

Milnor Public School District #2
Negotiated Agreement 2021-2022 through 2022-2023

1. Teachers will be paid twice per month on the 10th and 25th, over a 12-month period.
2. Each full-time teacher will receive 15 days of sick leave per year, accumulative to 75 days. The administration has the right at its discretion to request medical certification as a prerequisite for the awarding of sick leave with just cause. The sick leave will be allowed for personal illness, family illness, medical appointments and meetings, or funeral. Up to 3 days without the loss of pay may be granted at the discretion of the Superintendent for daycare closure of less than 24-hour notice and for acts of God, including, but not limited to damage of residence due to flooding or fire. Accumulated sick leave beyond 15 days may be used if medical complications exist with a doctor's certificate of disability. Any sick leave over the 75 days will be reimbursed at \$30 per day and dropped at the end of the school year. Teachers leaving Milnor School District, after 5 years of service, will receive \$30 per day for unused sick leave.
3. Each fall teachers will be allowed to donate sick days from their personal accumulation. To donate days, teachers must notify the Superintendent by September 1st of the current school year. A 30-day maximum will be placed for the sick pool. Teachers who have used up their accumulated sick days and are in the need of additional sick leave may petition the MTA for additional sick days from the sick pool in accordance with district policy. If additional sick days to replenish the pool are needed during the school year, MTA could seek approval from the Milnor School Board.
4. Teachers shall be entitled to four days of personal leave per year, accumulative to six days. No more than two teachers will be granted personal leave on any one day, on a first come first serve basis, with the approval of the administration. Two days of unused absence may be carried over to the next year; at the teacher's request, the remaining days will be reimbursed at \$75 a day and dropped.
5. Faculty members are required to earn four graduate hours credit in each five-year period in order to maintain their status on the salary schedule. Earned credit hours must have prior administrative approval. Any intent to change lanes for the ensuing school year must be brought to the attention of the administration by May 31st.
6. Each teacher will be expected to take tickets at extra-curricular events in exchange for a season pass for their spouse and themselves. No teacher will be responsible for more than one event.
7. \$200 will be available for each teacher from the supplies fund each year. The teacher may request additional finances beyond the \$200 limit solely at the discretion of the administration. Payment to the teacher will be made upon presentation of the receipts by April 1.
8. Teachers who request to have NDEA dues deducted from their paychecks will have the amount deducted in 9 equal installments.
9. The District will pay the 11.75% of the teacher's portion of TFFR for the 2021-2022 and 2022-2023 school years.
10. The Milnor School will provide \$9,075 toward a Section 125 Flexible Benefits Cafeteria Plan for each full-time teacher during the 2021-2022 school year and \$9,075 for 2022-2023. Part time teachers will have their benefits reduced to reflect their actual FTE.

11. The following clauses will be in effect for teachers who wish to terminate their contracts. They shall pay the following sums at the time the teacher's request to be released is made.

<i>Before June 1</i>	<i>No Charge</i>
<i>June 1 – June 15</i>	<i>\$500.00</i>
<i>June 16 – June 30</i>	<i>\$750.00</i>
<i>After July 1</i>	<i>No Release</i>

This shall not be construed to mean that the Board must release the teacher upon payment of the above amount. If no release is granted by the Board, the amount of the penalty shall be refunded in full to the teacher. The School Board may, in its sole discretion and by reason of extenuating circumstances, waive part or all the sums above.

12. Contracts will be issued to teachers with assignments in their major, major equivalency, and/or areas they are highly qualified to teach. Any change in the assignment will be through consultation with the teacher. Extra-curricular contracts will be made on a separate contract. In the event of resignation from an extra-curricular contract, the resignation may not be accepted until a replacement for that contract has been found. Any extracurricular contracts not filled by volunteers will be assigned by the administration after staff notification.

13. Full time teachers will be contracted for 183 days for the 2021-2023 school years. Part time teachers will have their salary and benefits reduced to reflect their actual FTE. Mandatory in-services may be scheduled up to 2 weeks before school starts or within 2 weeks after school ends. Other in-service days during the summer may substitute for scheduled "before/after" scheduled in-services with administrative approval.

