

**2021-22 & 2022-23
NEGOTIATED AGREEMENT
BETWEEN
DEVILS LAKE EDUCATION ASSOCIATION & DEVILS LAKE SCHOOL BOARD**

SALARY AGREEMENT

2021-22 School Year:

- Provide step increase.
- Provide health insurance increase.
- Provide \$500 increase to base (base = \$40,700)

Salary Increase	\$ 164,030.00	
TFFR Increase	\$ 45,797.18	
Soc Sec Increase	\$ 12,548.30	
Health Insurance Increase	\$ 63,260.99	
Dental Insurance Increase	\$ 3,193.56	
Vision Insurance Increase	\$ 0.00	
Disability Insurance Increase	\$ 0.00	
Life Insurance Increase	\$ 0.00	
TOTAL INCREASE.....	\$ 288,830.03	= 2.36%
Co-Curricular Increase.....	\$ 8,453.64	= 1.24%

2022-23 School Year:

- Provide step increase.
- Add M+48 lane with increase of \$900 (base M+48 lane= \$47,725)
- Provide \$375 increase to base (base = \$41,075)

Salary Increase	\$ 140,617.50	
TFFR Increase	\$ 39,260.41	
Soc Sec Increase	\$ 10,757.24	
Health Insurance Increase	\$ 0.00	
Dental Insurance Increase	\$ 0.00	
Vision Insurance Increase	\$ 0.00	
Disability Insurance Increase	\$ 0.00	
Life Insurance Increase	\$ 0.00	
TOTAL INCREASE.....	\$ \$190,635.14	= 1.52%
Co-Curricular Increase.....	\$ 6,340.23	= 0.92%

MASTER CONTRACT LANGUAGE AGREEMENTS

ARTICLE VI. TRANSFERS

Section 1. Voluntary Transfers

Teachers desiring a change in grade or subject assignments, or who desire a transfer to another building, may apply for such change through the superintendent. Vacancies shall be posted at all school buildings and the Devils Lake Public School website during the school year and the superintendent's office and the Devils Lake Public School website in the summer months.

ARTICLE VIII. TEACHER WORKLOAD

Section 3. Substitute Work

Teachers within the school district who substitute for another teacher within the district shall receive \$25.00 per period.

Teachers left in charge due to an administrator's absence from the district shall receive an additional \$25.00 for their prep time lost and/or lunch time lost.

Section 5. Preparation Time

The Devils Lake Public School District shall provide each teacher with 40 minutes of consecutive, uninterrupted, duty-free preparation time per day. Teachers shall be compensated for any special education meetings (504, IEP, health plans, etc.) that would cause them to lose their preparation period.

ARTICLE X. SCHOOL CALENDAR

The school calendar for each year shall be submitted for review by the Association. Changes in the school calendar will be brought back to the Association at least 30 days in advance of it being submitted to the School Board for final approval.

The length of the school calendar will be 184 days. If the two storm days are not used for storms, days will be used toward the end of the school year, with the specific days to be at the discretion of the Superintendent or his/her designee.

173-175	Student Contact Days
2	Storm Days
2	Conference Days
3	Holidays
+4-6	Professional development/conference days (3 paid days required by law)
186	TOTAL
- 2	Unused Storm Days
184	ACTUAL TEACHER CONTRACT DAYS

ARTICLE XII. SALARIES

Section 2. Method of Payment

Normal pay days will be on the 20th day of each month. In the event the 20th falls on a Saturday or Sunday, the pay day shall be the Friday before. Staff members will be given an option of a 10-month or 12-month payment plan. The 38-week employees will be paid on a 12-month plan unless the individual notifies the Business Office by September 10 of the school year that he or she desires the 10-month plan. All persons with extended contracts will be paid on a 12-month plan. In case of resignation the teacher would be paid in full, at the time of separation from the school district.

ARTICLE XV. SICK LEAVE

Section 1. Sick Leave

All teachers shall receive ten days of sick leave per year, accumulative to 125 days. Sick leave is to be used for the teacher's own illness and the illness of immediate family. Sick leave may be used by the hour. A doctor's certificate may be required after 5 working days of continued illness in order to continue sick leave.

Pregnancy shall be treated like any other disability for purposes of sick leave. This includes the time for recovery after the birth of a child, a miscarriage, or stillbirth. The duration of this leave shall be determined by the mother's doctor and will be charged against sick leave.

Leave of ten days will also be granted under this provision for actual adoption placement.

The Superintendent may grant an employee up to an additional 5 days of sick leave for the pregnancy/birth of a child, a miscarriage, or a stillbirth. No employee will be granted additional days under this clause until all available sick and personal leave are depleted. The purpose of this clause is to lighten the financial burden of employees who do not have sufficient sick and/or personal leave for childbirth and to encourage new employees to join the sick leave bank.

Section 3. Family Leave

Sick leave may also be used in the event of serious illness in the immediate family which shall include spouse, children, parents, sisters, brothers, grandparents, grandchildren or in-laws of the teacher or spouse. Serious illness shall be defined to include only those illnesses which include hospitalization or direct consultation between the ill person and a medical doctor. The immediate supervisor may request medical verification of the seriousness of the family member's illness.

ARTICLE XVI. SICK LEAVE BANK

Section 1. Qualifications

A. New employees have until October 1st of their first year of employment to join the Sick Leave Bank. Other employees who did not join in their first year have the opportunity to join by October 1st, following the completion of their first and fifth year in the district.

ARTICLE XXIV. RETIREMENT INCENTIVE

** The Retirement Incentive is only available for TFFR Tier 2 Members Employed on or after 7/1/2008 **

To be eligible to receive a payment of \$1000/year of continuous service retirement incentive, the employee must meet all the following requirements:

- Completed 15 years of full-time continuous employment with the Devils Lake Public Schools at the time of retirement.
- Attained the eligibility standards of TFFR for a normal (unreduced) service retirement.
- Notify the District in writing of his/her intention of retiring no later than January 15th immediately prior to the year retirement begins.

The payment amount will be capped at \$40,000 or 40 years of continuous service to the Devils Lake Public Schools.

CO-CURRICULAR SALARY SCHEDULE

Add robotics to the .01 position.

AGREED BY:



President, DL Education Association



President, DL Board of Education

Date: 5-11-21

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