

**ROOSEVELT PUBLIC SCHOOL DISTRICT #18**  
**BOARD OF EDUCATION AND CARSON EDUCATION ASSOCIATION**  
**2018-2019**  
**MASTER AGREEMENT**

I.

The association recognizes that the board has the responsibility and authority to manage and direct, on behalf of the public, all of the operations and activities of the school district to the full extent authorized by law. The exercise of these powers, rights, duties, authority, and responsibilities by the board and the adoption of such rules, regulations, and policies as it may deem necessary shall be limited only by the specific and express terms of this agreement. (1979)

II.

The educational requirements of the Department of Public Instruction are the responsibility of the teacher. The board reserves the right to withhold position or not offer advances in salary to teachers failing to meet the requirements. (1979)

A.

All teachers, in the Roosevelt School system, are to earn a minimum of four semester hours every five years. The credits earned are to be applicable toward the next higher degree or the enrichment of the present curriculum. Failure to meet this requirement shall result in a freeze of salary and may result in termination of employment.

B.

In addition to meeting the above requirement, all teachers shall participate in a minimum of 64 clock hours of in-service training during the same time period. College credit may be substituted for in-service training at the rate of one semester hour as equal to 16 clock hours to meet accreditation standards. (1998)

C.

Teachers will receive a college credit for book studies. Sixteen (16) hours of study will equal one (1) college credit. Verification and application for the credit will be the responsibility of the teacher. The District will be responsible for arranging the credit approval with a ND Higher Education Institution.

D.

Each teacher contract will state the step and lane. (2004)

III.

Teachers with experience outside the Roosevelt Public School system will be placed on the salary schedule as follows: (1984)

Years of Experience	Step
1	1
2	2
3	3
4	4
5	4.5
6	5
7	5.5
8 and more	6

## 2018-2019 Salary Schedule

### IV. (A)

BASE SALARY	\$36,200.00	INC. ACROSS	INC. ACROSS	INC. ACROSS	INC. ACROSS	INC. ACROSS
INCREMENT DN 1-6 years	\$375.00	\$500.00	\$600.00	\$700.00	\$800.00	\$1,000.00
7-CONTINUE	\$425.00					

YEAR OF EX.	BS	+8 SEM HRS	+16 SEM HRS	+24 SEM HRS	32 SEM HRS	MASTERS
0	\$36,200.00	\$36,700.00	\$37,300.00	\$38,000.00	\$38,800.00	\$39,800.00
1	\$36,575.00	\$37,075.00	\$37,675.00	\$38,375.00	\$39,175.00	\$40,175.00
2	\$36,950.00	\$37,450.00	\$38,050.00	\$38,750.00	\$39,550.00	\$40,550.00
3	\$37,325.00	\$37,825.00	\$38,425.00	\$39,125.00	\$39,925.00	\$40,925.00
4	\$37,700.00	\$38,200.00	\$38,800.00	\$39,500.00	\$40,300.00	\$41,300.00
5	\$38,075.00	\$38,575.00	\$39,175.00	\$39,875.00	\$40,675.00	\$41,675.00
6	\$38,450.00	\$38,950.00	\$39,550.00	\$40,250.00	\$41,050.00	\$42,050.00
7	\$38,825.00	\$39,375.00	\$39,975.00	\$40,675.00	\$41,475.00	\$42,475.00
8	\$39,300.00	\$39,800.00	\$40,400.00	\$41,100.00	\$41,900.00	\$42,900.00
9	\$39,725.00	\$40,225.00	\$40,825.00	\$41,525.00	\$42,325.00	\$43,325.00
10	\$40,150.00	\$40,650.00	\$41,250.00	\$41,950.00	\$42,750.00	\$43,750.00
11		\$41,075.00	\$41,675.00	\$42,375.00	\$43,175.00	\$44,175.00
12		\$41,500.00	\$42,100.00	\$42,800.00	\$43,600.00	\$44,600.00
13			\$42,525.00	\$43,225.00	\$44,025.00	\$45,025.00
14				\$43,650.00	\$44,450.00	\$45,450.00
15				\$44,075.00	\$44,875.00	\$45,875.00
16				\$44,500.00	\$45,300.00	\$46,300.00
17				\$44,925.00	\$45,725.00	\$46,725.00
18				\$45,350.00	\$46,150.00	\$47,150.00
19				\$45,775.00	\$46,575.00	\$47,575.00
20				\$46,200.00	\$47,000.00	\$48,000.00
21				\$46,625.00	\$47,425.00	\$48,425.00

