

Hazelton-Moffit-Braddock Public School
Teachers-Board Negotiations
2021-2022 and 2022-2023

SUBDIVISION I: BASE SALARY WITH INCREMENTS

2021-2022 School Year

- A) Base is \$39,300.
- B) Vertical Increment (experience) is 1% increase per Step
- C) Horizontal Increment (professional growth) is \$750 per Lane

2022-2023 School Year

- A) Base is \$40,300.
- B) Vertical Increment (experience) is 1% increase per Step
- C) Horizontal Increment (professional growth) is \$750 per Lane

For Year 2021-2022
Salary Schedule
(Attachment 1)

For Year 2022-2023
Salary Schedule
(Attachment 2)

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- D) A teacher can advance only one vertical step per year on the salary schedule.
 - E) All credits for lane changes (professional growth) must be semester hours (or quarter hour equivalent). Graduate credits in teacher's field will automatically be counted for lane changes. Credits required for certification, school accreditation, or meeting the teacher quality provision of as defined by the Educational Standards and Practices Board, will be counted for lane changes. Credits required by the Board will also be counted for lane changes. Any credits not addressed in the above guidelines may be submitted to the Superintendent for approval. Each certified teacher will be granted \$300 per year to use toward classes for professional growth. \$200 may be carried over one year to a maximum accumulation of \$500.
 - F) Ten (10) years of experience from another school district shall be allowed on the salary schedule for new teachers to the Hazelton-Moffit-Braddock School System.

- G) The Board has authority to hire one or two teachers over negotiated pay scale if Board is unable to fill the position at the negotiated scale. However, the teacher's salary will be frozen until the salary schedule catches up to the teacher's pay.
- H) Multi-grade (combination) classrooms (where the same subjects are taught separately to both age groups/grades in a self-contained elementary classroom – i.e. double the preps) compensation is set at 18% of the base salary (Lane 0, Step 0). Does not apply to departmentalized classrooms. Compensation for a multi-grade classroom assignment that is less than full-time will be paid on a prorated basis.
- I) Teachers will receive \$30.00 per hour when substituting for other teachers during the teacher's prep hour.
- J) Elementary and High School Teachers that supervise lunch will receive free lunch.

SUBDIVISION II: EXTRA CURRICULAR PAY SCHEDULE

For Year 2021-2022
Salary Schedule
(Attachment 1A)

For Year 2022-2023
Salary Schedule
(Attachment 2A)

- A) Any extra-curricular activities may be discontinued or canceled by the decision of the Board along with schedules payment thereof.
- B) The administration with the approval of the Board will request volunteers for non-compensatory and extra-curricular activities. Those not volunteering their services will be assigned the remaining duties.
- C) The administration shall publish the extra-curricular duty schedule at the end of the school year for the next school year. All extra-curricular duties shall be assigned in house. Outside assignments shall be at the discretion of the administration.
- D) Civic organizations will be approached to take tickets for sporting events with the ticket takers getting into the games for free. If there are no volunteers, the teachers will alternate taking and selling tickets and be compensated \$10 per game.

SUB-DIVISION III: FRINGE BENEFITS

- A) For years 2021-2022 and 2022-2023, a maximum health fringe benefit of health insurance offered by the school district will be 100% of premium paid by the school district of Single Health Insurance, 95% of premium paid by the school district Single Plus Dependent (SPD) Health Insurance, and 67% of Family Health Insurance will be provided through a single-option Flex Plan, paid directly to the insurance carrier. Married couples employed at HMB will maximize benefit at single and SPD but not to exceed total cost of insurance premiums. A teacher must belong to the health plan provided by the school district. Teachers who do not elect to participate in the health plan provided by the school will forfeit the insurance benefit. In the event that the school district health insurance group coverage is discontinued, only those enrolled in and receiving coverage through the school health plan on October 1 of the current insurance calendar year will be entitled to receive the above-named insurance benefit for the duration of this agreement. Any unused portion of insurance money will be returned to the school district. The vision and dental plan provided through the school will be at the teacher's expense.
- B) Each school year, a teacher will receive 15 sick days/120 hours with a 80 day/640 hour carryover limit for a sick day bank (Maxed out sick bank plus 15 yearly sick days equals 95 days). The 15 sick days/120 hours received each year will be used and must be depleted prior to accessing the sick day bank. Unused sick days over the 80 bank cap will be lost at the end of the year. However, if a teacher retires, the unused 15 days plus the accrued sick bank balance will be paid out. Teachers may use up to 15 sick days for family related illness or emergencies at the discretion of administration. Any teacher may choose to give a maximum of 5 days per year towards an extended leave of another certified or non-certified staff member whose leave has been depleted because of an emergency. The recipient may receive a maximum of 20 days per year. Four sick days may be converted to one personal day with a maximum of eight sick days converted to two personal days per year. Sick days can be converted to personal days only if all personal days have been depleted and at the discretion of administration.
- C) Fifteen (15) working days/120 hours maternity leave will be granted, then sick leave will be used for the remainder of days teacher is gone. Maternity leave will be defined as the day of the birth of the child up to six weeks. Paternity leave will be defined as the day of the births of the child up to three weeks and will be deducted from sick leave

days. Paternity leave, dental leave, prenatal appointments, unscheduled doctor appointments and medical appointments of the teacher, child or spouse of employed teacher will be considered sick leave.

