

CONTRACT

DAKOTA PRAIRIE PUBLIC SCHOOL DISTRICT

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PREAMBLE

The school board of the Dakota Prairie School District and the Dakota Prairie Education Association do hereby agree that the welfare of the children of the Dakota Prairie School District is paramount in the operation of the schools and will be promoted by both parties. The parties do hereby agree as follows:

ARTICLE I

WORKING RELATIONS AGREEMENT

Section 1: Definitions and Recognition's

A. The Dakota Prairie School District Board or representatives shall be referred to as the BOARD. The Dakota Prairie Education Association recognizes the BOARD as the elected representatives of the people of Dakota Prairie and as the employer of the certified teaching personnel of the Dakota Prairie School District.

B. The superintendent and/or his/her representatives shall be referred to as the ADMINISTRATION.

C. The BOARD recognizes the Dakota Prairie Education Association as the bargaining representative for the teachers. The representatives of the Dakota Prairie Education Association shall be referred to as the ASSOCIATION.

D. The "teachers" represented by the Association in this Negotiated Agreement are defined as certified or professional personnel, excluding there from the superintendent, assistant superintendents, principals, associate, and part-time principals, counselors and ancillary personnel.

The provisions of this Agreement shall apply to all teachers employed by the District in direct proportion to their percentage of employment in the District unless otherwise stated herein.

Section 2: Procedures

A. Direct requests

Requests for negotiation meetings from the ASSOCIATION normally will be made directly to the ADMINISTRATION. Requests from the BOARD or the ADMINISTRATION will be made to the president of the ASSOCIATION. A mutually convenient meeting date and place shall be set and a meeting held within ten (10) days of the request.

B. Meetings

Meeting sites for negotiation meeting shall be mutually agreed upon by the parties. Subsequent meetings will be scheduled by mutual agreement of the parties. Negotiation sessions shall not exceed two (2) hours, unless mutual agreement on an extension of time is agreed to at that meeting.

C. Assistance

The parties may call upon competent professional and lay representatives to consider matters under discussion and to make suggestions. Consultants may be used in the deliberations. Necessary clerical assistance shall be provided by the office. The costs of the clerical services shall be shared equally between the BOARD and the ASSOCIATION.

D. Study Committee

By mutual consent, ad hoc study committees may be appointed to research, study, and develop projects, program, and reports; and to make recommendations on matters under consideration. The committees shall report its findings to the parties.

E. Spokesperson

There shall be one spokesperson for each party. Other representatives may be called on by the spokesperson or may ask to be recognized by him/her.

F. Agreement on Individual Proposals

As agreements are reached between the parties, they shall be reduced in writing and initialed certifying tentative approval by the spokespersons of the bargaining units. Following the completion of negotiations, all agreements shall be subject to the approval of the BOARD and the ASSOCIATION

G. Exchange of Information

The BOARD and the ADMINISTRATION agree to furnish the ASSOCIATION, upon reasonable request any public information concerning the district.

The ASSOCIATION agrees to furnish the BOARD or the ADMINISTRATION, upon reasonable request, any information concerning the district.

Section 3: Agreement

When agreement is reached, it shall be reduced to writing. When approved and signed by the Association and by the BOARD, it shall become a part of the official minutes of the BOARD. The agreement shall constitute a modification of the Articles of this Agreement and when necessary, provision in the Agreement shall be reflected in the individual contracts. The Agreement shall not discriminate against any member of the staff, regardless of membership or non-membership in the ASSOCIATION.

The provisions of this agreement shall apply to all employees covered by this agreement without discrimination based upon race, color, national origin, sex or creed.

Section 4: Disagreement

Under the terms of the 1969 Professional Negotiations Legislation (NDCC 15-38.1) certain legal procedures are established for the resolution of the impasse.

ARTICLE II

SALARIES

Section 1: Basic Salary--Regular School Year

A. Appendices

The basic salaries of teachers covered by this agreement are set forth in Salary Schedule Appendices A-1 and A-2 as attached and to be incorporated in this Agreement.

B. Method of Payment

Teachers can elect to receive payment on a nine (9), ten (10), or twelve (12) month basis. Teachers on a nine (9) month, installment basis will receive their final check on the last day of school after completion of their duties.

Payments for nine, ten and twelve basis will be made on the twentieth day of each month, except when the twentieth falls on a non-teaching day. Then payments would be made on the last teaching day prior to the twentieth.

