

Surrey Public School
District #41
PO Box 40
200 2nd St SE
Surrey ND 58785
Classroom Teachers and Surrey School Board

Surrey Public Schools Professional Negotiated Agreement

School Terms: 2022–2023

July 1, 2022

from Blue Cross/Blue Shield, to be used for the school district provided medical insurance or other uses as described below.

The plan established should include the following features allowed by IRS Section 125:

1. Allows the employee to contribute through premium conversion any premium not provided by the district. These premiums can only be used to pay the premiums for the policy provided in Article III-B.
2. Allows the employee to use either school district or payroll deduction money to pay for dependent care as defined in Section 125 of the IRS code.
3. Allows the employee to use either school district or payroll deduction money as deposits to a Medical Spending Account as defined in Section 125 of the IRS code.
4. Teachers hired for the 2019-2020, school year and thereafter will receive a cash option of \$2,000 or a single Classic Blue or similar insurance plan from Blue Cross/Blue Shield. Teachers under contract in the 2018-2019 school year will be grandfathered in under the terms of the 2018-2019 contract. Those teachers will be eligible to receive a full single Classic Blue or similar Blue Cross/Blue Shield policy or the full cash option of said policy throughout their employment at Surrey School. This grandfathered policy will also cover any teacher who may take a sabbatical upon returning to teaching.

E. Activity Pay Schedule

The activity pay schedule shall be as set forth in Schedule II of the Appendix, which is hereby incorporated by reference. Activity pay schedule shall be calculated using the current years base salary.

Extra-curricular Schedule Program Additions

Students and staff are encouraged to develop after school programs of all varieties for the purpose of sharing various ideas and projects. If a program is student initiated, a staff member must be involved to advise the program. If a program desires to have a paid advisor, and to be placed on the Extracurricular Pay schedule, the following conditions must be met before approval is granted.

- a.) The advisor to the program will approach the teacher negotiators with the program name, time required, and the dates the program will run.
- b.) A minimum of thirty (30) hours of out of school contact time, and five (5) students in the program are needed for consideration to be a paid position.
- c.) The program must be approved by the collaborative bargaining team.

ARTICLE IV. LEAVE

A. Sick Leave

Sick leave at full salary shall be allowed when a teacher's absence from attendance and performance of duties is due to personal illness or disability. The Board may require certification from a qualified physician indicating such absence was due to illness or disability. The final determination as to eligibility for sick leave is reserved to the Board.

Sick leave shall be allowed for dental or doctor appointments, when appointments must be scheduled during regular school hours.

Teachers may use sick leave to attend to an ill or injured spouse, child, parent, or other permanent member of their household. Parents do not have to be members of the household.

Teachers shall be advanced ten (10) days of sick leave at the beginning of each school year, which may be accumulated to one hundred (100) days. Additional sick leave, without pay, beyond that accumulated may be allowed at the discretion of the superintendent.

When a teacher has been employed by the Surrey School System for fifteen years or more, and elects to leave the system, the system will compensate the teacher for a maximum of 100 accumulated sick days, at the rate of \$10.00 per day. When a teacher has been employed by the Surrey School System for ten years or more, and elects to retire from teaching, the system will compensate the teacher for a maximum of 100 accumulated sick days at the rate of \$50.00 per day. Should a teacher be employed part-time, as a teacher, after retiring, sick days will be carried over with payment for the accumulated days made when part time employment ends.

The Sick Leave Bank is available to all certified staff who accumulate sick leave as per Board policy and are contracted for at least 180 days. The purpose of the Bank shall be for staff members', spouse's, child's, or parents' unexpected qualifying illness and/or injury. The sick leave bank will be tracked in a binder in the business manager's office that is available to staff upon request.

1. Qualifications

The Sick Leave Bank shall be available to all certified staff members. Members may accept or reject participation to donate days on the Sick Leave Bank Form given with their yearly employment contract. The Sick Bank day will be pro-rated for part time certified staff.

sick leave. If needed, an additional four (4) days may be utilized and subtracted from accumulated sick leave for the death of a spouse or child. (If needed, additional time may be requested from the sick bank). Requests shall be approved by the respective principal.

