

South Heart Public
School District #9

South Heart
Education Association

2022-23
Professional
Negotiated Agreement

**SOUTH HEART PUBLIC SCHOOL DISTRICT #9
PROFESSIONAL NEGOTIATED AGREEMENT**

**2022-23
SCHOOL YEAR**

ARTICLE I. BENEFITS

- A. Each full-time teacher will receive a fringe benefit of \$11,100.00. Each part-time teacher will receive a prorated fringe benefit based upon that teacher's individual contract. Teachers can elect to use the fringe benefit package towards any combination of the following in accordance with federal and state law.
1. Health Insurance
 2. Vision Insurance
 3. Health Flexible Spending Account
 4. Healthcare Savings Account
 5. Dependent Care Flexible Spending Account
 6. 403B Retirement Account
 7. AFLAC
 8. Cash option
- B. The following benefits are offered to teachers by the South Heart Public School District.
1. Health insurance – Health insurance costs beyond the fringe benefit shall be the responsibility of the teacher through payroll deduction
 2. Vision insurance – Vision insurance costs beyond the fringe benefit shall be the responsibility of the teacher through payroll deduction
 3. Health Flexible Spending Account – maximum as allowed by law
 4. Healthcare Savings Account – maximum as allowed by law
 5. Dependent Care Flexible Spending Account – maximum as allowed by law
 6. 403B Retirement Account – maximum as allowed by law
 7. Term life insurance - \$50,000 Basic Life Insurance and Accidental Death and Dismemberment for the teacher only shall be 100% paid by the District. Additional coverage shall be the responsibility of the teacher through payroll deduction.
 8. Long Term Disability Insurance – Paid 100% by the District for teacher only
 9. TFFR Model 1 – 12.75% paid by the District. 11.75% shall be the responsibility of the teacher through payroll deduction
 10. Social security – As required by law.
 11. AFLAC – AFLAC costs beyond the fringe benefit shall be the responsibility of the teacher through payroll deduction.

ARTICLE II. NON-INSTRUCTIONAL SUPERVISION

In an effort to provide proper order and a safe environment for students and staff during the school day, teachers may be scheduled for supervision during non-instructional time. However, teachers will not be scheduled for supervision during the following times: K-6 – Recess and 7-12 – Lunch. Any teacher assigned to lunch supervision K-6 or 7-12 will receive a free lunch, but no stipend if lunch not accepted.

ARTICLE III. PROFESSIONAL LEAVE

The Board encourages all teachers to participate in professional development. Teacher(s) wishing to attend a professional development activity will complete and submit a Professional Development Request Form to the Superintendent for approval. Approval will be granted if funding exists and the professional development activity is deemed beneficial to the school and the students.

ARTICLE IV. SALARY SCHEDULE

Base Salary: \$45,500.00
Increment/Step: Granted
See Attached Salary Schedule

Fifteen (15) years of experience will be allowed to be brought in by new employees for teaching & extra-curricular activities. **Additional years of experience may be granted by the Superintendent with prior approval by the South Heart School Board.**

Contract will consist of 183 days including:

175	Student Contact Days.
2	P/T Conferences
3	Holidays as identified in NDCC
<u>3</u>	<u>In-service Days</u>
183	Total Contract Days

ARTICLE V. SALARY PAYMENT PLAN

All teaching staff will participate in direct deposit.

All teachers shall receive 12 contract payments, beginning with the September payroll. The final three (3) contract payments for June, July, and August shall be paid in accordance with School Board Policy HCC.

Extracurricular advisors and coaches can elect to be paid twice (midway through the activity and at the end of the activity) or once (at the end of the activity). It is the responsibility of the individual advisor/coach to inform the Business Manager at the beginning of the activity whether they want one (1) or two (2) payments.

ARTICLE VI. PAID TIME OFF (PTO):

Certified teachers will be allowed Paid Time Off (PTO) each school year as determined by years of experience on salary schedule. PTO may be used in accordance with School Board Policy DDBA – Paid Time Off (PTO).

0-9 years of experience	13 PTO days per school year
10-19 years of experience	14 PTO days per school year
20-29 years of experience	15 PTO days per school year
30+ years of experience	16 PTO days per school year

For teachers that are not full-time, PTO days will be prorated based upon their full-time equivalency.

