

South Heart Public
School District #9

South Heart
Education Association

2018-19
Professional
Negotiated Agreement

**SOUTH HEART PUBLIC SCHOOL DISTRICT #9
PROFESSIONAL NEGOTIATED AGREEMENT**

**2018-19
SCHOOL YEAR**

ARTICLE I. BENEFITS

- A. For the 2018-19 school year, each full-time teacher will receive a fringe benefit of \$11,000.00. A part-time teacher will receive a prorated fringe benefit based upon that teacher's individual contract. Teachers can elect to use the fringe benefit package towards any combination of the following in accordance with federal and state law.
1. Health Insurance
 2. Vision Insurance
 3. Health Flexible Spending Account
 4. Healthcare Savings Account
 5. Dependent Care Flexible Spending Account
 6. 403B Retirement Account
 7. AFLAC
 8. Cash option
- B. The following benefits are offered to teachers by the South Heart Public School District.
1. Health insurance - Health insurance costs beyond the fringe benefit shall be the responsibility of the teacher through payroll deduction
 2. Vision insurance - Vision insurance for the teacher only shall be 100% paid by the District. Any additional costs for other family members shall be the responsibility of the teacher through payroll deduction.
 3. Health Flexible Spending Account - maximum as allowed by law
 4. Healthcare Savings Account - maximum as allowed by law
 5. Dependent Care Flexible Spending Account - maximum as allowed by law
 6. 403B Retirement Account - maximum as allowed by law
 7. Term life insurance - \$25,000.00 Basic Life Insurance and Accidental Death and Dismemberment for the teacher only shall be 100% paid by the District. Additional coverage shall be the responsibility of the teacher through payroll deduction.
 8. TFFR Model 1 - 12.75% paid by the District. 11.75% shall be the responsibility of the teacher through payroll deduction
 9. Social security - As required by law.
 10. AFLAC - AFLAC costs beyond the fringe benefit shall be the responsibility of the teacher through payroll deduction.

ARTICLE II. LUNCH TIME

Elementary and secondary teachers may be assigned lunch supervision as needed by the Administration on a rotational system so that teaching staff may be afforded the opportunity for duty free lunch as much as possible. Teachers assigned to lunch duty will be offered a free lunch on those days they are on duty. All teachers on duty choosing not to eat school lunch will be reimbursed the cost of a school lunch meal. Payment will be made at the end of the school year.

ARTICLE III. PROFESSIONAL LEAVE

The Board encourages all teachers to participate in professional development. Teacher(s) wishing to attend a professional development activity will complete and submit a Professional Development Request Form to the Superintendent for approval. Approval will be granted if funding exists and the professional development activity is deemed beneficial to the school and the students.

ARTICLE IV. SALARY SCHEDULE

2018-19 Base Salary - \$41,000.00
2018-19 Increment/Step - Granted
See Attached Salary Schedule

Fifteen (15) years of experience will be allowed to be brought in by new employees for teaching & extra-curricular activities. **Additional years of experience may be granted by the Superintendent with prior approval by the South Heart School Board.**

2018-19 Contract will consist of 183 days including:

175	Student Contact Days.
2	P/T Conferences
3	Holidays as identified in NDCC
<u>3</u>	<u>In-service Days</u>
183	Total Contract Days

ARTICLE V. SALARY -- TEN (10) MONTH OR TWELVE (12) MONTH PAYMENT PLAN

All teaching staff will participate in direct deposit.

Teachers choose their salary payment to be either on a 10 month or 12 month basis prior to the first payday in September. Those that choose 10 payments will receive the final 2 contract payments in May. Those that choose 12 payments will receive the final 4 contract payments in May.

People involved in extra-curricular activities may be paid twice (midway through the activity and at the end of the activity). It is the responsibility of the individual advisors to inform the Activities Director at the beginning of the activity whether he/she wants 1 or 2 payments.

ARTICLE VI. PAID TIME OFF (PTO):

Certified teachers will be allowed Paid Time Off (PTO) each school year as determined by years of experience on salary schedule.

