

2018-2019 FINALIZED ITEMS FOR NEGOTIATION

ITEM 1

Hours listed below are semester hours.

ITEM 2

MINIMUM SALARIES FOR STANLEY SCHOOL DISTRICT

New Hires

(1) The minimum salaries for teachers employed by the district on a nine month basis is as shown below: **2018-2019**

| | | | | | |
|-----------|---------------|--------------|--------------|-------------|------------------|
| BS | BS +16 | BS+32 | BS+48 | M/MS | MA/MS +16 |
| \$ 41,000 | \$ 41,700 | \$ 42,400 | \$ 43,100 | \$ 44,100 | \$ 44,800 |

(2) Any newly hired teacher shall be allowed to count 3 years of previous experience from another system and will receive a \$500 increase for each year brought into the district, except no newly hired teacher will be brought into the district at a higher salary than those already in the district with similar education and experience. The board reserves the right to pay above the base 3 years in some circumstances.

Returning Teachers

(1) The Stanley Public School shall pay the following educational lanes:

| | | | | |
|--------------|--------------|--------------|---|------------------|
| BS+16 | BS+32 | BS+48 | M/MS | MA/MS +16 |
| \$ 700 | \$ 700 | \$ 700 | \$ 700 before July 1, 2018 \$1000 after July 1, 2018 | \$ 700 |

- (2) Beginning the school year 2015-2016, **the** district shall pay Teacher Fund for Retirement at **17.75%**
- (3) Each teacher employed by the district in 2017-2018 and returning to the district in 2018-2019 shall receive an increase of \$1,000 on his/her base salary for the 2018-2019 school year.
- (4) An additional annual increase of \$500 will be added to each full-time teacher's annual salary as a loyalty incentive during the consecutive 6th, 11th, 16th, 21st, 26th and 31st year of employment with the Stanley School District.
- (5) Additional teacher's salary compensation, if any, will be across the board increases as negotiated. Any increase in salary for teachers not provided for in Paragraph 2 of this section must be mutually agreed to by the Association and the District.

ITEM 3

The District shall reimburse all teachers (part-time and full-time) who travel between buildings on a regular schedule one hundred, fifty dollars (\$150) per commute year. A commute year is defined as a daily trip between the Stanley Public Schools. If it is required for a teacher to return to their principle school, it is considered a double commute year and will be paid at 2 units (\$300). When scheduled travel time is at a percentage of the week teachers will be paid at the following rate:

| | |
|--------|--------------|
| 5 days | 100% of unit |
| 4 days | 80% of unit |
| 3 days | 60% of unit |
| 2 days | 40% of unit |
| 1 day | 20% of unit |

\$35.00 per year will be paid to those teachers who travel between schools for testing purposes.

ITEM 4

All teachers must hold a valid North Dakota teaching certificate to be employed at Stanley School system.

The Stanley Community School District may pay up to \$75 per semester hour for professional development during the Five Year License Renewal period. The Regular (Five Year) license is issued to individuals who have met all of the requirements for a ND Educator's Professional License and have successfully taught 18 months (full-time equivalent) in the state of North Dakota. Individuals must be under contract at least thirty days of the five-year period and have completed the required semester hours of re-education to be eligible for reimbursement. This amount may not exceed a total of \$975 unless prior administrative approval is granted.

The Stanley Community School District may pay up to \$75 per semester hour for professional development during the Two Year License renewal period. The Renewal (Two-Year) is issued to individuals who have completed less than 18 months of contracted teaching time in North Dakota. This license can be used to sign a teaching contract or to substitute teach. This amount may not exceed a total of \$150.00 unless prior administrative approval is granted.

The Stanley School system may pay \$ 75 per semester hour up to a maximum of four semester hours per year toward credits earned in an approved advance degree program and/or toward an administrative degree. Prior administrative approval is also required.

A teacher must fill out any necessary paperwork and show proof of a passing grade before credits can be reimbursed. Prior administrative approval is required before any credits are taken for which reimbursement will be requested

ITEM 5

Each teacher will be granted 3 personal leave days per year, accumulative to a maximum of 5 personal leave days. Beginning the 6th year of service to the district, the teacher will be granted 4 personal leave days per year, accumulative to 6 personal days. The administration must be given sufficient notice to secure a substitute teacher and administration shall have final approval in regards to the number of teacher leaves granted during any given day. In case of multiple applications, those submitted first will have first consideration. The teacher shall have the option of turning back his/her leave days at the end of the year at the teacher's daily rate of pay or notify the business manager of his/her desire to accumulate unused days by June 1. The school district shall pay the cost of all substitutes for accumulated personal leave.