Unused PTO days at the end of each school year shall be accumulated in each teacher's personal sick leave bank until a maximum of 100 days is reached. These accumulated personal sick leave bank days may be used in accordance with School Board Policy DDA – Sick Leave. Unused days of accumulated personal sick leave in excess of 100 days at the end of the school year shall be paid in June of each school year at the rate of \$50.00 per day. If a teacher submits a resignation on or prior to March 1 that is effective at the end of the school year, unused days of accumulated personal sick leave less than or equal to 100 days shall be paid out as follows:

- a. 0-9 years of service to the District - \$25 per day
- b. 10-19 years of service to the District - \$50 per day
- c. 20+ years of service to the District - \$75 per day

ARTICLE VII. PREP PERIOD GUARANTEE

All teachers will receive a prep period during the student contract day (50 minutes for grades 7-12 teachers) and (a minimum of 40 minutes for grades PK-6). A teacher that agrees to teach an additional class and forego his/her prep period for a semester or full school year will be compensated at contracted pay for the additional class. 7-12 prep periods shall be defined on the South Heart High/Junior High Master Class Schedule. K-6 prep periods shall be defined and occur when students attend elementary music and physical education. All other certified teachers not specifically noted above (including, but not limited to, Pre-School, PE, Music, Title, Special Ed, Title I, Interventionist, etc) shall receive a prep period equivalent to those noted above as scheduled by the administration in consultation with each individual teacher based upon each teacher's individual work day.

ARTICLE VIII. SUBSTITUTE TEACHERS:

Teachers will be compensated \$20/period or \$10/half-period for loss of prep time when subbing for other teachers during their designated prep period.

ARTICLE IX. EXTRA-CURRICULAR SCHEDULE

- A. Heart River Co-op Sports Coaching Salaries will be paid according to the attached Heart River Co-op Salary Schedule. Note: The Heart River Co-op Salary Schedule is provided for informational purposes only. This salary schedule is non-negotiable and is determined exclusively by the Heart River Co-op Committee subject to change at any time.
- B. All other Extra-Curricular Activity Advisor positions will be paid according to the Extra-Curricular Salary Schedule shown below. Amount of pay is determined by specified percentage (%) of the base salary per the negotiated agreement plus specified dollar amount (\$) for each year of experience.
 - Experience: Granted
 6% or more – additional \$35/year experience
 Less than 6% - additional \$25/year experience
 - Payment for extra-curricular can be made twice. Payment may be made 1/2 way through the activity. It is the responsibility of the staff member in charge of the activity to inform the business manager 1/2 way through the activity if they want 1/2 of the payment.
 - Years of experience allowed to be brought in will be fifteen (15) years.
 - Job descriptions will be applicable to all positions.
 - When the need arises for an assistant, an advisor may submit a written request to the Activities Director and Superintendent. This request should be made within two weeks of the start date of the activity. Approval and pay will be decided by the Superintendent with input from the Activities Director and the Advisor submitting the request.

Instrumental and Vocal Music, 5-12	9%
FFA	9% School Year 3% Summer
Yearbook	8%
Speech	6%
Drama	6%
Junior Class	6% with concessions 3% without concessions
Close-Up	5%
Future City	5%
Drama Asst.	4%
FBLA	3%
FCCLA	3%
Student Council	2%
Honor Society	1%
Elementary Music	1%
Science Olympiad	1%
Acalympics	.75% Junior High .75% Senior High

ARTICLE X. TUITION ASSISTANCE

Teachers may submit a written request to the Superintendent for tuition assistance for coursework necessary for the teacher to become highly qualified or receive an endorsement/certification that is beneficial and/or necessary to the district. The Superintendent shall then make a recommendation to the School Board after soliciting input from the School Improvement Committee. Final approval is determined by the School Board.

ARTICLE XI. COMMITTEE ASSIGNMENTS:

At the beginning of each school year, teachers will have the option to select and serve on various school committee(s). If a specific committee does not have enough volunteers, the School Improvement Committee will assign teachers to committees based upon their current employment position and interest. When possible, committees are encouraged to meet either before or after school during the regular teacher work day. However, when approved by the Administration, committees that meet beyond the regular teacher work day shall be compensated at \$20/hr rounded to the nearest quarter hour. IEP meetings and other meetings mandated by the Administration either before or after the regular teacher work day will also be compensated at \$20/hr rounded to the nearest quarter hour.

ARTICLE XII. SAVINGS CLAUSE


Should any part of this negotiated agreement be declared illegal by a court of competent jurisdiction, said article, section, or clause, as the case may be, shall automatically be deleted from this agreement, but the remaining parts of this agreement shall remain in force and effect for the duration of this agreement.

ARTICLE XIII. DURATION CLAUSE

This Professional Negotiated Agreement shall be effective beginning July 1, 2022 and will continue through June 30, 2023. In the event a new Professional Negotiated Agreement is not agreed upon prior to June 30, 2023, all provisions in this Professional Negotiated Agreement shall remain in full force and effect until a new Professional Negotiated Agreement is reached. Once agreed, all salaries, benefits, and working conditions agreed upon in the new Professional Negotiated agreement would be retroactive to July 1, 2023.

