

**EDMORE PUBLIC SCHOOL DISTRICT
COMPREHENSIVE AGREEMENT
2021-2022, 2022-2023 School Years**

PREAMBLE.

The School Board of the Edmore School District, Edmore, North Dakota and the Edmore Education Association do hereby agree that the welfare of the children of the Edmore School District is paramount in the operation of the school and will be promoted by both parties. The parties do hereby agree as follows:

ARTICLE I. RECOGNITION.

Section 1. Association Recognition.

The School Board of the Edmore School District hereinafter referred to as the Board, recognizes that teaching is a profession. The Board recognizes the Edmore Education Association, hereinafter referred to as the Association, as the bargaining representative for all full-time/part-time licensed teachers of the School District engaged in classroom teaching, but excluding the principals and superintendent.

Section 2. Board Recognition.

The Association recognizes the Board as the elected representatives of the people of the Edmore School District and as employers of the certified personnel of the Edmore School District.

ARTICLE II. PROCEDURES.

Section 1. Directing Requests.

Requests for negotiation meetings from the Association normally will be made directly to the superintendent or his representatives. Requests from the superintendent or the Board, or their representatives, will be made to the president of the Association. A mutually convenient meeting date shall be set and a meeting held within five (5) days of the date of request.

Section 2. Meetings.

Meetings for the purpose of negotiations shall be mutually agreed upon. Requests for changes in date or time shall be made through the superintendent's office.

Section 3. Assistance.

The parties may call upon competent professional or lay persons to render advice relative to the negotiations. Further, the cost of such assistance shall be borne by the party securing the assistance. The cost of secretarial assistance will be shared equally by both parties.

Section 4. Exchange of Information.

The Board, or the Association, upon request from the opposite party, shall provide accurate information which is normally considered public information. Examples of such information would include financial resources of the district and salary schedules of area schools.

ARTICLE III. TEACHER RIGHTS.

Section 1. Statutory Savings Clause.

Nothing contained herein shall be construed to deny or restrict the rights afforded any teacher under the laws of North Dakota. The rights granted to teachers hereunder shall be deemed in addition to those provided elsewhere.

ARTICLE IV. ASSOCIATION RIGHTS.

Section 1. Use of School Mail Service.

The Association shall have the right to use school districts' mail services and teachers' mailboxes for communications to teachers.

ARTICLE V. LEAVES.

Section 1. Sick Leaves.

An employee's unused sick leave bank can be accumulated up to 65 days with an additional 15 days granted at the beginning of each contract year, not to exceed 80 days total for that contracted year. The allowance can be used for absences caused by illness or disability of the teacher. Ten (10) days per year may be used to stay at home with an immediate family member. Immediate family being defined as: spouse, grandparents, parents, brothers, sisters, children and grandchildren of the employee and his/ her spouse. This also includes individuals for whom the employee is current legal guardian. Pregnancy/Maternity disability will be treated as any other illness/disability. The Board may request a second doctor's confirmation or a second doctor's opinion concerning a teacher who has been absent due to illness for an extended time of four (4) or more days. The Board will pay the cost for the second opinion and may select the doctor. An employee may use up to 12 days for adoption/paternity leave to be deducted from accumulated sick leave. Additional days may be granted upon approval of superintendent and school board. At the end of the year, teachers will be compensated for any unused sick leave over 65 days at a rate of \$25.00 per day after 3 years of employment. Upon resignation in good standing or retirement after 3 years with the district, the total banked sick leave will be paid out at \$25.00 per day.

Section 2. Professional Leave.

Each teacher shall be credited with teacher professional leave. The teacher planning to use a professional business day must first receive the approval of the administration.

Section 3. Emergency Leave.

At the beginning of each school year, each teacher shall be credited with a 2-day emergency leave allowance, accumulative to six (6) days. The emergency leave is to be used for such things as death or serious illness requiring hospitalization or immediate medical attention in the immediate family. Three (3) days of emergency leave per year may be used to attend a funeral not in the immediate family. Two (2) days of emergency leave may be used if no travel is advised from the home residence or school-related event to the school as issued by the NDDOT. The teacher must receive the approval of the superintendent.

Section 4. Personal Leave.

At the beginning of each school year, each teacher shall be credited with three (3) days, accumulative to five (5), to be used for personal business. A personal business day may be used for any purpose at the discretion of the teacher. A teacher planning to use a personal business day shall provide the administration with sufficient time to hire an acceptable substitute teacher. Each unused personal day above the five days will be reimbursed at an equivalent to one contracted day and will be added to their tenth check. One personal day may be split into half days.

Section 5. Sabbatical Leave.

