days. On the last day of school, teachers who have chosen 12 installments and have been checked out shall receive paychecks for May, June, and July.
- 14.2 Salary Schedule.** The salary schedules are included in this master agreement as Schedule "A" (p.20). Any cell in the salary matrix (Schedule A) that is below either a. Eleven (11) times the Quality Educator Payment (QEP) or b. Seventy percent (70%) of the "teacher average pay," as defined in 20-9-324, MCA (as shaded on the matrix), shall be automatically adjusted upward to the higher of the two amounts. Additionally, the district is authorized to, and shall ensure that "base teacher pay," as defined in 20-9-324, MCA, is at least the amount necessary to meet the legislative goals for teacher base pay, in accordance with the provisions of 20-9-324.
- (a)** Credits above the degree (BA or BS) must be college credits within the field of education. The Superintendent will determine for the school board the question of whether credits beyond the degree are in the field of education. College credits through the Golden Triangle Curriculum Cooperative will automatically be accepted. The teacher must get prior written course approval from the superintendent. If the teacher and superintendent do not agree on the college credits to be counted, the teacher may appeal to the school board for a decision. The board's decision will be final. It is the teacher's responsibility to have official transcripts on file in the Superintendent's office.
 - (b)** Teachers planning additional schooling to move over on the payscale must make their plans known in writing to the superintendent and clerk by March 1, so that a salary adjustment can be calculated in the event of a change of increment.
 - (c)** Teachers new to the Malta School District must be able to verify (with the proper written credentials) their years of experience. Placement on Schedule "A" will be based on the number of verified years of certified K-12 teaching experience allowed. Up to Fifteen (15) years will be allowed. New hires to the district with no previous teaching experience have the option to be placed at Step 1 or Step 3. If Step 3 is chosen, the new hire will be kept at Step 3 until they are awarded a 4th contract.
 - (d)** On Schedule "A" the word "experience" will be located at the top of the left hand column numbered vertically one (1) through and including seventeen (17) and will indicate: "Years of experience allowed when first employed in the Malta District, plus, (in the cases of current Malta District employees) the number of years of experience the employee has accumulated in the Malta District". These two numbers, when added together will give proper placement on Schedule "A". Should a teacher's years of

experience pass beyond 17, the actual number of years of experience shall be stated on the contract.

- (e) The phrase "years of experience" throughout this section will indicate: "fully completed district school term certified contracts." One-half ($\frac{1}{2}$) time teachers or more will receive one-year experience for a contract year completed. Less than one-half ($\frac{1}{2}$) time teachers will receive one-half ($\frac{1}{2}$) year experience increments per contract year. Morning or afternoon K-5 teachers and three sevenths ($\frac{3}{7}$) 6-12 teachers are considered one half ($\frac{1}{2}$) time. The complete section 14.2, paragraphs a, b, c, d, e, will be non-retroactive
- (f) District Funded Endorsement: Malta School District #14A may choose to pay for a currently employed Malta teacher to become licensed in an endorsement of need of the District. All requests must be presented to the Malta School Board through Administration and Malta Unit of MFPE for consideration. The teacher will pay tuition for the college credits and will be reimbursed for the tuition upon successful completion of endorsement. Standard procedures for lane changes will be followed.

1) Any agreement will be in writing and will be agreed upon by the teacher and the Malta School District. The Malta Unit of MFPE President will be given a copy of any such agreement. Upon completion of endorsement in which the District funds, the teacher will agree to a 5-year obligation to teach in the endorsement area. If the teacher does not complete the required 5 consecutive years of service (except in the case of reduction in force or non-renewal), the teacher shall repay the District as per the following schedule:

- a) 1 year teaching in Malta after earning credits- 100% tuition reimbursement payment.
- b) 2 years teaching in Malta after earning credits- 80% tuition reimbursement payment.
- c) 3 years teaching in Malta after earning credits- 60% tuition reimbursement payment.
- d) 4 years teaching in Malta after earning credits- 40% tuition reimbursement payment.

14.3 Extra-Curricular Schedule. The extra-curricular salaries are included in this Master Agreement as Schedule "B" (p. 19-20).

- (a) The wages and salaries reflected in Schedule "B" shall be effective for the current school year as indicated. The Superintendent or his designee may assign the teacher to extra-curricular assignments, subject to established compensation for such basic contract. Extra assignments associated with additional compensation shall not be construed to be a tenure assignment unless expressly so provided in the individual contract. A teacher may request release from duties with the extra-curricular program at the end of a contract year provided a replacement is available. Schedule "B" stipends will be paid in a lump sum the month following completion of that season. Year-long

activities will be paid ½ in December and ½ in May.