DATE: 4-18-2022

SCHOOL BOARD NEGOTIATORS



Jon Jacobson



Sarah Ewoniuk

TEACHER NEGOTIATORS



Joshua Tormaschy



Jerica Smith

2022-23 Salary Schedule

Base	SEMESTER HOURS							
45500	BS + 0	BS + 10	BS + 20	BS + 30	BS + 40	BS + 50	BS + 60	BS + 70
Years						MS + 0	MS + 10	MS + 20
0	45500	46100	46700	47300	47900	48500	49100	49700
1	46000	46600	47200	47800	48400	49000	49600	50200
2	46500	47100	47700	48300	48900	49500	50100	50700
3	47000	47600	48200	48800	49400	50000	50600	51200
4	47500	48100	48700	49300	49900	50500	51100	51700
5	48000	48600	49200	49800	50400	51000	51600	52200
6	48500	49100	49700	50300	50900	51500	52100	52700
7	49000	49600	50200	50800	51400	52000	52600	53200
8	49500	50100	50700	51300	51900	52500	53100	53700
9	50000	50600	51200	51800	52400	53000	53600	54200
10	50500	51100	51700	52300	52900	53500	54100	54700
11	51100	51700	52300	52900	53500	54100	54700	55300
12	51700	52300	52900	53500	54100	54700	55300	55900
13	52300	52900	53500	54100	54700	55300	55900	56500
14	52900	53500	54100	54700	55300	55900	56500	57100
15	53500	54100	54700	55300	55900	56500	57100	57700
16		54700	55300	55900	56500	57100	57700	58300
17		55300	55900	56500	57100	57700	58300	58900
18		55900	56500	57100	57700	58300	58900	59500
19		56500	57100	57700	58300	58900	59500	60100
20		57100	57700	58300	58900	59500	60100	60700
21			58300	58900	59500	60100	60700	61300
22			58900	59500	60100	60700	61300	61900
23			59500	60100	60700	61300	61900	62500
24			60100	60700	61300	61900	62500	63100
25			60700	61300	61900	62500	63100	63700
26				61900	62500	63100	63700	64300
27				62500	63100	63700	64300	64900
28				63100	63700	64300	64900	65500
29				63700	64300	64900	65500	66100
30				64300	64900	65500	66100	66700
31					65500	66100	66700	67300
32					66100	66700	67300	67900
33					66700	67300	67900	68500
34					67300	67900	68500	69100
35					67900	68500	69100	69700
36						69100	69700	70300
37						69700	70300	70900
38						70300	70900	71500
39						70900	71500	72100
40						71500	72100	72700
41						72100	72700	73300

HEART RIVER ATHLETICS - COACHING SALARIES

Head Coach Salary

Salary increased by \$125.00/year experience

Exp	Per Week	14 weeks	13 weeks	12 weeks	11 weeks	10 weeks	9 weeks	8 weeks
0	\$ 240	\$ 3,360	\$ 3,120	\$ 2,880	\$ 2,640	\$ 2,400	\$ 2,160	\$ 1,920
1	\$	\$ 3,495	\$ 3,245	\$ 3,005	\$ 2,765	\$ 2,525	\$ 2,285	\$ 2,045
2	\$	\$ 3,610	\$ 3,370	\$ 3,130	\$ 2,890	\$ 2,650	\$ 2,410	\$ 2,170
3	\$	\$ 3,735	\$ 3,495	\$ 3,255	\$ 3,015	\$ 2,775	\$ 2,535	\$ 2,295
4	\$	\$ 3,860	\$ 3,620	\$ 3,380	\$ 3,140	\$ 2,900	\$ 2,660	\$ 2,420
5	\$	\$ 3,985	\$ 3,745	\$ 3,505	\$ 3,265	\$ 3,025	\$ 2,785	\$ 2,545
6	\$	\$ 4,110	\$ 3,870	\$ 3,630	\$ 3,390	\$ 3,150	\$ 2,910	\$ 2,670
7	\$	\$ 4,235	\$ 3,995	\$ 3,755	\$ 3,515	\$ 3,275	\$ 3,035	\$ 2,795
8	\$	\$ 4,360	\$ 4,120	\$ 3,880	\$ 3,640	\$ 3,400	\$ 3,160	\$ 2,920
9	\$	\$ 4,485	\$ 4,245	\$ 4,005	\$ 3,765	\$ 3,525	\$ 3,285	\$ 3,045
10	\$	\$ 4,610	\$ 4,370	\$ 4,130	\$ 3,890	\$ 3,650	\$ 3,410	\$ 3,170
11	\$	\$ 4,735	\$ 4,495	\$ 4,255	\$ 4,015	\$ 3,775	\$ 3,535	\$ 3,295
12	\$	\$ 4,860	\$ 4,620	\$ 4,380	\$ 4,140	\$ 3,900	\$ 3,660	\$ 3,420
13	\$	\$ 4,985	\$ 4,745	\$ 4,505	\$ 4,265	\$ 4,025	\$ 3,785	\$ 3,545
14	\$	\$ 5,110	\$ 4,870	\$ 4,630	\$ 4,390	\$ 4,150	\$ 3,910	\$ 3,670
15	\$	\$ 5,235	\$ 4,995	\$ 4,755	\$ 4,515	\$ 4,275	\$ 4,035	\$ 3,795
16	\$	\$ 5,360	\$ 5,120	\$ 4,880	\$ 4,640	\$ 4,400	\$ 4,160	\$ 3,920
17	\$	\$ 5,485	\$ 5,245	\$ 5,005	\$ 4,765	\$ 4,525	\$ 4,285	\$ 4,045
18	\$	\$ 5,610	\$ 5,370	\$ 5,130	\$ 4,890	\$ 4,650	\$ 4,410	\$ 4,170
19	\$	\$ 5,735	\$ 5,495	\$ 5,255	\$ 5,015	\$ 4,775	\$ 4,535	\$ 4,295