0-9 years of experience	13 PTO days per school year
10-19 years of experience	14 PTO days per school year
20-29 years of experience	15 PTO days per school year
30+ years of experience	16 PTO days per school year

PTO may be used for sick leave, personal leave or bereavement leave. For teachers that are not full-time, PTO days will be prorated at the percent of their full-time equivalency. Unused PTO days at the end of each school year shall be accumulated in each teacher's personal sick leave bank until a

maximum of 90 days is reached. These accumulated days shall only be used for sick leave and can only be used once all PTO has been used. Unused days of sick leave in excess of 90 days at the end of the school year shall be paid in June of each school year, at the rate of \$30.00 per unused day. **Retiring Certified Staff:** A payment of \$25.00 per day for unused sick leave will be paid to retiring certified staff that have worked a minimum of 15 years. Payment will be up to a maximum of 90 days.

ARTICLE VII. PREP PERIOD GUARANTEE

All teachers will receive a prep period during the student contract day (50 minutes for grades 7-12 teachers) and (a minimum of 40 minutes for grades K-6). A teacher that agrees to teach an additional class and forego his/her prep period for a semester or full school year will be compensated at contracted pay for the additional class. 7-12 prep periods shall be defined on the South Heart High/Junior High Master Class Schedule. K-6 prep periods shall be defined and occur when students attend elementary music and physical education.

ARTICLE VIII. SUBSTITUTE TEACHERS:

Teachers will be compensated \$20/period or \$10/half-period for loss of prep time when subbing for other teachers during their designated prep period.

ARTICLE IX. EXTRA-CURRICULAR SCHEDULE

Increment will be applied with 2018-19 contract.

- A. Heart River Co-op Sports Coaching Salaries will be paid according to the attached Heart River Co-op Salary Schedule. Note: The Heart River Co-op Salary Schedule is provided for informational purposes only. This salary schedule is non-negotiable and is determined exclusively by the Heart River Co-op Committee subject to change at any time.
- B. All other Extra-Curricular Activity Advisor positions will be paid according to the attached Extra-Curricular Salary Schedule.

ARTICLE X. TUITION ASSISTANCE

Teachers may submit a written request to the Superintendent for tuition assistance for coursework necessary for the teacher to become highly qualified or receive an endorsement/certification that is beneficial and/or necessary to the district. The Superintendent shall then make a recommendation to the School Board after soliciting input from the School Improvement Committee. Final approval is determined by the School Board.

ARTICLE XI. COMMITTEE ASSIGNMENTS:

At the beginning of each school year, teachers will have the option to select and serve on various school committee(s). If a specific committee does not have enough volunteers, the Administrative Advisory will assign teachers to committees based upon their current employment position and interest. When possible, committees are encouraged to meet either before or after school during the regular teacher work day. However, when approved by the Administration, committees that meet beyond the regular teacher work day shall be compensated at \$20/hr rounded to the nearest quarter hour. IEP meetings and

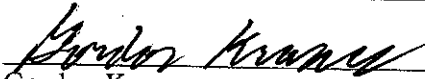
other meetings mandated by the Administration either before or after the regular teacher work day will also be compensated at \$20/hr rounded to the nearest quarter hour.

ARTICLE XII. SAVINGS CLAUSE

Should any part of this negotiated agreement be declared illegal by a court of competent jurisdiction, said article, section, or clause, as the case may be, shall automatically be deleted from this agreement, but the remaining parts of this agreement shall remain in force and effect for the duration of this agreement.