- 14.4 Extra-Duty Pay.** Employees will be paid the prevailing minimum wage as set by statute according to the number of hours they have worked at an activity event. Employees who desire extra duty assignments shall have first choice in number and type of duties. This shall include class sponsors who must supervise concessions during tournaments. Clock keepers and book keepers will be paid a flat fee, as determined by the Superintendent, a staff member versed in job responsibilities, and the Activities Director. The fee schedule will be published and distributed prior to the first home contest of each season.

(a) If a Schedule B employee is required to provide transportation for students participating in their assigned Schedule B Activity, compensation shall be provided at a rate of \$15 per hour for drive time only. This compensation shall be in addition to advisor pay as outlined in Schedule B. The position will be entered into the system as "Schedule B Activity Driver" and will appear on paychecks as a separate line. Employees will use the same form currently in use for activity bus drivers to turn in their hours for each pay period. If the employee holds the appropriate licensure and is requested to operate a CDL-required bus, the standard activity bus driver wage shall apply and supersede the above rate.

- 14.5 Extra Duty.** All teachers may be expected to perform a certain amount of extra duty or supervision as assigned by their Building Principal or the Superintendent.

(a) Individuals working the preschool screening will be paid at a rate of \$120/day. The preschool screening will not be held on a teacher work day.

***Four-Day Week**

- 9.2 Discretionary Leave.** Each teacher in the Malta system shall receive 112 hours of "discretionary" leave per year available for use from the starting date of first contract, and this leave shall be accumulated up to 630 hours. Teachers working a prorated amount of time will receive an equally prorated amount of discretionary leave. The discretionary leave hours may be used for illness or for personal leave at the discretion of the teacher. If more hours are taken in this category, they shall be without pay. Discretionary leave will be deducted in fifteen minute increments. Teachers may carry over 112 discretionary hours to the teacher's leave bank. Teachers may opt to be paid for twenty-eight (28) discretionary hours at the end of the school year to be paid by the District at the Daily Hourly Rate (Hourly rate=Base Salary divided by 1309 hours x 28 hrs) for those twenty-eight hours or carry them over to the leave bank to a maximum of 630 hours. Employees whose leave bank exceeds six hundred thirty (630) hours at the end of the school year may elect a payout of up to fifty-six (56) hours at the daily rate (Base Salary/ 1309 hours), provided that a minimum balance of six hundred thirty (630) hours is retained in the leave bank. The full amount of current year discretionary hours and accumulated leave will be available

for use from the starting date of the contract to the last day of the contract. The Board of Trustees and Superintendent respectfully request that Discretionary leave should be avoided the day before or the day after school holidays, or on the first or last week of the official school calendar. All preplanned discretionary leave is subject to administrative approval. Upon submission of a leave request, the District will make reasonable efforts to secure a qualified substitute teacher.

Special cases of discretionary leave more than three consecutive (3) days will be given consideration by the Building Principal and the Superintendent unless considered medically necessary.

A record of the accumulation and use of discretionary leave will be available in the Clerk's office. Severance pay of 25% accumulation will be paid after six (6) years of teaching in the system. Each severance pay day will be computed on the current proportionate teacher's "daily rate" salary. (Hourly rate=salary divided by 1309 hours).

- (a) **Discretionary Leave Donation.** When an employee of the District has used up all discretionary leave, and when the employee, employee's spouse, or employee's child is seriously ill, or during an employee's maternity/paternity leave, employees of the District may donate up to a total of three hundred fifty (350) hours to the employee. It is the duty of the employee to fill out the required paperwork specifying the reason for seeking donated days. Once complete, the donation paperwork will be available at each school office. The employee will keep in contact with the district office to find out the number of days donated. All discretionary leave donated shall be done in writing and will be audited by the District Clerk. The first discretionary leave donated shall be the first used. Any unused discretionary leave shall be returned to the donor. In the case of extreme, and long lasting illness, additional days may be donated, but shall be subject to all of the above restrictions. Discretionary leave donation days will be granted upon approval of the Building Principal or District Superintendent if the Building Principal is unavailable. The approving supervisor, (building principal or superintendent) will distribute a district wide email notification of the request. Discretionary leave donation records will be audited by the District Clerk.

