

**Montpelier Public School
Negotiated Agreement
2021-2023**

I. QUALIFICATIONS AND REQUIRMENTS OF INSTRUCTION

A. The teachers will be given a school policy book before signing a contract. Teachers will be given a written or email notice of any policy changes.

B. Five years of classroom teaching experience from state approved schools will be accepted on the salary schedule. Following the first year of teaching at the Montpelier Public School, the teacher, if offered a contract, will be able to bring in up to fifteen years of experience on the salary schedule. Additional years of experience may be brought in upon board approval.

C. Teachers obtaining additional hours between lanes will receive reimbursement for the cost of the class up to \$100 for each credit hour when completed. Effective hours would begin for the 2021-2022 contract year beginning with credits earned after August 2020. Credit/programs of study require prior approval of the superintendent.

D. Teachers will receive salary increments at the appropriate levels provided the following are met:

1. Necessary and/or additional hours must be obtained prior to the beginning of the school year.

2. Hours taken outside of the teaching area, according to the biennium teaching schedule will have approval of the superintendent.

3. Teachers will inform the superintendent of all prospective course work before enrolling.

E. Teachers will be paid on either the nine or twelve-month basis on the 15th and the 30th or the nearest preceding work day of each month, starting the first business day in September, except for the following conditions:

1. Teachers on a nine-month basis will be paid their final (May) check on the last day of school when final checkout has been satisfactorily completed.

2. Teachers on a twelve-month basis will receive their final May check on the last day of school and the checks for June (2), July (2), and August (1) within 5 business days of the last day of school.

F. Release of contract will be negotiated with the board. The board will make reasonable effort to grant the request. The teacher will be notified of the Board's decision within seven days of the next regular board meeting. A certified check for the appropriate amount will accompany the written request for a release of contract, or if the teacher has been working in the district the assessed amount may be withheld. A release of contract may be granted with the written request of the teacher, upon payment as follows:

May 15-June 1 \$1500, June 2-June 15 \$2000, After June 15 \$3000.

The School Board may, in its sole discretion and by reason of extenuating circumstances, waive part or all of such liquidated damages.

G. Teachers employed within the school district when giving up their prep time to cover classes of other faculty members will be compensated at the rate of \$15 per hour. Alternatively, teachers may accumulate the time using it as accrued personal leave. This must be used within the current negotiated agreement contract period.

H. Teachers will receive pay when required to chaperone buses and help staff athletic events at the rate of \$18.00 per event.

I. Teachers required to drive a bus or van route will be paid the same rate of pay as a regular route bus/van driver. Teachers required to drive bus or van for activities/extra-curricular will be paid at the same rate of pay as other activities/extra-curricular drivers.

J. Coaches who drive for their sport will be paid \$28.00 per round trip for driving for each practice or event.

K. If curriculum work is required by the board, the teacher will be compensated for time spent beyond the regular working day and year at the individual's current hourly rate of pay. The teacher will be paid upon completion of the subject curriculum.

L. The superintendent will make a reasonable effort to assign extracurricular activities to the teachers who want to take part in that provision.

M. A Flex/Cafeteria Plan will be made available to the teachers who want to take part in that provision.

N. Salary Schedule attached: Exhibit A

O. Extracurricular Salary Schedule attached: Exhibit B

II. BENEFITS

A. Part time teachers who work at least 50% will receive benefits in proportion to their employment. The minimum district health insurance contribution will be 50% of a single plan.

B. Insurance: Up to the cost of a single health insurance plan will be paid by the Montpelier Board of Education toward an employee group health insurance policy.

C. First Aid training will be provided every 3 years and CPR training will be provided every other year at the cost of the board. Renewal courses will be held to keep certification current as part of teacher in-service days.

D. TFFR Deferment: Each teacher's contribution to the Teacher's Fund for Retirement will be tax deferred as provided by HB 1095, adopted by the 1983 legislature.

E. If a teacher is not electing to use the group health insurance policy, the Montpelier Board of Education will pay 50% of the value of the health insurance benefit as stated in Section IIB as a benefit via the district's section 125 cafeteria plan (or 403B).

F. Life insurance: An employee group life insurance policy will be paid for by the Montpelier Board of Education.

III. LEAVES OF ABSENCE:

A. Sick leave

1. A total of ten days leave for the school year, cumulative to 70, days will be granted. A teacher will be allowed to use sick leave in cases where his or her spouse, children or parents are ill, or if their child's daycare is closed due to the illness of the daycare provider. Where there is a death in the immediate family, sick leave may be used. In no case will sick leave be provided when the teacher has exceeded the allotted number of days unless conditions are met under item III. A3 below. After accumulation of the 70 days, each teacher will be paid at the daily substitute teacher rate for unused leave over the 70 days, to be paid annually at the end of the school year. A teacher will be paid \$50.00 per day for each unused sick day 70 and under when their employment with the district ends.

