

RECOGNITION

The School Board (hereinafter known as the "Board") recognizes the Menoken Education Association (hereinafter known as the "Association") as the exclusive representative of all full time licensed personnel exclusively employed, or to be employed by the Board as teachers, except substitute teachers, for the purpose of negotiating.

REPRESENTATION

The Board shall meet with representatives of the Association to negotiate and to make every effort to reach an agreement governing salaries and working conditions.

ARTICLE I

Any portion added, deleted, or changed in any way after final agreement of this document has been reached shall make that portion null and void. This document shall not be a statement of school board policy, but a master contract agreed upon by the Board and the Association. If any item in this contract should be declared in conflict with state laws, only that item will be declared null and void. All other items will remain in effect.

ARTICLE II

When reduction of professionally licensed staff becomes necessary because of declining enrollment, lack of funds, or other necessities, the Board shall make every effort to ensure that full time professionally licensed teachers be separated last. In the event of staff reduction, personnel shall be terminated in accordance with present statutes, fair dismissal procedures, and the district procedures herein.

1. A teacher with the least number of years of teaching experience (teaching experience is defined as number of years employed as a full time teacher) with the Menoken School District will be terminated first unless he or she possesses a credential or degree that fits the needs of the school for accreditation. Teachers with seniority will have the option to attain classes for the needed credential or degree before being terminated or replaced by someone with less teaching experience.
2. If two or more teachers have the same number of years of experience with the system, the teacher with the least education will be terminated first.
3. Any separated personnel will be rehired if any vacancy occurs within nine (9) months from the date of the notice of removal for which he or she is licensed or credentialed.
4. Separated personnel returning to employment will have all accumulated benefits reinstated and will be placed on the salary scale at the level commensurate with their experience and academic preparation.

ARTICLE III

Incoming teachers will be granted credit up to five years of teaching experience in an accredited school system.

ARTICLE IV

The length of the teacher's school day shall be 30 minutes prior to and extended 30 minutes beyond the regular scheduled school hours. The one-half hour before classes and the one-half hour after classes will be teacher preparation time. No teachers shall be asked to supervise students on a regular basis during these preparation periods. Extra curricular activities will be assigned only by mutual agreement of the teacher.

The length of the school year shall not be over 183 days. On Fridays, the teachers will have the option of leaving as soon as their students are gone for the day.

ARTICLE V

Once a contract is signed, it is assumed that a teacher will not request a release during the term of the contract. It is mutually acknowledged that termination of a contract by the teacher, prior to the completion of the contract terms, results in damages to the Menoken School District, which are impractical or extremely difficult to actually ascertain. In an effort to fix compensation which bears a reasonable relationship to probable damages, and which is not disproportionate to reasonably anticipated damages, the following sum shall be paid by a teacher requesting a release from contract, which is approved by the School Board.

1. From June 1st to June 30th - \$0
2. From July 1st to July 31st - \$500.00
3. From August 1st on - \$1,000.00

The request for release from a contract must be postmarked or hand delivered to the business manager by the ending dates of the above (1,2,3) to qualify for that amount. The Board may, in its discretion and by reason of extenuating circumstances, waive part or all of such liquidated damages.

ARTICLE VI

The Menoken School District will pay \$330.00 per year (cumulative to two years - \$660.00) for accredited classes that assist or maintain them as highly qualified teachers. Classes are to be an NDCEL approved teacher's education program. In order to receive payment for credit hours, course work must be completed before the signing of the contract.

ARTICLE VII

At the beginning of each school year, each teacher shall be credited with eleven (11) days of paid sick leave allowance. Teachers shall be permitted to use sick leave on an hourly basis. For purposes of this usage, the hours are from 8:30 a.m. to 3:30 p.m. The unused portion of such allowance shall accumulate from year to year to a limit of forty (40) days. At the end of each school year, the Board shall furnish a written statement for each teacher setting forth the teacher's total unused sick leave credit. This balance of unused sick leave will be carried forward, rounded and paid on a whole or half day basis. Teachers leaving the system shall be paid \$40.00 per day/\$20.00 per half day, for accumulated sick days. Those who have reached the limit of forty (40) days of accumulated sick leave will be reimbursed at the end of the school year at \$40.00 per day/\$20.00 per half day. A teacher may request additional sick leave without pay. Granting such leave shall be at the sole discretion of the Board.

ARTICLE VIII

Four days of personal leave shall be granted to each teacher per year. The unused portion of such allowance shall accumulate from year to year to a limit of five (5) days. If a teacher chooses, substitute salary will be paid for any unused personal leave days at the end of the year beginning with the 2012-2013 school year.

ARTICLE IX

Three professional days shall be granted during the school year to attend workshops, seminars, or related experiences for professional growth as approved by the Board in advance.

ARTICLE X

The Menoken School District shall pay towards retirement in accordance with Model 1 of the Teachers' Retirement Fund.

