

REVISED: April 1, 2023

**AGREEMENT BETWEEN THE COLUMBIASCHOOL DISTRICT NO. 93 AND
THE COLUMBIA MISSOURI NATIONAL EDUCATION ASSOCIATION**

JULY 1, 2022 - JUNE 30, 2024

This Agreement is entered into between the Columbia School District No. 93 (hereinafter the "District")
and the Columbia Missouri National Education Association (hereinafter the "CMNEA") an affiliate of

[REDACTED]

pathologists, librarian/media specialists, and clinical associates."

The CMNEA was certified as the exclusive bargaining representative of the above-described unit by the District's Board of Education, following an election by those employees in the unit on the 11th day of October, 2012.

SECTION 2.2 Publication of the Agreement. Within 15 days of final approval of this Agreement by both Parties, this Agreement will be placed on the District's website and will be made available in print following appropriate request. Whenever any primary teaching contract is issued to a member of the bargaining unit, the contract will be accompanied by a notice of where this Agreement can be located as

[REDACTED]

[REDACTED]

ARTICLE III NEGOTIATION PROCEDURES

SECTION 3.1 Term of Agreement. This Agreement shall be in effect from July 1, 2022, or such later date as may be shown above through June 30, 2024. All matters within the scope of bargaining have been negotiated and agreed upon. The terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the District and the CMNEA. The Parties each

[REDACTED]

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except as provided in Section 3.4 of this Agreement unless a provision shall be deemed unlawful by a court of competent jurisdiction. Any section found to be unlawful by a court of competent jurisdiction shall be bargained. Bargaining on that section only shall commence within sixty (60) days of the determination that the section(s) is unlawful by a court order. Bargaining shall conform to the procedures

outlined in this Agreement. The bargaining process amendments is limited to thirty (30) days and shall

7. To discipline, dismiss, demote, evaluate, promote, transfer or lay off any employee;
8. To determine the academic calendar; and
9. To determine the duties, responsibilities, and assignments of those individuals in this bargaining unit.

SECTION 4.3 District Authority to Make Changes without Negotiations. CMNEA and the District agree that the District specifically reserves the right to unilaterally change past practices, Board of Education policy or regulations without negotiations with the CMNEA prior to any such changes unless the language of such policy or regulation is quoted in this Agreement with specific reference to the title of the policy or regulation.

ARTICLE V INDIVIDUAL AND CMNEA RIGHTS

SECTION 5.1 Representation on Committees. District committees will be established to provide a forum for communications and to deal with select matters of mutual concern during the term of this Agreement

All such committees so established will be subject to the following guidelines:

1. The committees will consist of members of the District administration, Members of the Bargaining Unit and may include other members representing additional stakeholders as

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available to teachers in each school building. Any Member of the Bargaining Unit who does not receive

[REDACTED]

