

**GACKLE-STREETER PUBLIC SCHOOL DISTRICT #56**  
**MASTER AGREEMENT AND SALARY SCHEDULE**  
**2021-2022    2022-2023**

I. Qualifications and requirement of instructors

- A. The classification of instructors shall be based on an official transcript from a recognized or accredited institution of higher learning.
  
- B. Ten years of Bachelor's Degree experience outside the Gackle-Streeter Public School District will be allowed on the schedule.
  
- C. Staff members shall be required to secure additional training every five years in addition to his/her degree. Required earned hours equal to minimum state requirement of 6 semester hours. These hours must be in the staff member's major or minor field, be educationally related and have prior approval of the superintendent. A maximum of 2 semester hours of in-service may be used to help meet these requirements with 16 in-service clock hours counting as one semester hour of credit.
  
- D. Employees of the Gackle-Streeter Public School District may be retired as full retirement benefits develop. If the age of the retirement is attained during the school year, employment shall continue through the end of that school year.

II. Benefits

A. Leave Policy

1. Sick Leave – refers to persons employed only

- a. Twelve (12) days per year to a carryover maximum of sixty (60) days. (Seventy two (72) sick days would be possible if a staff member carried over the full amount to the next school year, plus the twelve (12) new days.)
  
- b. If a teacher is absent for more than three (3) consecutive days a doctor's excuse at the employee's expense may be required.
  
- c. The Board of Education may request a doctor's excuse if excessive absence occurs.
  
- d. Accumulated days over sixty (60) at the end of the contract period would be paid out at fifty dollars (\$50) per day in the spring upon signing a contract for

the next school year. If a teacher opts out of their contract before the fall semester they will have to reimburse the school for any sick leave that was paid out. Retiring teachers will be reimbursed at \$20 per unused sick day, up to sixty (60) days.

e. Donation of Sick Leave Days

Each year, employees may donate up to two (2) days of accumulated sick leave per eligible employee of the Gackle-Streeter School District who have exhausted all of his or her own personal and sick leave days. Procedures for donation of sick leave are as follows:

1. Sick leave days shall be donated by employee on a voluntary basis.
2. Donations shall remain anonymous if requested by donating employee.
3. All requests for donated leave must receive prior administrative approval.

2. Maternity Leave

a. Fifteen (15) working days maternity leave will be granted, then sick leave will be used for the remainder of the days a teacher is gone. Paternity leave, dental leave, prenatal appointments, unscheduled doctor appointments and medical appointments of the teacher, child or spouse will be considered sick leave.

3. Emergency Leave

a. Three (3) days non-accumulative emergency leave per school year will be granted. Reasons for leave being granted:

1. Serious illness of the immediate family (wife, husband, children, father, mother, sister, brother, mother-in-law, father-in-law of the teacher.)
2. Weather-related conditions which do not allow the teacher to get to work.

b. More days may be granted, if needed. The extra days will be taken from sick leave.

c. The district will pay the substitute.

#### 4. Personal Leave

a. Three (3) days per year to a carryover maximum of five (5) days. (Eight (8) days would be possible if a staff member carried over the full amount to the next school year, plus three (3) new days.) Only five (5) of the possible eight (8) days can be used during the contract period.

b. One day personal leave per year (non-cumulative) will be granted with the teacher paying the substitute. Teachers may be granted a maximum of one (1) of the accumulated personal leave days during the first two (2) weeks of the school year or the last two (2) weeks of the school year.

c. A maximum of two (2) teachers may take personal leave on any one (1) day. A minimum of two (2) days notice must be given before a request for personal leave will be granted.

d. Accumulated days over five (5) at the end of the contract period would be paid out at one hundred dollars (\$100) per day in the spring upon signing a contract for the next school year. If a teacher opts out of their contract before the fall semester they will have to reimburse the school for any personal leave that was paid out. Retiring teachers will be reimbursed at one hundred dollars (\$100) per unused personal day, up to five (5) days.

#### 5. Professional Leave

a. Teachers may be granted professional leave without deduction of pay at the discretion of the Board of Education or the Superintendent.

6. When all personal and/or emergency leaves are used and the absence does not qualify as sick, personal or emergency leave categories,  $1/182^{\text{nd}}$  of the teacher's current salary will be deducted from the final check at the end of the contract period for each day thus taken. The district will pay the substitute.