DATE: 4/24/18

SCHOOL BOARD NEGOTIATORS



Gordon Krance

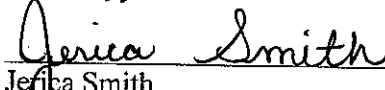


Jon Jacobson

TEACHER NEGOTIATORS



Josh Tommasch



Jerica Smith

South Heart Public School District #9 2018-19 Salary Schedule

Years	SEMESTER HOURS					
	Base 41000 BS + 0	BS + 10	BS + 20	BS + 30	BS + 40	BS + 50 or Masters
0	41000	41400	41800	42200	42600	43050
1	41400	41800	42200	42600	43050	43500
2	41800	42200	42600	43050	43500	43950
3	42200	42600	43050	43500	43950	44400
4	42600	43050	43500	43950	44400	44900
5	43050	43500	43950	44400	44900	45400
6	43500	43950	44400	44900	45400	45900
7	43950	44400	44900	45400	45900	46400
8	44400	44900	45400	45900	46400	46950
9	44900	45400	45900	46400	46950	47500
10	45400	45900	46400	46950	47500	48050
11	45900	46400	46950	47500	48050	48600
12	46400	46950	47500	48050	48600	49150
13	46950	47500	48050	48600	49150	49700
14	47500	48050	48600	49150	49700	50250
15	48050	48600	49150	49700	50250	50800
16		49150	49700	50250	50800	51350
17		49700	50250	50800	51350	51900
18		50250	50800	51350	51900	52450
19		50800	51350	51900	52450	53000
20		51350	51900	52450	53000	53550
21			52450	53000	53550	54100
22			53000	53550	54100	54650
23			53550	54100	54650	55200
24			54100	54650	55200	55750
25			54650	55200	55750	56300
26				55750	56300	56850
27				56300	56850	57400
28				56850	57400	57950
29				57400	57950	58500
30				57950	58500	59050
31					59050	59600
32					59600	60150
33					60150	60700
34					60700	61250
35					61250	61800
36						62350
37						62900
38						63450
39						64000
40						64550

South Heart Public School District #9 2018-19 Extra-Curricular Salary Schedule

ACTIVITY	BASE
Instrumental and vocal music grades 5-12	\$3,000.00
Elem. Music Concerts	\$300.00
Acalympics - Junior & Senior High (\$200 each)	\$200.00
CloseUp	\$1,500.00
Drama	\$1,625.00
FCCLA	\$825.00
FFA	\$2,750.00
Junior Class Advisor *	\$750.00
North Dakota Honor Society	\$150.00
Science Olympiad	\$350.00
Speech	\$2,000.00
Student Council	\$400.00
Yearbook	\$1,700.00

* Junior Class Advisor
\$750 without concession
- OR \$1600 with concessions (could be two people)

<u>BASE AMOUNT</u>	<u>ANNUAL INCREMENT</u>
\$1000.00 & UP	\$70.00
\$700.00 - \$999.00	\$60.00
\$550.00 - \$699.00	\$50.00
\$450.00 - \$549.00	\$40.00
\$300.00 - \$449.00	\$30.00
\$299.00 - & LESS	\$20.00

***Payment for extra curricular can be made twice. Payment may be made 1/2 way through the activity.
It is the responsibility of the staff member in charge of the activity to inform the business manager
1/2 way through the activity if they want 1/2 of the payment.

***Years of experience allowed to be brought in will be fifteen (15) years.

***Job descriptions will be applicable to all positions.

***When the need arises for an assistant, an advisor may submit a written request to the Activities Director and Superintendent. This request should be made within two weeks of the start date of the activity. Approval and pay will be decided by the Superintendent with input from the Activities Director and the Advisor submitting the request.

HEART RIVER ATHLETICS - COACHING SALARIES

Head Coach Salary

Salary increased by \$125.00/year experience

Exp	Per Week	13 weeks	12 weeks	11 weeks	10 weeks	9 weeks	8 weeks
0	\$ 240	\$ 3,120	\$ 2,880	\$ 2,640	\$ 2,400	\$ 2,160	\$ 1,920
1	\$	\$ 3,485	\$ 3,245	\$ 3,005	\$ 2,765	\$ 2,525	\$ 2,285
2	\$	\$ 3,610	\$ 3,370	\$ 3,130	\$ 2,890	\$ 2,650	\$ 2,410
3	\$	\$ 3,735	\$ 3,495	\$ 3,255	\$ 3,015	\$ 2,775	\$ 2,535
4	\$	\$ 3,860	\$ 3,620	\$ 3,380	\$ 3,140	\$ 2,900	\$ 2,660
5	\$	\$ 3,985	\$ 3,745	\$ 3,505	\$ 3,265	\$ 3,025	\$ 2,785
6	\$	\$ 4,110	\$ 3,870	\$ 3,630	\$ 3,390	\$ 3,150	\$ 2,910
7	\$	\$ 4,235	\$ 3,995	\$ 3,755	\$ 3,515	\$ 3,275	\$ 3,035
8	\$	\$ 4,360	\$ 4,120	\$ 3,880	\$ 3,640	\$ 3,400	\$ 3,160
9	\$	\$ 4,485	\$ 4,245	\$ 4,005	\$ 3,765	\$ 3,525	\$ 3,285
10	\$	\$ 4,610	\$ 4,370	\$ 4,130	\$ 3,890	\$ 3,650	\$ 3,410
11	\$	\$ 4,735	\$ 4,495	\$ 4,255	\$ 4,015	\$ 3,775	\$ 3,535
12	\$	\$ 4,860	\$ 4,620	\$ 4,380	\$ 4,140	\$ 3,900	\$ 3,660
13	\$	\$ 4,985	\$ 4,745	\$ 4,505	\$ 4,265	\$ 4,025	\$ 3,785
14	\$	\$ 5,110	\$ 4,870	\$ 4,630	\$ 4,390	\$ 4,150	\$ 3,910
15	\$	\$ 5,235	\$ 4,995	\$ 4,755	\$ 4,515	\$ 4,275	\$ 4,035
16	\$	\$ 5,360	\$ 5,120	\$ 4,880	\$ 4,640	\$ 4,400	\$ 4,160
17	\$	\$ 5,485	\$ 5,245	\$ 5,005	\$ 4,765	\$ 4,525	\$ 4,285
18	\$	\$ 5,610	\$ 5,370	\$ 5,130	\$ 4,890	\$ 4,650	\$ 4,410
19	\$	\$ 5,735	\$ 5,495	\$ 5,255	\$ 5,015	\$ 4,775	\$ 4,535