Assistant Coach Salary

Salary increased by \$100.00/year experience

Exp	Per Week	14 weeks	13 weeks	12 weeks	11 weeks	10 weeks	9 weeks	8 weeks
0	\$ 190	\$ 2,660	\$ 2,470	\$ 2,280	\$ 2,090	\$ 1,900	\$ 1,710	\$ 1,520
1	\$	\$ 2,760	\$ 2,570	\$ 2,380	\$ 2,190	\$ 2,000	\$ 1,810	\$ 1,620
2	\$	\$ 2,860	\$ 2,670	\$ 2,480	\$ 2,290	\$ 2,100	\$ 1,910	\$ 1,720
3	\$	\$ 2,960	\$ 2,770	\$ 2,580	\$ 2,390	\$ 2,200	\$ 2,010	\$ 1,820
4	\$	\$ 3,060	\$ 2,870	\$ 2,680	\$ 2,490	\$ 2,300	\$ 2,110	\$ 1,920
5	\$	\$ 3,160	\$ 2,970	\$ 2,780	\$ 2,590	\$ 2,400	\$ 2,210	\$ 2,020
6	\$	\$ 3,260	\$ 3,070	\$ 2,880	\$ 2,690	\$ 2,500	\$ 2,310	\$ 2,120
7	\$	\$ 3,360	\$ 3,170	\$ 2,980	\$ 2,790	\$ 2,600	\$ 2,410	\$ 2,220
8	\$	\$ 3,460	\$ 3,270	\$ 3,080	\$ 2,890	\$ 2,700	\$ 2,510	\$ 2,320
9	\$	\$ 3,560	\$ 3,370	\$ 3,180	\$ 2,990	\$ 2,800	\$ 2,610	\$ 2,420
10	\$	\$ 3,660	\$ 3,470	\$ 3,280	\$ 3,090	\$ 2,900	\$ 2,710	\$ 2,520
11	\$	\$ 3,760	\$ 3,570	\$ 3,380	\$ 3,190	\$ 3,000	\$ 2,810	\$ 2,620
12	\$	\$ 3,860	\$ 3,670	\$ 3,480	\$ 3,290	\$ 3,100	\$ 2,910	\$ 2,720
13	\$	\$ 3,960	\$ 3,770	\$ 3,580	\$ 3,390	\$ 3,200	\$ 3,010	\$ 2,820
14	\$	\$ 4,060	\$ 3,870	\$ 3,680	\$ 3,490	\$ 3,300	\$ 3,110	\$ 2,920
15	\$	\$ 4,160	\$ 3,970	\$ 3,780	\$ 3,590	\$ 3,400	\$ 3,210	\$ 3,020
16	\$	\$ 4,260	\$ 4,070	\$ 3,880	\$ 3,690	\$ 3,500	\$ 3,310	\$ 3,120
17	\$	\$ 4,360	\$ 4,170	\$ 3,980	\$ 3,790	\$ 3,600	\$ 3,410	\$ 3,220
18	\$	\$ 4,460	\$ 4,270	\$ 4,080	\$ 3,890	\$ 3,700	\$ 3,510	\$ 3,320
19	\$	\$ 4,560	\$ 4,370	\$ 4,180	\$ 3,990	\$ 3,800	\$ 3,610	\$ 3,420