- 9.4 **Bereavement Leave.** Up to three (3) days shall be allowed for each death in the teacher's family. A teacher's family shall be defined as teacher's spouse, teacher's or teacher's spouse's (or ex-spouse's) children, stepchildren or foster children, parents, siblings and their spouses and children, grandparents, and/or grandchildren. Additional bereavement leave may be granted at the discretion of the Building Principal. If the additional days are used, discretionary leave days will be deducted from the teacher's accumulated discretionary leave total at a rate of one (1) discretionary day for each one (1) extra bereavement day granted. The minimum increment of bereavement leave is 1 hour.

Up to two(2) bereavement days may be used for a death not in 9.3(a). If these days are used, discretionary leave hours will be deducted from the teacher's accumulated discretionary leave total at a rate of two (2) discretionary hours for each one (1) extra bereavement hour granted. The minimum increment of bereavement leave is 1 hour.

- 11.1 School Year.** The contract year for teachers is a minimum of 1309 hours and a maximum of 1,325 hours. This will include PIR days and Friday Teacher Work Days. Teacher work day schedules and activities will be determined by an advisory committee consisting of eight (8) members, the superintendent, building principals three (3), and a union representative from K-2, 3-5, 6-8, and 9-12. Teacher workdays will be flexible in length depending on the activity/presentation. Teachers will receive notification of TWD hours as well as the schedule at least two (2) weeks before the scheduled day. Minutes added to the pupil instruction day shall be negotiated between the Malta Education Association and the Malta Board of Trustees. In the event of a declared emergency the school board has the latitude to extend the school day due to loss of pupil instruction minutes. This agreement will be in effect until both the Malta Education Association and the Malta School Board agree to change or dissolve it.
- 11.2 Building Hours.** The specific hours of any individual building may vary according to the needs of the specific educational program of the School District. Teachers shall be in their respective buildings from 7:45 A.M. to 4:30 P.M. each day except on the last day of the school week when teachers will be released at 4:00.



Chairman, School District #14A

5-21-26

Date



President, Malta Unit of MEA-MFT

May 21, 2026

Date

SCHEDULE "A" MALTA PUBLIC SCHOOL SALARY SCHEDULE 2026-27 SCHOOL YEAR \$36,052.00 BASE						
All Figures, except the initial starting salary are rounded to the nearest \$10.00						
*STARS \$42,856.00						
EXPERIENCE	BA	Q/S 15/10 BA+1*	Q/S 30/20 BA+2**	Q/S 45/30 BA+3***	MA	MA+1
1	\$ 36,052	\$ 37,280	\$ 38,540	\$ 39,150	\$ 39,770	\$ 40,380
2	\$ 37,490	\$ 38,860	\$ 40,230	\$ 40,920	\$ 41,600	\$ 42,290
3	\$ 38,940	\$ 40,450	\$ 41,930	\$ 42,690	\$ 43,440	\$ 44,200
4	\$ 40,380	\$ 42,040	\$ 43,620	\$ 44,450	\$ 45,280	\$ 46,110
5	\$ 41,820	\$ 43,620	\$ 45,320	\$ 46,220	\$ 47,120	\$ 48,020
6	\$ 43,260	\$ 45,210	\$ 47,010	\$ 47,990	\$ 48,960	\$ 49,930
7	\$ 44,700	\$ 46,800	\$ 48,710	\$ 49,750	\$ 50,800	\$ 51,840
8	\$ 46,150	\$ 48,380	\$ 50,400	\$ 51,520	\$ 52,640	\$ 53,750
9	\$ 47,590	\$ 49,970	\$ 52,100	\$ 53,280	\$ 54,470	\$ 55,660
10	\$ 49,030	\$ 51,550	\$ 53,790	\$ 55,050	\$ 56,310	\$ 57,580
11	\$ 50,470	\$ 53,140	\$ 55,480	\$ 56,820	\$ 58,150	\$ 59,490
12	\$ 51,910	\$ 54,730	\$ 57,180	\$ 58,580	\$ 59,990	\$ 61,400
13	\$ -	\$ 56,310	\$ 58,870	\$ 60,350	\$ 61,830	\$ 63,310
14	\$ -	\$ -	\$ 60,570	\$ 62,120	\$ 63,670	\$ 65,220
15	\$ -	\$ -	\$ -	\$ 63,880	\$ 65,510	\$ 67,130
16	\$ -	\$ -	\$ -	\$ 65,650	\$ 67,350	\$ 69,040
17	\$ -	\$ -	\$ -	\$ 67,420	\$ 69,180	\$ 70,950
* 15/10						
** 30/20	College Credits within the education profession					
*** 45/30	College Credits within the education profession					
Q/S	Quarter Credits/Semester Credits					