Assistant Coach Salary

Salary increased by \$100.00/year experience

Exp	Per Week	14 weeks	13 weeks	12 weeks	11 weeks	10 weeks	9 weeks	8 weeks
0	\$ 190	\$ 2,660	\$ 2,470	\$ 2,280	\$ 2,090	\$ 1,900	\$ 1,710	\$ 1,520
1	\$	\$ 2,760	\$ 2,570	\$ 2,380	\$ 2,190	\$ 2,000	\$ 1,810	\$ 1,620
2	\$	\$ 2,860	\$ 2,670	\$ 2,480	\$ 2,290	\$ 2,100	\$ 1,910	\$ 1,720
3	\$	\$ 2,960	\$ 2,770	\$ 2,580	\$ 2,390	\$ 2,200	\$ 2,010	\$ 1,820
4	\$	\$ 3,060	\$ 2,870	\$ 2,680	\$ 2,490	\$ 2,300	\$ 2,110	\$ 1,920
5	\$	\$ 3,160	\$ 2,970	\$ 2,780	\$ 2,590	\$ 2,400	\$ 2,210	\$ 2,020
6	\$	\$ 3,260	\$ 3,070	\$ 2,880	\$ 2,690	\$ 2,500	\$ 2,310	\$ 2,120
7	\$	\$ 3,360	\$ 3,170	\$ 2,980	\$ 2,790	\$ 2,600	\$ 2,410	\$ 2,220
8	\$	\$ 3,460	\$ 3,270	\$ 3,080	\$ 2,890	\$ 2,700	\$ 2,510	\$ 2,320
9	\$	\$ 3,560	\$ 3,370	\$ 3,180	\$ 2,990	\$ 2,800	\$ 2,610	\$ 2,420
10	\$	\$ 3,660	\$ 3,470	\$ 3,280	\$ 3,090	\$ 2,900	\$ 2,710	\$ 2,520
11	\$	\$ 3,760	\$ 3,570	\$ 3,380	\$ 3,190	\$ 3,000	\$ 2,810	\$ 2,620
12	\$	\$ 3,860	\$ 3,670	\$ 3,480	\$ 3,290	\$ 3,100	\$ 2,910	\$ 2,720
13	\$	\$ 3,960	\$ 3,770	\$ 3,580	\$ 3,390	\$ 3,200	\$ 3,010	\$ 2,820
14	\$	\$ 4,060	\$ 3,870	\$ 3,680	\$ 3,490	\$ 3,300	\$ 3,110	\$ 2,920
15	\$	\$ 4,160	\$ 3,970	\$ 3,780	\$ 3,590	\$ 3,400	\$ 3,210	\$ 3,020
16	\$	\$ 4,260	\$ 4,070	\$ 3,880	\$ 3,690	\$ 3,500	\$ 3,310	\$ 3,120
17	\$	\$ 4,360	\$ 4,170	\$ 3,980	\$ 3,790	\$ 3,600	\$ 3,410	\$ 3,220
18	\$	\$ 4,460	\$ 4,270	\$ 4,080	\$ 3,890	\$ 3,700	\$ 3,510	\$ 3,320
19	\$	\$ 4,560	\$ 4,370	\$ 4,180	\$ 3,990	\$ 3,800	\$ 3,610	\$ 3,420

