

**EDMORE PUBLIC SCHOOL DISTRICT
COMPREHENSIVE AGREEMENT
2015-2016, 2016-2017 School Years**

PREAMBLE.

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

ARTICLE I. RECOGNITION.

Section 1. Association Recognition.

The School Board of the Edmore School District hereinafter referred to as the Board, recognizes that teaching is a profession. The Board recognizes the Edmore Education Association, hereinafter referred to as the Association, as the bargaining representative for all full-time/part-time licensed teachers of the School District engaged in classroom teaching, but excluding the principals and superintendent.

Section 2. Board Recognition.

The Association recognizes the Board as the elected representatives of the people of the Edmore School District and as employers of the certified personnel of the Edmore School District.

ARTICLE II. PROCEDURES.

Section 1. Directing Requests.

Requests for negotiation meetings from the Association normally will be made directly to the superintendent or his representatives. Requests from the superintendent or the Board, or their representatives, will be made to the president of the Association. A mutually convenient meeting date shall be set and a meeting held within five (5) days of the date of request.

Section 2. Meetings.

Meetings for the purpose of negotiations shall be mutually agreed upon. Requests for changes in date or time shall be made through the superintendent's office.

Section 3. Assistance.

The parties may call upon competent professional or lay persons to render advice relative to the negotiations. Further, the cost of such assistance shall be borne by the party securing the assistance. The cost of secretarial assistance will be shared equally by both parties.

Section 4. Exchange of Information.

The Board, or the Association, upon request from the opposite party, shall provide accurate information which is normally considered public information. Examples of such information would include financial resources of the district and salary schedules of area schools.

ARTICLE III. TEACHER RIGHTS.

Section 1. Statutory Savings Clause.

Nothing contained herein shall be construed to deny or restrict the rights afforded any teacher under the laws of North Dakota. The rights granted to teachers hereunder shall be deemed in addition to those provided elsewhere.

ARTICLE IV. ASSOCIATION RIGHTS.

Section 1. Use of School Mail Service.

The Association shall have the right to use school districts' mail services and teachers' mail boxes for communications to teachers.

ARTICLE V. LEAVES.

Section 1. Sick Leaves.

An employee's unused sick leave bank can be accumulated up to 65 days with an additional 15 days granted at the beginning of each contract year, not to exceed 80 days total for that contracted year. The allowance can be used for absences caused by illness or disability of the teacher. Eight (8) days per year may be used to stay at home with an immediate family member. Immediate family being defined as: spouse, grandparents, parents, brothers, sisters, children and grandchildren of the employee and his/ her spouse. This also includes individuals for whom the employee is current legal guardian. Pregnancy/Maternity disability will be treated as any other illness/disability. The Board may request a second doctor's opinion concerning a teacher who has been absent due to illness for an extended time. The Board will pay the cost for the second opinion and may select the doctor. The Board may request a doctor's confirmation concerning a teacher who has been absent due to illness for four (4) or more days. An employee may use up to 12 days for adoption leave to be deducted from accumulated sick leave. Additional days may be granted upon approval of superintendent and school board.

Section 2. Professional Leave.

Each teacher shall be credited with teacher professional leave. The teacher planning to use a professional business day must first receive the approval of the administration.

Section 3. Emergency Leave.

At the beginning of each school year, each teacher shall be credited with a 2-day emergency leave allowance, accumulative to six (6) days. The emergency leave is to be used for such things as death or serious illness requiring hospitalization or immediate medical attention in the immediate family. Three (3) days of emergency leave per year may be used to attend a funeral not in the immediate family. The teacher must receive the approval of the superintendent.

Section 4. Personal Leave.

At the beginning of each school year, each teacher shall be credited with three (3) days, accumulative to five (5), to be used for personal business. A personal business day may be used for any purpose at the discretion of the teacher. A teacher planning to use a personal business day shall provide the administration with sufficient time to hire an acceptable substitute teacher. Each unused personal day above the five days will be reimbursed at an equivalent to one contracted day and will be added to their tenth check. One personal day may be split into half days.

Section 5. Sabbatical Leave.

Teachers who have been employed by the district for four (4) years shall be eligible to apply for a leave of absence of one (1) year without pay subject to Board approval on an individual basis. A teacher going on sabbatical leave is guaranteed his/her job back, contingent on the application of the guidelines in the district's reduction in force policy. A teacher on sabbatical leave must notify the Board in writing of his/her intent to return or not return by February 15th of the school year that the sabbatical is granted. Upon returning the employee will stay at the same step on the salary schedule as when they left.

ARTICLE VI. INSURANCE.

Health insurance is paid for all full-time at the minimum to maintain grandfather status or no less than \$4600.00 for the 2015-16 and 2016-17 contract agreement. Teachers will have the option of transferring salary to provide full medical insurance. Teachers under contract for 50% time or greater will have their insurance benefit prorated accordingly.