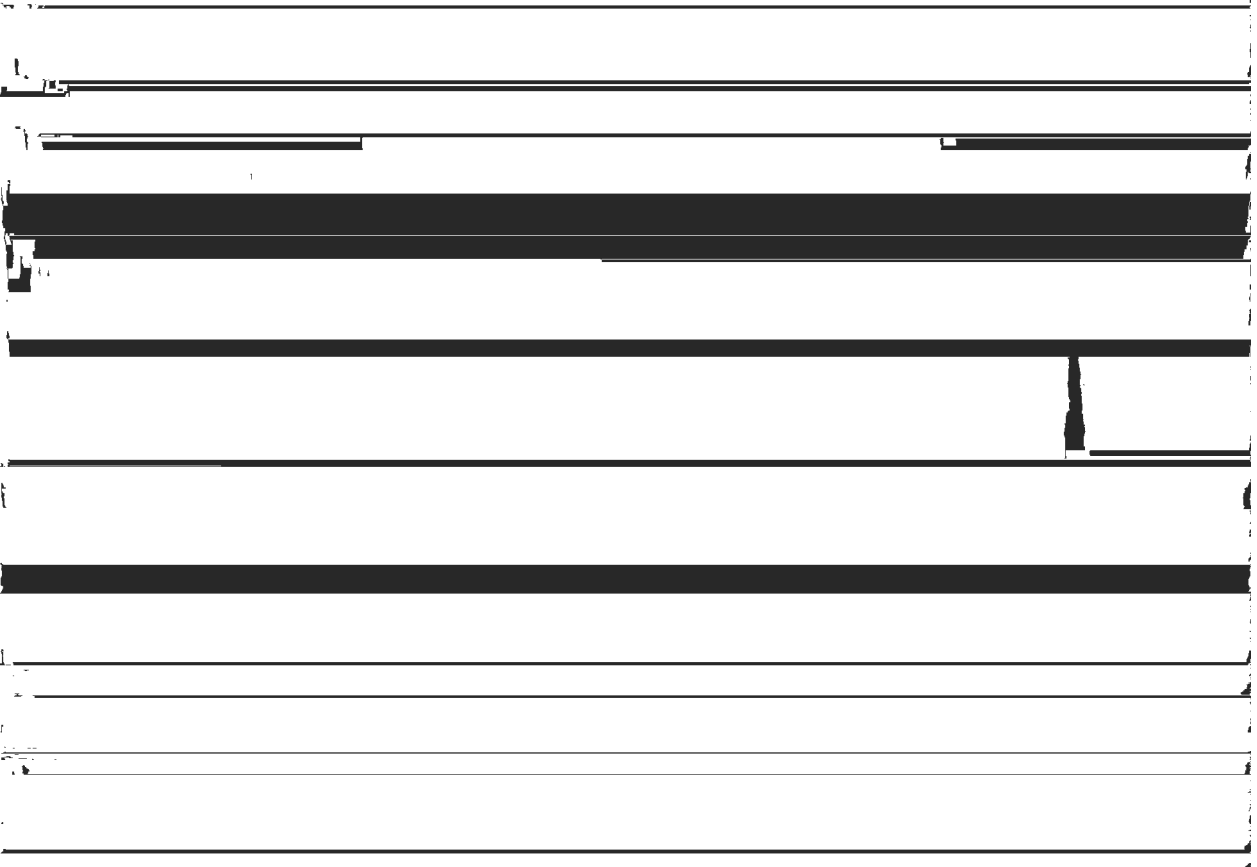
to resolve the issue.

SECTION 5.4 Plannin Time. The parties agree that teachers need time on a regular basis to develop effective instruction. Reasonable best efforts will be made to ensure that all teachers

[REDACTED]

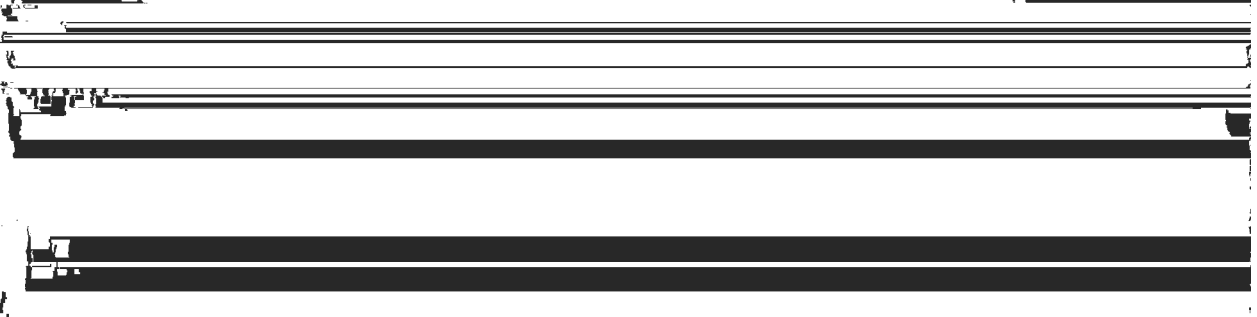
basis.

- an email distribution list of Members of the Bargaining Unit which is either automatically updated or updated monthly.
- names and email addresses of new hires of the Bargaining Unit upon request.
- copies of any handouts provided to Committee Members as a part of open committee meetings of board committees, as requested.
- new teachers at new teacher orientation by means of video, subject to a maximum of 20 minutes.



in length, to explain this Agreement.