14. This is a two-year agreement with the expiration date being June 30, 2023. Unless either side petitions the other side by March 15, 2023, the agreement will automatically renew for one year. Any provision in this agreement can be waived or changed by mutual consent of both parties. Should any article, section or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law. The remaining articles, section, and clauses shall remain in full force and effect for the duration of the Agreement if not affected by the deleted article, section or clause.

Chad Fyre, Board Representative



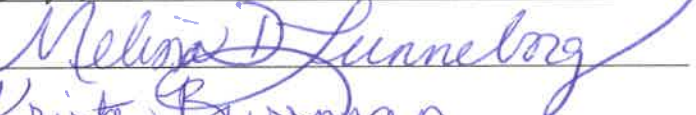
Kate Mund, Board Representative



Nick Foertsch, MTA Representative



Melissa Lunneborg, MTA Representative



Krista Bussman, MTA Representative



Starting in 2022-23

BS	BS+8	BS+16	BS+24	BS+32	BS+40	BS+48	BS+56	MS	MS+10	MS+20	MS+30	MS+40
0	38000	39000	39500	40000	40500	41000	41500	43000	43800	44600	45400	46200
1	38500	39000	40000	40500	41000	41500	42000	43500	44300	45100	45900	46700
2	39000	39500	40500	41000	41500	42000	42500	44000	44800	45600	46400	47200
3	39500	40000	41000	41500	42000	42500	43000	44500	45300	46100	46900	47700
4	40000	40500	41500	42000	42500	43000	43500	45000	45800	46600	47400	48200
5	40500	41000	42000	42500	43000	43500	44000	45500	46300	47100	47900	48700
6	41000	41500	42500	43000	43500	44000	44500	46000	46800	47600	48400	49200
7	41500	42000	43000	43500	44000	44500	45000	46500	47300	48100	48900	49700
8	42000	42500	43500	44000	44500	45000	45500	47000	47800	48600	49400	50200
9	42500	43000	44000	44500	45000	45500	46000	47500	48300	49100	49900	50700
10	43000	43500	44500	45000	45500	46000	46500	48000	48800	49600	50400	51200
11	44000	44500	45000	45500	46000	46500	47000	48500	49300	50100	50900	51700
12	44500	45000	45500	46000	46500	47000	47500	49000	49800	50600	51400	52200
13	45000	45500	46000	46500	47000	47500	48000	49500	50300	51100	51900	52700
14	45500	46000	46500	47000	47500	48000	48500	50000	50800	51600	52400	53200
15	46000	46500	47000	47500	48000	48500	49000	50500	51300	52100	52900	53700
16	47000	47500	48000	48500	49000	49500	50000	51000	51800	52600	53400	54200
17	47500	48000	48500	49000	49500	50000	50500	51500	52300	53100	53900	54700
18	48000	48500	49000	49500	50000	50500	51000	52000	52800	53600	54400	55200
19	48500	49000	49500	50000	50500	51000	51500	52500	53300	54100	54900	55700
20	49000	49500	50000	50500	51000	51500	52000	53000	53800	54600	55400	56200
21		50000	50500	51000	51500	52000	52500	53500	54300	55100	55900	56700
22		50500	51000	51500	52000	52500	53000	54000	54800	55600	56400	57200
23		51000	51500	52000	52500	53000	53500	54500	55300	56100	56900	57700
24			52000	52500	53000	53500	54000	55000	55800	56600	57400	58200
25			52500	53000	53500	54000	54500	55500	56300	57100	57900	58700
26			53000	53500	54000	54500	55000	56000	56800	57600	58400	59200
27				54000	54500	55000	55500	56500	57300	58100	58900	59700
28				54500	55000	55500	56000	57000	57800	58600	59400	60200
29				55000	55500	56000	56500	57500	58300	59100	59900	60700
30				55500	56000	56500	57000	58000	58800	59600	60400	61200