

2018-2019 MOTT/REGENT NEGOTIATED AGREEMENT

PREAMBLE

The School Board of the Mott/Regent Public School District No.1 and the Mott-Regent Education Association do hereby agree that the welfare of the children of Mott/Regent Public School District No.1 is paramount in the operation of the schools and will be promoted by both parties, and the parties do hereby agree as follows:

RECOGNITION

The School Board of the Mott/Regent Public School District No.1, hereinafter referred to as the Board recognizes that teaching is a profession. The Board recognizes the Mott/Regent Education Association, hereinafter referred to as the Association as the exclusive representative of the members of the appropriate negotiating unit of teachers covered by this agreement employed, or to be employed by the Board for the purpose of negotiation. Teacher means and includes all public school employees licensed under chapter 15-36 and employed primarily as classroom teachers. The Association recognizes the Board as the elected representative of the people of the Mott/Regent Public School District No.1 and as the employers of the licensed teachers of the Mott/Regent Public School. The purpose of this recognition is the mutual agreement that the parties will negotiate and will use professional and educational channels for appeal in the event of impasse.

PROCEDURES

INAUGURATING NEGOTIATIONS

Written requests for negotiations will be submitted by the Mott-Regent Education Association to the Superintendent on behalf of the Board or by the President of the Board to the President of the Mott-Regent Education Association, and

1. The subject matter to be considered will be specified.
2. Persons who will participate in negotiations will be named.
3. Written responses will be made and mutually convenient meeting dates shall be set within 10 days of the date of the request.
4. Shall specify at the initial meeting the positions to be included in the negotiations along with the classroom teachers, such as librarians, speech therapist, and guidance counselors.

CONDUCTION OF NEGOTIATIONS

Meetings composed of members of the Association Negotiation Committee, the Board, and the Superintendent, or its designated representatives, shall be called upon at written request of any one of these parties and shall be scheduled for mutually satisfactory time. The subject of such meetings shall be stated and

1. Relevant data and supporting information, proposals, and counter proposals may be presented.
2. Competent consultants may be called upon by either party to make suggestions and the parties may appoint ad hoc study committees to research, study and develop projects, programs, and to make recommendations to the parties.
3. During the period of consideration, interim reports of progress may be made to the Association by its representative and to the board by the Superintendent or the Board's representatives.
4. While negotiations are in process, any releases prepared for the news media shall be mutually agreed upon.

COST

Cost and expenses, which may be incurred in securing and utilizing the services of any individual, an Advisory Board or the Education Fact Finding Commission, shall be shared equally by the Board and the Association.

SAVING CLAUSE

If certain portions of this agreement are contrary to statute, portions shall be non-enforceable, but other remaining articles, sections, and other clauses shall remain in full force and effect for the duration of this agreement. Any articles or schedules attached to this agreement are made part of this agreement, and shall be negotiated in conformance with the dates listed in the next section and with the procedures outlined above.

UNDERSTANDING

The Board and the Association agree that the terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties and that the 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 part of this Agreement.

INDIVIDUAL CONTRACTS

Individual contracts shall be consistent with the terms and conditions of this Contract.

DURATION

Said Agreement will automatically be renewed and continue in full force and effect for additional periods of one year unless either party desiring change in this Agreement shall notify the other party in writing by the First (1st) Tuesday in March. Changes may be made at any time by mutual consent. Effective date of this agreement shall be July 1, 2018 to June 30, 2019. The 2018-2019 contracts will not be issued prior to May 1st, 2018.

LENGTH OF SCHOOL YEAR

This schedule shall apply to the regular school calendar with a minimum of 182 contracted days plus teacher orientation or workshop meetings required by the Board. The nine month contract for 2018-2019 will be for 182 contract days.

ARTICLE I.

TEACHING CONDITIONS

On each contract the grade or subject area will be stated. Instructors in the junior and senior high will be assigned no more than seven periods academic teaching and/or study hall supervision in an eight period day and no more than six periods academic teaching and/or study hall supervision in a seven period day (3 out of 4 periods on a block schedule). An instructor may be assigned periods in junior high and senior high as the schedule may require. Any changes in teaching assignments on an individual's contract between the date of the contract and the beginning of the school term shall be mutually agreed upon. By July 1, teachers will receive a copy of their preliminary course schedule. Teachers will be notified as soon as possible of any potential changes to their schedule after that date.

ARTICLE II.

TEACHER RESIGNATION/RELEASE OF CONTRACT

Because it is impractical or extremely difficult to fix the actual cost to be incurred at the time of a release request, the parties hereto agree to fix the cost of finding a replacement at \$1500. Nothing herein shall be construed as meaning that the Board must release the teacher upon payment of the above costs. The Board may also waive this cost if they so wish.

Reimbursement for Education Cost

If the Mott/Regent School District reimburses or pays in any way for the tuition of a teacher to obtain classes necessary to obtain full licensure with the Education Standards and Practices Board (ESPB) after receiving a contract under ESPB emergency licensure, the teacher must remain in the employment of the Mott/Regent School District for 3 years. If the teacher wishes to resign employment from the Mott/Regent School District, upon receiving approval of the Board, the teacher will be responsible to reimburse the Mott/Regent School District for the District's cost of tuition based on years of service on a pro-rated basis. Example---teaches one year and then resigns, the teacher is responsible for 2/3 of cost of tuition to the Mott/Regent School District.