MALTA PUBLIC SCHOOLS
2026-27 SCHOOL YEAR
LEVEL 4.0 INDEXES

	BA	BA+1 15 Q/10 S	BA+2 30 Q/10 S	BA+3/5th YR 45 Q/30 S	MA	MA+1
1	1.000	1.034	1.069	1.086	1.103	1.120
2	1.040	1.078	1.116	1.135	1.154	1.173
3	1.080	1.122	1.163	1.184	1.205	1.226
4	1.120	1.166	1.210	1.233	1.256	1.279
5	1.160	1.210	1.257	1.282	1.307	1.332
6	1.200	1.254	1.304	1.331	1.358	1.385
7	1.240	1.298	1.351	1.380	1.409	1.438
8	1.280	1.342	1.398	1.429	1.460	1.491
9	1.320	1.386	1.445	1.478	1.511	1.544
10	1.360	1.430	1.492	1.527	1.562	1.597
11	1.400	1.474	1.539	1.576	1.613	1.650
12	1.440	1.518	1.586	1.625	1.664	1.703
13		1.562	1.633	1.674	1.715	1.756
14			1.680	1.723	1.766	1.809
15				1.772	1.817	1.862
16				1.821	1.868	1.915
17				1.870	1.919	1.968

Malta Public Schools
Extra-Curricular Pay Schedule
Schedule "B"
2026-27

Base Salary		\$36,052	
<u>Position</u>	<u>Index</u>	<u>Amount</u>	<u>Season</u>
Head HS Football	0.1280	\$4615	MHSA Season
Assistant HS Football (3)	0.0960	\$ 3461	MHSA Season
MS Football (2)	0.0573	\$2,066	Season
Head HS Boys' Wrestling	0.1280	\$4,615	MHSA Season
Assistant HS Boys' Wrestling	0.0960	\$3,461	MHSA Season
Head HS Girls' Wrestling	0.1280	\$4,615	MHSA Season
Assistant HS Girls' Wrestling	0.0960	\$3,461	MHSA Season
MS Wrestling (2)	0.0573	\$2,066	Season
Head HS Boys' Basketball	0.1280	\$4,615	MHSA Season
Assistant HS Boys' Basketball (2)	0.0960	\$3,461	MHSA Season
MS Boys' Basketball	0.0573	\$2,066	Season
5th & 6th Boys' Basketball	0.0330	\$1,190	8 Weeks -32 Sessions
Head HS Girls' Basketball	0.1280	\$4,615	MHSA Season
Assistant Girls' Basketball (2)	0.0960	\$3,461	MHSA Season
MS Girls' Basketball	0.0573	\$2,066	Season
5th & 6th Girls' Basketball	0.0330	\$1,190	32 Sessions
Head HS Boys'/Girls' Track	0.1280	\$4,615	MHSA Season
Assistant HS Track (3)	0.0960	\$3,461	MHSA Season
MS Track (3)	0.0573	\$2,066	Season
Head HS Volleyball	0.1280	\$4,615	MHSA Season
Assistant HS Volleyball (2)	0.0960	\$3,461	MHSA Season
MS Volleyball (2)	0.0573	\$2,066	Season
5th & 6th Volleyball	0.0330	\$1,190	8 Weeks -32 Sessions
Head HS Golf (1)	0.1280	\$4,615	MHSA Season
Assistant HS Golf (1)	0.0960	\$3,461	MHSA Season
Head HS Cross Country	0.1280	\$4,615	MHSA Season
Assistant HS Cross Country	0.0960	\$3,461	MHSA Season
Speech	0.1280	\$4,615	MHSA Season
Assistant Speech	0.0960	\$3,461	MHSA Season
Head HS Cheerleading (1-2)	0.0330	\$1,190	Fall Season
Head HS Cheerleading (1-2)	0.0330	\$1,190	Winter Season
MS Cheerleading	0.0108	\$389	School Term

