

MIDKOTA SCHOOL DISTRICT NEGOTIATED AGREEMENT

2021-22/2022-23 SCHOOL YEAR

Item 1: Salary Schedule

1. Salary Schedule (see attached sheet)
2. Allowances for teaching experience outside of the Midkota District shall be as follows:
One year equals one year of experience. The board will accept a maximum of 10 years experience.

Item 2: Insurance

1. The board will provide health insurance to a maximum as follows:
 - a. Family plan - \$11,367.28/year (TBD)
 - b. Single plan – \$8,892.24/year (TBD)
2. Teachers that elect not to participate in the group health insurance coverage shall not receive reimbursement for it.
3. Each teacher will receive a full term disability policy with premium to be paid for by the school district.
4. Professional staff members electing for retirement may apply for continuation of Employer sponsored health insurance by applying for and abiding by Title X of the Consolidated Omnibus Budget Reconciliation Act (COBRA). This requires that all employer sponsored health plans must be provided for continuation of coverage under the plan if certain conditions exist:
 - a. The death of the covered employee: 36 months
 - b. Voluntary or involuntary termination of employment (other than for gross misconduct) or reduction in hours: 18 months
 - c. The divorce or legal separation of the covered employee: 36 months
 - d. A dependent child ceasing to be dependent under applicable plan provisions: 36 months
 - e. If a covered employee becomes entitled to Medicare, his/her qualified beneficiaries can remain on the existing plan; 36 months from the date Medicare benefits were first available.
 - f. An employer filing for Chapter 11 bankruptcy petition; coverage is available to a maximum of 36 months.
 - g. Employees may only continue at their expense.

Item 3: Leave Without Loss of Pay

1. Each teacher shall have 15 sick and/or family leave days each year, accumulative to 90 days. These days can be used toward maternity or adoption leave.

2. If a teacher uses 5 days or less of sick leave in a particular year, the teacher will be entitled to one additional day of personal leave.
 - a. Sick Leave Bank
 1. Each teacher would donate 1 day per year.
 2. Maximum in bank of 100 days.
 3. Teachers donate again when down to 75 days.
 4. 20 days maximum can be used per year by a staff member. If more days are needed they may reapply through the Sick Bank Committee. The committee shall consist of the District Superintendent, 2 Midkota High School Teachers, and 2 Midkota Elementary Teachers. Should the Sick Bank Committee deny an employee's request and the employee file an appeal, the Midkota School Board would review the appeal and make a final decision.
 5. Days to be paid back in succeeding years, if possible, with the employee's end of year unused sick leave balance.
3. Professional staff members electing retirement will be paid for unused sick leave at a rate of \$20 per day.
4. Each teacher shall have 3 days of personal leave, accumulative to 5 days. When a teacher has accumulated 5 personal days, he/she will be paid at the rate of a substitute teacher's daily wage for any days beyond 5 days. If a teacher retires or leaves the system, he/she will be paid for all unused personal leave at the rate of a substitute teacher's daily wage.
 - a. A teacher may request two additional personal leave days per year. The cost to the teacher will be the rate of substitute teachers. Any request for additional personal leave days shall be approved by the Superintendent.
5. Each teacher shall have 2 or more days of professional leave each year, with the approval of the Superintendent.
6. Each teacher shall have 2 separate funeral days per year, and if additional days are needed, such days will come out of Sick leave. Funeral days are not accumulative.
7. Each teacher employed by the Midkota District, upon request, maybe granted leave of absence for health or maternal reasons. Termination and renewal of teaching duties shall be mutually agreed upon by teacher, superintendent and doctor.
8. Leave of absence to extend a teacher's formal education shall be as

follows:

- a. Must have taught in the Midkota school system for at least 4 years.
- b. Only one leave of absence will be granted during a teacher's years in the system.
- c. Such leave for a teacher must be agreed upon by the superintendent, principal, school board, and teacher.
- d. Leave will be granted without pay.
- e. Length of leave will be left to the discretion of the school board and the administration.