ARTICLE III.

SUBSTITUTE TEACHERS

When teacher absences occur, qualified substitutes, if available, shall be secured by administration and teachers. If qualified substitutes are not available or the administration deems it necessary or unwise to engage a substitute teacher, classes for the day will be covered by staff. Teachers will be given the assignment only as a last resort if it would eliminate their only preparation period. Teachers shall be compensated at the rate of \$15 per instructional period. Payments for such shall be made every three months (end of November, February and May). If a teacher subs and would want to exchange the period for personal time off, they can for a maximum of 8 periods (hours) per school year. Teacher(s) subbing other classes while teaching their own class will be paid at the \$15.00 per hour rate (with the exception of study hall).

ARTICLE IV.

SALARIES

1. Base Salary for teachers shall be \$34,200.00 for the 2018-2019 school year. Each teacher employed after July 1, 2015, shall receive an experience increment in the amount of \$500.00 for each year of the contract. Starting the 2011-2013 contract, each teacher currently under contract shall receive \$450 for each 8 semester or 12 quarter hours of approved courses after the bachelor degree. Approved hours are defined as pre-approved hours of graduate or undergraduate work in the instructor's teaching field or in education. Hours will be pre-approved by the Superintendent. Any credits denied by the Superintendent can be appealed by the teacher to the school board for review. No more than 8 pre-approved undergraduate semester hours may be used to qualify for payment. Credits earned by the opening date of school in the fall shall qualify toward the payment of the education increment for that school term. A teacher who transfers into a district would be capped at \$500.00 per year for up to fifteen years of experience.
2. All full time teachers in positions included in this agreement shall as a qualification for advancement on the salary schedule earn a minimum of 4 semester hours in his/her teacher field each five-year period beginning with the 1967-77 (for life time teaching certificates). See attached Appendix A.

3. Part time instructors shall receive a proportionate increment according to time contracted (for example, a 4/5 teacher shall receive a 4/5 increment), and teachers with extended contracts beyond nine months shall receive an increment equal to the proportionate fraction of extended contract in excess of nine months. A nine-month contract for 2018-2019 will be 182 days.

ARTICLE V.

INSURANCE BENEFITS

The School Board shall provide teachers fringe benefit health insurance from Blue Cross Blue Shield or a plan of equivalent coverage as established by the Board at 100% for the 2018-2019 school year. (Cost to The Mott/Regent School District for a Full Family Policy for the 2018-2019 school term is \$18,250.80, Single Plus Dependent is \$12,354.00 and Single is \$7,015.20.

ARTICLE VI.

PAYMENT OR COMPENSATION FOR CERTAIN ASSIGNED ACTIVITIES

Workers at main athletic events shall be paid up to \$12.00 per night for 2 games and \$15.00 for 3 games, per individual, at the discretion of the administration. Teachers who serve noon duty time, not to exceed four in number, shall receive the noon meal without charge. Teachers not involved in a seasonal coaching capacity or other major activities (such as band director) shall be eligible for duties as needed or directed.

ARTICLE VII.

MEMBER ASSESSMENT TO ND TEACHER FUND FOR RETIREMENT

The Board of Education will pay a teacher assessment at the current rate mandated by the North Dakota Legislature under a salary reduction plan (Model 1: ND Teachers Fund for Retirement "Plan for Employer Payment of Member Assessments to the Fund", 1989-1990 School Year).

ARTICLE VIII.

TEACHER LEAVE OF ABSENCE

1. Three days of personal leave shall be allowed to each teacher during the school year. The personal leave may be used for any purpose desired by the teacher. A teacher desiring to use a day of personal leave must request and get approval from administration at least 2 days in advance. A teacher will have the option to appeal a denial to the superintendent. Unused personal leave shall accumulate to a maximum of 5 days. Each teacher may choose to be paid for unused personal days up to two days per year at the rate of \$75 per day.
2. Sick leave shall be granted at the rate of 10 days per school term, accumulative to 90 days. \$50.00 shall be paid per day at the end of the year for unused sick leave days over 80 days. The Mott/Regent School District will pay all retiring teachers or teachers leaving the system their unused sick leave at the rate of \$40.00 per day for a maximum of 90 days.
3. It is mutually agreed that the MREA will be given at least 5 working days prior written notice and the opportunity for their input with the policy committee before the Sick Bank Policy is amended by the School Board. The sole authority and final decision of any board policy remains with the School Board.

ARTICLE IX.

PAYROLL DUES DEDUCTION

Upon authorization signed by the teacher, the Board shall deduct an amount to provide monthly payments of dues for membership to their local, state and national education associations.

ARTICLE X.

