

MASTER CONTRACT

BETWEEN

HATTON EIELSON PUBLIC SCHOOL DISTRICT # 007

AND

HATTON TEACHERS ASSOCIATION

FOR

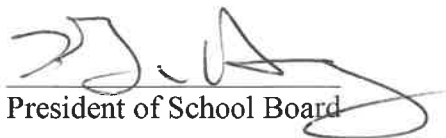
2021/2022 2022/2023

NEGOTIATED AGREEMENT

This agreement shall be in effect immediately upon ratification of the Board and the Association and remain in effect until June 30, 2023. It may be amended by mutual agreement of the same parties who entered into it originally. It shall be renewed automatically for a period of one year from the anniversary date each year unless one of the parties shall have notified the other at least sixty days before the anniversary date that it will not accept renewal, in which case it will be renegotiated.

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

Date: 5/11/2021


President of School Board

Date: 5/11/2021


President of Teachers Association

MASTER CONTRACT
Hatton Eielson Public School
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Preamble

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

Article I. Salary Schedule and Compensation

1. **Salary Schedule:** The salary schedule for all teachers shall be set forth in Schedule 1 for 2021/2022 and Schedule 2 for 2022/2023 of the appendix.
2. **Base salary:** The salary schedule shall have a \$40,800 base for 2021/2022 and a \$41,600 base for 2022/2023.
3. **Credit/lanes:** Increments for credits earned are \$ 700. Transcripts must be filed with the Business Manager prior to the first day of school. At the master's Lane the step will be \$1,400. Credits must be approved by the administration. Staff members may move more than one lane per year.
4. **Experience increments:** Experience increments are \$600 for 2021/2022 and \$600 for 2022/2023. Career experience increments are \$1,400 for 2021/2022 and \$1,400 for 2022/2023 after reaching a BA +50 and 18yrs of experience or more.
5. **Bonus Payment:** A one-time bonus may be paid by the school district to recruit new teachers to the district.
6. **Extended Compensation:** Teachers required to spend additional days shall be compensated at a rate of 1/183 of their teaching salary.
7. **Method of payment:** Salaries will be paid in 10 or 12 equal installments. The first paycheck will be paid out in two payments, with the first one being issued the first Friday after school begins and the second one September 20th. Payday thereafter will be the 20th of the month. Separate checks will be paid on the 10th of each month for non-contracted salary items.
8. **Years' Experience Placement:** Full time teachers will be allowed to bring in all of their experience according to where they would be placed on our salary schedule. Part time retired teachers will be allowed to bring in seven years.

Article II Benefits/Insurance

1. **Teachers Fund for Retirement:** The School district agrees to pay the school district's share (12.75%) of the Teachers' Fund for Retirement assessment and will pay the teacher's share (7.75%) pursuant to TFFR Model No. 2 partial. Teachers will be responsible for 4% of the total contribution to TFFR.
2. **Health:** The School district will pay for a single health insurance policy or the equivalent amount in a tax-sheltered annuity (TSA) through payroll deductions with the following companies: Putman Investments, AXA Equitable, Horace Mann, Thrivent Financial for Lutherans, and Capital Bank and Trust/American Funds or take the equivalent amount in cash with all applicable deductions/taxes. Teachers must inform the Business Manager on or before September 1st of the amounts to be placed into annuities. Payments made to TSA's shall be pre-taxed deductions from the participating teacher's paycheck but shall be subject to FICA. Part-time teachers' benefits shall be prorated.
3. **Dental:** The School district will pay for a family dental policy. Part-time teachers' benefits shall be prorated.
4. **Vision:** The School district shall pay for 50% of a family or single vision policy if enough employees elect to qualify for group coverage. Part-time teacher's benefits shall be prorated.