C Credits for Movement on Salary Schedule

1. All credits due for each period must be recorded in the office of the Superintendent or designee on or before September 1st. If the issuance of summer session grade transcripts is delayed, teachers who supply proof of enrollment shall be given an additional sixty (60) calendar days to record credit (s) reflected in said transcripts.

2. Credits shall be recorded as semester hour credits.

3. Each teacher will be reimbursed the actual cost of the credit earned. A total of \$1,200 is available over a two year period for credit reimbursement. Amounts over \$600 must be for credits that are taken when earning an advanced degree, prior approval must be granted by the Administration for reimbursement of credit hours.

D Payroll Dues Deduction

The BOARD, upon receipt of written authorization signed by the teacher, shall deduct an amount to provide monthly payments of dues for membership in the North Dakota United (NDU) from the regular salary check of each teacher each month and promptly remit such deductions directly to the ASSOCIATION treasurer.

Section 2: Additional Salary

A. Extracurricular Salary

1. Appendices A-2 of this Agreement shall be the extracurricular salary schedule.
2. Any extracurricular contract shall be kept separate from the regular teaching contract.
3. Any extracurricular assignment shall not be obligatory, but shall be made with the consent of the teacher.
4. A reasonable effort will be made to issue extra curricular contracts at the same time as regular contracts.

B. Travel Pay

Mileage between teaching assignments shall be reimbursed at the state rate.

C. Summer School

1. Any summer school teaching contract shall be kept separate from the regular teaching contract.
2. The salary for summer school contracts shall be \$20.00 per hour.

If summer school is comparable to the regular school year salary would be prorated to the regular contract for foundation aid supported classes. Drivers Education will receive \$27.00 an hour for behind the wheel portion and prorate for class instruction.

D. Extended Time

The salary for extended time work shall be paid at \$20.00 per hour.

E. Elementary Combination Classes

Any elementary teacher assigned a combination classroom will be paid an additional compensation of \$2,000.00.

ARTICLE III

BENEFITS

Section 1:

INSURANCE

For the 2015-2016 and 2016-2017 school years, the board will contribute a single person insurance policy (Educators Plus 100). The insurance benefit for part time certified staff will be pro-rated to the Full Time Equivalent of their contract. The district will pay 80% of a Dental Plan 112 and 80% of a Vision Plan 205.

Section 2:

Section 125 Flex Plan--

The board shall provide a section 125 "flex Plan" for teachers to enroll in at their option at no expense.

Section 3:

Early Retirement Plan

Certified professional staff members who retire before their year of eligibility plus 14 and after their first year of eligibility, who have at least 15 years of contracted full-time service in the Dakota Prairie School prior to the date of their retirement, are eligible for early retirement benefits. The amount of the payment will be determined by a formula including credited years of service in the Teachers' Fund for Retirement, the number of years since becoming eligible for retirement under the rules of the TRRF, and the amount of the employee's contract for the final year of service.

This one-time early retirement payment will be made based on the retirement chart below:

1. Retirement age and years of service credited to TFFR.

<u>YEAR OF ELIGIBILITY</u>	<u>PERCENTAGE OF CURRENT ANNUAL BASE</u>
+1 & 2	70%
+3 & 4	60%
+5 & 6	50%
+7 & 8	40%
+9 & 10	30%
+11 & 12	20%
+13 & 14	10%

2. Early Retirement is a plan that allows staff members to receive a payment if they choose to retire during the year of service illustrated in Section 1. The current annual salary refers to the last basic contracted amount and does not include the amounts paid for extra duty assignments and extracurricular assignments.
3. Early retirement is fully voluntary, and no staff member shall be required to retire early under the provisions of the policy. All staff members who desire to retire early and are eligible may make application to the Board of Education.
4. Staff members who retire early under the provisions of this policy may be eligible for reemployment.
5. Staff members who elect to use this policy are personally responsible for determining what effect early retirement will have on their coverage under the Teachers' Fund for Retirement, social security, health insurance and any other benefit program for which they may be eligible.
6. A complete application and subsequent approval by the Board of Education of an early retirement request shall constitute a legally binding resignation and waiver of the person's continuing contract rights.
7. On the effective date of the early retirement agreement, the staff member electing early retirement is no longer considered an employee of the Dakota Prairie School District and, therefore, is no longer entitled to any of the benefits and privileges provided employees.
8. All fringe benefits provided by the Dakota Prairie School District to staff members, with the exception of any provided by this policy, are discontinued at the conclusion of full-time employment, except that the termination date of fringe benefits may be extended to comply with provisions of various group plans and companies providing coverage, as long as it does not result in additional expense to the district.
9. Early retirees may be allowed to convert group benefits to individual plans if the district's insurance carriers writing such coverage approve of such action, provided there is no expense to the district. However, no insurance carrier will be required to provide conversion programs to retirees unless it is currently a condition of the contract with such carrier.
10. If requested, the superintendent or his designee will provide information to interested staff members on the various aspects to the early retirement policy.