Teachers who have been employed by the district for four (4) years shall be eligible to apply for a leave of absence of one (1) year without pay subject to Board approval on an individual basis. A teacher going on sabbatical leave is guaranteed his/her job back, contingent on the application of the guidelines in the district's reduction in force policy. A teacher on sabbatical leave must notify the Board in writing of his/her intent to return or not return by February 15th of the school year that the sabbatical is granted. Upon returning the employee will stay at the same step on the salary schedule as when they left.

ARTICLE VI. INSURANCE.

Health insurance is paid for all full-time at the minimum to maintain grandfather status or no less than \$6096.00 for the 2021-22 and 2022-23 contract agreement. Teachers will have the option of transferring salary to provide full medical insurance. Teachers under contract for 50% time or greater will have their insurance benefit prorated accordingly.

ARTICLE VII. EXTRACURRICULAR SCHEDULE ACTIVITY

See appendix A.

ARTICLE VIII. SALARY SCHEDULE

See appendix B.

ARTICLE IX. NORMAL TEACHING LOAD.

Section 1. Normal Teaching Load.

In grades K-6, the normal teaching load will be established so that each teacher will receive two hundred fifty (250) minutes per week of preparation time. The remainder of the day will be spent in classroom instruction.

The normal teaching load in the high school (7-12) in a seven-period day is five (5) classes, one study hall and a prep period or six (6) classes and a prep period. The prep period will be fifty (50) minutes per day.

Section 2. Teacher Training.

State required semester hours of credit every five (5) years shall be compulsory. Each teacher will receive an increment on the schedule each year after 4 credits have been earned. Courses must be applicable graduate and continuing ed courses in order to renew their teaching license as per ESPB requirements; exceptions to this must be cleared by the superintendent. In order to change lanes, notification must be submitted to the superintendent for approval by September 1 of the current school term.

Section 3. Absence in Excess of Leaves.

The Board will deduct 1/186 (or as constituted by the legislation) from the teacher's yearly gross salary for each day he/she is absent in excess of negotiated leaves. All leaves in excess of negotiated leaves will require individual School Board approval.

Section 4. Extended Employment.

Those teachers having extended employment contracts will be paid at the rate of 1/186 (or as constituted by the legislation) of the teacher's salary. Teachers will be required to work eight (8) hours for each day counted, and may be expected to use a time clock at the discretion of the administration. Extended employment will be determined by administrator recommendation. The number of days a teacher works on extended contract may vary.

Section 5. Substitute Teacher Pay.

Teachers that substitute during their prep hour will be reimbursed at 1/7 of a contracted day of said teacher's salary.

ARTICLE X. MISCELLANEOUS PROVISIONS.

Section 1. Understanding.

The Board and the Association agree that the terms and conditions set forth in this agreement represent the full and complete understanding and commitment between the parties, and that said terms and conditions may not be altered, changed, added to, deleted from, or modified without the mutual consent of the parties in amendment, written and attached, and made a part of this agreement.

Section 2. Board Policy.

This agreement constitutes Board policy for the term of said agreement and shall be incorporated into and be considered part of the established policy of the Board.

Section 3. Savings Clause.

Should any article, section, or clause of this agreement be declared illegal by a court of competent jurisdiction, said article, section, or clause shall be automatically deleted from this agreement to the extent it violates the law, but the remaining articles, sections, and clauses shall remain in full force and effect for the duration of this agreement.

Section 4. Individual Contracts.

Any contract between the Board and a teacher shall be expressly subject to the terms and conditions of this agreement, except in the case where the Board is unable to fill teaching vacancies in critical need areas. Signing bonuses may be utilized as needed to fill existing vacancies. If an individual contract contains any language inconsistent with this agreement, this agreement for its duration shall be controlling.

ARTICLE XI. AMENDMENT.

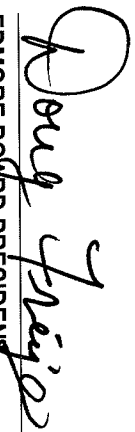
The provisions of this agreement may be amended, deleted, or added to with the mutual consent of both parties involved.

ARTICLE XII. DURATION.


Section 1. Binding Period, Continuation, and Renegotiation.

The provisions of this agreement will be effective as of July 1, 2021, and will continue and remain in full force and effect until June 30, 2023. Said agreement will automatically be renewed and continue in full force and effect for additional periods of one (1) year unless either the Board or the Association gives written notice to the other not later than February 15, or anniversary thereof, of its desire to reopen negotiations.


In addition, both parties expressly recognize that negotiations on the terms of a successor agreement must take place at the request of either party, providing proper notice is given. In witness thereof, duly authorized representatives of the Association and the Board hereunder set their hands and seals this 26th day of February, 2021.