LIFE INSURANCE AND FLEXIBLE BENEFITS PLAN

The Mott/Regent School District shall pay the cost of a \$25,000.00 life insurance policy for each teacher through Horace Mann Insurance or equivalent company. As an adjunct to this life insurance policy, the staff of Mott/Regent Public School shall be eligible for a flexible benefits plan. If the board finds that in providing these two plans the board incurs no expense, it will continue to provide the benefits. If by using this Flex Plan does create a cost for the district, it is the responsibility of the receiving teacher to resolve this cost. The cost per month for each employee's participation is \$1.50. Therefore it is necessary that each participating employee will have to deposit a minimum of \$250.00 annually into the Flex plan for the district not to incur any cost in this plan. The cost of maintaining this plan may change, but teachers will have to deposit enough so not to incur a cost to the district. Current rate of Life Insurance is \$4.75* per month (2018). *Current rate will be inserted when rate is available.

ARTICLE XI.

GRIEVANCE AND GRIEVANCE PROCEDURE

10.1 Purpose:

The purpose of this procedure is to secure at the lowest possible administrative level, equitable solutions to grievances that may from time to time arise. Both parties agree that these proceedings shall be kept as informal and confidential as may be appropriate at any level of the procedure. The grievance procedure shall be used within forty (40) working days of knowledgeable violations, or no action.

10.2 Procedure:

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be kept at a minimum and every effort should be made to expedite the process. The time limit specified may, however, be extended by mutual agreement.

10.3 Grievance Steps:

Level 1: Informal Efforts: A grievance shall be first discussed with and documented by the principal or immediate supervisor of the employee as may be appropriate with the intent of resolving the matter informally.

Level 2: The grievant must first submit to the principal or immediate supervisor a written statement on the grievance form (refer to Appendix C). The principal or immediate supervisor shall have a period of not less than 5 working days during which to hold a conference with the grievant. Following the conference, but

not later than 10 working days from the date of the filing of the grievance, the principal or immediate supervisor shall tender a written response to the grievant.

Level 3: If the grievance is not satisfactorily resolved at Level 2 within 15 working days after the grievant filed a written grievance, the grievant may submit the written grievance to the office of the Superintendent. The Superintendent or designee shall schedule and hold a conference relative to such grievance with 10 working days of receipt of such grievance. Within 10 working days of such meeting, the Superintendent or designee shall communicate in writing a decision to the grievant.

Level 4: If the grievance is not satisfactorily resolved at Level 3 within 10 working days after the grievance was filed at Level 3, the grievant may submit the written grievance to the Board. The Board shall schedule and hold a conference relative to such grievance within 20 working days of the receipt of such grievance. Within 20 working days of such meeting, the Board shall communicate in writing a decision to the grievant.

10.4 Rights and Representation

No reprisals of any kind shall be taken by either party or by any member thereof against the party of interest, or any other participant in the grievance procedure by reason of such participation.

Any party of interest may be represented at all stages of this procedure by a person(s) of his/her choosing.

10.5 Miscellaneous

All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personal file of the participants.

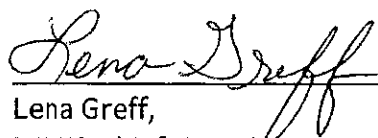
The grievant shall be informed at least 5 working days in advance of any scheduled meeting herein, but may agree to waive such time consideration to expedite the meeting at any earlier date.

The employer shall furnish the grievant with such information as is necessary for the processing of the grievance.

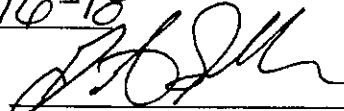
Should an employee or an Association representative be required by the employer's scheduling to be absent from his/her regular assignment for the execution of this grievance procedure, he/she shall be released without loss of pay or benefits.

All written communications required herein shall be served personally by the grievant to the immediate supervisor.

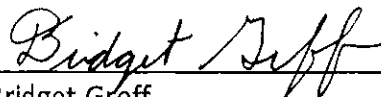
DATED 5-16-18



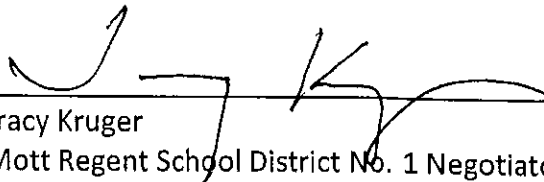
Lena Greff,
MREA Chief Negotiator



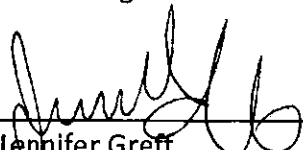
Garret Swindler
Mott Regent School District No.1 Chief Negotiator



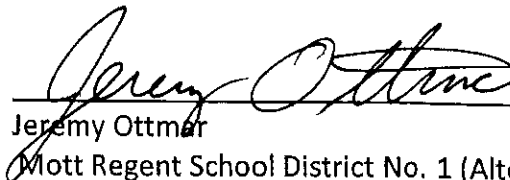
Bridget Greff
MREA Negotiator



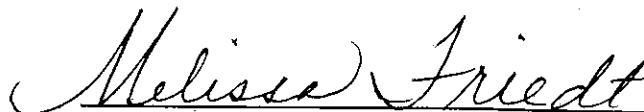
Tracy Kruger
Mott Regent School District No. 1 Negotiator



