



2019-2021  
MFT Local 59  
DISTRICT PROPOSAL  
Date Passed – October 10, 2019

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SCHEDULE E – Reserve Teachers

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**See Article 8, Reserve Teachers**

**Reserve Cadre Teachers:**

~~July 1, 2015~~ – **\$180 per day**

The District may contract reserve teachers in accordance with the following:

- Cadre Reserve teachers agree to work whenever and wherever assigned on a daily basis.
- The District agrees to provide at least eighty-five (85) work days for each Cadre Reserve teacher per school year.
- Each Cadre Reserve teacher shall receive \$180 per day.
- Low cost teacher-only health coverage shall be available to Cadre Reserve Teachers at the rates provided in Article 9.4.2. Cadre Reserve Teachers will have the option of paying the additional cost for family medical coverage.
- Access to teacher staff development opportunities after school, on release days and weekends shall be provided whenever possible to Cadre Reserve teachers.
- Cadre Reserve teachers will receive feedback on their performance from the principal or site supervisor and the teachers at the school and site. A copy of the performance feedback will be given to the Cadre Reserve teacher and the Division of Human Resources by the principal or supervisor, as in Article 8.2.6.

**Long-Call Reserve Teachers:**

~~Effective July 1, 2015~~ – **\$170 per day**

- The pay for the long-call reserve teachers shall be \$170 per day.
- Access to purchase employee-only health insurance for the duration of the long-call reserve assignment shall be provided if the long-call reserve assignment is for at least one (1) semester (90 days) or more and the long-call reserve teacher enrolls within the first thirty (3) days of the assignment. Payment for the full cost of the health coverage will be submitted by the long-call reserve teacher on a monthly basis.
- Long-call reserve assignments are assignments in which the reserve teacher serves at least ~~twenty (20)~~ fifteen (15) consecutive work days in the same assignment and without a sixty (60) work day break in employment
- Each long-call reserve teacher shall also be provided the performance feedback as defined in Article 8.2.6.
- Reserve teachers on long-call assignment will be permitted one (1) day of sick leave for every ~~twenty (20)~~ fifteen (15) consecutive duty days served during the school year. Sick leave may be accumulated to a maximum of sixty (60) days. A break in employment of fifty-nine (59) consecutive days not worked, not including scheduled recess or vacation periods when students are not in session, shall result in loss of accumulated sick leave days.

**Short-Call Reserve Teacher:** ~~Effective July 1, 2015~~

**Subd. 1. Pay Scale:**

**\$160 per day**

**Subd. 2 Incentive for Priority Schools:** The District shall pay an incentive in the form of a \$160 stipend to teachers who serve three (3) consecutive student days at a Priority-High Need School or Special Education site. To receive the stipend, a short-call reserve teacher must serve three (3) consecutive student days at the same Priority-High Need School or Special Education site.

**Subd. 3 Performance Feedback:** Short-call reserve teachers shall also be provided the performance feedback as defined in Article 8.2.6.