- D) Upon leaving the school and at a teacher's request, the Board will pay \$45 per day for unused sick leave, maximum of 95 days if retiring or maximum of 80 days if leaving the school district, beginning with the second year but retroactive to include year one.
- E) Teachers shall have 3 days/24 hours personal time per year cumulative to 9 days/72 hours. At least three days prior to taking said days, administration requires a written request before approval of the personal days will be granted. No personal days will be taken ten calendar days prior to the end of the school year. No more than two teachers from the elementary school and two teachers from the high school may be gone at the same time. Personal days may be granted during the last ten calendar days prior to the end of the school year at the discretion of administration.
- F) If a teacher prefers not to take his/her personal days, this teacher may choose to turn in those days at the end of the school year and accept regular substitute teacher pay per day not used. Unused personal days may be carried over to the next year, cumulative to eight total days.
- G) Teachers will be granted four funeral leave days per year and it may be used for whomever they choose.

SUBDIVISION IV: CONDITIONS OF EMPLOYMENT

- A) Teachers shall earn adequate college credit to meet North Dakota Department of Public Instruction requirements for school accreditation. Teachers may be required to attend district sponsored or approved workshops and seminars.
- B) A grace period not to exceed seven days shall be allowed to the school district upon necessity when issuing checks of the teachers.
- C) All factors of this negotiated agreement will be pro-rated for part time teachers in ration to their perspective load.

- D) A teacher's workload shall include one prep period per day at the high school level. Teachers will receive \$25/hour when teaching an independent study during the said teacher's prep hour.
- E) The teachers' contract shall be in effect 177 days/1,416 hours, or until such time as the school year is declared ended by a governmental authority. The 177th day/1,416th hour shall be the termination date of the contract providing the teacher has completed required duties. The contract shall continue in effect until such time as these duties are completed. Acts of God shall not be included in the 177 days/1,416 hours except at Board discretion. Failure to complete duties shall be cause for dismissal.
- F) Any unexcused absence from work as contracted will result in loss of pay for unexcused absence. Three consecutive days of unexcused absence, unless waived by the Board, may result in termination of contract. Failure to complete duties shall be cause for dismissal.
- G) Teachers who miss school because of weather conditions while school is in session may be docked the amount equal to the substitute's pay, at the discretion of the Superintendent, even if a substitute is not hired. Breach of contract does not apply to this section.
- H) Teachers seeking release and desiring resignation from an individual teaching contract after the 14-day signing period will be given consideration by the Board.
- I) The teachers shall be bound by school policy as set forth in the policy handbooks.
- J) Teachers shall be paid on the 15th of the month and the last day of the month. When these days fall on weekends, they shall be paid the last working day prior to either the 15th or last day of that month. Choice of payments over nine or twelve months remain the teacher's preference.
- K) Districts shall "shelter" the Teachers' Retirement contribution at no cost to the district.
- L) There shall be no outside employment that conflicts with district teaching assignments. Teachers performing extra-curricular duties involving the school's children should not be considered as outside employment.

M) A reduction-in-force and grievance policy shall be in the teacher handbook. These policies will be reviewed annually by the policy review committee which will consist of members of the Board, Teachers, and Administration.

N) Teachers' contracts are due signed and back within 14 days from issuance of the 2021-2022 contract. Teachers' contracts are due signed and back within 14 days from issuance of the 2022-2023 contract.

SUBDIVISION V: DURATION

The provisions of this contract shall remain in effect from July 1, 2021, until June 30, 2023, at which time it shall be automatically renewed unless written notice to the contrary is given by either party on or before February 1, 2023. If such notice is given, then the contract shall be re-negotiated.