Jennifer Greff
MREA (Alternate)



Jeremy Ottmar
Mott Regent School District No. 1 (Alternate)



Melissa Friedt-
Mott Regent School District No.1 Business Manager

Step =	500				450				APPENDIX A							
Years of Experience	BS + 0	BS + 8	BS + 16	BS + 24	BS + 32	BS + 40	BS + 48	BS + 56	BS + 64	BS + 72	BS + 80	BS + 88	BS + 96	BS + 104		
0	34200	34650	35100	35550	36000	36450	36900	37350	37800	38250	38700	39150	39600	40050		
1	34700	35150	35600	36050	36500	36950	37400	37850	38300	38750	39200	39650	40100	40550		
2	35200	35650	36100	36550	37000	37450	37900	38350	38800	39250	39700	40150	40600	41050		
3	35700	36150	36600	37050	37500	37950	38400	38850	39300	39750	40200	40650	41100	41550		
4	36200	36650	37100	37550	38000	38450	38900	39350	39800	40250	40700	41150	41600	42050		
5	36700	37150	37600	38050	38500	38950	39400	39850	40300	40750	41200	41650	42100	42550		
6	37200	37650	38100	38550	39000	39450	39900	40350	40800	41250	41700	42150	42600	43050		
7	37700	38150	38600	39050	39500	39950	40400	40850	41300	41750	42200	42650	43100	43550		
8	38200	38650	39100	39550	40000	40450	40900	41350	41800	42250	42700	43150	43600	44050		
9	38700	39150	39600	40050	40500	40950	41400	41850	42300	42750	43200	43650	44100	44550		
10	39200	39650	40100	40550	41000	41450	41900	42350	42800	43250	43700	44150	44600	45050		
11	39700	40150	40600	41050	41500	41950	42400	42850	43300	43750	44200	44650	45100	45550		
12	40200	40650	41100	41550	42000	42450	42900	43350	43800	44250	44700	45150	45600	46050		
13	40700	41150	41600	42050	42500	42950	43400	43850	44300	44750	45200	45650	46100	46550		
14	41200	41650	42100	42550	43000	43450	43900	44350	44800	45250	45700	46150	46600	47050		
15	41700	42150	42600	43050	43500	43950	44400	44850	45300	45750	46200	46650	47100	47550		
16	42200	42650	43100	43550	44000	44450	44900	45350	45800	46250	46700	47150	47600	48050		
17	42700	43150	43600	44050	44500	44950	45400	45850	46300	46750	47200	47650	48100	48550		
18	43200	43650	44100	44550	45000	45450	45900	46350	46800	47250	47700	48150	48600	49050		
19	43700	44150	44600	45050	45500	45950	46400	46850	47300	47750	48200	48650	49100	49550		
20	44200	44650	45100	45550	46000	46450	46900	47350	47800	48250	48700	49150	49600	50050		
21	44700	45150	45600	46050	46500	46950	47400	47850	48300	48750	49200	49650	50100	50550		
22	45200	45650	46100	46550	47000	47450	47900	48350	48800	49250	49700	50150	50600	51050		
23	45700	46150	46600	47050	47500	47950	48400	48850	49300	49750	50200	50650	51100	51550		
24	46200	46650	47100	47550	48000	48450	48900	49350	49800	50250	50700	51150	51600	52050		
25	46700	47150	47600	48050	48500	48950	49400	49850	50300	50750	51200	51650	52100	52550		
26	47200	47650	48100	48550	49000	49450	49900	50350	50800	51250	51700	52150	52600	53050		
27	47700	48150	48600	49050	49500	49950	50400	50850	51300	51750	52200	52650	53100	53550		
28	48200	48650	49100	49550	50000	50450	50900	51350	51800	52250	52700	53150	53600	54050		
29	48700	49150	49600	50050	50500	50950	51400	51850	52300	52750	53200	53650	54100	54550		
30	49200	49650	50100	50550	51000	51450	51900	52350	52800	53250	53700	54150	54600	55050		
31	49700	50150	50600	51050	51500	51950	52400	52850	53300	53750	54200	54650	55100	55550		
32	50200	50650	51100	51550	52000	52450	52900	53350	53800	54250	54700	55150	55600	56050		
33	50700	51150	51600	52050	52500	52950	53400	53850	54300	54750	55200	55650	56100	56550		
34	51200	51650	52100	52550	53000	53450	53900	54350	54800	55250	55700	56150	56600	57050		
35	51700	52150	52600	53050	53500	53950	54400	54850	55300	55750	56200	56650	57100	57550		
36	52200	52650	53100	53550	54000	54450	54900	55350	55800	56250	56700	57150	57600	58050		
37	52700	53150	53600	54050	54500	54950	55400	55850	56300	56750	57200	57650	58100	58550		
38	53200	53650	54100	54550	55000	55450	55900	56350	56800	57250	57700	58150	58600	59050		
39	53700	54150	54600	55050	55500	55950	56400	56850	57300	57750	58200	58650	59100	59550		
40	54200	54650	55100	55550	56000	56450	56900	57350	57800	58250	58700	59150	59600	60050		
41	54700	55150	55600	56050	56500	56950	57400	57850	58300	58750	59200	59650	60100	60550		
42	55200	55650	56100	56550	57000	57450	57900	58350	58800	59250	59700	60150	60600	61050		
43	55700	56150	56600	57050	57500	57950	58400	58850	59300	59750	60200	60650	61100	61550		
44	56200	56650	57100	57550	58000	58450	58900	59350	59800	60250	60700	61150	61600	62050		
45	56700	57150	57600	58050	58500	58950	59400	59850	60300	60750	61200	61650	62100	62550		