D. Bonding Leave

Absence without pay or eligibility for other benefits for a period of up to 12 weeks shall be allowed a teacher at his/her request in event of natural child birth, new foster placement, or adoption of a child not yet enrolled in regular classroom instruction.

E. Education Leave

Teachers having been employed in the Surrey Public School District for the past five (5) years may make application for a leave of absence of one (1) year in length in order to become a full-time student. Application shall be made in writing prior to April 1 of the school year preceding the leave and shall address all areas specified by the Board. Such leave shall be without pay or eligibility for other benefits and shall be granted at the sole discretion of the Board. Teachers granted educational leave shall notify the Board of their intentions to return or not to return by June 1 of the school year scheduled for return.

F. Professional Leave

Teachers may be granted professional leave with pay at full salary by the administrator for the purpose of attending professional activities related to an area of their assigned instructional responsibility. Such requests shall be made through the respective principal at least five (5) days prior to the activity.

G. Unpaid Leave

Unpaid leave may be allowed at the discretion of the administrator for reasons not previously addressed in Article III.

H. Legislative Leave

The Board will cooperate with jointly sponsored NDSBA, NDCEL, ND United and legislative activities by allowing release time as requested. Additional staff may participate at the discretion of the administration, however, responsibility for the payment of their substitute lies with the staff member.

I. Special Leave

In the case of a special circumstance, a teacher will be allowed to take leave with the permission of the superintendent. The teacher will receive full salary for the day, less the cost of the substitute teacher. This is permitted one time per school year.

J. Leave in General

2. Should the investigation or processing of any grievance require a teacher be released from regular assigned duties, he/she shall be released without loss of pay or benefits.
3. All documents, communications, and records dealing with the processing of a grievance will not become a part of the personnel file of the participants.

ARTICLE VI. ASSIGNMENTS

A. Classroom Assignments

Teachers will be informed of tentative grade level and class assignments as soon as reasonably possible after a thorough study of the needs of the district can be made by the administration. It is to be understood that tentative assignments are just that, "tentative".

B. Non-Academic Duties

The principals shall be responsible for development of a duty roster for all non-academic duties not addressed by provisions of this contract. Attention should be given to being as fair and equitable as possible to all.

C. Curriculum Writing

Teachers serving on a committee-writing curriculum will be paid \$200.00 per person to a maximum of five people per curricular area. No more than two curricular areas will be addressed per fiscal year. School Improvement chairperson shall receive \$200.

ARTICLE VII. SCHOOL DAY

The school day for classroom teachers shall be from one-half (1/2) hour prior to the opening until one-half (1/2) hour after dismissal of regular classes. This schedule shall be modified in proportion to full time equivalency for teachers employed for less than a normal day. All teachers shall be allowed a duty free lunch period.

ARTICLE VIII. TEACHER WORK YEAR

The scheduled employment year of teachers covered by the salary schedule shall begin at the opening of the school in the fall and terminate after the close of school in the spring, but in no event be more than 182 days of employment.

ARTICLE IX. ADDITIONAL TRAINING REQUIREMENTS

All teachers are required to meet the minimum requirements for additional training as required by the Department of Public Instruction. The teacher is to inform the Superintendent of additional credit hours and in-service clock hours earned within thirty (30) days after completion.

ARTICLE X. COMPLAINTS

G. Ratification

IN WITNESS WHEREOF, signatures of the duly authorized representative of the Board and the Association indicate this Contract has been ratified by the Surrey School Board and the Surrey Classroom Teachers Association.

