

NEGOTIATED CONTRACT

2017 – 2018

2018 -- 2019

Negotiated Contract for 2015-2016 and 2016-2017 between
the Board of Education of Strasburg School District #15
and the Strasburg Education Association

Approved by..... *Bernice Kaller*
School Board President

Date..... *5-8-17*

Approved by..... *[Signature]*
Education Association President

Date..... *May 5th 2017*

I. SALARY AND FRINGE BENEFITS

- a. Base Salary (in 2016-2017 change
 - i. \$36,000.00 with 44 steps for 2017-2018 and \$37,000.00 with 45 steps for 2018-2019.
- b. Step increase
 - i. Amount will be based upon years of experience.
 - 1. \$375 = 1-4 years experience
 - 2. \$385 = 5-9 years experience
 - 3. \$395 = 10 or above years experience.
- c. Lane Increase
 - i. Increase given for every 6 credits earned.
 - 1. \$350
- d. Lane added (in 2016-17 negotiations
 - i. MA + 15
- e. Health Insurance
 - i. The Board will pay for a single policy health insurance for those enrolled in the school insurance group (can apply to family or SPD).
- f. Teachers' Retirement
 - i. Each teacher's contribution to the Teacher's Fund for Retirement shall be tax deferred as provided by HB 1095, adopted by the 1983 Legislature. (Subtract Teachers' Retirement from the gross salary, then figure withholding and state tax. Social Security is figured on full gross salary.)
- g. Miscellaneous
 - i. A teacher advancing from a BS-BA degree to a higher degree shall continue at their experience level. For example, if a teacher was on their seventh step and received their Master's Degree, they would move across the pay schedule to Master's Degree, seventh step. They shall not be penalized for having increased their educational degree.
 - ii. If necessary for hiring purposes, the Board may pay an incoming teacher above the salary schedule.
 - iii. New teachers to the district will be paid for 8 years experience according to the salary schedule. (2013-14change
- h. Payment
 - i. Salaries shall be paid in nine, ten, or twelve installments according to the teacher's request.
 - ii. Payment of salary installments shall be made by direct deposit on the 20th of each month. If the 20th occurs on a weekend, payment shall be made on the Friday prior to the 20th. (2010-2011)
 - iii. Auxiliary and extra-curricular checks shall be given to employees no later than ten business days after the regular monthly Board meeting. (2013-14change
- i. Substitute Teacher
 - i. If a substitute teacher is not available, a regular full-time teacher shall have the right to refuse the assignment to a class or portion of any class other than their own.

II. EMPLOYEE LEAVE

- a. Sick Leave
 - i. Sick leave shall be 10 days annually, accumulative to 100 days. A maximum of 10 days can be used for family sick leave or bereavement (spouse, child, or parent).

- ii. Reimbursement of \$75 per day for all sick leave that cannot be accumulated after 100 days. (2013-14change
 - iii. Maternity leave will be five consecutive calendar weeks.
 - iv. A teacher using more than his/her accumulated sick leave or that granted to him/her as an active participating member of the Strasburg Public School Sick Leave Bank will be allowed to receive his/her regular pay minus the cost of the substitute teacher for a period not to exceed 5 days. (2010-2011)
- b. Bereavement Leave
 - i. Teacher shall receive 5 bereavement days annually. (Spouse, child, parent. Immediate family left to the discretion of administration. (2016-17 change
- c. Personal Leave
 - i. Teachers shall receive 2 personal days annually, accumulative to 10 days.
 - ii. Reimbursement of \$75 per day for all personal leave that cannot be accumulated after 10 days. (2016-17change
 - iii. A summer school teacher will receive 1 additional personal day per summer, but only 2 unused days per year may be transferred to that teacher's personal day accumulative total.
 - iv. If a teacher is out of personal leave, 1 additional day may be taken from sick leave and used as a personal day.
 - v. Staff members will not be docked personal hours to attend a local funeral for relatives of school personnel or to perform at a local funeral.
- d. Professional Leave
 - i. To improve the quality of education, a teacher shall be entitled to professional leave each school year for purposes of attending workshops, conferences, training sessions, and other professional activities without loss of personal or sick leave pay. Attendance at such activities must be approved in advance by the Superintendent.
- e. Termination
 - i. At termination of employment, teacher shall be paid for ½ of the unused sick leave he/she has accumulated based on current substitute pay.
 - ii. At termination of employment, teacher shall be paid for all their unused personal leave he/she has accumulated based on their regular rate of pay. (NDCC-46-02-07-02-12)-(16-17)
- f. Sabbatical Leave
 - i. Sabbatical leave may, at the discretion of the Board, be granted to a teacher for the following purposes:
 - 1. To work toward a higher level of education.
 - 2. To fulfill a military or governmental obligation.
 - 3. To promote or provide service to the field of education.
 - 4. To hold public office.
 - ii. Teachers on leave will be assured of a position in the school system at the conclusion of the leave, provided written notice of intent to return is received by the Superintendent of Schools no later than April 15 of the calendar year in which said leave is to be completed. Failure to submit written notice of intent to return on or before April 15 shall be deemed to be voluntary resignation and waiver of right to re-employment.
 - iii. Teachers returning from a sabbatical leave from which the district derives benefit in terms of having a teacher with an improved education or educational experience shall