7. Extra leave may be granted to teachers in case of an emergency and shall be determined at the discretion of the Board of Education.

#### 8. Jury Duty

a. In the event a staff member is called to jury duty, the staff member may elect to take the jury pay and be deducted for each day absent ( $1/182^{\text{nd}}$  of their yearly salary) or be paid by the district their regular salary and turn over the jury pay to the district.

## 9. Funeral Leave

- a. In the event of death of a teacher's or a teacher's spouse's grandparents, brothers or sister, they will be allowed three (3) consecutive school days without deduction of pay to attend the funeral and to make final arrangements.
- b. In the event of a death within a teacher's own family (spouse, children, parents, parents of spouse) each teacher is allowed eight (8) consecutive school days without deduction of pay to attend the funeral and make final arrangements.
- c. In the event of death of someone other than those mentioned in a or b a teacher will be allowed one (1) day leave to attend a funeral at the discretion of the superintendent. The substitute will be provided and paid by the district.

## 10. Sabbatical Leave

- a. Sabbatical leave must be authorized by the Board of Education.

### B. Health, Hospitalization, Income Protection

1. The Board of Education shall contribute up to but not to exceed a single health insurance policy for the 2021-2022 and 2022-2023 school year.
2. If for some medical reason a teacher trying to join the group is denied insurance, the district shall pay up to but not exceed a single policy for the 2021-2022 and 2022-2023 school year.
3. The Board of Education shall make available to each teacher an income protection policy with a premium not to exceed ninety-five dollars (\$95) per school year. The company will be determined by the Board.

### C. Annuities

1. With proper authorization from a faculty member, deduction may be made from an employee's salary for annuity premiums. All employees must make this commitment by October 1<sup>st</sup> of each year.
2. A Flex Plan is available for all teachers. The teacher must make this commitment by October 1<sup>st</sup> and set the amount of money they'd like to put into the account. The money will be put in their flex account pre-tax and can be used on medical expenses.

#### D. Payroll

1. Teachers will be paid on a twelve (12) month basis.
2. Teachers will be paid on the 1<sup>st</sup> or the 1<sup>st</sup> and 15<sup>th</sup> of each month of the last working day prior to, dating the checks accordingly, providing no more than two (2) checks are issued per month. This will be each month for the duration of the contract and the decision will be made at the beginning of the school year.
3. Deductions automatically made from the monthly salary check include: federal withholding tax, social security, teacher's retirement (Model 1) and state income tax. Deductions of NDEA, NEA and GSEA dues made upon request of the individual teacher.
4. Teachers will receive an itemized statement each month and a final yearly statement showing total income and total deductions.
5. Certified staff will be paid nineteen dollars and twenty-nine cents (\$19.29) per class period or one hundred and thirty-five dollars (\$135) per day for substitutions in the classroom when arranged through the office and prorated as necessary. Outside certified substitutes will also receive a free lunch for each full day of subbing.

#### III. Negotiations

- A. The Board of Education will recognize the unit proposed and chosen by a majority of the teaching staff as the sole negotiating agent between the classroom teachers and the Board of Education.
- B. The Petition of Recognition of the negotiating unit representing the majority of the teachers, excluding the Superintendent and the Principal, must be submitted to the Board of Education by February 1<sup>st</sup>.
- C. The Board of Education reserves the privilege of paying above the schedule if necessary for critical fields of for critical periods of time.
- D. If any part of the negotiated agreement between the Gackle-Streeter Board of Education and the Gackle-Streeter Education Association is found to not be in compliance with regulations, then that section and only that section will be made to come into compliance upon agreement between the Gackle-Streeter Board of Education and the Gackle-Streeter Education Association. All other parts of the agreement will continue in force.

E. The negotiated contract will be on a two year term. The base salary will be \$37,000 for the 2021-2022 school year and \$38,000 for the 2022-2023 school year.

#### IV. Contract Provisions

A. The 2021-2022 contract will include 175 contact days, 2 in-service days, 2 parent/teacher conference days, and 3 foundation days (Labor Day, Thanksgiving Day, and Good Friday.) The 2022-2023 contract will include 175 contact days, 2 in-service days, 2 parent/teacher conference days, and 3 foundation days (Labor Day, Thanksgiving Day, and Good Friday.) This will be a total of 182 contract days each year.