Junior High Coach Salary

Salary increased by \$75.00/year experience

Exp	Per Week	10 weeks	9 weeks	8 weeks	7 weeks	6 weeks
0	\$ 140	\$ 1,400	\$ 1,260	\$ 1,120	\$ 980	\$ 840
1	\$	\$ 1,475	\$ 1,335	\$ 1,195	\$ 1,055	\$ 915
2	\$	\$ 1,550	\$ 1,410	\$ 1,270	\$ 1,130	\$ 990
3	\$	\$ 1,625	\$ 1,485	\$ 1,345	\$ 1,205	\$ 1,065
4	\$	\$ 1,700	\$ 1,560	\$ 1,420	\$ 1,280	\$ 1,140
5	\$	\$ 1,775	\$ 1,635	\$ 1,495	\$ 1,355	\$ 1,215
6	\$	\$ 1,850	\$ 1,710	\$ 1,570	\$ 1,430	\$ 1,290
7	\$	\$ 1,925	\$ 1,785	\$ 1,645	\$ 1,505	\$ 1,365
8	\$	\$ 2,000	\$ 1,860	\$ 1,720	\$ 1,580	\$ 1,440
9	\$	\$ 2,075	\$ 1,935	\$ 1,795	\$ 1,655	\$ 1,515
10	\$	\$ 2,150	\$ 2,010	\$ 1,870	\$ 1,730	\$ 1,590
11	\$	\$ 2,225	\$ 2,085	\$ 1,945	\$ 1,805	\$ 1,665
12	\$	\$ 2,300	\$ 2,160	\$ 2,020	\$ 1,880	\$ 1,740
13	\$	\$ 2,375	\$ 2,235	\$ 2,095	\$ 1,955	\$ 1,815
14	\$	\$ 2,450	\$ 2,310	\$ 2,170	\$ 2,030	\$ 1,890
15	\$	\$ 2,525	\$ 2,385	\$ 2,245	\$ 2,105	\$ 1,965
16	\$	\$ 2,600	\$ 2,460	\$ 2,320	\$ 2,180	\$ 2,040
17	\$	\$ 2,675	\$ 2,535	\$ 2,395	\$ 2,255	\$ 2,115
18	\$	\$ 2,750	\$ 2,610	\$ 2,470	\$ 2,330	\$ 2,190
19	\$	\$ 2,825	\$ 2,685	\$ 2,545	\$ 2,405	\$ 2,265

Elementary Coach Salary

Salary increased by \$60.00/year experience

Exp	Per Week	9 weeks	8 weeks	7 weeks	6 weeks
0	\$ 125	\$ 1,125	\$ 1,000	\$ 875	\$ 750
1	\$	\$ 1,185	\$ 1,060	\$ 935	\$ 810
2	\$	\$ 1,245	\$ 1,120	\$ 995	\$ 870
3	\$	\$ 1,305	\$ 1,180	\$ 1,055	\$ 930
4	\$	\$ 1,365	\$ 1,240	\$ 1,115	\$ 990
5	\$	\$ 1,425	\$ 1,300	\$ 1,175	\$ 1,050
6	\$	\$ 1,485	\$ 1,360	\$ 1,235	\$ 1,110
7	\$	\$ 1,545	\$ 1,420	\$ 1,295	\$ 1,170
8	\$	\$ 1,605	\$ 1,480	\$ 1,355	\$ 1,230
9	\$	\$ 1,665	\$ 1,540	\$ 1,415	\$ 1,290
10	\$	\$ 1,725	\$ 1,600	\$ 1,475	\$ 1,350
11	\$	\$ 1,785	\$ 1,660	\$ 1,535	\$ 1,410
12	\$	\$ 1,845	\$ 1,720	\$ 1,595	\$ 1,470
13	\$	\$ 1,905	\$ 1,780	\$ 1,655	\$ 1,530
14	\$	\$ 1,965	\$ 1,840	\$ 1,715	\$ 1,590
15	\$	\$ 2,025	\$ 1,900	\$ 1,775	\$ 1,650
16	\$	\$ 2,085	\$ 1,960	\$ 1,835	\$ 1,710
17	\$	\$ 2,145	\$ 2,020	\$ 1,895	\$ 1,770
18	\$	\$ 2,205	\$ 2,080	\$ 1,955	\$ 1,830
19	\$	\$ 2,265	\$ 2,140	\$ 2,015	\$ 1,890