Junior High Coach Salary

Salary increased by \$75.00/year experience

Exp	Per Week	10 weeks	9 weeks	8 weeks	7 weeks	6 weeks
0	\$ 140	\$ 1,400	\$ 1,260	\$ 1,120	\$ 980	\$ 840
1	\$	\$ 1,475	\$ 1,335	\$ 1,195	\$ 1,055	\$ 915
2	\$	\$ 1,550	\$ 1,410	\$ 1,270	\$ 1,130	\$ 990
3	\$	\$ 1,625	\$ 1,485	\$ 1,345	\$ 1,205	\$ 1,065
4	\$	\$ 1,700	\$ 1,560	\$ 1,420	\$ 1,280	\$ 1,140
5	\$	\$ 1,775	\$ 1,635	\$ 1,495	\$ 1,355	\$ 1,215
6	\$	\$ 1,850	\$ 1,710	\$ 1,570	\$ 1,430	\$ 1,290
7	\$	\$ 1,925	\$ 1,785	\$ 1,645	\$ 1,505	\$ 1,365
8	\$	\$ 2,000	\$ 1,860	\$ 1,720	\$ 1,580	\$ 1,440
9	\$	\$ 2,075	\$ 1,935	\$ 1,795	\$ 1,655	\$ 1,515
10	\$	\$ 2,150	\$ 2,010	\$ 1,870	\$ 1,730	\$ 1,590
11	\$	\$ 2,225	\$ 2,085	\$ 1,945	\$ 1,805	\$ 1,665
12	\$	\$ 2,300	\$ 2,160	\$ 2,020	\$ 1,880	\$ 1,740
13	\$	\$ 2,375	\$ 2,235	\$ 2,095	\$ 1,955	\$ 1,815
14	\$	\$ 2,450	\$ 2,310	\$ 2,170	\$ 2,030	\$ 1,890
15	\$	\$ 2,525	\$ 2,385	\$ 2,245	\$ 2,105	\$ 1,965
16	\$	\$ 2,600	\$ 2,460	\$ 2,320	\$ 2,180	\$ 2,040
17	\$	\$ 2,675	\$ 2,535	\$ 2,395	\$ 2,255	\$ 2,115
18	\$	\$ 2,750	\$ 2,610	\$ 2,470	\$ 2,330	\$ 2,190
19	\$	\$ 2,825	\$ 2,685	\$ 2,545	\$ 2,405	\$ 2,265

Elementary Coach Salary

Salary increased by \$60.00/year experience

Exp	Per Week	9 weeks	8 weeks	7 weeks	6 weeks
0	\$ 125	\$ 1,125	\$ 1,000	\$ 875	\$ 750
1	\$	\$ 1,185	\$ 1,060	\$ 935	\$ 810
2	\$	\$ 1,245	\$ 1,120	\$ 995	\$ 870
3	\$	\$ 1,305	\$ 1,180	\$ 1,055	\$ 930
4	\$	\$ 1,365	\$ 1,240	\$ 1,115	\$ 990
5	\$	\$ 1,425	\$ 1,300	\$ 1,175	\$ 1,050
6	\$	\$ 1,485	\$ 1,360	\$ 1,235	\$ 1,110
7	\$	\$ 1,545	\$ 1,420	\$ 1,295	\$ 1,170
8	\$	\$ 1,605	\$ 1,480	\$ 1,355	\$ 1,230
9	\$	\$ 1,665	\$ 1,540	\$ 1,415	\$ 1,290
10	\$	\$ 1,725	\$ 1,600	\$ 1,475	\$ 1,350
11	\$	\$ 1,785	\$ 1,660	\$ 1,535	\$ 1,410
12	\$	\$ 1,845	\$ 1,720	\$ 1,595	\$ 1,470
13	\$	\$ 1,905	\$ 1,780	\$ 1,655	\$ 1,530
14	\$	\$ 1,965	\$ 1,840	\$ 1,715	\$ 1,590
15	\$	\$ 2,025	\$ 1,900	\$ 1,775	\$ 1,650
16	\$	\$ 2,085	\$ 1,960	\$ 1,835	\$ 1,710
17	\$	\$ 2,145	\$ 2,020	\$ 1,895	\$ 1,770
18	\$	\$ 2,205	\$ 2,080	\$ 1,955	\$ 1,830
19	\$	\$ 2,265	\$ 2,140	\$ 2,015	\$ 1,890