- designated bulletin boards in each District building in which Members of the Bargaining Unit work in a location not accessible to students. If one is not available, it will be provided by the District, subject to a maximum of 20 minutes.



Absences.

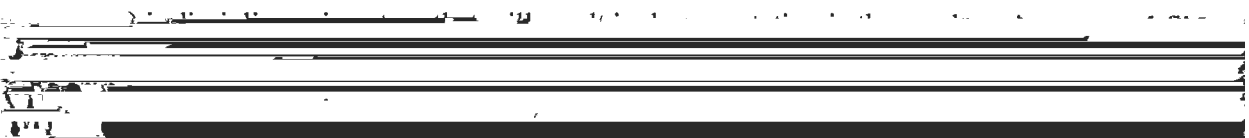
All retiring Members of the Bargaining Unit, who retire in accordance with retirement requirements in Board Policy GCBDA, Professional Staff Short-Term Leaves, regardless of their length of service or



If a Member of the Bargaining Unit's death occurs before retirement, any accumulated sick leave will be included in their last paycheck and paid at the daily sub rate in accordance with Board Policy GCBDA, Short Term Leaves and Absences.

The Family Medical Leave Act ("FMLA") combined leave limitation provisions for spouses as defined in GBBDA who both work for the District will not apply to Members of the Bargaining Unit. Members of the Bargaining Unit who have a spouse as defined in GBBDA who is employed by the District will each be entitled to the 12-week maximum leave period under the FMLA, as long as the leave is FMLA-qualifying and will be used for the birth of a child, bonding/first year care of a child, adoption, or foster care and bonding with a newly placed child.

SECTION 5.10 Rights of Representation. Members of the Bargaining Unit will have the right to the presence of a representative, if requested by the Member, when meeting with a building- and/or district-level administrator regarding an issue that:



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SECTION 5.11 Meetings and Events. Administrators will communicate in advance when Members

[REDACTED]

best efforts to avoid scheduling required meetings prior to 6:30 a.m., and with no less than 24 hours' notice, absent unforeseen circumstances. Administrators shall use reasonable best efforts to limit required meetings and events (not including 504s, IEPs and other individual student/parent/administrator meetings).

When Professional Learning Teams, Data Teams and Professional Learning Community meetings are required, reasonable best efforts will be made to schedule meetings during the regular school day.

[REDACTED]

more often in the administrator's discretion.

Members of the Bargaining Unit can apply to any posted position for which they are qualified, at any time.

SECTION 5.16 Payroll and Leave Corrections. Members of the Bargaining Unit will be given three months to report payroll and leave discrepancies for correction, however, no corrections will be made for discrepancies that are reported after the close of the fiscal year in which an error occurred.

SECTION 5.17 Work Days. The District will use its reasonable best efforts to set aside appropriate time for teacher-directed instructional planning and District-directed professional development when school is not in session. This teacher-directed instructional planning and District-directed professional development time when school is not in session shall collectively be referred to as Standard Teacher Planning and Development time. The District shall use its reasonable best efforts to ensure that the Standard Teacher Planning and Development time is split evenly between teacher-directed instructional planning and District-directed professional development. The Standard Teacher Planning and Development time shall be 111 days per year.

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CMNEA President to the Superintendent or designee not less than 48 hours prior to the meeting for

[REDACTED]

CMNEA will provide reimbursement for the actual costs to the District associated with providing a

[REDACTED]

SECTION 5.23 Arrive By & Leave After Schedules.

Prior to the 1st day of school, members of the Bargaining Unit will be notified in writing of the designated

“leave after” times of the designated school district. If the designated school district

changes its “leave after” times, the member will be notified in writing of the designated

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of each semester to all Members of the Bargaining Unit where employees may sign up to receive
specialty training opportunities to supervise athletic events

[REDACTED]

All athletic supervision pay will be set at \$12 per hour, with a minimum of two hours, and paid in

[REDACTED]

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COLUMBIA MISSOURI NATIONAL EDUCATION ASSOCIATION

BY.
President

COLUMBIA SCHOOL DISTRICT NO. 93

BY
President, Board of Education

ATTESTED

BY.
Secretary, Board of Education