- return to duty with that period of leave counting for purposes of salary, seniority, and all other purposes.
 - iv. Those taking sabbatical leave for other than education related reasons will assume an experience position on the salary schedule corresponding to their position at the time the leave commenced.
 - v. Teachers on leave will forfeit all salary, wages, and benefits while on leave of absence, but shall retain the right to continue participation in health insurance.
- g. Public Service Leave
- i. Jury Duty Subpoenas (2015-2016)
 - ii. In the event that a teacher is assigned jury duty from which a release cannot be obtained, the following procedure will be followed:
 - 1. Teachers subpoenaed as witnesses, in legal actions other than those in which the School District and teacher or the Association are opposing parties and teachers called for jury duty shall be responsible for the organization and coordination of their regular school responsibilities and shall receive regular salary without deduction or interruption. No sick or personal leave day will be lost. Any payment received by the teacher, from the court for serving on a jury, will be turned over to the Strasburg School District with the exception of the allowance for mileage. The Strasburg School District will be solely responsible for the payment of the substitute teacher.
- h. Miscellaneous
- i. A teacher will not be granted a leave of absence for different employment.

III. WORKLOAD

- a. It is imperative that a teacher's workload is scheduled so that the student receives the best possible education. The Board and association recognize that good teaching requires adequate preparation time, proper teacher workroom facility, controlled class size, adequate materials, and class assignment in the teacher's field.
 - i. Teachers shall have a minimum of one preparation period daily or equivalent thereof.
 - ii. Assignment to a supervised study period shall be considered a teaching period.
 - iii. In order that students receive the maximum benefit, class size should be set at state level.
 - iv. There should be no more than 2 classes combined in a combination classroom.
 - v. A combination class is defined as a class in which students from two adjacent elementary grades which require separate preps are grouped within one classroom under one teacher. A teacher with a combination class shall be compensated at the rate of \$20.00 per teaching day. (2016-17change
 - vi. A junior/high school teacher who is asked to teach 7 periods shall be compensated for the extra period same pay as contract per period. (2016-17change
 - vii. Contracted teachers who accept a class which requires them to forfeit their preparation period shall be compensated at \$20.00 per class period or \$10.00 per half a class period of substitution. (2016-17change
 - viii. Teachers shall be notified of class scheduling by July 15th, subject to change. ('16-17
 - ix. A committee consisting of faculty members, school board and community members shall be formed when major program changes are proposed.

- x. Contract days not to exceed those days as mandated by the state. (2013-14

IV. MILEAGE

- a. All mileage will be at the going rate up to 600 miles for approved workshops, and does not include summer school mileage.
- b. The rate paid to teachers will be the same as paid by the District for other business.
- c. Mileage Rate shall be the new rate mandated by the state.(2013-14
- d. Coaches shall be paid mileage for scouting ball games.
 - i. The mileage is to be deducted for the extra-curricular salary allowed for the sport, if coaches will accept payment for sport at end of season.

V. TRAVEL

- a. Meals will be paid for teachers who chaperone students on field trips and other away from home school activities, up to \$10 per meal, at a maximum cost of \$20 per day.
 - i. Receipts must be turned in to get reimbursed for meals.
 - ii. If attending a Federal conference the Board will allow federal rate reimbursements with receipts. (2015-2016

VI. EDUCATION

- a. A certified staff member in the district may accumulate additional hours of training – 20 semester hours over a 5 year period.
- b. The district will reimburse the certified staff member for the receipt amount up to \$175 per semester hour and \$50.00 for registration.
- c. When proof of attendance and receipt of payment is presented in September to the Administrative office, reimbursement can then be requested at the regular October School Board meeting or later. (2013-14 changes
- d. No reimbursement for the credit hour if it is already covered by grant money or it didn't cost the participant any money.
- e. Anyone making a schedule jump must verify to the office by September 10 or no lane change will occur for that school year.
- f. Bachelor's track can be undergraduate, graduate, or continuing education semester hours. If a person wishes to attain the Master's track, work will be performed in the graduate area.
- g. Place on the schedule must be verified by actual transcripts. All hours presently accrued will count on this schedule. From here on the typed of track desired will be up to the individual – graduate or undergraduate credit.
- h. Work in the track above is to be in the teachers' teaching areas, possible new teaching area, related workshops, etc. – to be approved through the school office.