(The steps will continue to increase with no limitation to years of experience.) – (2016)

### V.

#### Additional Benefits

- A. The school district will pay 7.75% of the 11.75% TFFR member contribution. The additional 4% member contribution will be paid by the teacher as a tax deferred salary reduction. The school district is also responsible for a 12.75% employer contribution. (2014)
- B. The school district will pay 100% towards a single health insurance policy and/or a tax sheltered annuity which has been mutually agreed upon. (2014)
- C. The teachers hired after the 2015-2016 school year that do not take the single insurance policy will receive a cash option in the amount of \$2,500.00. The benefit amount may also be used towards an annuity or flex plan. (2015)

D. The school district will pay \$11.00 per day traveled for teachers who travel between Flasher & Carson during their lunch time or prep time. (2011)

VI.

Extra-curricular salary schedule for 2018-2019

Base Salary	% of Base	Salary
Head Football	8.00%	\$2,896.00
Asst. Football	6.20%	\$2,244.40
Jr. High Football	7.00%	\$2,534.00
7 <sup>th</sup> & 8 <sup>th</sup> Girls Basketball	7.00%	\$2,534.00
7 <sup>th</sup> & 8 <sup>th</sup> Boys Basketball	7.00%	\$2,534.00
5 <sup>th</sup> & 6 <sup>th</sup> Girls Basketball	5.00%	\$1,810.00
5 <sup>th</sup> & 6 <sup>th</sup> Boys Basketball	5.00%	\$1,810.00
Jr. High Volleyball	7.00%	\$2,534.00
Jr. High Track	7.00%	\$2,534.00
Pep Club	3.00%	\$1,086.00
FCCLA Advisor	7.20%	\$2,606.40
FFA Advisor	3.00%	\$1,086.00
Play Advisor	5.00%	\$1,810.00
Music	4.00%	\$1,448.00
Annual Advisor	3.90%	\$1,411.80
Jr. High Golf	7.00%	\$2,534.00

**Additional weekly salaries will be paid for extended seasons. For extended seasons, head coaches will receive \$111.00 per week and assistant coaches \$85.00 per week.**

VII.

Substitute teachers will be provided whenever possible to conduct classes for teachers who cannot be at work. Every effort will be made to have a substitute teacher take over, however, when this is not possible, regular teachers will be asked to “fill in”. When a teacher subs for another teacher, that teacher will accumulate one period of personal or sick leave or sub pay for each period subbed. (2007)

VIII.

Any teacher who leaves this system, teaches in the Flasher Public School District and then returns to this district, shall be allowed to bring in all the years of experience acquired during the time spent in the Roosevelt and/or Flasher Public School District.

IX.

- A. Sick Leave-Twelve days of sick leave will be granted per year and may be accumulated to a maximum of 60 days at any given time.(2012) (1998) Sick leave may be used for illness and doctor appointments of family members. (2015) Sick days not used may be reimbursed as follows:
  - 1. When a teacher leaves the system, he or she will be reimbursed for any sick leave accumulated. (2001)
  - 2. The rate of reimbursement will be \$40.00 per day. (2013)
  - 3. If a teacher accumulates over 45 days, they may sell extra sick days back at the end of the school year with never less than 45 days being retained for a teacher remaining in the system.
  - 4. A teacher may turn two sick sick leave days into two personal leave days. The maximum a teacher may use is two sick days for two personal days in a school year. (2017)
- B. Professional leave-two days professional leave, not accumulative, may be granted at the discretion of the administration. More may be granted at the discretion of the Board. (1998)

- C. Emergency/Funeral leave-Five (5) days of emergency/funeral leave, not accumulative, may be granted each year. The School Board may grant additional Emergency/Funeral leave in extenuating circumstances. (2014)