11. All early retirement payments will be made in accordance with Internal Revenue regulations. A one-time payment will be made in the month of July of the year of retirement; however, the retiree may elect to defer a portion or all of the payment to a time not more than 12 months from the date of the first scheduled payment (limited to a maximum of two payments).
12. The applicant's age in the calendar year of retirement + years of service credited to Teachers' Fund for Retirement as of June 30 in the calendar year of the retirement will be used in determining the payment due.
13. Staff members choosing early retirement must make application with the superintendent by March 1 of the calendar year in which the applicant plans to retire. The employee must submit written verification of the years of creditable service from TFFR to document that the employee meets eligibility standards of normal service retirement. Provided there are no unusual circumstances, the Board of Education will make determinations prior to April 1.
14. All certified teachers, as of the 1998-99 school year, will be grandfathered in and allowed to retire with 20 or more years of experience in the district. (This item to be limited to a maximum of 3 applications per year)

ARTICLE IV
LEAVES OF ABSENCE

LONG-TERM LEAVES OF ABSENCE

SECTION 1

The Dakota Prairie Board may, by the sole discretion of the board, grant one year leave under the following conditions:

1. Leaves will be granted only to certified teaching staff.
2. The request must be in writing and is due on or before the May school board meeting.
3. A teacher must have a minimum of four (4) years of experience within the Dakota Prairie School system. The Board will waive this requirement in the case of child care leave. If a teacher cannot satisfy this experience requirement, it is still possible to initiate a request for leave. However, fully qualified teachers will be given preference. Further any teacher not fully eligible must produce evidence that the request be a unique opportunity that is not likely to be available when the teacher is fully eligible.
4. Leave requests shall be for a maximum of one (1) academic school year at a time, with additional leave available at board discretion.
5. The Board may, but is not required, to permit the teacher to resume his/her employment prior to the date designated in the leave.
6. Leave will be without pay, employee benefits, or any other employment privileges unless provided for herein.
7. A maximum of three (3) leaves may be granted per year. The board may exercise its discretion to go beyond the three leaves.

Teachers returning from a long term leave of absence will assume an experience position on the salary schedule corresponding to their position at the time the leave commences. Teachers on leave will be assured of an equivalent position in the program area that was previously held or for any other position for which they may become qualified by virtue of additional study, under the following conditions.

1. Request to return shall be made in writing on or before March 15 to the office of the Superintendent.
2. Failure to submit written notice of intent to return shall be deemed a voluntary resignation and waiver of the right to re-employment.

CHILD CARE LEAVE

A child care leave may be granted by the school board subject to the following conditions and for the purpose of preparing and providing parental care for a natural or adopted child or children of the teacher for an extended period of time:

1. A teacher making application for child care shall inform the superintendent of schools in writing at least three (3) months prior of the intended leave. The Board will waive the three-months provision in emergency situations.

2. Pregnancy disability shall be treated the same as any other disability for purposes of sick leave. Following delivery, a statement from the physician will be provided to the superintendent indicating the medical need for the sick leave portion and the length of time needed for recuperation.

LEGISLATIVE LEAVE

When in service of the Legislature during a regular or special session requires a leave, the leave shall be granted without loss of experience or benefit, but with a reduction of pay equal to the number of days lost times the calculated rate of pay per day (contracted salary divided by the number of days in the school year; except that the reduction in pay for attendance by a teacher/Legislator at the interim committee meetings of the legislature shall be equal to the per diem reimbursement received by such teacher/legislator) and said teacher/legislator shall be responsible for their own substitutes, and for the organization and coordination of their regular school responsibilities.

Section 2: Intermediate Term Leaves of Absence

A. Jury Duty and Subpoena Leave

1. Teachers subpoenaed as witnesses, in legal actions other than those in which the school district and a teacher of the ASSOCIATION are opposing parties, and teachers called for jury duty shall be responsible for the organization and coordination of their regular school responsibilities. They shall receive regular salary payment during the time of their service. Any witness fees or compensation for jury duty will be paid to the school district.