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
1	\$34,200			Base Pay											
2	0.05%	Percent of Increase per Year													
3	Years of Experience				0	1	2	3	4	5	6	7	8	9	10
4															
5	Annual			4.00%	\$1,368	\$1,385	\$1,402	\$1,419	\$1,436	\$1,454	\$1,471	\$1,488	\$1,505	\$1,522	\$1,539
6	Athletic Director			13.00%	\$4,446	\$4,463	\$4,480	\$4,497	\$4,514	\$4,532	\$4,549	\$4,566	\$4,583	\$4,600	\$4,617
7	Basketball Assistant			10.00%	\$3,420	\$3,437	\$3,454	\$3,471	\$3,488	\$3,506	\$3,523	\$3,540	\$3,557	\$3,574	\$3,591
8	Basketball Elementary			4.00%	\$1,368	\$1,385	\$1,402	\$1,419	\$1,436	\$1,454	\$1,471	\$1,488	\$1,505	\$1,522	\$1,539
9	Basketball Head			13.00%	\$4,446	\$4,463	\$4,480	\$4,497	\$4,514	\$4,532	\$4,549	\$4,566	\$4,583	\$4,600	\$4,617
10	Basketball Junior High			8.00%	\$2,736	\$2,753	\$2,770	\$2,787	\$2,804	\$2,822	\$2,839	\$2,856	\$2,873	\$2,890	\$2,907
11	Cheerleader Advisor			2.00%	\$684	\$701	\$718	\$735	\$752	\$770	\$787	\$804	\$821	\$838	\$855
12	Class Advisor Freshmen			0.25%	\$86	\$103	\$120	\$137	\$154	\$171	\$188	\$205	\$222	\$239	\$257
13	Class Advisor Junior High			2.00%	\$684	\$701	\$718	\$735	\$752	\$770	\$787	\$804	\$821	\$838	\$855
14	Class Advisor Juniors			7.00%	\$2,394	\$2,411	\$2,428	\$2,445	\$2,462	\$2,480	\$2,497	\$2,514	\$2,531	\$2,548	\$2,565
15	Class Advisor Sophomore			2.00%	\$684	\$701	\$718	\$735	\$752	\$770	\$787	\$804	\$821	\$838	\$855
16	Drama			8.00%	\$2,736	\$2,753	\$2,770	\$2,787	\$2,804	\$2,822	\$2,839	\$2,856	\$2,873	\$2,890	\$2,907
17	FBLA Advisor			6.00%	\$2,052	\$2,069	\$2,086	\$2,103	\$2,120	\$2,138	\$2,155	\$2,172	\$2,189	\$2,206	\$2,223
18	FFA Advisor			6.00%	\$2,052	\$2,069	\$2,086	\$2,103	\$2,120	\$2,138	\$2,155	\$2,172	\$2,189	\$2,206	\$2,223
19	FCCLA Advisor			6.00%	\$2,052	\$2,069	\$2,086	\$2,103	\$2,120	\$2,138	\$2,155	\$2,172	\$2,189	\$2,206	\$2,223
20	Football Assistant			10.00%	\$3,420	\$3,437	\$3,454	\$3,471	\$3,488	\$3,506	\$3,523	\$3,540	\$3,557	\$3,574	\$3,591
21	Football Head			13.00%	\$4,446	\$4,463	\$4,480	\$4,497	\$4,514	\$4,532	\$4,549	\$4,566	\$4,583	\$4,600	\$4,617
22	Football Junior High			8.00%	\$2,736	\$2,753	\$2,770	\$2,787	\$2,804	\$2,822	\$2,839	\$2,856	\$2,873	\$2,890	\$2,907
23	Golf Head			8.00%	\$2,736	\$2,753	\$2,770	\$2,787	\$2,804	\$2,822	\$2,839	\$2,856	\$2,873	\$2,890	\$2,907
24	Math Meet Elementary/JH			1.00%	\$342	\$359	\$376	\$393	\$410	\$428	\$445	\$462	\$479	\$496	\$513
25	MR Club			0.25%	\$86	\$103	\$120	\$137	\$154	\$171	\$188	\$205	\$222	\$239	\$257
26	Music Head			13.00%	\$4,446	\$4,463	\$4,480	\$4,497	\$4,514	\$4,532	\$4,549	\$4,566	\$4,583	\$4,600	\$4,617
27	School Paper Advisor			2.00%	\$684	\$701	\$718	\$735	\$752	\$770	\$787	\$804	\$821	\$838	\$855
28	Science Olympiad			1.00%	\$342	\$359	\$376	\$393	\$410	\$428	\$445	\$462	\$479	\$496	\$513
29	Speech Assistant			7.00%	\$2,394	\$2,411	\$2,428	\$2,445	\$2,462	\$2,480	\$2,497	\$2,514	\$2,531	\$2,548	\$2,565
30	Speech Head			13.00%	\$4,446	\$4,463	\$4,480	\$4,497	\$4,514	\$4,532	\$4,549	\$4,566	\$4,583	\$4,600	\$4,617
31	Tech Coordinator			20.00%	\$6,840	\$6,857	\$6,874	\$6,891	\$6,908	\$6,926	\$6,943	\$6,960	\$6,977	\$6,994	\$7,011
32	Track Assistant			7.00%	\$2,394	\$2,411	\$2,428	\$2,445	\$2,462	\$2,480	\$2,497	\$2,514	\$2,531	\$2,548	\$2,565
33	Track Head			13.00%	\$4,446	\$4,463	\$4,480	\$4,497	\$4,514	\$4,532	\$4,549	\$4,566	\$4,583	\$4,600	\$4,617
34	Track Junior High			5.00%	\$1,710	\$1,727	\$1,744	\$1,761	\$1,778	\$1,796	\$1,813	\$1,830	\$1,847	\$1,864	\$1,881
35	Volleyball Assistant			10.00%	\$3,420	\$3,437	\$3,454	\$3,471	\$3,488	\$3,506	\$3,523	\$3,540	\$3,557	\$3,574	\$3,591
36	Volleyball Elementary			4.00%	\$1,368	\$1,385	\$1,402	\$1,419	\$1,436	\$1,454	\$1,471	\$1,488	\$1,505	\$1,522	\$1,539
37	Volleyball Junior High			7.00%	\$2,394	\$2,411	\$2,428	\$2,445	\$2,462	\$2,480	\$2,497	\$2,514	\$2,531	\$2,548	\$2,565
38	Volleyball Head			13.00%	\$4,446	\$4,463	\$4,480	\$4,497	\$4,514	\$4,532	\$4,549	\$4,566	\$4,583	\$4,600	\$4,617