5. **Long Term Disability:** The School district will pay the premium to cover all teachers with a long-term disability insurance program.
6. **Flex-Comp. Plan:** The School district shall offer a Flex-Comp Plan with the carrier to be mutually agreed upon by the school district and teachers. Each employee will pay his/her cost associated with the carrier administering the Flex-Comp Plan.
7. **Unused Sick Leave:** A teacher who has been in the school system 15 years or more and leaves the school system will be compensated at a rate of \$20 per day.
8. **Unused Personal Leave:** Unused personal leave will be reimbursed at the sub pay rate at the end of the school year.

Article III Leave

Sick Leave: Each teacher shall get (10) sick leave days per year. Any unused sick leave will accumulate to (80) school days. After five (5) consecutive days a physician's note will be required. Family medical leave shall be allowed in an amount not to exceed eight (8) days one which may be used for medical appointments. Emergency leave to include funeral leave for immediate family shall be allowed at the discretion of the administration. Immediate family shall include the teacher's spouse, parents, grandparents, grandchildren, children, brothers, sisters, and in-laws. This may include others with administrative approval. (2) days funeral leave will be allowed for non-family members and will be deducted from sick leave. Sick, family medical, emergency, and funeral leave allowed shall be deducted from accrued sick leave. Maternity leave needed and the type of leave to be used shall be worked out between the teacher and administration. Up to 12 weeks non-paid leave will be allowed after all sick leave and personal time have been used. The employee needs to have been employed one full year to qualify for 12 weeks.

Personal Leave: Each teacher will be granted four (4) days personal leave per year of which one day may be carried over to accumulate to 5. Personal leave shall not be used the first full week of school including any preceding days and the last full week of school and any succeeding days. Three (3) days written notice shall be given to the principal. Leave must be approved by administration. Teachers will be reimbursed for up to 3 days of unused personal leave at the current sub pay wage.

Professional Leave: A teacher may be allowed to attend workshops, professional meetings, school visitations and professionally connected activities upon approval of the administration. Attendance at such activities may be initiated by the teacher, administration, or board. Prior approval for reimbursement must be made with the Superintendent.

Sick Leave Bank: A (40) day sick leave will be established. Any person being approved for use of the sick leave bank shall not use more than thirty (30) of the days in the bank. When the number of days in the bank drops to twenty (20), each teacher shall be assessed one day of leave from the current year's leave to replenish the bank. All other types of leave must be used before the sick leave bank is to be used. The use of the bank will be for serious illness or injury. Use of the sick leave bank must be requested and accompanied by a doctor's statement. The use of the bank will be governed by a faculty representative, superintendent, and board member.

Long-term leave: The Board may grant one year of leave to certified staff that has been in the school system for 5 years. The teacher must present the request in writing to the Board on or prior to April 15th and must notify the Board in writing by April 15th of the following year of their intent to return. Failure to submit written notice to return shall be deemed a voluntary resignation and waiver the right to re-employment. Leave will be without pay, and employee benefits, or any other employment privileges. A teacher on leave may remain under the school group health insurance at their own expense.

Article IV Conditions of Employment

1. **Length of school year:** Teachers are contracted for 183 days.
 - 175 – Student contact days
 - 3 – Vacation days
 - 2 – Parent/teacher conferences
 - 3 – Professional Days
2. **Length of school day:** Teachers will begin their workday 30 minutes before the students' school day begins and will continue until 30 minutes after the students' school day ends. On Fridays and days preceding holidays or other non-school days, the teachers' workday will end at the close of the students' day.