B. Contract will state extra-curricular duties and payment of each. Payment will be included in the annual salary.

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

June 1-June 30	\$750
July 1-July 31	\$1,000
August 1-End of Term	\$1,250

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

This provision does not apply in the cases of pregnancies. Teachers released from their contract will be paid on the basis of 1/182<sup>nd</sup> of their annual salary, for the number of days elapsed classroom time. Administration will document for the Board of Education and the teacher which agencies, universities, or other employment services were contacted in order to fill the position in question.

D. Teachers who do not meet the requirements as set forth in Section 1, Article C will remain at the same salary step as the previous year. This requirement must be met at the beginning of each school year. (Lane change will be turned in to Business Manager by August 30<sup>th</sup>.)

E. The teacher's school day shall begin in the classroom fifteen (15) minutes before classes begin and fifteen (15) minutes after school is dismissed, with the exception of parent/teacher conferences and staff meetings.

F. Teachers signing with the Gackle-Streeter School District will be expected to carry out the following duties without additional compensation when these duties are assigned by the administrator. These duties include but are not limited to: bus trips, lunch supervision, class advisors (excluding junior class), collecting tickets, playground duty, study halls, recess supervision, chaperoning, spelling contests and noon supervision. Other minor duties may be assigned only by mutual consent of administration and teachers.

The following duties require enough additional time and effort to cause the board to allow added compensation:

5-6 Boys Basketball	\$585	FFA Advisor	\$2,307
5-6 Girls Basketball	\$585	Yearbook Advisor	\$1,030
Archery	\$585	Instr./Vocal Music	\$2,307
Elementary Wrestling	\$585	Jr. Class Advisor	\$472
AD	\$2,124	Science Olympiad	\$1,030
Concessions	\$450	Speech	\$1,293
Ticket Selling	\$16/game	Drama (Fall)	\$585
Concessions	\$16/game	Drama (Spring)	\$585
		Tech Coordinator	\$3,090

G. All teachers shall be given credit on the pay scale for all past teaching experience in this school system upon attaining a four-year degree. This shall include fraction school years taught as small as  $\frac{1}{2}$ .

H. All prospective teaching personnel shall receive a handbook and current negotiations agreement at the time of interview.

I. Teachers pay their own registration fees for workshops if the teacher takes it for credit.

J. Teachers will be reimbursed a maximum of \$25 per year for completed continuing education credits. Proof of credits need to be handed in to the office and approve before payment will be made.

## V. Grievance Procedure

A. When a teacher of GSEA has a grievance the following procedure shall be followed: the teacher notifies the Principal of the grievance. If not satisfied he/she then notifies the Superintendent. If still not satisfied he/she then notifies the Board of Education. The GSEA has the right to be present and to represent the grievant at all levels of the grievance procedure. In addition, all grievances must be written and can only concern established policies. The grievance needs to be filed in a timely manner no later than thirty (30) days after a grievance exists. Both parties must reply to the other within two (2) days of receiving the notice.

### Career Increment

If a teacher reaches the last step of the last lane available on the salary schedule, the teacher shall receive a career increment the second year at the step. If a step or lane becomes available and a teacher is qualified to move a step or lane then that teacher shall not be eligible to receive the career increment for that year.

The contract will state the amount of the career increment and payment will be included in the annual salary. The amount of the career increment will be \$425 for each increment. Sixteen (16) of the thirty two (32) hours shall be in the instructor's major or minor field and approved by the Superintendent.

With the approval of the Superintendent, undergraduate hours may be used in the 5, 11, 16 and 32 graduate quarter lanes in regard to securing additional majors and minors or other certifications for the benefit of the district.

All salaries, take home pay, and extra-curricular assignments will be published at the beginning of the school year.

Duration of this negotiated agreement is the 2021-2022 school year and the 2022-2023 school year. The contracts for the fall will be issued no earlier than March 15 and no later than May 1. (NDCC 15.1-15-04)

The provisions of the agreement will be effective as of the contractual year. Either party desiring changes in the agreement shall notify the other party in accord with all previously agreed upon provisions as stated or amended in Professional Negotiation Agreements. In witness thereof, duly authorized representatives of the Associated and Board hereunto set their hands and seals this 13<sup>th</sup> day of April 2021.