Date:

6-7-21

HMBEA Member:

Heather Nieuwsma

HMB School Board Member:

Scott A. Smith

Attachment 1

2021-2022 Salary Schedule									
Base	\$39,300		Step %	1.01		Lane \$	\$750		
	LANES								
	0	1	2	3	4	5	6	7	8
STEPS	BS	+8SH	+16SH	+24SH	+32SH	Masters/45	M+10/55	M+20/65	M+30/75
Step 0	\$39,300	\$40,050	\$40,800	\$41,550	\$42,300	\$43,050	\$43,800	\$44,550	\$45,300
Step 1	\$39,693	\$40,451	\$41,208	\$41,966	\$42,723	\$43,481	\$44,238	\$44,996	\$45,753
Step 2	\$40,090	\$40,855	\$41,620	\$42,385	\$43,150	\$43,915	\$44,680	\$45,445	\$46,211
Step 3	\$40,491	\$41,264	\$42,036	\$42,809	\$43,582	\$44,354	\$45,127	\$45,900	\$46,673
Step 4	\$40,896	\$41,676	\$42,457	\$43,237	\$44,018	\$44,798	\$45,578	\$46,359	\$47,139
Step 5	\$41,305	\$42,093	\$42,881	\$43,669	\$44,458	\$45,246	\$46,034	\$46,822	\$47,611
Step 6	\$41,718	\$42,514	\$43,310	\$44,106	\$44,902	\$45,698	\$46,495	\$47,291	\$48,087
Step 7	\$42,135	\$42,939	\$43,743	\$44,547	\$45,351	\$46,155	\$46,960	\$47,764	\$48,568
Step 8	\$42,556	\$43,368	\$44,181	\$44,993	\$45,805	\$46,617	\$47,429	\$48,241	\$49,053
Step 9	\$42,982	\$43,802	\$44,622	\$45,443	\$46,263	\$47,083	\$47,903	\$48,724	\$49,544
Step 10		\$44,240	\$45,069	\$45,897	\$46,726	\$47,554	\$48,382	\$49,211	\$50,039
Step 11		\$44,683	\$45,519	\$46,356	\$47,193	\$48,030	\$48,866	\$49,703	\$50,540
Step 12		\$45,129	\$45,974	\$46,820	\$47,665	\$48,510	\$49,355	\$50,200	\$51,045
Step 13		\$45,581	\$46,434	\$47,288	\$48,141	\$48,995	\$49,848	\$50,702	\$51,556
Step 14		\$46,036	\$46,899	\$47,761	\$48,623	\$49,485	\$50,347	\$51,209	\$52,071
Step 15			\$47,368	\$48,238	\$49,109	\$49,980	\$50,850	\$51,721	\$52,592
Step 16			\$47,841	\$48,721	\$49,600	\$50,480	\$51,359	\$52,238	\$53,118
Step 17			\$48,320	\$49,208	\$50,096	\$50,984	\$51,873	\$52,761	\$53,649
Step 18			\$48,803	\$49,700	\$50,597	\$51,494	\$52,391	\$53,288	\$54,185
Step 19			\$49,291	\$50,197	\$51,103	\$52,009	\$52,915	\$53,821	\$54,727
Step 20				\$50,699	\$51,614	\$52,529	\$53,444	\$54,359	\$55,275
Step 21				\$51,206	\$52,130	\$53,054	\$53,979	\$54,903	\$55,827
Step 22				\$51,718	\$52,651	\$53,585	\$54,519	\$55,452	\$56,386
Step 23				\$52,235	\$53,178	\$54,121	\$55,064	\$56,007	\$56,949
Step 24				\$52,757	\$53,710	\$54,662	\$55,614	\$56,567	\$57,519
Step 25					\$54,247	\$55,209	\$56,171	\$57,132	\$58,094
Step 26					\$54,789	\$55,761	\$56,732	\$57,704	\$58,675
Step 27					\$55,337	\$56,318	\$57,300	\$58,281	\$59,262
Step 28					\$55,891	\$56,882	\$57,873	\$58,864	\$59,854
Step 29					\$56,450	\$57,450	\$58,451	\$59,452	\$60,453
Step 30						\$58,025	\$59,036	\$60,047	\$61,058
Step 31						\$58,605	\$59,626	\$60,647	\$61,668
Step 32						\$59,191	\$60,222	\$61,254	\$62,285
Step 33						\$59,783	\$60,825	\$61,866	\$62,908
Step 34						\$60,381	\$61,433	\$62,485	\$63,537
Step 35						\$60,985	\$62,047	\$63,110	\$64,172
Step 36						\$61,595	\$62,668	\$63,741	\$64,814
Step 37						\$62,211	\$63,294	\$64,378	\$65,462
Step 38						\$62,833	\$63,927	\$65,022	\$66,117
Step 39						\$63,461	\$64,567	\$65,672	\$66,778
Step 40						\$64,096	\$65,212	\$66,329	\$67,446

