

North Star School District # 10 & North Star Teacher Group  
Professional Agreement  
2021-22 and 2022-23

North Star School District

[Signature]

4-21-21

Date

North Star Teachers Group

[Signature]  
[Signature]

4-21-21

Date

Teacher Signature

\_\_\_\_\_

Date

1. This agreement will cover Salary, Educational & Yearly Increments, Social Security, TFFR and Health Insurance for 2021-22 and 2022-23. This is a 2-year agreement.
2. Salary agreement for 2021-22, and 2022-23 school years.
  - A. Base salary of \$45,500 for 2021-22, base salary of \$46,500 for 2022-23. (See attached salary schedules). This is an increase of \$1500 from the base salary of 2020-21, and an increase of \$1000 from the base salary of 2021-22.
  - B. All staff will receive a yearly increment for 2021-22, and 2022-23. (Remove the freeze in lanes 3 thru 8, year 36, and move the freeze to year 37 in lanes 3 thru 8 for 2021-22, and remove the freeze in lanes 3 thru 8, year 37, and move the freeze to year 38 in lanes 3 thru 8 for 2022-23).
  - C. North Star School Board will pay a 2.5% pick-up on TFFR using a Model 2 partial.
  - D. Lane MA will have an educational increment of a \$1000 from Lane BA+40 and lane MA + 8 will have an educational increment of \$1000 from Lane MA.
3. The North Star School District will pay a full single health insurance policy. Further agreed that the North Star District will not be responsible for deductible for teachers.
4. Sick Leave.
  - A. Certified staff will receive 10 days/year. The teacher's illness or critical illness or death within the family, or spouse's family, are acceptable reasons for using sick leave. (Immediate family is defined as spouse, children, brothers, sisters, parents, grandparents, grandchildren, aunts, uncles, cousins, and others who are permanent members of the household. Upon administrative approval, sick days may be used for medical, dental, eye, pregnancy, adoption, childbirth, and professional counseling appointments.
  - B. Any leave beyond accumulated sick leave will be deducted at sub pay rate.
  - C. Teachers will be compensated for unused sick leave at the rate of \$15 per day when leaving the system.
  - D. Teachers will receive \$15 per day, at the end of each school year, for unused sick leave beyond one hundred (100) days.
  - E. Teachers may utilize the sick bank due to medical reasons, including pregnancy, adoption, or childbirth.
  - F. Sick leave bank is available to certified staff of the North Star Public School. The purpose of the "bank" shall be for unexpected illness and/or injury, including childbirth.

Each faculty member who chooses to be a member of the sick bank shall invest two (2) sick leave days to the bank the first year, and one (1) sick leave day each succeeding year until the bank reaches a balance of, and not less than 100 days.

5. Personal Leave.
  - A. Teachers will receive 3 personal days/year.
  - B. Teachers may only carry over 2 personal days to the next school year and will compensated at the end of a school year, at sub pay rate, for any personal days over the total of 2.
  - C. Any personal leave taken beyond the total personal days a teacher has accumulated for the given school year will be deducted at sub pay rate.
  - D. Teachers will be compensated for all unused personal leave when leaving the district, at sub pay rate.
6. Substitute pay for teachers subbing during prep periods will be paid at the current board approved rate.
7. The North Star School Board will be able to adjust the salary schedule upward to fill a hard to fill position. The NSTG will be notified of this intent and a review committee consisting of the Superintendent, School Board Member, and NSTG Member will discuss placement on the salary schedule.
8. All years of experience will be allowed to be brought into the North Star salary schedule.
9. Faculty members will be paid on a 10- or 12-month basis.
10. Professional Leave.
  - A. A total of ten days leave shall be granted to a teacher or teachers for observing other teachers or methods of teaching. Four days leave shall be granted to a teacher or teachers for NDEA affiliated responsibilities. The teacher or teachers granted the above shall be determined by the majority of the North Star Teacher Group and shall be granted when written notice is received three days prior to the leave.
  - B. Three legislative days shall be granted, to be used by the Association while the legislature is in session, for the purpose of promoting a better North Star District. The North Star Teacher Group will assume all costs for substitute teachers.
11. Policies. A committee from the staff, appointed by the North Star Teacher Group, shall work with the administration in revising school board, student, and teacher policies each year, and when adopted by the board, all faculty will support and carry out these policies.
12. Extra-curricular salaries will remain the same for the 2021-22 and 2022-23 school years.
13. School calendar will be 183 days (1050/962.5 student contact hours).
14. If a teacher should move into the district, their contract will begin for that school year. If a teacher leaves the district before their contracted year is completed, they can be penalized. If a teacher leaves the district between contract years and has not signed their contract for the following year, they will not be penalized.
15. Contracts for 2021-22 school year will be sent out on April 26, 2021 and will be due on May 10<sup>th</sup>, 2021. Contracts for the 2022-23 school year will be sent out April 15, 2022 and will be due April 29, 2022