	P	Q	R	S	T	U	V	W	X	Y	Z	AA	AB	AC	AD
1															
2															
3	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
4															
5	\$1,556	\$1,573	\$1,590	\$1,607	\$1,625	\$1,642	\$1,659	\$1,676	\$1,693	\$1,710	\$1,727	\$1,744	\$1,761	\$1,778	\$1,796
6	\$4,634	\$4,651	\$4,668	\$4,685	\$4,703	\$4,720	\$4,737	\$4,754	\$4,771	\$4,788	\$4,805	\$4,822	\$4,839	\$4,856	\$4,874
7	\$3,608	\$3,625	\$3,642	\$3,659	\$3,677	\$3,694	\$3,711	\$3,728	\$3,745	\$3,762	\$3,779	\$3,796	\$3,813	\$3,830	\$3,848
8	\$1,556	\$1,573	\$1,590	\$1,607	\$1,625	\$1,642	\$1,659	\$1,676	\$1,693	\$1,710	\$1,727	\$1,744	\$1,761	\$1,778	\$1,796
9	\$4,634	\$4,651	\$4,668	\$4,685	\$4,703	\$4,720	\$4,737	\$4,754	\$4,771	\$4,788	\$4,805	\$4,822	\$4,839	\$4,856	\$4,874
10	\$2,924	\$2,941	\$2,958	\$2,975	\$2,993	\$3,010	\$3,027	\$3,044	\$3,061	\$3,078	\$3,095	\$3,112	\$3,129	\$3,146	\$3,164
11	\$872	\$889	\$906	\$923	\$941	\$958	\$975	\$992	\$1,009	\$1,026	\$1,043	\$1,060	\$1,077	\$1,094	\$1,112
12	\$274	\$291	\$308	\$325	\$342	\$359	\$376	\$393	\$410	\$428	\$445	\$462	\$479	\$496	\$513
13	\$872	\$889	\$906	\$923	\$941	\$958	\$975	\$992	\$1,009	\$1,026	\$1,043	\$1,060	\$1,077	\$1,094	\$1,112
14	\$2,582	\$2,599	\$2,616	\$2,633	\$2,651	\$2,668	\$2,685	\$2,702	\$2,719	\$2,736	\$2,753	\$2,770	\$2,787	\$2,804	\$2,822
15	\$872	\$889	\$906	\$923	\$941	\$958	\$975	\$992	\$1,009	\$1,026	\$1,043	\$1,060	\$1,077	\$1,094	\$1,112
16	\$2,924	\$2,941	\$2,958	\$2,975	\$2,993	\$3,010	\$3,027	\$3,044	\$3,061	\$3,078	\$3,095	\$3,112	\$3,129	\$3,146	\$3,164
17	\$2,240	\$2,257	\$2,274	\$2,291	\$2,309	\$2,326	\$2,343	\$2,360	\$2,377	\$2,394	\$2,411	\$2,428	\$2,445	\$2,462	\$2,480
18	\$2,240	\$2,257	\$2,274	\$2,291	\$2,309	\$2,326	\$2,343	\$2,360	\$2,377	\$2,394	\$2,411	\$2,428	\$2,445	\$2,462	\$2,480
19	\$2,240	\$2,257	\$2,274	\$2,291	\$2,309	\$2,326	\$2,343	\$2,360	\$2,377	\$2,394	\$2,411	\$2,428	\$2,445	\$2,462	\$2,480
20	\$3,608	\$3,625	\$3,642	\$3,659	\$3,677	\$3,694	\$3,711	\$3,728	\$3,745	\$3,762	\$3,779	\$3,796	\$3,813	\$3,830	\$3,848
21	\$4,634	\$4,651	\$4,668	\$4,685	\$4,703	\$4,720	\$4,737	\$4,754	\$4,771	\$4,788	\$4,805	\$4,822	\$4,839	\$4,856	\$4,874
22	\$2,924	\$2,941	\$2,958	\$2,975	\$2,993	\$3,010	\$3,027	\$3,044	\$3,061	\$3,078	\$3,095	\$3,112	\$3,129	\$3,146	\$3,164
23	\$2,924	\$2,941	\$2,958	\$2,975	\$2,993	\$3,010	\$3,027	\$3,044	\$3,061	\$3,078	\$3,095	\$3,112	\$3,129	\$3,146	\$3,164
24	\$530	\$547	\$564	\$581	\$599	\$616	\$633	\$650	\$667	\$684	\$701	\$718	\$735	\$752	\$770
25	\$274	\$291	\$308	\$325	\$342	\$359	\$376	\$393	\$410	\$428	\$445	\$462	\$479	\$496	\$513
26	\$4,634	\$4,651	\$4,668	\$4,685	\$4,703	\$4,720	\$4,737	\$4,754	\$4,771	\$4,788	\$4,805	\$4,822	\$4,839	\$4,856	\$4,874
27	\$872	\$889	\$906	\$923	\$941	\$958	\$975	\$992	\$1,009	\$1,026	\$1,043	\$1,060	\$1,077	\$1,094	\$1,112
28	\$530	\$547	\$564	\$581	\$599	\$616	\$633	\$650	\$667	\$684	\$701	\$718	\$735	\$752	\$770
29	\$2,582	\$2,599	\$2,616	\$2,633	\$2,651	\$2,668	\$2,685	\$2,702	\$2,719	\$2,736	\$2,753	\$2,770	\$2,787	\$2,804	\$2,822
30	\$4,634	\$4,651	\$4,668	\$4,685	\$4,703	\$4,720	\$4,737	\$4,754	\$4,771	\$4,788	\$4,805	\$4,822	\$4,839	\$4,856	\$4,874
31	\$7,028	\$7,045	\$7,062	\$7,079	\$7,097	\$7,114	\$7,131	\$7,148	\$7,165	\$7,182	\$7,199	\$7,216	\$7,233	\$7,250	\$7,268
32	\$2,582	\$2,599	\$2,616	\$2,633	\$2,651	\$2,668	\$2,685	\$2,702	\$2,719	\$2,736	\$2,753	\$2,770	\$2,787	\$2,804	\$2,822
33	\$4,634	\$4,651	\$4,668	\$4,685	\$4,703	\$4,720	\$4,737	\$4,754	\$4,771	\$4,788	\$4,805	\$4,822	\$4,839	\$4,856	\$4,874
34	\$1,898	\$1,915	\$1,932	\$1,949	\$1,967	\$1,984	\$2,001	\$2,018	\$2,035	\$2,052	\$2,069	\$2,086	\$2,103	\$2,120	\$2,138
35	\$3,608	\$3,625	\$3,642	\$3,659	\$3,677	\$3,694	\$3,711	\$3,728	\$3,745	\$3,762	\$3,779	\$3,796	\$3,813	\$3,830	\$3,848
36	\$1,556	\$1,573	\$1,590	\$1,607	\$1,625	\$1,642	\$1,659	\$1,676	\$1,693	\$1,710	\$1,727	\$1,744	\$1,761	\$1,778	\$1,796
37	\$2,582	\$2,599	\$2,616	\$2,633	\$2,651	\$2,668	\$2,685	\$2,702	\$2,719	\$2,736	\$2,753	\$2,770	\$2,787	\$2,804	\$2,822
38	\$4,634	\$4,651	\$4,668	\$4,685	\$4,703	\$4,720	\$4,737	\$4,754	\$4,771	\$4,788	\$4,805	\$4,822	\$4,839	\$4,856	\$4,874

