

BARNES COUNTY NORTH SCHOOL DISTRICT #007

A. 2021-2022 & 2022-2023 SALARY SCHEDULE

A \$41,500 base salary will be in effect for both years of the contract period. All steps were frozen in 2019-2020, but lane changes were accepted. BS+24, BS+32, & Masters columns will be capped at step 25. BS+40 will receive a \$200.00 Career Increment & Masters+10 will receive a \$250.00 Career Increment beyond step 25 beginning in 2020-2021. Said salary placement schedules will be in effect during the 2021-2022 and 2022-2023 contract terms. This offer includes the previously negotiated step salary increases.

B. TEACHER FUND FOR RETIREMENT BENEFITS

The Board will pay 3% of the teachers share of TFFR for year one of the contract period. The Board will pay 4% of the teachers share of TFFR for year two of the contract period.

C. HEALTH INSURANCE BENEFITS

The Board will pay a benefit of \$2,500.00 towards a flex benefit Section 125 Plan or 100% of the cost of a District group health insurance single employee premium in both years of the agreement. A teacher wanting additional coverage for a qualified family member is allowed, but will assume the responsibility of paying such difference.

D. LONG TERM DISABILITY

Teachers will have their long-term disability paid for each year they are a contracted teacher.

E. SICK LEAVE

The Board agrees to grant each teacher twelve (12) days of sick leave each year cumulative to eighty (80). At the beginning of the school year, the district will pay the teacher \$100.00 per day for every day over the eighty (80) day sick leave max. Sick leave may be used for absences necessitated by illness, injury, dental care, medical examinations, or maternity for themselves, spouse and or children living in their household. A doctor's certificate may be required at any time, at the discretion of the Superintendent or Superintendent Designee. Sick leave may be used for other emergencies granted at the discretion of the Superintendent or Superintendent Designee.

The Board will allow a maximum of ten (10) days sick leave, per person, for bereavement, granted at the discretion of the Superintendent or Superintendent Designee.

After twenty (20) years of continuous employment to Barnes County North School District or its predecessor districts (WC, NC, and Spiritwood) and upon retirement or resignation, a forty (\$40.00) dollar per day payment will be made to teachers for unused sick days.

F. SICK LEAVE BANK

The school district provided a sick leave bank of 160 days beginning in the contracted year of 2019. See Sick Bank Policy. Any changes to the Sick Bank Policy must be agreed to by both negotiating parties.

G. PARENTAL LEAVE

A teacher may use any accumulated sick or personal leave for recovery and/or to bond with a child after the birth of their child or the placement with the teacher of a child for adoption or foster care. A teacher with fewer than 20 accumulated sick leave days at the time of birth or placement with the teacher of a child for adoption or foster care may be granted up to 10 days in a calendar year for the 2021-2022 & 2022-2023 school years.

H. PROFESSIONAL LEAVE

Each teacher may be granted three (3) days of professional leave per year at the discretion of the Superintendent or Superintendent Designee. Attendance at out-of-state workshops or seminars may be granted at the discretion of the school board. When mutually agreed upon by the teacher and the Superintendent, professional leave may be granted during the last two (2) weeks of school.

I. PERSONAL LEAVE

Three (3) days of paid personal leave per year cumulative to five (5) will be granted to each teacher. No teacher shall be granted more than five (5) days of paid personal leave a year. This leave must be requested two (2) days in advance of chosen leave days. All leave is subject to availability of substitute teachers and at the discretion of the Superintendent or Superintendent Designee. At the beginning of the school year, the district will pay the teacher \$100.00 per day for every day over the 5 day personal leave max.