Attachment 2

2022-2023 Salary Schedule									
Base	\$40,300		Step %	1.01		Lane \$	\$750		
	LANES								
	0	1	2	3	4	5	6	7	8
STEPS	BS	+8SH	+16SH	+24SH	+32SH	Masters/45	M+10/55	M+20/65	M+30/75
Step 0	\$40,300	\$41,050	\$41,800	\$42,550	\$43,300	\$44,050	\$44,800	\$45,550	\$46,300
Step 1	\$40,703	\$41,461	\$42,218	\$42,976	\$43,733	\$44,491	\$45,248	\$46,006	\$46,763
Step 2	\$41,110	\$41,875	\$42,640	\$43,405	\$44,170	\$44,935	\$45,700	\$46,466	\$47,231
Step 3	\$41,521	\$42,294	\$43,067	\$43,839	\$44,612	\$45,385	\$46,157	\$46,930	\$47,703
Step 4	\$41,936	\$42,717	\$43,497	\$44,278	\$45,058	\$45,839	\$46,619	\$47,400	\$48,180
Step 5	\$42,356	\$43,144	\$43,932	\$44,720	\$45,509	\$46,297	\$47,085	\$47,874	\$48,662
Step 6	\$42,779	\$43,575	\$44,372	\$45,168	\$45,964	\$46,760	\$47,556	\$48,352	\$49,148
Step 7	\$43,207	\$44,011	\$44,815	\$45,619	\$46,423	\$47,228	\$48,032	\$48,836	\$49,640
Step 8	\$43,639	\$44,451	\$45,263	\$46,076	\$46,888	\$47,700	\$48,512	\$49,324	\$50,136
Step 9	\$44,076	\$44,896	\$45,716	\$46,536	\$47,357	\$48,177	\$48,997	\$49,817	\$50,638
Step 10		\$45,345	\$46,173	\$47,002	\$47,830	\$48,659	\$49,487	\$50,316	\$51,144
Step 11		\$45,798	\$46,635	\$47,472	\$48,308	\$49,145	\$49,982	\$50,819	\$51,655
Step 12		\$46,256	\$47,101	\$47,946	\$48,792	\$49,637	\$50,482	\$51,327	\$52,172
Step 13		\$46,719	\$47,572	\$48,426	\$49,279	\$50,133	\$50,987	\$51,840	\$52,694
Step 14		\$47,186	\$48,048	\$48,910	\$49,772	\$50,634	\$51,496	\$52,359	\$53,221
Step 15			\$48,529	\$49,399	\$50,270	\$51,141	\$52,011	\$52,882	\$53,753
Step 16			\$49,014	\$49,893	\$50,773	\$51,652	\$52,532	\$53,411	\$54,290
Step 17			\$49,504	\$50,392	\$51,280	\$52,169	\$53,057	\$53,945	\$54,833
Step 18			\$49,999	\$50,896	\$51,793	\$52,690	\$53,587	\$54,485	\$55,382
Step 19			\$50,499	\$51,405	\$52,311	\$53,217	\$54,123	\$55,029	\$55,935
Step 20				\$51,919	\$52,834	\$53,749	\$54,665	\$55,580	\$56,495
Step 21				\$52,438	\$53,363	\$54,287	\$55,211	\$56,135	\$57,060
Step 22				\$52,963	\$53,896	\$54,830	\$55,763	\$56,697	\$57,630
Step 23				\$53,492	\$54,435	\$55,378	\$56,321	\$57,264	\$58,207
Step 24				\$54,027	\$54,980	\$55,932	\$56,884	\$57,836	\$58,789
Step 25					\$55,529	\$56,491	\$57,453	\$58,415	\$59,377
Step 26					\$56,085	\$57,056	\$58,027	\$58,999	\$59,970
Step 27					\$56,645	\$57,627	\$58,608	\$59,589	\$60,570
Step 28					\$57,212	\$58,203	\$59,194	\$60,185	\$61,176
Step 29					\$57,784	\$58,785	\$59,786	\$60,787	\$61,788
Step 30						\$59,373	\$60,384	\$61,395	\$62,405
Step 31						\$59,966	\$60,987	\$62,008	\$63,029
Step 32						\$60,566	\$61,597	\$62,629	\$63,660
Step 33						\$61,172	\$62,213	\$63,255	\$64,296
Step 34						\$61,784	\$62,835	\$63,887	\$64,939
Step 35						\$62,401	\$63,464	\$64,526	\$65,589
Step 36						\$63,025	\$64,098	\$65,172	\$66,245
Step 37						\$63,656	\$64,739	\$65,823	\$66,907
Step 38						\$64,292	\$65,387	\$66,481	\$67,576
Step 39						\$64,935	\$66,041	\$67,146	\$68,252
Step 40						\$65,584	\$66,701	\$67,818	\$68,934