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Associated Representative

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Board Representative

April 13, 2021

**Gackle-Streeter Education Association**

**Items that were approved at negotiations for year 2021-22 & 2022-23**

1. Teachers will be reimbursed a maximum of \$25 per year for completed continuing education credits. Proof of credits need to be handed in to the office and approved before payment will be made.
2. The district will add a Masters lane, Masters +8 lane and Master +16 lane to the salary schedule. The lane increments will each be \$275.
3. The addition of career increment 17 for the 2021-22 year and addition of career increment 18 for the 2022-23 year.
4. Each eligible employee will advance to the next step on the established salary schedule. There will be an increase of \$1,000 to the base pay for the 2021-22 year and an increase of \$1,000 to the base pay for the 2022-23 year.
5. The addition of a policy regarding teachers being paid the hourly sub rate for covering another teacher's class(es) for the full time they sub, instead of just being paid during their prep period.

**Salary Schedule 2021-2022**

Lane: \$275 / Step: \$425

Years	BA	BA+5	BA+11	BA+16	BA+22	BA+27	BA+32	BA+37	Masters	M+8	M+16
0	\$37,000	\$37,275	\$37,550	\$37,825	\$38,100	\$38,375	\$38,650	\$38,925	\$39,200	\$39,475	\$39,750
1	\$37,425	\$37,700	\$37,975	\$38,250	\$38,525	\$38,800	\$39,075	\$39,350	\$39,625	\$39,900	\$40,175
2	\$37,850	\$38,125	\$38,400	\$38,675	\$38,950	\$39,225	\$39,500	\$39,775	\$40,050	\$40,325	\$40,600
3	\$38,275	\$38,550	\$38,825	\$39,100	\$39,375	\$39,650	\$39,925	\$40,200	\$40,475	\$40,750	\$41,025
4	\$38,700	\$38,975	\$39,250	\$39,525	\$39,800	\$40,075	\$40,350	\$40,625	\$40,900	\$41,175	\$41,450
5	\$39,125	\$39,400	\$39,675	\$39,950	\$40,225	\$40,500	\$40,775	\$41,050	\$41,325	\$41,600	\$41,875
6	\$39,550	\$39,825	\$40,100	\$40,375	\$40,650	\$40,925	\$41,200	\$41,475	\$41,750	\$42,025	\$42,300
7	\$39,975	\$40,250	\$40,525	\$40,800	\$41,075	\$41,350	\$41,625	\$41,900	\$42,175	\$42,450	\$42,725
8	\$40,400	\$40,675	\$40,950	\$41,225	\$41,500	\$41,775	\$42,050	\$42,325	\$42,600	\$42,875	\$43,150
9	\$40,825	\$41,100	\$41,375	\$41,650	\$41,925	\$42,200	\$42,475	\$42,750	\$43,025	\$43,300	\$43,575
10	\$41,250	\$41,525	\$41,800	\$42,075	\$42,350	\$42,625	\$42,900	\$43,175	\$43,450	\$43,725	\$44,000
11			\$42,225	\$42,500	\$42,775	\$43,050	\$43,325	\$43,600	\$43,875	\$44,150	\$44,425
12			\$42,650	\$42,925	\$43,200	\$43,475	\$43,750	\$44,025	\$44,300	\$44,575	\$44,850
13					\$43,625	\$43,900	\$44,175	\$44,450	\$44,725	\$45,000	\$45,275
14					\$44,050	\$44,325	\$44,600	\$44,875	\$45,150	\$45,425	\$45,700
15					\$44,475	\$44,750	\$45,025	\$45,300	\$45,575	\$45,850	\$46,125
16					\$44,900	\$45,175	\$45,450	\$45,725	\$46,000	\$46,275	\$46,550
17						\$45,600	\$45,875	\$46,150	\$46,425	\$46,700	\$46,975
18							\$46,300	\$46,575	\$46,850	\$47,125	\$47,400
19							\$46,725	\$47,000	\$47,275	\$47,550	\$47,825