J. SABBATICAL LEAVE

A one (1) year leave of absence may be granted to any teacher having at least seven (7) consecutive years teaching experience in the district. A teacher requesting leave must do so in writing by March 1st of the year prior to the requested leave time, that being July 1st to June 30th. A teacher on leave shall not accumulate sick leave or personal leave during the leave of absence. The teacher on leave shall notify the Board by March 1 of his or her intent to return. Upon notification of intent to return the teacher shall be reinstated to his/her original job the year following the year of leave. Upon the return, the teacher shall retain salary and fringe benefits which he/she has accrued prior to the leave. Leave of absence may be granted at the discretion of the School Board to temporarily relieve a teacher for a period of one (1) year in order to improve education, pursue career moves, travel, ect. The final decision to grant or deny the teacher's request for leave will be made by the Board by April 15th of the year prior to the requested leave time. No more than one (1) teacher may be on sabbatical leave at one

(1) time. Exceptions may be granted at the discretion of the Board. Leave will be unpaid; insurance coverage during the leave of absence will continue at the expense of the teacher and with approval of the carrier. The teacher will not gain a year of experience step on the salary schedule for their time on sabbatical leave.

K. MILITARY LEAVE

Military leave as outlined in North Dakota Century Code, NDCC 37-01-25 and NDCC 37-01-25.1.

L. SUBSTITUTE TEACHERS

If a teacher is filling in for a teacher who is absent, that teacher shall be paid at \$15.00 per hour/period.

M. LUNCH ROOM AND RECESS DUTY

All teachers shall be provided with a duty-free lunch period and all staff shall receive a free lunch. Administrators and aides will supervise students. Staff members will supervise noon recess as part of his/her schedule.

N. TUITION REIMBURSEMENT

The Barnes County North School District will pay each teacher up to \$200.00 for professional development classes.

O. CONTRACT PAYMENTS

Teachers will have two (2) options as a basis for payroll. These may be chosen from nine (9) or (12) monthly payments. There will be two (2) pay periods per month. Pay day shall be the first and the fifteenth of the month. All other compensation will be paid according to IRS code. All employees will be paid by direct deposit if possible.

P. PAYROLL DEDUCTIONS

Payroll deductions will be made according to state law.

Q. SCHOOL CALENDAR

The school calendar will be developed cooperatively by the Administration and the faculty with the final decision left to the Board of Education. The vacation schedule will be part of the school calendar.

R. PLACEMENT ON SALARY SCHEDULE

All teaching experience will be allowed to be brought into the system less 1 step on the salary schedule. A maximum of 5 years of work related (non-teaching) experience may be brought into the system upon Board approval. The experience limitations may, at the discretion of the Barnes County North Board of Education, be waived when certain teaching positions have limited applications and/or the Board experiences extreme difficulty filling a teaching position. The salary schedule is a part of the Negotiated Agreement.

S. IMPASSE, GRIEVANCE & TEACHER REPRESENTATION & NEGOTIATION PROCEDURES
Impasse procedures are defined in NDCC under Section 15.1-16-15. Impasse-Resolution. The Grievance procedure is contained in Board policy. The Teacher Representation & Negotiation procedures are defined in NDCC under Chapter 15.1-16.

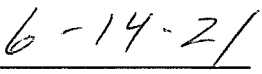
T. RECOGNITION CLAUSE
This agreement has been formed pursuant to NDCC chapter 15.1-16 under which the Barnes County North Public School District Board recognizes the Barnes County North Education Association to be the appropriate negotiating unit for the teachers of the Barnes County North School District for the term of this agreement.

U. DURATION CLAUSE
This agreement shall be in effect as of July 1, 2021 and shall remain in effect through June 30, 2022 [or 2023 if you're negotiating a 2-year], and thereafter for successive contract terms unless either party provides written notice to the other party not less than sixty days before the anniversary date of a desire to modify or terminate this agreement.

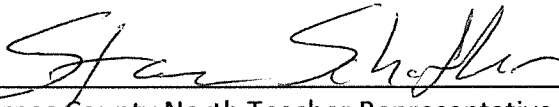
V. SAVINGS CLAUSE
Should any provision of this agreement be declared illegal by a court of competent jurisdiction, said provision shall be automatically deleted from this agreement to the extent that it violates the law. The remaining provisions shall remain in full force and effect for the duration of the agreement if not affected by the deleted provision.