Dated this 30th day of March, 2022

SURREY PUBLIC SCHOOL DISTRICT #41

BY: _____
(President)

SURREY CLASSROOM TEACHERS ASSOCIATION

BY: _____
(Negotiator)

BY: _____
(Negotiator)

BY: _____
(Negotiator)

ATTEST:

(Business Manager)

Surrey Public School

~~2021-2022~~
2022-2023

Salary Schedule

Exp	BS	8	16	24	32	40	48	MS	8	16
0	\$40,500	\$40,962	\$41,423	\$41,885	\$42,347	\$42,809	\$43,270	\$45,117	\$45,579	\$46,040
1	\$41,423	\$41,885	\$42,347	\$42,809	\$43,270	\$43,732	\$44,194	\$46,040	\$46,502	\$46,964
2	\$42,347	\$42,809	\$43,270	\$43,732	\$44,194	\$44,655	\$45,117	\$46,964	\$47,426	\$47,887
3	\$43,270	\$43,732	\$44,194	\$44,655	\$45,117	\$45,579	\$46,040	\$47,887	\$48,349	\$48,811
4	\$44,194	\$44,655	\$45,117	\$45,579	\$46,040	\$46,502	\$46,964	\$48,811	\$49,272	\$49,734
5	\$45,117	\$45,579	\$46,040	\$46,502	\$46,964	\$47,426	\$47,887	\$49,734	\$50,196	\$50,657
6	\$46,040	\$46,502	\$46,964	\$47,426	\$47,887	\$48,349	\$48,811	\$50,657	\$51,119	\$51,581
7	\$46,964	\$47,426	\$47,887	\$48,349	\$48,811	\$49,272	\$49,734	\$51,581	\$52,043	\$52,504
8	\$47,887	\$48,349	\$48,811	\$49,272	\$49,734	\$50,196	\$50,657	\$52,504	\$52,966	\$53,428
9	\$48,811	\$49,272	\$49,734	\$50,196	\$50,657	\$51,119	\$51,581	\$53,428	\$53,889	\$54,351
10		\$50,196	\$50,657	\$51,119	\$51,581	\$52,043	\$52,504	\$54,351	\$54,813	\$55,274
11		\$51,119	\$51,581	\$52,043	\$52,504	\$52,966	\$53,428	\$55,274	\$55,736	\$56,198
12			\$52,504	\$52,966	\$53,428	\$53,889	\$54,351	\$56,198	\$56,660	\$57,121
13			\$53,428	\$53,889	\$54,351	\$54,813	\$55,274	\$57,121	\$57,583	\$58,045
14				\$54,813	\$55,274	\$55,736	\$56,198	\$58,045	\$58,506	\$58,968
15				\$55,736	\$56,198	\$56,660	\$57,121	\$58,968	\$59,430	\$59,891
16					\$57,121	\$57,583	\$58,045	\$59,891	\$60,353	\$60,815
17					\$58,045	\$58,506	\$58,968	\$60,815	\$61,277	\$61,738
18					\$58,968	\$59,430	\$59,891	\$61,738	\$62,200	\$62,662
19					\$59,891	\$60,353	\$60,815	\$62,662	\$63,123	\$63,585
20					\$60,815	\$61,277	\$61,738	\$63,585	\$64,047	\$64,508
21					\$61,738	\$62,200	\$62,662	\$64,508	\$64,970	\$65,432
22					\$62,662	\$63,123	\$63,585	\$65,432	\$65,894	\$66,355
23					\$63,585	\$64,047	\$64,508	\$66,355	\$66,817	\$67,279
24						\$64,970	\$65,432	\$67,279	\$67,740	\$68,202
25						\$65,894	\$66,355	\$68,202	\$68,664	\$69,125
26						\$66,817	\$67,279	\$69,125	\$69,587	\$70,049
27						\$67,740	\$68,202	\$70,049	\$70,511	\$70,972
28	Base	40500				\$68,664	\$69,125	\$70,972	\$71,434	\$71,896
29	Jumps	2.28%					\$70,049	\$71,896	\$72,357	\$72,819
30							\$70,972	\$72,819	\$73,281	\$73,742