VII. SICK LEAVE BANK (2013-14 change

- a. Certified staff have the right to participate in the Sick Leave Bank.
- b. Certified staff will make up the Sick Leave Bank Committee and will consist of two elementary teachers and two high school teachers.
- c. The Sick Leave Bank Committee will oversee the Sick Leave Bank by keeping all records.
- d. The Sick Leave Bank Committee will let the business manager know who is participating in the Sick Leave Bank as well as who has donated to the bank.

- e. Within two business days of reaching a decision to give days from the Sick Leave Bank, the Sick Leave Bank Committee will let the business manager know the number of days that are to be given from the Sick Leave Bank and to whom the days are to be given to.

VIII. EXTRA-CURRICULAR

- a. Contracts
 - i. All extra-curricular positions will be filled via signed contract and at the 1st professional development meeting in the fall the extra-curricular positions will be decided and contracts will go out.
- b. Salary
 - i. Salary for extra-curricular activities will follow the schedule on the following page.
 - ii. If there is no Assistant Coach, the Head Coach will receive the Head Coach pay plus 75% of the Assistant Coach's pay.
- c. Payment
 - i. Extra-curricular salaries will be paid at the conclusion of the season/activity/year.
- d. Post-Season Pay
 - i. Head Coach
 - 1. The Head Coach will receive \$100 per week for advancement in post-season play according to the rules listed below.
 - ii. Assistant Coach
 - 1. The Assistant Coach will receive \$75 per week for advancement in post-season play according to the rules listed below.
 - iii. Rules
 - 1. Volleyball and Basketball
 - a. After District Tournament.
 - 2. Music, Track, Golf, Science, Speech, and Drama
 - a. After Regional Competition.
 - b. Max of \$100/year.
 - 3. Football
 - a. After regular season.
- e. Ticket-taking
 - i. In order to receive free admission to ball games, teachers will be required to take tickets at ball games or obtain an adult substitute.
 - ii. Pay
 - 1. \$10.00/hour – nearest quarter hour. (2016-17)
- f. Clock or book-keeping
 - i. Pay
 - 1. \$12.50/game for elementary/JH contests-(BB,VB, Jr.High FB, BB,VB)
 - 2. \$15/game for sub-varsity and varsity contests-(BB, VB)
 - 3. \$25.00/ varsity football game (2016-17)
 - 4. \$20.00/ junior varsity football game (2016-17)

	Strasburg School			2017-2018						8
	BA	BA+6	BA+12	BA+18	BA+24	BA+30	BA+36	BA+42	MA	MA+15
0	36000	36350	36700	37050	37400	37750	38100	38450	39000	39550
1	36375	36725	37075	37425	37775	38125	38475	38825	39375	39925
2	36750	37100	37450	37800	38150	38500	38850	39200	39750	40300
3	37125	37475	37825	38175	38525	38875	39225	39575	40125	40675
4	37500	37850	38200	38550	38900	39250	39600	39950	40500	41050
5	37885	38235	38585	38935	39285	39635	39985	40335	40885	41435
6	38270	38620	38970	39320	39670	40020	40370	40720	41270	41820
7	38655	39005	39355	39705	40055	40405	40755	41105	41655	42205
8	39040	39390	39740	40090	40440	40790	41140	41490	42040	42590
9	39425	39775	40125	40475	40825	41175	41525	41875	42425	42975
10	39820	40170	40520	40870	41220	41570	41920	42270	42820	43370
11	40215	40565	40915	41265	41615	41965	42315	42665	43215	43765
12	40610	40960	41310	41660	42010	42360	42710	43060	43610	44160
13	41005	41355	41705	42055	42405	42755	43105	43455	44005	44555
14	41400	41750	42100	42450	42800	43150	43500	43850	44400	44950
15	41795	42145	42495	42845	43195	43545	43895	44245	44795	45345
16	42190	42540	42890	43240	43590	43940	44290	44640	45190	45740
17	42585	42935	43285	43635	43985	44335	44685	45035	45585	46135
18	42980	43330	43680	44030	44380	44730	45080	45430	45980	46530
19	43375	43725	44075	44425	44775	45125	45475	45825	46375	46925
20	43770	44120	44470	44820	45170	45520	45870	46220	46770	47320
21			44865	45215	45565	45915	46265	46615	47165	47715
22				45610	45960	46310	46660	47010	47560	48110
23				46005	46355	46705	47055	47405	47955	48505
24					46750	47100	47450	47800	48350	48900
25					47145	47495	47845	48195	48745	49295
26					47540	47890	48240	48590	49140	49690
27					47935	48285	48635	48985	49535	50085
28					48330	48680	49030	49380	49930	50480
29					48725	49075	49425	49775	50325	50875
30	Base Salary		36000		49120	49470	49820	50170	50720	51270
31	Increase				49515	49865	50215	50565	51115	51665
32	Step	1-4 yrs.	375		49910	50260	50610	50960	51510	52060
33		5-9 yrs.	385		50305	50655	51005	51355	51905	52455
34		10 + yrs.	395		50700	51050	51400	51750	52300	52850
35	Lane		350		51095	51445	51795	52145	52695	53245
36	MA Lane		550		51490	51840	52190	52540	53090	53640
37					51885	52235	52585	52935	53485	54035
38					52280	52630	52980	53330	53880	54430
39					52675	53025	53375	53725	54275	54825
40					53070	53420	53770	54120	54670	55220
41					53465	53815	54165	54515	55065	55615
42					53860	54210	54560	54910	55460	56010
43					54255	54605	54955	55305	55855	56405
44					54650	55000	55350	55700	56250	56800
45					55045	55395	55745	56095	56645	57195