2. Immediate family is defined as spouse, mother, father, children, grandchildren, grandparents, brothers, sisters, brothers and sisters-in-law, and spouse's immediate family.

3. A faculty sick leave bank will be established in policy.

B. Personal Leave

1. Each teacher will be allowed two days per year for personal reasons after notifications to the superintendent three days in advance. After 10 consecutive years at Montpelier School teachers will be allowed three personal days per year. Teachers with less than 10 years of experience will be allowed to accumulate up to four personal days and can use all of them, at any time during the school year, with administrative approval. Teachers with 10+ years of experience will be allowed to accumulate up to five personal days and can

use all of them, at any time during the school year, with administrative approval. No more than two teachers will be absent per day for personal reasons unless agreed upon by the superintendent. Teachers will receive their regular salary. Teachers can carry over a maximum of two personal days. Unused personal days that have not been carried over will be reimbursed at the individual teacher's daily rate of pay. In case of some unforeseen circumstance, a teacher may be allowed to use his or her personal leave without giving the required notice to the superintendent.

2. All certified staff will be allowed one work day per year for funerals. Certified staff that are employed only a portion of a full day will be allowed one funeral day equivalent to their work day. This will not be taken from personal leave days, it will be considered for funeral only. The teacher will not be reimbursed if the funeral day is not used.

C. Leave without Pay

1. After using all applicable leave, a teacher may be granted leave without pay at the discretion of the school board.

IV. INSTRUCTION PROVISIONS

A. Teachers required to teach in a combination room of more than one grade level will be paid \$8,250 in addition to their regular salary. If it is a combination room in the High School, the teacher will be paid 1/14 per semester of the \$8250. A high school combination is when more than one curriculum is presented during the same class period. An Elementary combination room will consist of a classroom with more than one grade level being taught with more than one curriculum during the same classroom time. If it is a combination room in the elementary school, the teacher will be paid 1/7 of the \$8250 for every 250 minutes weekly (50 minutes daily) prorated to the actual number of minutes of combination time. Combination rooms will be limited to no more than two curriculums being taught. Combination room situations are sometimes adjusted throughout the year to meet student needs, combination pay will be adjusted accordingly.

B. Teachers will be paid \$100 per student when required to supervise correspondence, on-line classes, or independent study classes.

C. Teachers will be paid \$400 when asked to offer classes not on the regular yearly class schedule. Materials and fees are to be paid by the student.

D. The number of teacher contract days will be 183 days. Two days prior to the beginning of the school year for professional development and one day to be used at the discretion of the administration.

V. NEGOTIATIONS

A. All terms and conditions of employment not specifically covered by this agreement will continue to be subject to the districts exclusive direction and control and will not be subject to negotiations during the term of this agreement.

B. The teachers shall give their intent to negotiate to the board at the regular board meeting in February of each year in which a contract terminates. Teacher and board negotiation teams will hold a ground rules meeting prior to March 15. Negotiations packages will be exchanged on or before April 1 or at a mutually agreed upon date.

C. The final negotiated agreement for each contract period will be written up by the board-teacher negotiating teams and co-signed by both negotiating teams after ratification.

D. This negotiated agreement will automatically be renewed and continue in full force and effect until a successor agreement is signed.

E. Duration: This agreement is a two-year agreement in effect for the 2021-2022 and 2022-2023 school years. The school board agrees to issue contracts no earlier than April 10th.

VI. SAVINGS CLAUSE

A. Should any article, section, or clause of this agreement be declared illegal by a North Dakota court of competent jurisdiction, said article, section, or clause will be automatically deleted from this agreement, to the extent that it violates the law, but the remaining articles, sections, and clauses will remain in full force and effect for the duration of this agreement.

2021-2023

Extracurricular Pay Schedule

Athletic Director 5%

Basketball A 10%

Basketball B 8%

Basketball C/JH 5%

Grade Basketball 3%

Volleyball A 10%

Volleyball B 8%

Volleyball C/JH 5%

Head Track (B & G) 5%

Track Assistant 4%

Golf 3%

Speech 3%

One Act Play 1%

Annual Advisor 3%

Junior Class Advisor 4%

Music Vocal & Inst. 4%

Student Council 2%

Archery 5%

Running Club 3%

Science Club 2%

The Extracurricular Pay will be a percentage of the base salary in the master schedule.

If a new extracurricular activity is created, we can renegotiate to include the activity into the contract.

If mutually agreed upon by the school boards of the participating athletic cooperative members, the salaries outlined in the cooperative agreement may supersede the salaries on this agreement.