	AE	AF	AG	AH	AI	AJ	AK	AL	AM	AN	AO
1											
2											
3	26	27	28	29	30						
4											
5	\$1,813	\$1,830	\$1,847	\$1,864	\$1,881		Years of experience only include years from within the Mot/Regent school district since the consolidation in 2001-02				
6	\$4,891	\$4,908	\$4,925	\$4,942	\$4,959						
7	\$3,865	\$3,882	\$3,899	\$3,916	\$3,933						
8	\$1,813	\$1,830	\$1,847	\$1,864	\$1,881		1/2 percent for every year of experience plus the base salary				
9	\$4,891	\$4,908	\$4,925	\$4,942	\$4,959						
10	\$3,181	\$3,198	\$3,215	\$3,232	\$3,249						
11	\$1,129	\$1,146	\$1,163	\$1,180	\$1,197		The Board reserves the right to adjust				
12	\$530	\$547	\$564	\$581	\$599		any salary on the activity schedule by a minus				
13	\$1,129	\$1,146	\$1,163	\$1,180	\$1,197		5% or a plus 5%				
14	\$2,839	\$2,856	\$2,873	\$2,890	\$2,907						
15	\$1,129	\$1,146	\$1,163	\$1,180	\$1,197						
16	\$3,181	\$3,198	\$3,215	\$3,232	\$3,249						
17	\$2,497	\$2,514	\$2,531	\$2,548	\$2,565						
18	\$2,497	\$2,514	\$2,531	\$2,548	\$2,565						
19	\$2,497	\$2,514	\$2,531	\$2,548	\$2,565						
20	\$3,865	\$3,882	\$3,899	\$3,916	\$3,933						
21	\$4,891	\$4,908	\$4,925	\$4,942	\$4,959						
22	\$3,181	\$3,198	\$3,215	\$3,232	\$3,249						
23	\$3,181	\$3,198	\$3,215	\$3,232	\$3,249						
24	\$787	\$804	\$821	\$838	\$855						
25	\$530	\$547	\$564	\$581	\$599						
26	\$4,891	\$4,908	\$4,925	\$4,942	\$4,959						
27	\$1,129	\$1,146	\$1,163	\$1,180	\$1,197						
28	\$787	\$804	\$821	\$838	\$855						
29	\$2,839	\$2,856	\$2,873	\$2,890	\$2,907						
30	\$4,891	\$4,908	\$4,925	\$4,942	\$4,959						
31	\$7,285	\$7,302	\$7,319	\$7,336	\$7,353						
32	\$2,839	\$2,856	\$2,873	\$2,890	\$2,907						
33	\$4,891	\$4,908	\$4,925	\$4,942	\$4,959						
34	\$2,155	\$2,172	\$2,189	\$2,206	\$2,223						
35	\$3,865	\$3,882	\$3,899	\$3,916	\$3,933						
36	\$1,813	\$1,830	\$1,847	\$1,864	\$1,881						
37	\$2,839	\$2,856	\$2,873	\$2,890	\$2,907						
38	\$4,891	\$4,908	\$4,925	\$4,942	\$4,959						