DOUG FREIJO
EDMORE BOARD PRESIDENT



DOUG FREIJO
EDMORE BOARD PRESIDENT



RYAN STORMY
EDMORE BOARD OF EDUCATION
NEGOTIATION REPRESENTATIVES



RACHAEL F. NEWGARD
EDMORE ASSOCIATION
NEGOTIATION REPRESENTATIVES



PAIGE M. HASSEL
EDMORE ASSOCIATION
NEGOTIATION REPRESENTATIVES

APPENDIX A

Activity	% of Base	2021-22	2022-23
Gymnastics Head Coach	Base	Base	Base
	\$43,000	\$44,500	\$44,500
Gymnastics Bear Necessities Assis. (Limit 2)	12.00%	\$5,160.00	\$5,340.00
Gymnastics Teddy Bears Assis. (Limit 2)	1.50%	\$645.00	\$667.50
	1.50%	\$645.00	\$667.50
Vocal & Instrumental Contest (practice outside of school day)	3.00%	\$1,290.00	\$1,335.00
Yearbook	5.00%	\$2,150.00	\$2,225.00
FCCLA (Competition)*	3.00%	\$1,290.00	\$1,335.00
FCCLA (Non-Competition)*	1.50%	\$645.00	\$667.50
Jr/Sr Banquet Advisor	1.50%	\$645.00	\$667.50
Prom Advisor (Sunday Decorating)	2.00%	\$860.00	\$890.00
Robotics (practice outside of school)(2 Competitions or scrimmages)- may be split between 2 coaches	3.00%	\$1,290.00	\$1,335.00
Close Up (3 fundraising activities)*	3.00%	\$1,290.00	\$1,335.00
Close Up	1.50%	\$645.00	\$667.50
		\$16,555.00	\$17,132.50
*Clubs must participate in at least 1 concession cleanup for events			
Inactive			
Pep Band (6 performances)	2.50%	\$1,075.00	\$1,112.50
Stage Band (3 performances & competition)	2.50%	\$1,075.00	\$1,112.50
Pop Singers (3 performances & competition)	2.50%	\$1,075.00	\$1,112.50
DECA (Competition) (practice outside of school day)	3.00%	\$1,290.00	\$1,335.00
DECA (Non-Competition)	1.50%	\$645.00	\$667.50
Science Fair (Competition)	1.50%	\$645.00	\$667.50
Drama Club - Per Play (practice outside of school)	2.50%	\$1,075.00	\$1,112.50
SADD Advisor (2 Activities & State)	2.50%	\$1,075.00	\$1,112.50
SADD Assis.	1.50%	\$645.00	\$667.50
Speech (Competition)	3.00%	\$1,290.00	\$1,335.00
Head BB Coach (Boys & Girls)	12.00%	\$5,160.00	\$5,340.00
B Squad Coach (Boys & Girls)	10.00%	\$4,300.00	\$4,450.00
C Squad Coach (Boys & Girls)	7.00%	\$3,010.00	\$3,115.00
Grade BB Coach (Boys & Girls) 5 & 6	2.00%	\$860.00	\$890.00
Grade BB Coach (Boys & Girls) 5 & 6 Lakota	3.00%	\$1,290.00	\$1,335.00
Pee Wee BB Coach (Boys & Girls) 3 & 4	2.00%	\$860.00	\$890.00
Pee Wee BB Coach (Boys & Girls) 3 & 4 Lakota	3.00%	\$1,290.00	\$1,335.00
Head Baseball Coach	12.00%	\$5,160.00	\$5,340.00
JV Baseball Coach	10.00%	\$4,300.00	\$4,450.00
Head Volleyball Coach	12.00%	\$5,160.00	\$5,340.00
JV Volleyball Coach	10.00%	\$4,300.00	\$4,450.00
JH Volleyball Coach	7.00%	\$3,010.00	\$3,115.00
Head Football Coach	12.00%	\$5,160.00	\$5,340.00
JV Football Coach	10.00%	\$4,300.00	\$4,450.00
Jr. High Football Coach	7.00%	\$3,010.00	\$3,115.00
Golf Coach (Primary Sport) Lakota	5.00%	\$2,150.00	\$2,225.00
Golf Coach (Secondary Sport)	2.00%	\$860.00	\$890.00
Head Track Coach 7-12 (Boys & Girls)(Course Practices)	12.00%	\$5,160.00	\$5,340.00
Head Track Coach 7-12 (Boys & Girls) Edmore	7.00%	\$3,010.00	\$3,115.00