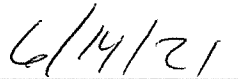
Barnes County North Board of Education Representative



Date



Barnes County North Teacher Representative



Date

		2021-2023 Steps and Lanes							
	across	500.00	500.00	500.00	500.00	500.00	600.00	1,500.00	500.00
2021-2023	down	575.00	580.00	590.00	600.00	625.00	640.00	725.00	725.00
	Base	41,500.00							
STEP	BS	BS+8	BS+16	BS+24	BS+32	BS+40	MASTER	MASTER+10	
1.00	41,500.00	42,000.00	42,500.00	43,000.00	43,500.00	44,100.00	45,600.00	46,100.00	
2.00	42,075.00	42,580.00	43,090.00	43,600.00	44,125.00	44,740.00	46,325.00	46,825.00	
3.00	42,650.00	43,160.00	43,680.00	44,200.00	44,750.00	45,380.00	47,050.00	47,550.00	
4.00	43,225.00	43,740.00	44,270.00	44,800.00	45,375.00	46,020.00	47,775.00	48,275.00	
5.00	43,800.00	44,320.00	44,860.00	45,400.00	46,000.00	46,660.00	48,500.00	49,000.00	
6.00	44,375.00	44,900.00	45,450.00	46,000.00	46,625.00	47,300.00	49,225.00	49,725.00	
7.00	44,950.00	45,480.00	46,040.00	46,600.00	47,250.00	47,940.00	49,950.00	50,450.00	
8.00	45,525.00	46,060.00	46,630.00	47,200.00	47,875.00	48,580.00	50,675.00	51,175.00	
9.00	46,100.00	46,640.00	47,220.00	47,800.00	48,500.00	49,220.00	51,400.00	51,900.00	
10.00	46,675.00	47,220.00	47,810.00	48,400.00	49,125.00	49,860.00	52,125.00	52,625.00	
11.00	47,250.00	47,800.00	48,400.00	49,000.00	49,750.00	50,500.00	52,850.00	53,350.00	
12.00	47,825.00	48,380.00	48,990.00	49,600.00	50,375.00	51,140.00	53,575.00	54,075.00	
13.00	48,400.00	48,960.00	49,580.00	50,200.00	51,000.00	51,780.00	54,300.00	54,800.00	
14.00	48,975.00	49,540.00	50,170.00	50,800.00	51,625.00	52,420.00	55,025.00	55,525.00	
15.00	49,550.00	50,120.00	50,760.00	51,400.00	52,250.00	53,060.00	55,750.00	56,250.00	
16.00	50,125.00	50,700.00	51,350.00	52,000.00	52,875.00	53,700.00	56,475.00	56,975.00	
17.00		51,280.00	51,940.00	52,600.00	53,500.00	54,340.00	57,200.00	57,700.00	
18.00			52,530.00	53,200.00	54,125.00	54,980.00	57,925.00	58,425.00	
19.00			53,120.00	53,800.00	54,750.00	55,620.00	58,650.00	59,150.00	
20.00			53,710.00	54,400.00	55,375.00	56,260.00	59,375.00	59,875.00	
21.00			54,300.00	55,000.00	56,000.00	56,900.00	60,100.00	60,600.00	
22.00			54,890.00	55,600.00	56,625.00	57,540.00	60,825.00	61,325.00	
23.00				56,200.00	57,250.00	58,180.00	61,550.00	62,050.00	
24.00				56,800.00	57,875.00	58,820.00	62,275.00	62,775.00	
25.00				57,400.00	58,500.00	59,460.00	62,275.00	63,500.00	

For School Year 2021-2023:	
Career Increment of \$200 on BS+40 lane of step 25 and beyond.	200.00
Career Increment of \$250 on MS+10 lane of step 25 and beyond.	250.00