

South Heart Public School District #9

South Heart Education Association

2017-18 Professional Negotiated Agreement

**SOUTH HEART PUBLIC SCHOOL DISTRICT #9
PROFESSIONAL NEGOTIATED AGREEMENT**

**2017-18
SCHOOL YEAR**

ARTICLE I. BENEFITS

- A. For the 2017-18 school year, each full-time teacher will receive a fringe benefit of \$11,000.00. A part-time teacher will receive a prorated fringe benefit based upon that teacher's individual contract. Teachers can elect to use the fringe benefit package towards any combination of the following in accordance with federal and state law.
1. Health Insurance
 2. Vision Insurance
 3. Health Flexible Spending Account
 4. Healthcare Savings Account
 5. Dependent Care Flexible Spending Account
 6. 403B Retirement Account
 7. AFLAC
 8. Cash option
- B. The following benefits are offered to teachers by the South Heart Public School District.
1. Health insurance - Health insurance costs beyond the fringe benefit shall be the responsibility of the teacher through payroll deduction
 2. Vision insurance - Vision insurance for the teacher only shall be 100% paid by the District. Any additional costs for other family members shall be the responsibility of the teacher through payroll deduction.
 3. Health Flexible Spending Account - maximum as allowed by law
 4. Healthcare Savings Account - maximum as allowed by law
 5. Dependent Care Flexible Spending Account - maximum as allowed by law
 6. 403B Retirement Account - maximum as allowed by law
 7. Term life insurance - \$25,000.00 Basic Life Insurance and Accidental Death and Dismemberment for the teacher only shall be 100% paid by the District. Additional coverage shall be the responsibility of the teacher through payroll deduction.
 8. TFFR Model 1 - 12.75% paid by the District. 11.75% shall be the responsibility of the teacher through payroll deduction
 9. Social security - As required by law.
 10. AFLAC - AFLAC costs beyond the fringe benefit shall be the responsibility of the teacher through payroll deduction.

ARTICLE II. LUNCH TIME

Elementary and secondary teachers may be assigned lunch supervision as needed by the Administration on a rotational system so that teaching staff may be afforded the opportunity for duty free lunch as much as possible. Teachers assigned to lunch duty will be offered a free lunch on those days they are on duty. All teachers on duty choosing not to eat school lunch will be reimbursed the cost of a school lunch meal. Payment will be made at the end of the school year.

ARTICLE III. PROFESSIONAL LEAVE

The Board encourages all teachers to participate in professional development. Teacher(s) wishing to attend a professional development activity will complete and submit a Professional Development Request Form to the Superintendent for approval. Approval will be granted if funding exists and the professional development activity is deemed beneficial to the school and the students.

ARTICLE IV. SALARY SCHEDULE

2017-18 Base Salary - \$40,300.00
2017-18 Increment/Step - Granted
See Attached Salary Schedule

Fifteen (15) years of experience will be allowed to be brought in by new employees for teaching & extra-curricular activities. **Additional years of experience may be granted by the Superintendent with prior approval by the South Heart School Board.**

2017-18 Contract will consist of 183 days including:

- 175 Student Contact Days.
- 2 P/T Conferences
- 3 Holidays as identified in NDCC
- 3 In-service Days
- 183 Total Contract Days

ARTICLE V. SALARY -- TEN (10) MONTH OR TWELVE (12) MONTH PAYMENT PLAN

All teaching staff will participate in direct deposit.

Teachers choose their salary payment to be either on a 10 month or 12 month basis prior to the first payday in September. Those that choose 10 payments will receive the final 2 contract payments in May. Those that choose 12 payments will receive the final 4 contract payments in May.

People involved in extra-curricular activities may be paid twice (midway through the activity and at the end of the activity). It is the responsibility of the individual advisors to inform the Activities Director at the beginning of the activity whether he/she wants 1 or 2 payments.

ARTICLE VI. PAID TIME OFF (PTO):

Certified teachers will be allowed Paid Time Off (PTO) each school year as determined by years of experience on salary schedule.

- 0-9 years of experience 13 PTO days per school year
- 10-19 years of experience 14 PTO days per school year
- 20-29 years of experience 15 PTO days per school year
- 30+ years of experience 16 PTO days per school year

PTO may be used for sick leave, personal leave or bereavement leave. For teachers that are not full-time, PTO days will be prorated at the percent of their full-time equivalency. Unused PTO days at the end of each school year shall be accumulated in each teacher's personal sick leave bank until a

maximum of 90 days is reached. These accumulated days shall only be used for sick leave and can only be used once all PTO has been used. Unused days of sick leave in excess of 90 days at the end of the school year shall be paid in June of each school year, at the rate of \$25.00 per unused day. **Retiring Certified Staff**: A payment of \$25.00 per day for unused sick leave will be paid to retiring certified staff that have worked a minimum of 15 years. Payment will be up to a maximum of 90 days.

ARTICLE VII. PREP PERIOD GUARANTEE

All teachers will receive a prep period during the student contract day (50 minutes for grades 7-12 teachers) and (a minimum of 40 minutes for grades K-6). A teacher that agrees to teach an additional class and forego his/her prep period for a semester or full school year will be compensated at contracted pay for the additional class. 7-12 prep periods shall be defined on the South Heart High/Junior High Master Class Schedule. K-6 prep periods shall be defined and occur when students attend elementary music and physical education.