	Strasburg School			2018-2019							9
	BA	BA+6	BA+12	BA+18	BA+24	BA+30	BA+36	BA+42	MA	MA+15	
0	37000	37350	37700	38050	38400	38750	39100	39450	40000	40550	
1	37375	37725	38075	38425	38775	39125	39475	39825	40375	40925	
2	37750	38100	38450	38800	39150	39500	39850	40200	40750	41300	
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6	39270	39620	39970	40320	40670	41020	41370	41720	42270	42820	
7	39655	40005	40355	40705	41055	41405	41755	42105	42655	43205	
8	40040	40390	40740	41090	41440	41790	42140	42490	43040	43590	
9	40425	40775	41125	41475	41825	42175	42525	42875	43425	43975	
10	40820	41170	41520	41870	42220	42570	42920	43270	43820	44370	
11	41215	41565	41915	42265	42615	42965	43315	43665	44215	44765	
12	41610	41960	42310	42660	43010	43360	43710	44060	44610	45160	
13	42005	42355	42705	43055	43405	43755	44105	44455	45005	45555	
14	42400	42750	43100	43450	43800	44150	44500	44850	45400	45950	
15	42795	43145	43495	43845	44195	44545	44895	45245	45795	46345	
16	43190	43540	43890	44240	44590	44940	45290	45640	46190	46740	
17	43585	43935	44285	44635	44985	45335	45685	46035	46585	47135	
18	43980	44330	44680	45030	45380	45730	46080	46430	46980	47530	
19	44375	44725	45075	45425	45775	46125	46475	46825	47375	47925	
20	44770	45120	45470	45820	46170	46520	46870	47220	47770	48320	
21			45865	46215	46565	46915	47265	47615	48165	48715	
22				46610	46960	47310	47660	48010	48560	49110	
23				47005	47355	47705	48055	48405	48955	49505	
24					47750	48100	48450	48800	49350	49900	
25					48145	48495	48845	49195	49745	50295	
26					48540	48890	49240	49590	50140	50690	
27					48935	49285	49635	49985	50535	51085	
28					49330	49680	50030	50380	50930	51480	
29					49725	50075	50425	50775	51325	51875	
30	Base Salary		37000		50120	50470	50820	51170	51720	52270	
31	Increase				50515	50865	51215	51565	52115	52665	
32	Step	1-4 yrs.	375		50910	51260	51610	51960	52510	53060	
33		5-9 yrs.	385		51305	51655	52005	52355	52905	53455	
34		10 + yrs.	395		51700	52050	52400	52750	53300	53850	
35	Lane		350		52095	52445	52795	53145	53695	54245	
36	MA Lane		550		52490	52840	53190	53540	54090	54640	
37					52885	53235	53585	53935	54485	55035	
38					53280	53630	53980	54330	54880	55430	
39					53675	54025	54375	54725	55275	55825	
40					54070	54420	54770	55120	55670	56220	
41					54465	54815	55165	55515	56065	56615	
42					54860	55210	55560	55910	56460	57010	
43					55255	55605	55955	56305	56855	57405	
44					55650	56000	56350	56700	57250	57800	
45					56045	56395	56745	57095	57645	58195	