Emergency/Funeral Leave shall include death of spouse, child, sibling, parent, grandparent, in-law, and any relative or friend deemed important to the employee; or a natural disaster (fire, flood, tornado, etc. (2014) Emergencies not listed will be approved or disapproved on an individual basis by administration. (2007)

- D. Personal leave-Three days will be granted annually, not to exceed six days to be accumulated at any given time. (2012) Any days over six days will be reimbursed the first week of the school year, when the excess days occur. (2001) The rate of reimbursement will be \$60.00 per day. (2010) No more than two K-6 and two 7-8 staff members may use personal leave on the same day. (1983) Arrangements must be made at least two days before the desired date of leave, and may be taken only upon administrative approval, and no personal leave may be taken during the last two weeks of school. (1977) Exceptions may be granted with administrative approval. (2005)

X.

The board shall provide 100% of a single health insurance policy and/or annuity through a mutually agreed upon Flex Plan or Cafeteria Plan under Section 125 of the 1986 tax laws. The board shall provide the fee to enter the school health program into an approved program. (2014)

XI.

Teachers of Kindergarten through 8<sup>th</sup> grade teachers supervising students will be provided free noon meals. This benefit is provided in exchange for the extra work involved in supervising students during lunch time. (2006)

XII.

Teachers will be admitted free of charge to all school functions. Spouses may be issued a pass for \$5.00 (2006)

XIII.

Employees collecting tickets at the main gate or door and keeping football chains will be paid \$10.00 per game, per person. Employees collecting for a 3-game an evening basketball schedule will be paid \$20.00. (2008)

XIV.

Pay Periods-The regular monthly pay period shall be the 15<sup>th</sup> and the 30<sup>th</sup> of each month or the nearest preceding work day. (2003)

Salary Pay Option-Each teacher shall have the option to elect whether to be paid on a 9 month, or a 12 month basis. (2003)

Pro-rated Contracts-Contracts that are longer or shorter than the standard 182 day contract may have salaries and benefits pro-rated on a percentage, based on the 182 day contract. (2015)

XV.

- A. A teacher with a grievance shall generally first discuss his/her complaint with his/her principal. If necessary, the Principal may consult the Superintendent for his/her opinion. Within five days the Principal shall communicate his/her views to the aggrieved.
- B. If the aggrieved is not satisfied he/she may then take the complaint directly to the Superintendent. After optional consultation, the Superintendent shall reply to the aggrieved within seven days.
- C. Should a satisfactory agreement still not be reached, the aggrieved may present his/her petition to the Board of Education. The Board shall reply to the committee within seven days. (2006)

XVI.

Miscellaneous Provisions

- A. Effect of the Contract-The Board and the Teachers agree that the terms and conditions set forth in this contract represents the full and complete understanding and commitment between the parties and the said terms and conditions may not be altered, changed, added to, deleted from, or modified without mutual consent of the parties in amendment, written and attached and made part of this contract. (1998)
- B. Savings Clause-Should any article, section, or clause of this contract 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 contract to the extent it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of the contract if not affected by the deleted article, section, or clause. (1998)

XVII.

Duration Clause:

This agreement remains in effect until such time both parties mutually agree to change, through the following year's negotiations process.

XVIII.

Leave of Absence:

To be used at the discretion of the board. Teachers must notify the board by April 15<sup>th</sup> of the current school year if they are taking a leave of absence, and also by the following April 15<sup>th</sup> if they intend to return in the fall. The board will respond to the request within 30 days of receiving it.

XIV.

Teachers in grades K-8 supervising students will be provided free noon meals on the days they are supervising noon recess. (2018)

XV.

Employees working at after school fund raising events will be paid \$20.00. The number of employees working an event and receiving this benefit is at the discretion of the administration. (2018)

Approved and accepted the \_\_\_April\_\_\_\_\_ day of \_\_\_\_\_, \_\_\_2018\_\_\_\_\_.

\_\_\_\_\_  
President; Board of Education  
Roosevelt Public School District #18

\_\_\_\_\_  
Chief Negotiator  
Carson Education Association