Exhibit B

Exhibit A

2021-2022		1		2		3		4		5		6	
Year	Base +0	Base +8	Base +16	Base +24	Base +32	Masters	Year	Base +0	Base +8	Base +16	Base +24	Base +32	Masters
0	\$40,000	\$40,600	\$41,200	\$41,800	\$42,400	\$43,800	0	\$40,500	\$41,100	\$41,700	\$42,300	\$42,900	\$44,300
1	\$40,300	\$40,900	\$41,500	\$42,100	\$42,700	\$44,100	1	\$40,800	\$41,400	\$42,000	\$42,600	\$43,200	\$44,600
2	\$40,600	\$41,200	\$41,800	\$42,400	\$43,000	\$44,400	2	\$41,100	\$41,700	\$42,300	\$42,900	\$43,500	\$44,900
3	\$40,900	\$41,500	\$42,100	\$42,700	\$43,300	\$44,700	3	\$41,400	\$42,000	\$42,600	\$43,200	\$43,800	\$45,200
4	\$41,200	\$41,800	\$42,400	\$43,000	\$43,600	\$45,000	4	\$41,700	\$42,300	\$42,900	\$43,500	\$44,100	\$45,500
5	\$41,500	\$42,100	\$42,700	\$43,300	\$43,900	\$45,300	5	\$42,000	\$42,600	\$43,200	\$43,800	\$44,400	\$45,800
6	\$41,800	\$42,400	\$43,000	\$43,600	\$44,200	\$45,600	6	\$42,300	\$42,900	\$43,500	\$44,100	\$44,700	\$46,100
7	\$42,100	\$42,700	\$43,300	\$43,900	\$44,500	\$45,900	7	\$42,600	\$43,200	\$43,800	\$44,400	\$45,000	\$46,400
8	\$42,400	\$43,000	\$43,600	\$44,200	\$44,800	\$46,200	8	\$42,900	\$43,500	\$44,100	\$44,700	\$45,300	\$46,700
9	\$42,700	\$43,300	\$43,900	\$44,500	\$45,100	\$46,500	9	\$43,200	\$43,800	\$44,400	\$45,000	\$45,600	\$47,000
10	\$43,000	\$43,600	\$44,200	\$44,800	\$45,400	\$46,800	10	\$43,500	\$44,100	\$44,700	\$45,300	\$45,900	\$47,300
11	\$43,300	\$43,900	\$44,500	\$45,100	\$45,700	\$47,100	11	\$43,800	\$44,400	\$45,000	\$45,600	\$46,200	\$47,600
12	\$43,600	\$44,200	\$44,800	\$45,400	\$46,000	\$47,400	12	\$44,100	\$44,700	\$45,300	\$45,900	\$46,500	\$47,900
13	\$43,900	\$44,500	\$45,100	\$45,700	\$46,300	\$47,700	13	\$44,400	\$45,000	\$45,600	\$46,200	\$46,800	\$48,200
14	\$44,200	\$44,800	\$45,400	\$46,000	\$46,600	\$48,000	14	\$44,700	\$45,300	\$45,900	\$46,500	\$47,100	\$48,500
15	\$44,500	\$45,100	\$45,700	\$46,300	\$46,900	\$48,300	15	\$45,000	\$45,600	\$46,200	\$46,800	\$47,400	\$48,800
16	\$44,800	\$45,400	\$46,000	\$46,600	\$47,200	\$48,600	16	\$45,300	\$45,900	\$46,500	\$47,100	\$47,700	\$49,100
17	\$45,100	\$45,700	\$46,300	\$46,900	\$47,500	\$48,900	17	\$45,600	\$46,200	\$46,800	\$47,400	\$48,000	\$49,400
18	\$45,400	\$46,000	\$46,600	\$47,200	\$47,800	\$49,200	18	\$45,900	\$46,500	\$47,100	\$47,700	\$48,300	\$49,700
19	\$45,700	\$46,300	\$46,900	\$47,500	\$48,100	\$49,500	19	\$46,200	\$46,800	\$47,400	\$48,000	\$48,600	\$50,000
20	\$46,000	\$46,600	\$47,200	\$47,800	\$48,400	\$49,800	20	\$46,500	\$47,100	\$47,700	\$48,300	\$48,900	\$50,300
21	\$46,300	\$46,900	\$47,500	\$48,100	\$48,700	\$50,100	21	\$46,800	\$47,400	\$48,000	\$48,600	\$49,200	\$50,600
22	\$46,600	\$47,200	\$47,800	\$48,400	\$49,000	\$50,400	22	\$47,100	\$47,700	\$48,300	\$48,900	\$49,500	\$50,900
23	\$46,900	\$47,500	\$48,100	\$48,700	\$49,300	\$50,700	23	\$47,400	\$48,000	\$48,600	\$49,200	\$49,800	\$51,200
24	\$47,200	\$47,800	\$48,400	\$49,000	\$49,600	\$51,000	24	\$47,700	\$48,300	\$48,900	\$49,500	\$50,100	\$51,500
25	\$47,500	\$48,100	\$48,700	\$49,300	\$49,900	\$51,300	25	\$48,000	\$48,600	\$49,200	\$49,800	\$50,400	\$51,800
Add \$300 per year for all years past the lanes													
Add \$300 per year for all years past the lanes													
The board and the teachers will each contribute their own TFFR contributions as prescribed by law. (TFFR- Model 1)													