Item 4: Continuing Education

1. Upon approval by administration, in-service workshops attended by a teacher and verified by a college or a workshop supervisor shall be counted as one semester hour of credit for each 15-hour workshop. Inservice workshops shall be limited to a maximum of 2 semester hours when applied to the next lateral progression on the salary schedule. Required workshops will not count as in-service credit.
2. A teacher shall advance on the salary schedule either by earning additional semester hours beyond his/her B.S. degree, as shown on the salary schedule; or by advancing down the schedule with years of experience.
3. Semester hours earned beyond the B.S. degree may be either graduate or undergraduate hours.
4. A teacher will receive \$250 for each 4 semester hours of credit earned in his/her instructional area or as approved by administration. Verification to be made by March 15.

Item 5: Mileage

1. School personnel furnishing cars for school functions shall receive mileage based on the state rate.
2. Any faculty member traveling between any of the two Midkota district buildings to teach classes shall receive mileage based on the state rate.

Item 6: Teachers' Retirement

1. The salary of each teacher will be sheltered in compliance with 15-39.1-09 of the North Dakota Century Code. This would mean that the amount of money that each teacher pays into Teacher Retirement would be deducted from their pay before the taxes are calculated. The amount of Teacher Retirement paid by the School District will be 15.75 percent beginning with the 2019-2020 school year. The amount of Teacher Retirement paid by each teacher will be 8.75 percent of the salary beginning with the 2021-22 school year.