Grievance Form

The school board recognizes that grievances from faculty are unavoidable. In order to provide a prompt response to your grievance, please fill out the following form. See Article X in the Negotiated Agreement to view the grievance procedures.

Mott Regent Public Schools Faculty Grievance Form

Hand deliver this form to the party in Level 2, Level 3, Level 4

Please Note:

If you are unhappy with the decision made concerning your grievance, you may re-file the grievance to the next level as outlined in the Mott/Regent Negotiated Agreement Policy. Only signed grievances will be addressed by school administrators and/or Mott/Regent School Board.

Please check which level this affects:

<input type="checkbox"/> Level 2	<input type="checkbox"/> Level 3	<input type="checkbox"/> Level 4
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YOUR INFORMATION

Salutation: Mr. <input type="checkbox"/> Ms. <input type="checkbox"/> Mrs. <input type="checkbox"/>		Other:
First Name:	Middle Initial:	Last Name:
Street Address:		
City:	State:	Zip Code:
Home Phone:	Cell:	Work:
E-mail:		
What is the best way to contact you? Phone <input type="checkbox"/> Mail <input type="checkbox"/> Email <input type="checkbox"/>		
What is the best time to contact you? Morning <input type="checkbox"/> Afternoon <input type="checkbox"/> Evening <input type="checkbox"/>		

ADDITIONAL CONTACT INFORMATION

Name of Individual:		
Relationship:		
Street Address:		
City:	State:	Zip Code:
Home Phone:	Cell:	Work:
Name of Individual		
Relationship:		
Street Address:		
City:	State:	Zip Code:
Home Phone:	Cell:	Work:

SUBJECT OF THE GRIEVANCE

Subject/Person:		
Position(if applicable)		
Type/Nature of Grievance:		
Have you tried to resolve your grievance? Yes <input type="checkbox"/> No <input type="checkbox"/>		
If Yes, When?	How? Phone <input type="checkbox"/> Mail <input type="checkbox"/> In Person <input type="checkbox"/>	Other:

COMPLAINT INFORMATION

Describe events in the order in which they occurred, including any names, dates, and a full description of the problem.

Be as brief and complete as possible to make the explanation clear. Use separate sheet(s) of paper if you need more space.

Please include *COPIES* of documents related to your complaint if applicable. *DO NOT SEND ORIGINAL DOCUMENTS*

Please be advised that the issues described in this grievance will be shared with the person involved unless it is prohibited by law (such as sexual harassment issue) for their response.

DESIRED RESOLUTION

I certify that the information provided on, or within, this form is true and correct to the best of my knowledge.

Signature of Grievant _____ Date: _____

Signature of Level Administrator _____ Date: _____