Career Increment	(1st) - \$425	Career Increment	(9th) - \$425
Career Increment	(2nd) - \$425	Career Increment	(10th) - \$425
Career Increment	(3rd) - \$425	Career Increment	(11th) - \$425
Career Increment	(4th) - \$425	Career Increment	(12th) - \$425
Career Increment	(5th) - \$425	Career Increment	(13th) - \$425
Career Increment	(6th) - \$425	Career Increment	(14th) - \$425
Career Increment	(7th) - \$425	Career Increment	(15th) - \$425
Career Increment	(8th) - \$425	Career Increment	(16th) - \$425
		Career Increment	(17th) - \$425

**Salary Schedule 2022-2023**

Lane: \$275 / Step: \$425

Years	BA	BA+5	BA+11	BA+16	BA+22	BA+27	BA+32	BA+37	Masters	M+8	M+16
0	\$38,000	\$38,275	\$38,550	\$38,825	\$39,100	\$39,375	\$39,650	\$39,925	\$40,200	\$40,475	\$40,750
1	\$38,425	\$38,700	\$38,975	\$39,250	\$39,525	\$39,800	\$40,075	\$40,350	\$40,625	\$40,900	\$41,175
2	\$38,850	\$39,125	\$39,400	\$39,675	\$39,950	\$40,225	\$40,500	\$40,775	\$41,050	\$41,325	\$41,600
3	\$39,275	\$39,550	\$39,825	\$40,100	\$40,375	\$40,650	\$40,925	\$41,200	\$41,475	\$41,750	\$42,025
4	\$39,700	\$39,975	\$40,250	\$40,525	\$40,800	\$41,075	\$41,350	\$41,625	\$41,900	\$42,175	\$42,450
5	\$40,125	\$40,400	\$40,675	\$40,950	\$41,225	\$41,500	\$41,775	\$42,050	\$42,325	\$42,600	\$42,875
6	\$40,550	\$40,825	\$41,100	\$41,375	\$41,650	\$41,925	\$42,200	\$42,475	\$42,750	\$43,025	\$43,300
7	\$40,975	\$41,250	\$41,525	\$41,800	\$42,075	\$42,350	\$42,625	\$42,900	\$43,175	\$43,450	\$43,725
8	\$41,400	\$41,675	\$41,950	\$42,225	\$42,500	\$42,775	\$43,050	\$43,325	\$43,600	\$43,875	\$44,150
9	\$41,825	\$42,100	\$42,375	\$42,650	\$42,925	\$43,200	\$43,475	\$43,750	\$44,025	\$44,300	\$44,575
10	\$42,250	\$42,525	\$42,800	\$43,075	\$43,350	\$43,625	\$43,900	\$44,175	\$44,450	\$44,725	\$45,000
11			\$43,225	\$43,500	\$43,775	\$44,050	\$44,325	\$44,600	\$44,875	\$45,150	\$45,425
12			\$43,650	\$43,925	\$44,200	\$44,475	\$44,750	\$45,025	\$45,300	\$45,575	\$45,850
13					\$44,625	\$44,900	\$45,175	\$45,450	\$45,725	\$46,000	\$46,275
14					\$45,050	\$45,325	\$45,600	\$45,875	\$46,150	\$46,425	\$46,700
15					\$45,475	\$45,750	\$46,025	\$46,300	\$46,575	\$46,850	\$47,125
16					\$45,900	\$46,175	\$46,450	\$46,725	\$47,000	\$47,275	\$47,550
17						\$46,600	\$46,875	\$47,150	\$47,425	\$47,700	\$47,975
18							\$47,300	\$47,575	\$47,850	\$48,125	\$48,400
19							\$47,725	\$48,000	\$48,275	\$48,550	\$48,825

Career Increment	(1st) - \$425	Career Increment	(10th) - \$425
Career Increment	(2nd) - \$425	Career Increment	(11th) - \$425
Career Increment	(3rd) - \$425	Career Increment	(12th) - \$425
Career Increment	(4th) - \$425	Career Increment	(13th) - \$425
Career Increment	(5th) - \$425	Career Increment	(14th) - \$425
Career Increment	(6th) - \$425	Career Increment	(15th) - \$425
Career Increment	(7th) - \$425	Career Increment	(16th) - \$425
Career Increment	(8th) - \$425	Career Increment	(17th) - \$425
Career Increment	(9th) - \$425	Career Increment	(18th) - \$425