Article V Other Agreements

1. **Expenses:** The Board may reimburse expenses which may include cost of fees, books, meals, lodging, transportation, and other reasonable expenses incurred by a teacher in connection with a workshop, seminar, conference, or inservice training session related to the teacher's professional responsibilities. The request must be in writing and pre-approved by administration.
2. **Travel:** Staff members, on prior approval of the administration, shall receive a travel allowance of the state rate per mile for use of personal car on school related usage.
3. **Travel pay:** Mileage between teaching assignments shall be reimbursed at state rate.
4. **Tickets/Concessions/Lunch:** Teachers will be assigned to sell tickets and concessions and lunch at athletic contests if they do not sign-up. Teachers shall be compensated at a rate of \$35.00 for ticket taking and \$50 dollars for supervising lunch and concessions. Advisors of classes and organizations must sign up for at least one game. Teachers will be paid by check. All teachers and spouses are to be permitted to all school events free of charge.
5. **Prep periods:** Teacher substituting during preparation periods shall be paid at a rate of \$20.00 per period.
6. **Committee hourly rate:** Teachers will be reimbursed at an hourly rate of \$20.00 for extended hours that are at the request of the administration.
7. **Highly Qualified:** Teachers will meet state licensure requirements.
8. **National Certification:** A teacher obtaining National Certification will receive a \$2,000 stipend upon completion of certification and \$1,000 stipend for the next 2 years after completion.
9. **Master's Degree Loan:** The Hatton Public School District will provide a zero percent interest loan of \$100.00 per credit up to a maximum of \$1,000 per year to staff members who have been accepted into a master's program. The loan principal is to be repaid to the school district in equal monthly payments beginning the first pay period after the loan was received, to be completed by June 30th of the current year. Teachers leaving the district must repay tuition loan in its entirety.
10. **Credit Reimbursement:** Teachers will be reimbursed up to \$100.00 per year for credits obtained after BS + 50.
11. **MTSS Compensation:** Teachers serving on the MTSS team will be paid a rate of \$15.00 per meeting, for meetings held more than once a month. So, any MTSS team meetings above and beyond 9 per school year, can be turned in for reimbursement with a cap of \$150.00 total.
12. **Duty Free Lunch:** Teachers that do not have a duty-free lunch will receive a free lunch for days they are on duty.

Step	40,800 Base Salary			600 Steps			700 Lanes		1400 Master		
	BA/BS	BA +10	BA + 20	BA + 30	BA + 40	BA + 50	MA/MS	MA+10	MA+20	MA+30	MA+40
0	40,800	41,500	42,200	42,900	43,600	44,300	45,700	46,400	47,100	47,800	48,500
1	41,400	42,100	42,800	43,500	44,200	44,900	46,300	47,000	47,700	48,400	49,100
2	42,000	42,700	43,400	44,100	44,800	45,500	46,900	47,600	48,300	49,000	49,700
3	42,600	43,300	44,000	44,700	45,400	46,100	47,500	48,200	48,900	49,600	50,300
4	43,200	43,900	44,600	45,300	46,000	46,700	48,100	48,800	49,500	50,200	50,900
5	43,800	44,500	45,200	45,900	46,600	47,300	48,700	49,400	50,100	50,800	51,500
6	44,400	45,100	45,800	46,500	47,200	47,900	49,300	50,000	50,700	51,400	52,100
7	45,000	45,700	46,400	47,100	47,800	48,500	49,900	50,600	51,300	52,000	52,700
8		46,300	47,000	47,700	48,400	49,100	50,500	51,200	51,900	52,600	53,300
9		46,900	47,600	48,300	49,000	49,700	51,100	51,800	52,500	53,200	53,900
10			48,200	48,900	49,600	50,300	51,700	52,400	53,100	53,800	54,500
11			48,800	49,500	50,200	50,900	52,300	53,000	53,700	54,400	55,100
12				50,100	50,800	51,500	52,900	53,600	54,300	55,000	55,700
13				50,700	51,400	52,100	53,500	54,200	54,900	55,600	56,300
14					52,000	52,700	54,100	54,800	55,500	56,200	56,900
15					52,600	53,300	54,700	55,400	56,100	56,800	57,500
16						53,900	55,300	56,000	56,700	57,400	58,100
17						54,500	55,900	56,600	57,300	58,000	58,700
18							56,500	57,200	57,900	58,600	59,300

Base Salary	20-21	40000
Credit Increment	20-21	700
Experience Increment	20-21	600
Master Lane Step	20-21	1400
Career Experience	21-22	1400

