

**MASTER CONTRACT
2015-2016**

Belfield School District #13 and the Belfield Education Association
Belfield, North Dakota 58622

This agreement entered into between the Belfield School District #13, Belfield, North Dakota, hereinafter referred to as the "Board" and the Belfield Education Association, hereinafter referred to as the "Association" is intended to further the purpose of the parties in providing maximum educational opportunities for the district.

RECOGNITION: The Board recognizes the Association as the exclusive bargaining representative on salaries, conditions of employment for all employees of the District engaged in teaching, including classroom teachers and librarians, but excluding principals and other administrative personnel.

BOARD FUNCTIONS: The board of Education on its own behalf, hereby retains and reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon and vested in it by applicable law and rules and regulations to establish the framework of school and rules and regulations to establish the framework of school policies and projects, including management and administrative control of the school system; employ and re-employ all personnel subject to the provisions of law; establish and supervise programs on instruction and determine means and methods of instruction; selection of textbooks and other materials, class schedules, hours of instruction, class size, teaching load, length of school year and the school calendar.

Teacher recommendations will be evaluated in determining decisions relevant to the areas mentioned in the above paragraph.

SAVINGS CLAUSE: If any provision of this Agreement or any application thereof to any teacher is finally held to be contrary to law, then such provision or application shall be deemed invalid to the extent required by such decision, but all other provisions or applications shall continue in full force and effect. If such provisions exist which are so held, at the request of either party negotiations shall immediately commence in order to alter said section(s) providing the benefit(s) according to the intent of the parties.

DURATION CLAUSE: This agreement shall be effective on July 1, 2015 and will continue in force for a period of one year unless either party gives notice to the other party, not later than 60 days prior to the anniversary date of its desire to open certain provisions of the Agreement and/or additions to this Agreement, and to negotiate over terms of these provisions. In the event a successor agreement is not agreed upon before the anniversary date of this Agreement, all provisions in this Agreement shall remain in full force and effect until a mutual agreement is reached. All salaries, benefits, and working conditions agreed upon in the successor agreement will be retroactive to the anniversary of this Agreement.

This agreement is signed the _____ day of _____, 2015.

In witness thereof:

For the Education Association of
Belfield Public School #13

For the Board of Education of
Belfield Public School #13

President

President

Secretary

Business Manager

ISSUANCE OF INDIVIDUAL CONTRACTS: No teacher or extra-duty individual contracts shall be issued until negotiations are complete. Negotiations are complete when the master agreement is updated, ratified, and signed by both parties.

COMPENSATORY

1. Base salary is \$38,250 for the 2015-16 school year.
Base salary is pursuant to chapter 15.1-05 of the North Dakota Century Code, plus one work day.
\$500 horizontal increments based on semester hours of BS+0, BS+8, BS+16, BS+24, BS+32, BS+40, BS+48, MS, MS+8 and MS+16.
\$500 vertical increments through year 30. (Addendum #1) Teachers can only move one vertical step each year.
2. Extra Curricula. (Addendum #2) Experience brought in is limited to specific sport/activity and 4 years experience including current staff.
3. Substitute Pay – Pay per period will be adjusted accordingly with the daily substitute teacher pay rate or the equivalent in time for personal leave up to two full days per year. (300 minutes to equal one day.)
4. Full Single Medical Insurance Policy plus \$800 or an equivalent amount of money may be used for medical spending and/or dependent care or cash (social security, teacher retirement, and taxes must be paid by the teacher when taking cash.
5. Sick Leave: Ten (10) days annually, accumulative to one hundred twenty (120) days, will be granted to certified staff members. Sick leave with pay, all days will be subtracted from accumulative sick leave, shall be allowed when a teacher's absence from attendance and performance of duties is:
 1. Due to personal illness or disability of the contracted teacher. The administration has the right at its discretion to request medical certification as a pre-requisite for the awarding of sick leave.
 2. Maternity/Paternity Leave: Up to fifteen (15) school days will be granted for normal delivery/adoption process. A Doctor's statement will be required for additional days. All leave will be taken from the accumulated sick leave.
 3. A maximum of five (5) days leave may be used for critical illness of an immediate family member. Immediate family member is defines as: child, spouse, father, mother, sister, brother, step child, grandchild, grandparents of the employee's and that of the spouse.
 4. Bereavement: A regular certified employee will be granted the maximum of five (5) days leave in the event of the death of a member of the immediate family.
 5. Emergency Leave: Up to five (5) days accumulated sick leave may be used for immediate family emergencies per year. Funerals are covered under this section (not restricted to family members). If over 5 days is needed, Board approval must be obtained.

Upon retirement, unused sick days will be paid at a rate of \$20.00 per day.

6. Personal Leave: Three (3) days of personal leave are granted, accumulative to a maximum of six (6) days, plus one day that the teacher shall pay for the substitute teacher. Teachers not using the approved days shall be paid the current substitute teacher rate of pay per day.
7. Re-certification Fee: The board will pay a teacher's re-certification in accordance with ND Educational Standards and Practices Board. The teacher must be under contract with the Belfield Public School District.
8. Lunch Duty: Teacher on noon duty will be paid \$25.00. Teacher on duty will also be paid an additional \$5.00 to eat school lunch on that day.