ARTICLE VIII. SUBSTITUTE TEACHERS:

Teachers will be compensated \$20/period or \$10/half-period for loss of prep time when subbing for other teachers during their designated prep period.

ARTICLE IX. EXTRA-CURRICULAR SCHEDULE

Increment will be applied with 2017-18 contract.

- A. Heart River Co-op Sports Coaching Salaries will be paid according to the Heart River Co-op Salary Schedule.
- B. All other Extra-Curricular Activity Advisor positions will be paid according to the attached Extra-Curricular Salary Schedule.

ARTICLE X. TUITION ASSISTANCE

Teachers may submit a written request to the Superintendent for tuition assistance for coursework necessary for the teacher to become highly qualified or receive an endorsement/certification that is beneficial and/or necessary to the district. The Superintendent shall then make a recommendation to the School Board after soliciting input from the Administrative Advisory Committee. Final approval is determined by the School Board.

ARTICLE XI. COMMITTEE ASSIGNMENTS:

At the beginning of each school year, teachers will have the option to select and serve on various school committee(s). If a specific committee does not have enough volunteers, the Administrative Advisory will assign teachers to committees based upon their current employment position and interest. When possible, committees are encouraged to meet either before or after school during the regular teacher work day. However, when approved by the Administration, committees that meet beyond the regular teacher work day shall be compensated at \$20/hr rounded to the nearest quarter hour. IEP meetings and other meetings mandated by the Administration either before or after the regular teacher work day will also be compensated at \$20/hr rounded to the nearest quarter hour.

ARTICLE XII. SAVINGS CLAUSE

Should any part of this negotiated agreement be declared illegal by a court of competent jurisdiction, said article, section, or clause, as the case may be, shall automatically be deleted from this agreement, but the remaining parts of this agreement shall remain in force and effect for the duration of this agreement.

DATE: May 10, 2017

SCHOOL BOARD NEGOTIATORS

Lynette Silbernagel
Lynette Silbernagel

Jon Jacobson
Jon Jacobson

TEACHER NEGOTIATORS

Josh Tormaschy
Josh Tormaschy

Jefica Smith
Jefica Smith

South Heart Public School District #9 2017-18 Salary Schedule

Years	SEMESTER HOURS					
	Base 40300 BS + 0	BS + 10	BS + 20	BS + 30	BS + 40	BS + 50 or Masters
0	40300	40700	41100	41500	41900	42350
1	40700	41100	41500	41900	42350	42800
2	41100	41500	41900	42350	42800	43250
3	41500	41900	42350	42800	43250	43700
4	41900	42350	42800	43250	43700	44200
5	42350	42800	43250	43700	44200	44700
6	42800	43250	43700	44200	44700	45200
7	43250	43700	44200	44700	45200	45700
8	43700	44200	44700	45200	45700	46250
9	44200	44700	45200	45700	46250	46800
10	44700	45200	45700	46250	46800	47350
11	45200	45700	46250	46800	47350	47900
12	45700	46250	46800	47350	47900	48450
13	46250	46800	47350	47900	48450	49000
14	46800	47350	47900	48450	49000	49550
15	47350	47900	48450	49000	49550	50100
16		48450	49000	49550	50100	50650
17		49000	49550	50100	50650	51200
18		49550	50100	50650	51200	51750
19		50100	50650	51200	51750	52300
20		50650	51200	51750	52300	52850
21			51750	52300	52850	53400
22			52300	52850	53400	53950
23			52850	53400	53950	54500
24			53400	53950	54500	55050
25			53950	54500	55050	55600
26				55050	55600	56150
27				55600	56150	56700
28				56150	56700	57250
29				56700	57250	57800
30				57250	57800	58350
31					58350	58900
32					58900	59450
33					59450	60000
34					60000	60550
35					60550	61100
36						61650
37						62200
38						62750
39						63300
40						63850

South Heart Public School District #9 2017-18 Extra-Curricular Salary Schedule

<u>ACTIVITY</u>	<u>BASE</u>
Instrumental and vocal music grades 5-12	\$3,000.00
Elem. Music Concerts	\$300.00
Acalympics - Junior & Senior High (\$200 each)	\$200.00
CloseUp	\$1,500.00
Drama	\$1,625.00
FCCLA	\$825.00
FFA	\$2,750.00
Junior Class Advisor *	\$750.00
North Dakota Honor Society	\$150.00
Science Olympiad	\$350.00
Speech	\$2,000.00
Student Council	\$400.00
Yearbook	\$1,700.00

* Junior Class Advisor
\$750 without concession
- OR \$1600 with concessions (could be two people)

<u>BASE AMOUNT</u>	<u>ANNUAL INCREMENT</u>
\$1000.00 & UP	\$70.00
\$700.00 - \$999.00	\$60.00
\$550.00 - \$699.00	\$50.00
\$450.00 - \$549.00	\$40.00
\$300.00 - \$449.00	\$30.00
\$299.00 - & LESS	\$20.00

***Payment for extra curricular can be made twice. Payment may be made 1/2 way through the activity. It is the responsibility of the staff member in charge of the activity to inform the business manager 1/2 way through the activity if they want 1/2 of the payment.

***Years of experience allowed to be brought in will be fifteen (15) years.

***Job descriptions will be applicable to all positions.

***When the need arises for an assistant, an advisor may submit a written request to the Activities Director and Superintendent. This request should be made within two weeks of the start date of the activity. Approval and pay will be decided by the Superintendent with input from the Activities Director and the Advisor submitting the request.

