

ARTICLE 1, WORK CONDITIONS AND CONTRACTS

Section 1: Extra Duty

- a. Extra duty that occurs during the school day such as noon duty, recess duty, etc., shall be equally shared between full and part-time personnel.
- b. Full and part-time teachers are expected to order supplies, books, teaching materials by April 1 of each year.
- c. Full and part-time teachers are expected to attend and assist in promoting school events and activities.
- d. The work year for members of the bargaining unit, except as otherwise modified in this agreement, shall consist of :
 - 2009-2010 - 182 days, of which 175 shall be pupil contact days, and at least 2 shall be professional development days.
 - 2010-2011 – 184 days, of which 176 shall be pupil contact days, and at least 3 shall be professional development days.
 - 2011-2012 and thereafter – 185 days, of which 177 shall be pupil contact days, and at least 3 shall be professional development days.
- e. Teachers shall arrive at school one-half (1/2) hour before school begins and leave no earlier than one-half (1/2) hour after the school day ends. School shall begin at 8:30 a.m. and end at 3:00 p.m. Exceptions approved by the principal.
- f. All full and part-time teachers shall be responsible for seeing that their classroom is clean and presentable daily.

ARTICLE 2, Leave

The district will use the Full Time Licensed Teacher Leave Policy for handling leave.

ARTICLE 3, SALARIES/BENEFITS

Section 1:

The salary of the Apple Creek School District shall apply to all certified full time teachers. The salary will be negotiated each year by taking into account economic conditions of the Apple Creek School District. No teacher will be asked to accept a salary lower than the previous year.

Section 2:

All full and part-time teachers will be paid on the 15th and the last working day of each month.

- a. The salary for the first month of the school term shall not be paid until the teacher has exhibited his/her valid teacher's certificate to the Business Manager and has recorded it in the office of the County Superintendent of Schools.
- b. Deductions withheld from full and part-time teacher's checks include teacher's retirement, federal income tax, state income tax, social security and Medicare. NDEA dues may be withheld at the group's request.
- c. The salary for the last month of the school term shall not be paid until all term reports are made, filed and approved by the Business Manager of the School Board.
- d. The Board will pay 2/3 of the premium for a single health insurance plan with the remaining balance deducted from the teacher's salary. The plan will be solely determined by the Board with input from the staff.

ARTICLE 4, GRIEVANCE PROCEDURE

The district will use the Grievance Procedure Policy for handling grievances.

ARTICLE 5, DURATION OF AGREEMENT

Section 1

This agreement shall be effective as of July 1, 2011, and shall continue in full force and effect until June 30, 2012.

Section 2

This agreement will automatically be renewed and will continue in force and effect for additional periods of one year unless either party gives notice to the other party, not later than 60 days prior to the expiration date or any anniversary thereof, of its desire to reopen certain provisions of this Agreement and/or additions to this Agreement, and to negotiate over the terms of these provisions. In the event a successor agreement is not agreed upon before the termination date of this Agreement, all provisions of this Agreement shall remain in full force and effect until an agreement is reached. All salaries, benefits, and working conditions agreed upon in the successor agreement will be retroactive to the termination date of this agreement.