2. Teachers subpoenaed by the school district in any legal action shall be subject to the same conditions and entitled to the same compensation as teachers subpoenaed in matters where the school district and a teacher or the ASSOCIATION are not opposing parties.

B. Professional Growth Leave

Professional Growth Leave may be granted for the purpose of attending educational meetings, workshops, or conventions in the assigned teaching field or extracurricular area. Advance approval will be obtained from the superintendent, or a designee. This leave will be granted at no loss of pay approved per diem expenses will be reimbursed at the state rates.

C. Sick Leave and Family Illness Leave

Every certificated teaching employee will receive twenty (20) days of sick leave without loss of pay or benefit upon commencement of initial employment in the district. Employees will receive 12 days each year after their first initial year. Unused sick leave days are to be accumulated from year to year to a maximum of 90 days. Sick leave may be used in ¼ day increments.

The District will "buy back" accumulated unused sick leave days at a rate of \$20.00 per days when the teacher leaves the system.

The board will establish and administer a sick leave bank of 60 days, with additional days to be contributed at the board discretion.

Bereavement and Emergency leave are to be considered a part of the sick leave package and shall be granted for reasons of serious illness, funerals, etc. of immediate family members. Immediate family members shall include spouse, grandparents, parents, step parents, children, grandchildren, brothers and sisters, step brothers and sisters or their spouses.

The board will allow teachers to use up to ten (10) sick days to stay with their child in the event of an emergency such as the closing of their daycare, once their personal days have been used.

D. Personal Leave

1. The BOARD will grant three (3) days personal leave per year to each teacher. Two days will be carried over for a maximum of 5 days available. (hours banked for in school per period substitution are not to be included)

2. Days are to be used at the teacher's discretion. Requests for a personal day shall be made at least two days in advance of the contemplated leave. Principals may waive the two day provision in emergency situations.

3. Unused personal days will be reimbursed at \$130 per day. Personal days may be used in 1/4 day increments.

ARTICLE V

CONDITIONS OF EMPLOYMENT

Section 1: Length of School Year

Contract days for each school year will be 184 days for 2015-16 and 2016-2017 year.

Section 2: Length of Day

The regular in-school workday shall consist of no more than eight (8) hours. For special occasions and weather related problems, adjustments may need to be made.

Section 3: Duty Free Lunch

Each teacher shall be guaranteed a minimum of twenty-five (25) minutes during each in-school workday without supervisory or classroom responsibility for the purpose of a "duty free lunch."

Section 4: Class size

1. No class group in kindergarten, grades 1 through 6 shall have more than twenty-four (24) PUPILS. An aide will be added to classes over twenty-four. Classes larger than thirty will be split into two separate sections.
2. No combined elementary classroom shall consist of more than two grades.
3. No secondary (grades seven to twelve) class shall have more than twenty-six (26) per class. Classes that exceed twenty-six will have an aide. Classes larger than thirty (30) will be split into two separate sections with the exception of study hall, and music (band and chorus)

Section 5: Teaching Load

The standard day shall be a 7 period day with 5 classes, 1 non-instructional class and 1 preparation. If a 6th class is added the teacher will be compensated at the rate of \$2,800 for a full year class, with the percentage to be pro-rated if the class is only a semester or less.

Section 6: Teacher Preparation Time

- A. Secondary and junior high teachers shall be provided a minimum of one class period of preparation time within the student contact day.
- B. Elementary teachers and specialists shall be provided a minimum of two hundred (200) minutes per week of preparation provided that all time requirements are met in the required areas.

Section 7: Travel Time

Travel time from one building assignment to another will not include the duty-free lunch time or any preparation time.

Section 8: Traveling Teachers' Home School

Teachers assigned to more than one building shall consider the first school of the day as their home school, and will be responsible to one home school as assigned by the ADMINISTRATION for notices, meetings, in services, parent/teacher conferences, duties, evaluations, and ASSOCIATION activities. Mileage will be paid for movement during the school day from the home school to the next assigned building and return either to the home school or the teachers home whichever is closer.

Section 9: Assignments

Individual contracts shall specify the building, grade level, and subject area to which the teacher is assigned.

ARTICLE VI

ASSOCIATION RIGHTS

Section 1: Notification of BOARD Meetings

The Board shall post notice on all staff room bulletin boards of all regular and special meetings, including information as to date, time, and place of the meeting. In the event the BOARD meets during the school day, the Association and Administration shall arrange for teacher representation at no cost to the district or the teachers.

