

Amendment to the 2025-2026 Classified Negotiated Agreement

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- A. The District has set up a vision insurance program for employees with voluntary participation and for which the employee will pay the entire premium.
- B. That in the case of full-time married employees, both working full time for the District, one hundred percent (100%) of the family health and major medical insurance premium and family dental insurance premium will be provided to the married employees by the school district.
- C. Prescription drug available at \$8.00/ prescription generic; \$35.00/ prescription preferred brand; \$55.00/ prescription non-preferred brand; \$55.00/ prescription select non-preferred brand; \$85.00/ prescription specialty drugs.
- D. The Group Fringe Benefit Option Plan will provide, as long as available, that any qualified employee may elect to change from the option program as provided for herein into the health and major medical insurance provided for under the plan without evidence of acceptability if such employee loses (involuntarily) his/her coverage under another health and major insurance coverage for any of the following reasons:
 - 1. Spouse has medical coverage terminated.
 - 2. Death of spouse; or
 - 3. Divorce or marriage.

PERSONAL LEAVE

- A. Subject to the qualifications stated in "C" below, each classified employee will be credited with 8-hour days of personal leave on a monthly basis pro-rated from the following totals: 9-month employees – 13 days; 10-month employee – 15 days; 11-month employees – 16 days; 12-month employees – 22 days. New employees hired after the beginning of the fiscal year shall be granted personal leave on a pro-rata basis for that fiscal year. Personal leave for reasons other than illness can be taken as long as no more than fifteen percent (15%) of the non-certified staff, rounded to the next whole person in anyone building, is gone for personal leave. Personal leave cannot be taken on days when school is not in session unless the employee's work assignment gives the employee professional development or other work assignments on those days or unless the following applies: up to three (3) days of personal leave may be taken during the work assignment term on days when school is scheduled to be in session but is not in session due to weather or other conditions causing cancellation of the school session. The district will grant two (2) additional days of paid leave for hourly employees, not on a 12 month work agreement, who do not report to their work assignment on days of inclement weather or other conditions causing cancellation, after they have used their three days of personal leave to cover when school is scheduled to be in session, but is not in session due to weather or other conditions causing cancellation of the school session. Employees will be allowed, at their discretion, to use up to three (3) of their personal leave days over the Christmas break. If staff members elect to use personal leave over break and then run out of workdays in their work agreement, it will be understood that they will work the needed days to get to the end of the school year.

Employees will be granted two (2) days paid funeral leave for immediate family members, including parents, stepparent, siblings, step siblings, spouse, children and grandchildren.

- B. Employees may elect to bank up to five (5) days of personal leave to be used in the following year or years, but no more than a total of five (5) days shall be banked at any one time. Compensation for accrued, but unused, personal leave (except up to five (5) banked personal days) shall be paid at the rate of One Hundred Percent (100%) of the employee's normal compensation rate for currently employed employees as of the first paycheck in June for part-time employees, and the first paycheck in July for full-time employees, or in the event of death or permanent disability of an employee, or if the employee is given Notice of Intent Not to Reemploy by the District under EMPLOYMENT, Section B. In the event of resignation, an employee shall receive compensation for accrued, but unused personal leave as provided herein (including unused banked days), provided such employee gives thirty days written notice of the time of their resignation as provided in EMPLOYMENT. No compensation is payable if the employee's employment is terminated by the District during the work year. Compensation under this provision shall only be payable to employees with at least five years of continuous employment by the District. Summer breaks for nine (9) month and ten (10) month and eleven (11) month employees will not interrupt continuity of employment for purposes of this provision.

Approved this _____ day of _____, 2025.

Amber Vogt, School Board President

Mary Schumacher, LDESPA President