

ALEXANDER PUBLIC SCHOOL
ONE-LINE SALARY SCHEDULE
2018-2019

- **New Hires:** Minimum salary for teachers employed by the District on a nine-month basis is **BS \$ 41,300**. Any teacher hired into the system may, at the discretion of the board, be granted previous years of teacher experience from another system. Any teacher hired will be credited their previous years worked at Alexander Public School. For each year of experience granted a newly hired teacher will receive **\$800.00**, subject to the condition that the teacher's total curricular salary may not exceed the total curricular salary to be paid to a returning teacher with the same number of years of teaching experience and on the same education lane except for areas of critical need as determined by the board in accordance with NDCC Section 15.1-16-21 and any signing bonus offered to a new teacher under NDCC Section 15.1-09-33.1. Additional dollar amounts set by the district for educational experience will be added to the beginning salary, based on the new hire's education.
- **Educational Steps:** District shall pay \$855 for a BA +16 credits, \$905 for a BA +24 credits and \$1000 for a master's degree. All college/university semester credits must be approved by the superintendent and all credits earned must be filed by the teacher with the business manager by September 1 each year. Failure to meet these requirements shall result in forfeiture of any raise on the education lane of salary schedule to which the teacher would otherwise be entitled.
- **Returning Teachers:** District shall provide each contracted full-time returning teacher with an **\$800.00** annual increase to the teacher's compensation package plus negotiated terms. Each part-time contacted teacher will receive the pro-rated amount.

2018-2019 FRINGE BENEFITS PACKAGE

1. The contract period will provide for ten (10) days sick leave for each teacher per year, cumulative to a maximum of forty five (45) days. Sick leave shall be granted to staff member for his/her illness only. All faculty members **when first hired** may donate two days to the sick bank. If a faculty member decides to donate to sick bank, they are in the sick bank until they are no longer employed with the school. Sick bank days will carry over from year to year and when the sick bank gets down to **90** days each faculty member will be asked to donate 1 or 2 sick days .
2. Teachers shall be paid on or before **15TH & the last day of the month beginning** in September. The checks in May will be paid on the last day of the contract period upon completion of the teachers' final reports.
3. After the Board of Education receives a signed contract the following shall apply: The Teacher will notify the Board of Education or the Superintendent of his/her desire to resign and replacement costs may be imposed for \$ 1,000.00
4. One hundred (\$100.00) dollars per semester credit may be paid to a teacher for taking an undergraduate/graduate level course in his/her major, minor, or other areas by interactive, internet, or video courses at the sole discretion of the superintendent.
5. Teachers are required to comply with the Department of Public Instruction regulations for maintaining their certificates or forfeit their employment.
6. Each contract period shall provide for five (5) days of non-accumulative emergency leave, which may be granted at the sole discretion of the Superintendent. Emergency leave will be granted for such items as funerals, family illnesses, unexpected doctor appointments, etc. Leave other than emergency or personal may be granted at the Superintendent's discretion.
7. There shall be provided four (4) days personal leave, accumulative to five (5) which is limited to fifteen (15) school days after school has started and fifteen (15) school days prior to the last day of school subject to written request and approval by the Superintendent.
8. The Teachers shall be granted the teachers' fund for retirement tax deferment plan.
9. The teachers will be provided with a cafeteria plan according to IRA paragraph 125 for health insurance or cash not to exceed 1 single health policy for the contracted year.

10. Elementary noon duty shall be rotated among elementary staff members with compensation at \$8.00 per day.
11. The Alexander School Board reserves the right to deviate from the salary schedule.
12. Educators teaching an 8:00 a.m. class will be compensated at 1/8 of their contracted pay.
13. Maternity leave will follow the Family Medical Leave Act.
14. This agreement, reached as a result of negotiations, represents the full and complete agreement between the parties and supersedes all previous agreements between parties.

Michelle Simon 03/18
Association President Date

[Signature] 03/18
Board Designee Date