Section 2: Association time at Preschool In service

The Association may be given time during the preschool in service workshops to explain Association activities and present reports and announcements. Every effort will be made to give the association enough time.

Section 3: Use of School Mail Service

The Association may use district mail service and teacher mail boxes for communication to teachers.

Section 4: Use of School Equipment

The Association may have the use of school facilities and equipment at a reasonable time when the equipment is not otherwise in use. The board may charge the Association a reasonable cost of any materials and supplies incident to such use.

ARTICLE VII
GRIEVANCE PROCEDURE

The procedure for grievance can be found in the School Board Policy Book Section 3-16. This policy will not be changed without mutual agreement.

ARTICLE VIII
REDUCTION IN FORCE POLICY

The procedure for RIF can be found in the School Board Policy Book Section 3-15.

ARTICLE IX

MISCELLANEOUS PROVISIONS

Section 1: Personal Life

1. No residency requirements to live in a certain community will be enforced on any teacher.
2. The personal life of an employee, if it does not affect classroom performance, is not an appropriate concern of the employer and shall not be used as a basis for any disciplinary action. If one's personal life does affect classroom performance, it will be noted in evaluations and in disciplinary actions.

Section 2: Transfer Policy

1. The BOARD agrees to post vacancies on the bulletin board in each building in the district of vacant positions.
2. Teachers currently employed by the district shall have the right to apply for any vacant position for which they are qualified. Employees shall suffer no loss in rights, seniority, benefits, or privileges as a result of a transfer.

Section 3: Effect of Agreement

The Board and the Association agree that the terms and conditions set forth in this agreement represent the full and complete understanding and commitment between the parties and that said terms and conditions may not be altered, changed, added to, deleted from, or modified without the mutual consent of the parties in amendment, written and attached and made part of this Agreement.

Section 4: Amendments

Amendments may be made upon thirty (30) days written notice by the party proposing such amendment, and upon agreement of the procedures reached by both parties involved.

Section 5: Saving Clause

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, said article, section, or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of the Agreement if not affected by the deleted article, section, or clause.

ARTICLE X

DURATION AND RATIFICATION

Section 1: Duration

The provisions of each Article attached hereto shall be effective as of July 1, 2015 to June 30, 2017 at which time it shall automatically renew itself unless written notification to the contrary is made by either party at least sixty (60) days prior to the anniversary date of the Agreement of its desire to reopen certain provisions of this Agreement or appendixes. In the event a successor agreement is not agreed upon before the anniversary date of this Agreement, all provisions of this agreement are in full force until agreement is reached.

For the term of this agreement no change shall be made in any provision of this agreement, unless by mutual consent of the parties hereto. Upon mutual consent to modify this agreement, the parties shall commence negotiations within ten days of said agreement. All understandings and/or agreements shall be reduced to writing, signed by both parties, and made part of this agreement.

Section 2: Ratification

In witness thereof, signatures of duly authorized representatives of the Association and the Board indicate that this Agreement has been ratified by the Dakota Prairie Education Association and the Dakota Prairie School Board.

Dated at Petersburg, North Dakota, this 20th day of May, 2015.

Dakota Prairie Education Assoc.

Dakota Prairie School District

By: _____
Its President

By: _____
Its President

NEW HIRES

Minimum Salary for Teachers employed by the District on a nine month basis is shown below:

BS	BS+8	BS+16	BS+24	BS+32	BS+45	Masters	M+8	M+Sp	DR
36,650	37,200	37,750	38,300	38,850	39,400	40,600	41,150	41,700	42,250

Any teacher hired into the system may, at the discretion of the board, be granted previous years of teaching experience from another system, up to 15 years. For each year of experience granted, a newly hired teacher will receive \$300, subject to the condition that said teacher's total curricular salary shall not exceed the total curricular salary to be paid to a returning teacher with the same number or more years of teaching experience and on the same education lane or greater.

RETURNING TEACHERS

District shall pay the following education lanes:

BS+8	BS+16	BS+24	BS+32	BS+ 45	Masters	M+8	M+SP	DR
550	550	550	550	550	1200	550	550	550

Guaranteed Annual Increase: District shall provide each contracted full time teacher with a \$700 annual increase to the teacher's salary compensation package and each part time contracted teacher will receive the proportional amount. Additional teacher's salary compensation, if any will be across the board increases as negotiated.

2015-16 Additional Compensation: Returning teachers will receive their annual increase of \$700 plus an additional \$1400 to be a proportional increase for part time staff.