ARTICLE XI

The provisions of this agreement will be effective July 1, 2021, and will continue to remain in force and effect until June 30, 2023. The said Agreement will automatically be renewed and continued in full force and effect for additional periods of one year unless the Board or the Association gives written notice to the other no later than sixty days prior to its desire to reopen this Agreement or the individual articles thereof and to negotiate the terms of a successor Agreement.

If such notification occurs, the entire Agreement shall be renegotiated. All terms and conditions of employment not covered by this Agreement shall continue to be subject to the Board's direction and control and shall not be the subject of negotiations during the terms of this Agreement.

DATED: _____

MENOKEN EDUCATION ASSOCIATION

AMANDA ZABEL

MENOKEN SCHOOL BOARD

PATRICK RICHTER

2021-2022 MENOKEN SALARY SCHEDULE

STEP	BA	BA+8	BA+16	BA+24	BA+32	MA	MA+8	MA+16
0	43,925	44,925	45,925	46,925	47,925	48,925	49,925	50,925
1	44,675	45,675	46,675	47,675	48,675	49,675	50,675	51,675
2	45,425	46,425	47,425	48,425	49,425	50,425	51,425	52,425
3	46,175	47,175	48,175	49,175	50,175	51,175	52,175	53,175
4	46,925	47,925	48,925	49,925	50,925	51,925	52,925	53,925
5	47,675	48,675	49,675	50,675	51,675	52,675	53,675	54,675
6	48,425	49,425	50,425	51,425	52,425	53,425	54,425	55,425
7	49,175	50,175	51,175	52,175	53,175	54,175	55,175	56,175
8	49,925	50,925	51,925	52,925	53,925	54,925	55,925	56,925
9	50,675	51,675	52,675	53,675	54,675	55,675	56,675	57,675
10	51,425	52,425	53,425	54,425	55,425	56,425	57,425	58,425
11	52,175	53,175	54,175	55,175	56,175	57,175	58,175	59,175
12	52,925	53,925	54,925	55,925	56,925	57,925	58,925	59,925
13	53,675	54,675	55,675	56,675	57,675	58,675	59,675	60,675
14	54,425	55,425	56,425	57,425	58,425	59,425	60,425	61,425
15	55,175	56,175	57,175	58,175	59,175	60,175	61,175	62,175
16	55,925	56,925	57,925	58,925	59,925	60,925	61,925	62,925
17	56,675	57,675	58,675	59,675	60,675	61,675	62,675	63,675
18	57,425	58,425	59,425	60,425	61,425	62,425	63,425	64,425
19	58,175	59,175	60,175	61,175	62,175	63,175	64,175	65,175
20	58,925	59,925	60,925	61,925	62,925	63,925	64,925	65,925

MANDY - STEP 15 - BA+32 - \$59,175

BECKY - STEP 13 - BA+ 16 - \$55,675

LINDSAY - STEP 6 - BA+16 - \$50,425

NICOLE - STEP 7 - BA+8 - \$50,175

2022-2023 MENOKEN SALARY SCHEDULE

STEP	BA	BA+8	BA+16	BA+24	BA+32	MA	MA+8	MA+16
0	45,462	46,462	47,462	48,462	49,462	50,462	51,462	52,462
1	46,212	47,212	48,212	49,212	50,212	51,212	52,212	53,212
2	46,962	47,962	48,962	49,962	50,962	51,962	52,962	53,962
3	47,712	48,712	49,712	50,712	51,712	52,712	53,712	54,712
4	48,462	49,462	50,462	51,462	52,462	53,462	54,462	55,462
5	49,212	50,212	51,212	52,212	53,212	54,212	55,212	56,212
6	49,962	50,962	51,962	52,962	53,962	54,962	55,962	56,962
7	50,712	51,712	52,712	53,712	54,712	55,712	56,712	57,712
8	51,462	52,462	53,462	54,462	55,462	56,462	57,462	58,462
9	52,212	53,212	54,212	55,212	56,212	57,212	58,212	59,212
10	52,962	53,962	54,962	55,962	56,962	57,962	58,962	59,962
11	53,712	54,712	55,712	56,712	57,712	58,712	59,712	60,712
12	54,462	55,462	56,462	57,462	58,462	59,462	60,462	61,462
13	55,212	56,212	57,212	58,212	59,212	60,212	61,212	62,212
14	55,962	56,962	57,962	58,962	59,962	60,962	61,962	62,962
15	56,712	57,712	58,712	59,712	60,712	61,712	62,712	63,712
16	57,462	58,462	59,462	60,462	61,462	62,462	63,462	64,462
17	58,212	59,212	60,212	61,212	62,212	63,212	64,212	65,212
18	58,962	59,962	60,962	61,962	62,962	63,962	64,962	65,962
19	59,712	60,712	61,712	62,712	63,712	64,712	65,712	66,712
20	60,462	61,462	62,462	63,462	64,462	65,462	66,462	67,462
MANDY - STEP 16 - BA+16 - \$59,642								
BECKY - STEP 14 - BA+ 16 - \$57,962								
LINDSAY - STEP 7 - BA+16 - \$52,712								
NICOLE - STEP 8 - BA+8 - \$52,462								