ITEM 6

Professional leave will be granted as needed upon the advance approval of the School Board through the Administration. Professional leave will be without loss of pay. Said leave will be in the teacher's related field of education or assigned extra-curricular areas. The school district may pay the registration cost and mileage at the state rate.

ITEM 7

Each teacher employed by the Stanley Public School District shall receive ten (10) days of sick leave each year cumulative to 180 days. When a teacher has missed work for five (5) days or more, he/she will present a physician's certificate to the Superintendent of Schools verifying the legitimacy of lost workdays. Teachers who have been employed by the Stanley Public School District for five or more years and who resign, retire, or are non-renewed due to reduction in force will receive seventy (70%) of the current substitute teacher salary per day for each day of unused sick leave up to 100 days.

ITEM 8

Sick leave bank is available to the Stanley Public School faculty. Only those choosing to participate may use the sick leave bank. The purpose of the bank is for unexpected and catastrophic illness and/or injury. See school board policy for clarification of this program and requirements for participation.

ITEM 9

Five days bereavement leave for death of immediate family member (spouse, child, sibling, parent) and two days bereavement leave for all other extended family, and 1 day bereavement leave for the contracted year with no stipulations, subject to administrative approval.

ITEM 10

All teachers are expected to perform duties as advisors without additional compensation. These duties are: All classes, Lettermen's Club (S-Club), Pep Club, and Science Club.

ITEM 11

Pay periods shall be the 20th of each month or the last day of school prior to the 20th.

ITEM 12

Teachers who sign a contract to work in the Stanley School system and then ask for their release will be granted this release until June 15 at no expense to the teachers, subject to the Board of Education approving the release. The remaining month of June a teacher may purchase his release for 3% of the contracted amount, subject to the approval of the release. During July the rate shall be 6% and August 15%. The Board reserves the right to waive the penalty in unusual circumstances. The letter from the teacher in which release is requested must be accompanied by a cashier's check, bank draft, or certified check in the proper amount.

ITEM 13

The School Board retains the right to place the following phrase in all teacher contracts—"and other such duties as prescribed by the School Board".

ITEM 14

The School Board and The Stanley Education Association agrees that when teachers are used as substitute teachers during a school day and such duty is in excess of their normal duty (i.e., the teacher is subbing during his/her prep period), they shall be paid at an hourly rate of \$35.

ITEM 15

The school shall provide duty free lunches throughout the district unless support staff is not available to perform these duties. Those teachers performing lunch duty will receive a free school meal on those days. This is an administrative issue.

ITEM 16

The School Board and the Stanley Education Association agrees that all contracts should be honored as written and that if circumstances alter the situation, both teacher and School Board should be involved in the solution.

ITEM 17

The School District shall pay a \$ 9,600 fringe benefit for each teacher for school year 2018-2019. The choices of expenditure shall be made by September 10th. **Part time teachers will be prorated based on percentage of teaching contract. Those choosing to receive cash shall have this benefit reduced by 7.65%.**

ITEM 18

Teachers will know their class assignments by August 1st, if all contracts were returned July 1st. Assignments cannot be guaranteed by August 15th in the case of resignations (for any reason) after July 1.

ITEM 19

The contract period for the school year shall be minimum number of contract days set by NDCC.

ITEM 20

The provisions of this agreement will be effective as of July 1, 2018 and will continue and remain in full force and effect until June 30, 2019. Said agreement will automatically be renewed and continued in full force and effect for an additional period of one year unless either the board **or** the association give written notice to the other not later than 90 days prior to the expiration date, or any anniversary thereof, of its desire to reopen this agreement and to negotiate over terms of a successor agreement.

ITEM 21

SEVERABILITY CLAUSE

Should any Article, Section or Clause of the agreement be declared illegal by a court or 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; but 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.

Dated at Stanley, North Dakota this 23rd day of May, 2018

Board Negotiation Committee

Stanley School Board

Donald Giese, Chairperson

David Enander, School Board President

S.E.A. Negotiation Committee

Stanley Education Association

Dana Curren, Chairperson

Betty VanVugt, Co-President

Eden Cuypers, Co-President