APPENDIX B

2021-2022 MASTER
SCHEDULE

	BASE		\$650 VERTICAL STEPS ONGOING, NO										Lanes \$200/\$800 Grad	
	BS	4	8	12	16	20	24	28	32	36	MA	M+8	M+16	
1	43000	43200	43400	43600	43800	44000	44200	44400	44600	44800	45800	46600	47400	
2	43650	43850	44050	44250	44450	44650	44850	45050	45250	45450	46450	47250	48050	
3	44300	44500	44700	44900	45100	45300	45500	45700	45900	46100	47100	47900	48700	
4	44950	45150	45350	45550	45750	45950	46150	46350	46550	46750	47750	48550	49350	
5	45600	45800	46000	46200	46400	46600	46800	47000	47200	47400	48400	49200	50000	
6	46250	46450	46650	46850	47050	47250	47450	47650	47850	48050	49050	49850	50650	
7	46900	47100	47300	47500	47700	47900	48100	48300	48500	48700	49700	50500	51300	
8	47550	47750	47950	48150	48350	48550	48750	48950	49150	49350	50350	51150	51950	
9	48200	48400	48600	48800	49000	49200	49400	49600	49800	50000	51000	51800	52600	
10	48850	49050	49250	49450	49650	49850	50050	50250	50450	50650	51650	52450	53250	
11	49500	49700	49900	50100	50300	50500	50700	50900	51100	51300	52300	53100	53900	
12	50150	50350	50550	50750	50950	51150	51350	51550	51750	51950	52950	53750	54550	
13			51200	51400	51600	51800	52000	52200	52400	52600	53600	54400	55200	
14			51850	52050	52250	52450	52650	52850	53050	53250	54250	55050	55850	
15			52500	52700	52900	53100	53300	53500	53700	53900	54900	55700	56500	
16					53550	53750	53950	54150	54350	54550	55550	56350	57150	
17					54200	54400	54600	54800	55000	55200	56200	57000	57800	
18					54850	55050	55250	55450	55650	55850	56850	57650	58450	
19						55900	56100	56300	56500	56700	57500	58300	59100	
20						56550	56750	56950	57150	57350	58350	59150	59950	
21						57200	57400	57600	57800	58000	59000	59800	60400	
22								58250	58450	58650	59650	60250	61050	
23								58900	59100	59300	60300	60900	61700	
24								59550	59750	59950	60950	61550	62350	
25								60200	60400	60600	61600	62200	63000	
26								60850	61050	61250	62250	62850	63650	
27											63500	64300		
28											64150	64950		
29											64800	65600		

2022-2023 MASTER SCHEDULE

	\$650 VERTICAL STEPS ONGOING, NO											
	BASE SALARY=\$44,500 MAX	8	12	16	20	24	28	Lanes \$200/\$800 Grad				M+16
BS	4	8	12	16	20	24	28	32	36	MA	M+8	M+16
1	44500	44700	44900	45100	45300	45500	45700	45900	46100	46300	47300	48300
2	45150	45350	45550	45750	45950	46150	46350	46550	46750	46950	47950	48950
3	45800	46000	46200	46400	46600	46800	47000	47200	47400	47600	48600	49600
4	46450	46650	46850	47050	47250	47450	47650	47850	48050	48250	49250	50250
5	47100	47300	47500	47700	47900	48100	48300	48500	48700	48900	49900	50900
6	47750	47950	48150	48350	48550	48750	48950	49150	49350	49550	50550	51550
7	48400	48600	48800	49000	49200	49400	49600	49800	50000	50200	51200	52200
8	49050	49250	49450	49650	49850	50050	50250	50450	50650	50850	51850	52850
9	49700	49900	50100	50300	50500	50700	50900	51100	51300	51500	52500	53500
10	50350	50550	50750	50950	51150	51350	51550	51750	51950	52150	53150	54150
11	51000	51200	51400	51600	51800	52000	52200	52400	52600	52800	53800	54800
12	51650	51850	52050	52250	52450	52650	52850	53050	53250	53450	54450	55450
13		52700	52900	53100	53300	53500	53700	53900	54100	55100	56100	57100
14		53350	53550	53750	53950	54150	54350	54550	54750	55750	56750	57750
15		54000	54200	54400	54600	54800	55000	55200	55400	56400	57400	58400
16			55050	55250	55450	55650	55850	56050	56250	57250	58250	59250
17			55700	55900	56100	56300	56500	56700	56900	57900	58900	59900
18			56350	56550		56750	56950	57150	57350	58350	59350	60350
19					57400	57600	57800	58000	58200	59200	60200	61200
20					58050	58250	58450	58650	58850	59850	60850	61850
21					58700	58900	59100	59300	59500	60500	61500	62500
22							59750	59950	60150	61150	62150	63150
23							60400	60600	60800	61800	62800	63800
24							61050	61250	61450	62450	63450	64450
25							61700	61900	62100	63100	64100	65100
26							62350	62550	62750	63750	64750	65750
27											64700	65700
28											65350	66350
29											66000	67000