BPA	0.0459	\$1,655	School Term
FCCLA	0.0960	\$3,461	School Term
FFA	0.0960	\$3,461	School Term
Key Club	0.0459	\$1,655	School Term
Builders Club	0.0459	\$1,655	School Term
Plays	0.0319	\$1,150	Per Play
Annual	0.0459	\$1,655	Per Year
School Paper	0.0459	\$1,655	Per Year
Junior Class	0.0144	\$519	Pool
Senior Class	0.0144	\$519	Pool
Pep Band	0.0670	\$2,415	Pep Band
Band	0.0670	\$2,415	Performances
Chorus	0.0670	\$2,415	Performances
Intramural		\$50 per Session	Up to 10 Sessions Per Sport
HS Academic Olympics	0.0145	\$523	School Term
MS Academic Olympics	0.0145	\$523	School Term
MS Science Fair	0.0145	\$523	School Term
HS Science Fair	0.0145	\$523	School Term
MS Science Olympiad	0.0145	\$523	School Term
HS Science Olympiad	0.0145	\$500	School Term
HS Student Council	0.0232	\$823	School Term
MS Student Council	0.0232	\$836	School Term
MTSS Coordinator	0.0232	\$836	School Term
MTSS Assistant Coordinator	0.0145	\$523	School Term
Honor Society	0.0145	\$523	School Term
E-Sports	0.0330	\$1,190	Per Season
Family Engagement Coordinator (3)	0.0145	\$523	School Term

Numbers in parentheses indicates the minimum number of assistant coaches. If the Board approves additional assistant coaches, they will be added at the same rate as the assistant coach stipend.

APPENDIX "A"

Letter of Intent

This LETTER OF INTENT is attached to and a part of the Master Agreement.

Section 13.1 (b) 3) a)

CERTIFICATION means certified to teach in the grade or subject according to certificate and endorsement currently active at the time of determination. An example is a Bachelor's degree or better in education certified by the Office of Public Instruction to teach Elementary (K-8) with endorsement in math, reading or other special areas or a Secondary Degree in Education certified by the Office of Public Instruction to teach grades 5-12 with current endorsement in history, math, or other special areas. This does not mean certification eligible to hold but currently held.

THE ABILITY TO WORK means teacher's evaluation made by the School Administration for the previous 3 years and signed by the teacher.

SENIORITY is based on number of years the teacher has taught in the Malta Public Schools.

Section 13.1 (c)

THE RECALL AGREEMENT IS IN EFFECT UNTIL THE FIRST DAY OF SCHOOL FOLLOWING THE 2 YEAR LAYOFF.

The intent of this statement is the teacher affected by the layoff has two school terms, up to the first day of the beginning of the third school term to be recalled.

For example, a teacher laid-off in June of 1998 has until the first day of the school term in 2000 to be recalled.

APPENDIX "B"
Sabbatical Leave Form
**After six (6) years of full-time service only.*

1. Teacher's Name:

2. Years of Service:

3. Sabbatical leave plan:

4. Base Salary:

5. One year substitute salary:

6. Difference:

$\frac{1}{4}$ (start)

$\frac{1}{4}$ (midway)

$\frac{1}{2}$ (upon return)

Date of Board approval:

Teacher's Signature:

Principal's Signature:

***You are required to return to the Malta School District for at least one year.**

APPENDIX "C"
Malta Public Schools
Grievance Form

1. Name of Grievant:

2. Summary of grievance:

3. Date of grievance:

4. Articles and sections violated:

5. Remedy sought:

6. Level I Filing date:

Action date:

Action taken:

7. Level II Filing date:

Action date:

Action taken:

8. Level III Filing date:

Action date:

Action taken:

9. Level IV Filing date:

Action date:

Action taken:

(Attach minutes, supplemental sheets, or other documents to this form.)

APPENDIX "D"

Malta School District 2026-2027 School Calendar

Adopted 3/11/2026

Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

7

Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

18

Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

16

Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

15

Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

13

August

Aug 17	PIR Day
Aug 18	PIR Day
Aug 19	First Day of School

September

Sept 7	No School - Labor Day
Sept 25	TWD 8-2

October

Oct 15-16	No School - MCEL PIR
Oct 22	1 st Quarter Ends
Oct 30	PIR - Parent / Teacher Conferences

November

Nov 20	TWD 8-2
Nov 25-27	No School - Thanksgiving

December

Dec 18	TWD
Dec 22	1 st Semester/2 nd Quarter Ends
Dec 23-Jan 4	No School - Christmas Break

January

Jan 15	TWD 8-2
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February

March

Mar 11	3 rd Quarter Ends
Mar 19	PIR
Mar 29	No School - Easter

April

Apr 23	PER TWD 8-2
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May

May 14	TWD
May 23	Graduation
May 27	Last Day / 2 nd Semester / 4 th Quarter Ends TWD

Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

16

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

16

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

18

Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

18

Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

16

8:00 AM	Start Time Grades K-12	153 Instructional Days
3:50 PM	Dismissal time Grades 4-12	7 Professional Development Days
3:35 PM	Dismissal Time Grades K-3	6 Teacher Work Days
12:00 PM	Dismissal Last Day of School	166 Total Days
	Student Contact Days	
	No School on Friday	