Item 7: Extracurricular Schedule

1. Extracurricular Schedule (see attached sheet).

COLLABORATIVE NEGOTIATION COMMITTEE

Joel Oke

Stacy Adrian

Veronica Volmer

Carlton Larson

Preston Holman

Rami J. Topp

Dated: April 14, 2021

2021-22 and 2022-23
Salary Schedule

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1		BA-BS	+4	+8	+12	+16	+20	+24	+28	+32	+36	+40	BA +48 / MA 0	+56	+64	MA +8	MA+16
2	YEAR 0	42250.00	42500.00	42750.00	43000.00	43250.00	43500.00	43750.00	44000.00	44250.00	44500.00	44750.00	45000.00	45250.00	45500.00	45500.00	46000.00
3	YEAR 1	42750.00	43000.00	43250.00	43500.00	43750.00	44000.00	44250.00	44500.00	44750.00	45000.00	45250.00	45500.00	45750.00	46000.00	46000.00	46500.00
4	YEAR 2	43250.00	43500.00	43750.00	44000.00	44250.00	44500.00	44750.00	45000.00	45250.00	45500.00	45750.00	46000.00	46250.00	46500.00	46500.00	47000.00
5	YEAR 3	43750.00	44000.00	44250.00	44500.00	44750.00	45000.00	45250.00	45500.00	45750.00	46000.00	46250.00	46500.00	46750.00	47000.00	47000.00	47500.00
6	YEAR 4	44250.00	44500.00	44750.00	45000.00	45250.00	45500.00	45750.00	46000.00	46250.00	46500.00	46750.00	47000.00	47250.00	47500.00	47500.00	48000.00
7	YEAR 5			45250.00	45500.00	45750.00	46000.00	46250.00	46500.00	46750.00	47000.00	47250.00	47500.00	47750.00	48000.00	48000.00	48500.00
8	YEAR 6			45750.00	46000.00	46250.00	46500.00	46750.00	47000.00	47250.00	47500.00	47750.00	48000.00	48250.00	48500.00	48500.00	49000.00
9	YEAR 7			46250.00	46500.00	46750.00	47000.00	47250.00	47500.00	47750.00	48000.00	48250.00	48500.00	48750.00	49000.00	49000.00	49500.00
10	YEAR 8			46750.00	47000.00	47250.00	47500.00	47750.00	48000.00	48250.00	48500.00	48750.00	49000.00	49250.00	49500.00	49500.00	50000.00
11	YEAR 9			47250.00	47500.00	47750.00	48000.00	48250.00	48500.00	48750.00	49000.00	49250.00	49500.00	49750.00	50000.00	50000.00	50500.00
12	YEAR 10			47750.00	48000.00	48250.00	48500.00	48750.00	49000.00	49250.00	49500.00	49750.00	50000.00	50250.00	50500.00	50500.00	51000.00
13	YEAR 11					48800.00	49050.00	49300.00	49550.00	49800.00	50050.00	50300.00	50550.00	50800.00	51050.00	51050.00	51550.00
14	YEAR 12					49350.00	49600.00	49850.00	50100.00	50350.00	50600.00	50850.00	51100.00	51350.00	51600.00	51600.00	52100.00
15	YEAR 13					49900.00	50150.00	50400.00	50650.00	50900.00	51150.00	51400.00	51650.00	51900.00	52150.00	52150.00	52650.00
16	YEAR 14	500.00	Yearly Step			50450.00	50700.00	50950.00	51200.00	51450.00	51700.00	51950.00	52200.00	52450.00	52700.00	52700.00	53200.00
17	YEAR 15	550.00	after 10 years			51000.00	51250.00	51500.00	51750.00	52000.00	52250.00	52500.00	52750.00	53000.00	53250.00	53250.00	53750.00
18	YEAR 16	575.00	after 20 years			51550.00	51800.00	52050.00	52300.00	52550.00	52800.00	53050.00	53300.00	53550.00	53800.00	53800.00	54300.00
19	YEAR 17	250.00	BA Across			52100.00	52350.00	52600.00	52850.00	53100.00	53350.00	53600.00	53850.00	54100.00	54350.00	54350.00	54850.00
20	YEAR 18	500.00	Masters Across			52650.00	52900.00	53150.00	53400.00	53650.00	53900.00	54150.00	54400.00	54650.00	54900.00	54900.00	55400.00
21	YEAR 19					53200.00	53450.00	53700.00	53950.00	54200.00	54450.00	54700.00	54950.00	55200.00	55450.00	55450.00	55950.00
22	YEAR 20					53750.00	54000.00	54250.00	54500.00	54750.00	55000.00	55250.00	55500.00	55750.00	56000.00	56000.00	56500.00
23	YEAR 21					54325.00	54575.00	54825.00	55075.00	55325.00	55575.00	55825.00	56075.00	56325.00	56575.00	56575.00	57075.00
24	YEAR 22					54900.00	55150.00	55400.00	55650.00	55900.00	56150.00	56400.00	56650.00	56900.00	57150.00	57150.00	57650.00
25	YEAR 23					55475.00	55725.00	55975.00	56225.00	56475.00	56725.00	56975.00	57225.00	57475.00	57725.00	57725.00	58225.00
26	YEAR 24					56050.00	56300.00	56550.00	56800.00	57050.00	57300.00	57550.00	57800.00	58050.00	58300.00	58300.00	58800.00
27	YEAR 25					56625.00	56875.00	57125.00	57375.00	57625.00	57875.00	58125.00	58375.00	58625.00	58875.00	58875.00	59375.00
28	YEAR 26					57200.00	57450.00	57700.00	57950.00	58200.00	58450.00	58700.00	58950.00	59200.00	59450.00	59450.00	59950.00
29	YEAR 27					57775.00	58025.00	58275.00	58525.00	58775.00	59025.00	59275.00	59525.00	59775.00	60025.00	60025.00	60525.00
30	YEAR 28					58350.00	58600.00	58850.00	59100.00	59350.00	59600.00	59850.00	60100.00	60350.00	60600.00	60600.00	61100.00
31	YEAR 29					58925.00	59175.00	59425.00	59675.00	59925.00	60175.00	60425.00	60675.00	60925.00	61175.00	61175.00	61675.00