

Billings County School District #1 Professional Negotiations Agreement

Master Contract 2018-2020

(183 day contract per year. If reconfiguration of instructional days is approved by the board for 2019-20 school year, negotiations will be re-opened.)

Article I. Compensation

2018-19

EXPERIENCE	BS	BS+8	BS+16	BS+24	BS+32	BS+40	MS	MS+8	MS+16
	\$39,250.00	\$39,800.00	\$40,350.00	\$40,900.00	\$41,450.00	\$42,000.00	\$42,550.00	\$43,100.00	\$43,650.00
*	\$44,475.92	\$45,099.15	\$45,722.38	\$46,345.61	\$46,968.84	\$47,592.07	\$48,215.30	\$48,838.53	\$49,461.76

* Bold represents the base salary plus the District paid 11.75% teachers' share of Teachers' Fund for Retirement

2019-20

EXPERIENCE	BS	BS+8	BS+16	BS+24	BS+32	BS+40	MS	MS+8	MS+16
	\$39,500.00	\$40,050.00	\$40,600.00	\$41,150.00	\$41,700.00	\$42,250.00	\$42,800.00	\$43,350.00	\$43,900.00
*	\$44,759.21	\$45,382.44	\$46,005.67	\$46,628.90	\$47,252.12	\$47,875.35	\$48,498.58	\$49,121.81	\$49,745.04

* Bold represents the base salary plus the District paid 11.75% teachers' share of Teachers' Fund for Retirement

- A. **New Hires.** The above table will be used for new hires. \$550 will be added to the applicable education lane above for each year of experience prior to coming to this district, up to a maximum of ten years (\$5,500). The board will have discretion in hard to fill positions to make allowance for more than 10 years of experience. No newly hired teacher in the District will be paid more than a returning teacher similarly situated. Similarly situated means same educational lane and total career years of experience. Part time teachers will receive a proportionate amount. For example, a half time teacher will receive 50% of what a full-time teacher bringing in the same education and experience would receive.
- B. **Returning Teachers.** Returning teachers will each receive a \$1,600 increase over their 2017-18 contract salary in 2018-19 and a \$1,000 increase over their 2018-19 contract salary in 2019-20. Part time teachers will receive a proportionate amount. For example, a 20% time teacher would receive 20% of what their salary would be if full time.
- C. **Movement on Educational Lanes.** Returning teachers will also receive an additional \$550 increase (for a full time position) if they achieve movement on the educational lanes. Lane changes must be eight college semester credit hours applicable to teaching field and must be pre-approved by the Principal prior to being accepted. Part time teachers will receive a proportionate amount.
- D. **Extra Duty Pay.** Teachers serving on the school improvement team will be paid \$500 per teacher per year. The BCSB may approve additional compensation for teachers who accept extra duties.
- E. **Number of Contract Days.** The basic salary schedule is paid for the normal load of 183 days. One additional classroom preparation day will be pro-rated on a per day rate based off of the contract rate and 183 days (Example: Full time contract rate/183 = daily rate).
- F. **Change of School Assignment.** Classroom teachers who are transferred to another school by the BCSB will be allowed two additional paid days for moving preparation at \$75 per day.
- G. **Leave Without Pay.** Leave without pay must be pre-approved by the Board and, if approved, pay will be deducted from the teacher's paycheck in the month following the occurrence. The deduction will be calculated on a daily rate basis. A day's pay would be considered as the teachers' gross pay divided by number of contracted days. (Example: Full time contract rate/183 = daily rate). If a substitute is hired, the school district will pay the substitute.

Article II. Instructional Assignments

The building assignment will be listed on the individual contract. No more than two grade levels will be required to be taught for home-room teachers unless mutually agreed upon by the board and the teacher affected. After the start of the school year, any changes to add a third level would be at discretion of the board.

Article III. Benefit Provisions

- A. **Sick Leave.** Eight sick leave days accumulating to a maximum of 95 days paid at \$75 per day when leaving the District. Up to an additional two days non-accumulative emergency leave will be granted if all other sick leave (including banked leave) is less than 10 days per year, not to exceed 10 days per year sick leave and emergency leave. Sick leave will be pro-rated for part time teachers.
- B. **Personal Leave.** Eight days personal leave per year will be granted. No carryover of personal leave at the end of the school year will be allowed. Any unused personal leave days will be paid to the teacher at the end of the year at the daily contract rate. Personal leave will be pro-rated for part time teachers.
- C. **Use of Substitute Teachers.** Teachers must find their own substitute, and notify the Principal and the office as far in advance as possible prior to taking leave. Substitutes must be chosen from the list of approved substitutes, and they will be paid by the BCSD.
- D. **Health Insurance.** The BCSD will pay the cost of a single health insurance premium with the BCSD's health insurance group if employee requests it. A total of \$1,800 will be paid by the District toward the cost of family coverage in the District's group health insurance plan if employee requests it. If single coverage is waived by the employee, a retirement 403(b) annuity in lieu of insurance will be paid at a flat rate of \$4,700 per year for current employees. New staff, or current staff who previously opted out of the annuity option, will not be eligible to receive an annuity in lieu of insurance. The health insurance premiums and annuity in lieu of health insurance benefits will be pro-rated for part time teachers. This item is subject to State and Federal regulations and acceptance into the health insurance group plan is subject to group policy provisions.
- E. **Dental, Vision, and Disability Insurance.** The BCSD will pay the cost of single dental and vision insurance premiums, and a disability insurance premium, with the BCSD's group carriers for these plans, for the 2018-2020 plan years. Teachers who do not wish to participate in these plans *will not* receive any compensation in lieu of this benefit. This item will be renegotiated after this period. Acceptance into the group plan is subject to group policy provisions. This benefit will be pro-rated for part time teachers.
- F. **Teachers Fund for Retirement (TFFR).** Teachers' assessments for the Teachers' Fund for Retirement will be paid by the BCSD.
- G. **Continuing Education Reimbursements.** Teachers will be reimbursed for up to three semester hours of continuing education credits per year. Courses must be applicable to teaching field and must be approved by the Principal for reimbursement. The BCSD will reimburse teachers up to \$150 for re-certification fees. Reimbursement for continuing education credits will be pro-rated for part time teachers.

Article IV. Duration Clause

The provisions of each Article of this Agreement, except as otherwise specifically provided, shall be effective as of July 1, 2018, to June 30, 2020, and at which time it shall automatically renew itself for additional periods of one year unless written notification to the contrary is made by either party no

later than February 1, 2020. If such notification occurs, the entire Agreement shall be renegotiated. Changes may be made at any time by mutual consent.

Article V. Savings Clause

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, said article, section, or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of the agreement if not affected by the deleted article, section or clause.

Article VI. Management Rights Clause

All terms and conditions of employment not covered by this agreement shall continue to be subject to the BCSB's exclusive direction and control and shall not be the subject of negotiations during the term of this agreement.

Article VII. Effect of Contract


The BCSB and the BCEA agree that the terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties and that said terms and conditions may not be altered, changed, added to, deleted from, or modified without the mutual consent of the parties in amendment, written and attached and made a part of this Agreement.

Article VIII. Ratification of Agreement

In witness whereof, signatures of the duly authorized representatives of the Billings County Education Association and the Billings County School Board indicate that this Agreement has been ratified by the Billings County Education Association and the Billings County School District Board.

Dated this 17th of April, 2018.

SCHOOL BOARD



President

EDUCATION ASSOCIATION



President