Step	41,600 Base Salary			600 Steps			700 Lanes			1400 Master		
	BA/BS	BA +10	BA + 20	BA + 30	BA + 40	BA + 50	MA/MS	MA+10	MA+20	MA+30	MA+40	
0	41,600	42,300	43,000	43,700	44,400	45,100	46,500	47,200	47,900	48,600	49,300	
1	42,200	42,900	43,600	44,300	45,000	45,700	47,100	47,800	48,500	49,200	49,900	
2	42,800	43,500	44,200	44,900	45,600	46,300	47,700	48,400	49,100	49,800	50,500	
3	43,400	44,100	44,800	45,500	46,200	46,900	48,300	49,000	49,700	50,400	51,100	
4	44,000	44,700	45,400	46,100	46,800	47,500	48,900	49,600	50,300	51,000	51,700	
5	44,600	45,300	46,000	46,700	47,400	48,100	49,500	50,200	50,900	51,600	52,300	
6	45,200	45,900	46,600	47,300	48,000	48,700	50,100	50,800	51,500	52,200	52,900	
7	45,800	46,500	47,200	47,900	48,600	49,300	50,700	51,400	52,100	52,800	53,500	
8		47,100	47,800	48,500	49,200	49,900	51,300	52,000	52,700	53,400	54,100	
9		47,700	48,400	49,100	49,800	50,500	51,900	52,600	53,300	54,000	54,700	
10			49,000	49,700	50,400	51,100	52,500	53,200	53,900	54,600	55,300	
11			49,600	50,300	51,000	51,700	53,100	53,800	54,500	55,200	55,900	
12				50,900	51,600	52,300	53,700	54,400	55,100	55,800	56,500	
13				51,500	52,200	52,900	54,300	55,000	55,700	56,400	57,100	
14					52,800	53,500	54,900	55,600	56,300	57,000	57,700	
15					53,400	54,100	55,500	56,200	56,900	57,600	58,300	
16						54,700	56,100	56,800	57,500	58,200	58,900	
17						55,300	56,700	57,400	58,100	58,800	59,500	
18							57,300	58,000	58,700	59,400	60,100	

Base Salary	21-22	40800
Credit Increment	21-22	700
Experience Increm	21-22	600
Master Lane Step	21-22	1400
Career Experience	22-23	1400

Schedule 3 Extra-Curricular Salary Schedule 2021/2022 – 2022/2023 (PENDING)

Salary Base	Per Year %	Per Year Increment	Ext. Season %	Ext. Season Increment
\$ 2,950.00	0.05	\$ 147.50	0.05	\$ 147.50