NEW HIRES

Minimum Salary for Teachers employed by the District on a nine month basis is shown below:

BS	BS+8	BS+16	BS+24	BS+32	BS+45	Masters	M+8	M+Sp	DR
37,450	38,000	38,550	39,100	39,650	40,200	41,400	41,950	42,500	43,050

Any teacher hired into the system may, at the discretion of the board, be granted previous years of teaching experience from another system, up to 15 years. For each year of experience granted, a newly hired teacher will receive \$300, subject to the condition that said teacher's total curricular salary shall not exceed the total curricular salary to be paid to a returning teacher with the same number or more years of teaching experience and on the same education lane or greater.

RETURNING TEACHERS

District shall pay the following education lanes:

BS+8	BS+16	BS+24	BS+32	BS+ 45	Masters	M+8	M+SP	DR
550	550	550	550	550	1200	550	550	550

Guaranteed Annual Increase: District shall provide each contracted full time teacher with a \$700 annual increase to the teacher's salary compensation package and each part time contracted teacher will receive the proportional amount. Additional teacher's salary compensation, if any will be across the board increases as negotiated.

2016-17 Additional Compensation: Returning teachers will receive their annual increase of \$700 plus an additional \$1400 to be a proportional increase for part time staff.

Appendix A-2

EXTRA CURRICULAR SALARY SCHEDULE

2015-2017

	Salary (Base \$36,650)	Number of Coaches
Activity Director	20% (\$7,330)	1
Head Coach (BB, FB, VB, Track, Golf, Softball & Baseball)	12% (\$4,398)	8
Assistants	10% (\$3,665)	7
C-Squad	Asst. or head coach will be paid \$25 for the extra game and \$350 per tournament	
Jr. Hi.	7% (\$2,565)	7
4th, 5th & 6 th Grade	2.5% (\$916)	3
Cheerleader Advisor (per season)	2% (\$733)	1
Regional Music	6% (\$2,199)	1
Pep Band (Per night)	\$ 40	20
1 Act Play	2.75% (\$1,008)	1
Competitive Speech	4.75% (\$1,741) plus \$100 per Sat .meet	1
Science Fair	.75% (\$275)	1
FCCLA Co-Advisors	2% (\$733)	2
Head Yearbook	7.6% (\$2,785)	1
Assistant Yearbook	7.6% (\$2,785)	1
Knight Reader Editor	2.4% (\$880)	1
Jr Class Advisor	2.74% (\$1,004)	2
Pep Club Advisor	2.74% (\$1,004)	1
Sr Class Advisor-Graduation	1.21% (\$443)	1
Grades 7-10 Advisor	.0091% (\$333)	4
Homecoming	1.52% (\$557)	1
St. Council	1.52% (\$557)	1
Nat'l Honor Society	1.21% (\$443)	1
Math Club	.0091% (\$333)	1
Academic Challenge +50 per meet	2.5% (\$916)	1
Close Up	.0076% (\$278)	1
Book Fair (2)	.0091% (\$333)	1
SADD	1.52% (\$557)	2
RTI /TAT	\$20 Per Hour Max \$500	
Elem Music. Program (2)	.006% (\$219)	
High School Music Program	.006% (\$219)	
Kindergarten Program	.006% (\$219)	
Sno Daze	.091% (\$333)	
Elementary Academic Challenge	.0041% (\$150)	

Raises will be based on the percentage of the base (\$36,650) listed above. The extracurricular salary base will be the base in the first year of the biennium. The top 7 positions on the list will be given experience compensation each year of \$150 per year to be capped at 16 years. All other positions will increase only when the base is increased.

If a coach has more than one team during the same season, the pay will be all of the highest level team plus ½ of the lower level team pay.

Coaches/Advisors shall receive \$100 bonus per level of their team advancement beyond the first level of season competition.

State Tournament Attendance: Head coaches will receive 2 tickets and the use of professional days to attend the State Tournament in the area which they coach. In addition up to \$250 will be reimbursed for lodging, meals, travel or additional tickets, etc. The 1st Assistant Coach will be granted 1 day of Professional Leave for State Tournaments.

It shall be the sole discretion of the board as to which of the activity programs is offered and not a requirement that all activity positions are provided.

The district will provide a non-transferrable 5 game pass to each employee for use at any of the local district events. This pass may be used towards the purchase of a district activity pass. (example: if gate fees are \$5 for adults, the ticket will be worth \$25 towards a season pass.)