Years of Experience	Head AD/FB/VB/XC/BBB/ GBB/BB/TTrack/Spee ch; Science; Music; FBLA; FCCLA	Assistant AD/FB/VB/XC/ BBB/GBB/BB/T rack/Speech/ TSA	"C" BBB; "C" GBB; "C" VB; Cheerleading; Golf; Asst FBLA; Asst FCCLA	JH FB; JH BBB; JH GBB; JH VB, Archery	Yearbook; Jazz Band; Asst Music; Dance	Grade BBB; Grade GBB; Drama	FB Cheer	Asst Drama; Lego-League; Pep Squad Adv	Prom: 29%	Academic Challenge; Student Council; NHS
0	100%	75%	60%	55%	50%	45%	40%	33%	15%	10%
1	2,950.00	2,212.50	1,770.00	1,622.50	1,475.00	1,327.50	1,180.00	973.50	442.50	295.00
2	3,097.50	2,323.13	1,858.50	1,703.63	1,548.75	1,393.88	1,239.00	1,022.18	464.63	309.75
3	3,245.00	2,433.75	1,947.00	1,784.75	1,622.50	1,460.25	1,298.00	1,070.85	486.75	324.50
4	3,392.50	2,544.38	2,035.50	1,865.88	1,696.25	1,526.63	1,357.00	1,119.53	508.88	339.25
5	3,540.00	2,655.00	2,124.00	1,947.00	1,770.00	1,593.00	1,416.00	1,168.20	531.00	354.00
6	3,687.50	2,765.63	2,212.50	2,028.13	1,843.75	1,659.38	1,475.00	1,216.88	553.13	368.75
7	3,835.00	2,876.25	2,301.00	2,109.25	1,917.50	1,725.75	1,534.00	1,265.55	575.25	383.50
8	3,982.50	2,986.88	2,389.50	2,190.38	1,991.25	1,792.13	1,593.00	1,314.23	597.38	398.25
9	4,130.00	3,097.50	2,478.00	2,271.50	2,065.00	1,858.50	1,652.00	1,362.90	619.50	413.00
10	4,277.50	3,208.13	2,566.50	2,352.63	2,138.75	1,924.88	1,711.00	1,411.58	641.63	427.75
11	4,425.00	3,318.75	2,655.00	2,433.75	2,212.50	1,991.25	1,770.00	1,460.25	663.75	442.50
12	4,572.50	3,429.38	2,743.50	2,514.88	2,286.25	2,057.63	1,829.00	1,508.93	685.88	457.25
13	4,720.00	3,540.00	2,832.00	2,596.00	2,360.00	2,124.00	1,888.00	1,557.60	708.00	472.00
14	4,867.50	3,650.63	2,920.50	2,677.13	2,433.75	2,190.38	1,947.00	1,606.28	730.13	486.75
15	5,015.00	3,761.25	3,009.00	2,758.25	2,507.50	2,256.75	2,006.00	1,654.95	752.25	501.50
16	5,162.50	3,871.88	3,097.50	2,839.38	2,581.25	2,323.13	2,065.00	1,703.63	774.38	516.25
17	5,310.00	3,982.50	3,186.00	2,920.50	2,655.00	2,389.50	2,124.00	1,752.30	796.50	531.00
18	5,457.50	4,093.13	3,274.50	3,001.63	2,728.75	2,455.88	2,183.00	1,800.98	818.63	545.75
19	5,605.00	4,203.75	3,363.00	3,082.75	2,802.50	2,522.25	2,242.00	1,849.65	840.75	560.50
20	5,752.50	4,314.38	3,451.50	3,163.88	2,876.25	2,588.63	2,301.00	1,898.33	862.88	575.25
20	5,900.00	4,425.00	3,540.00	3,245.00	2,950.00	2,655.00	2,360.00	1,947.00	885.00	590.00

- Each position has the above base and shall receive a 5% increment on the base per year of experience up to a maximum of 20 years.
- The extracurricular base will be \$2,950 for the 21/22 school year.
- A coach changing positions within an activity in the school systems will be granted their years of experience.
- Head coaches and assistant coaches will be reimbursed at 5% of their base for each level of an extended season.
- Advisors will be reimbursed at 5% of their base salary for an extended season.
- Head coaches attending the state tournament will be provided 2 tickets to the tournament, rooms, and meals.
- Assistant coaches attending the state tournament will be provided 2 tickets to the tournament, rooms and meals.
- Extracurricular positions will be paid 50% of their salary at the mid-point with the balance to be paid when all duties are completed.
- Coaches will be compensated for coaching "C" games at rate of \$40 per contest if there is no "C" squad coach.
- Coaches who officiate will be paid in accordance to NDHSAA official's pay scale.
- Coaches/advisors driving bus/van will be paid \$20.00 per round trip for home games and practices between Hatton and Northwood.
- Coaches/advisors driving the bus for district games/activities will be paid \$20 per trip. All other trips will be paid \$10/hour for driving time.
- Head football and Cross Country coach will be paid \$10/hour up to 30 hours for field prep.
- If the District needs to hire a Technology Coordinator out of the system, a salary will be negotiated between the board and individual.
- If the District needs to hire an Athletic Director or Assistant Athletic Director out of the system, a salary will be negotiated between the board and individual.
- With prior approval of the administration a Head/Assistant Coaches may request to attend one clinic where mileage, meals and registration will be paid. Other clinics may be attended but the expenses will be the responsibility of the coach.