ARTICLE VII. EXTRACURRICULAR SCHEDULE ACTIVITY

See appendix A.

ARTICLE VIII. SALARY SCHEDULE

See appendix B.

ARTICLE IX. NORMAL TEACHING LOAD.

Section 1. Normal Teaching Load.

In grades K-6, the normal teaching load will be established so that each teacher will receive two hundred fifty (250) minutes per week of preparation time. The remainder of the day will be spent in classroom instruction.

The normal teaching load in the high school (7-12) in a seven-period day is five (5) classes, one study hall and a prep period or six (6) classes and a prep period. The prep period will be fifty (50) minutes per day.

Section 2. Teacher Training.

State required semester hours of credit every five (5) years shall be compulsory. Each teacher will receive an increment on the schedule each year after 4 credits have been earned. Courses must be applicable graduate courses; exceptions to this must be cleared by the superintendent. In order to receive payment for credits earned, notification must be submitted to the superintendent for approval by September 1 of the current school term.

Section 3. Absence in Excess of Leaves.

The Board will deduct 1/186(or as constituted by the legislation) from the teacher's yearly gross salary for each day he/she is absent in excess of negotiated leaves. All leaves in excess of negotiated leaves will require individual School Board approval.

Section 4. Extended Employment.

Those teachers having extended employment contracts will be paid at the rate of 1/186 (or as constituted by the legislation) of the teacher's salary. Teachers will be required to work eight (8) hours for each day counted, and may be expected to use a time clock at the discretion of the administration. Extended employment will be determined by administrator recommendation. The number of days a teacher works on extended contract may vary.

Section 5. Substitute Teacher Pay.

Teachers that substitute during their prep hour will be reimbursed at 1/7 of a contracted day of said teacher's salary.

ARTICLE X. MISCELLANEOUS PROVISIONS.

Section 1. Understanding.

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 a part of this agreement.

Section 2. Board Policy.

This agreement constitutes Board policy for the term of said agreement and shall be incorporated into and be considered part of the established policy of the Board.

Section 3. Savings Clause.

Should any article, section, or clause of this agreement be declared illegal by a court of competent jurisdiction, said article, section, or clause shall be automatically deleted from this agreement to the extent it violates the law, but the remaining articles, sections, and clauses shall remain in full force and effect for the duration of this agreement.

Section 4. Individual Contracts.

Any contract between the Board and a teacher shall be expressly subject to the terms and conditions of this agreement, except in the case where the Board is unable to fill teaching vacancies in critical need areas. Signing bonuses may be utilized as needed to fill existing vacancies. If an individual contract contains any language inconsistent with this agreement, this agreement for its duration shall be controlling.

ARTICLE XI. AMENDMENT.

The provisions of this agreement may be amended, deleted, or added to with the mutual consent of both parties involved.

ARTICLE XII. DURATION.

Section 1. Binding Period, Continuation, and Renegotiation.

The provisions of this agreement will be effective as of July 1, 2015, and will continue and remain in full force and effect until June 30, 2017. Said agreement will automatically be renewed and continue in full force and effect for additional periods of one (1) year unless either the Board or the Association gives written notice to the other not later than February 15, or anniversary thereof, of its desire to reopen negotiations.

In addition, both parties expressly recognize that negotiations on the terms of a successor agreement must take place at the request of either party, providing proper notice is given. In witness thereof, duly authorized representatives of the Association and the Board hereunder set their hands and seals this 1st day of April, 2015.

EDMORE BOARD PRESIDENT

EDMORE BOARD OF EDUCATION
NEGOTIATION REPRESENTATIVES

EDMORE ASSOCIATION
NEGOTIATION REPRESENTATIVES

APPENDIX A

EXTRACURRICULAR SCHEDULE

Activity	% of Base Base	2015-16	2016-17
	\$36,700		\$38,700
Head BB Coach (Boys & Girls)	12.00%	\$4,404.00	\$4,644.00
B Squad Coach (Boys & Girls)	10.00%	\$3,670.00	\$3,870.00
C Squad Coach (Boys & Girls)	7.00%	\$2,569.00	\$2,709.00
Grade BB Coach (Boys & Girls) 5 & 6	2.00%	\$734.00	\$774.00
Grade BB Coach (Boys & Girls) 5 & 6 Lakota	3.00%	\$1,101.00	\$1,161.00
Pee Wee BB Coach (Boys & Girls) 3 & 4	2.00%	\$734.00	\$774.00
Pee Wee BB Coach (Boys & Girls) 3 & 4 Lakota	3.00%	\$1,101.00	\$1,161.00
		\$0.00	\$0.00
Head Baseball Coach	12.00%	\$4,404.00	\$4,644.00
JV Baseball Coach	10.00%	\$3,670.00	\$3,870.00
		\$0.00	\$0.00
Head Volleyball Coach	12.00%	\$4,404.00	\$4,644.00
JV Volleyball Coach	10.00%	\$3,670.00	\$3,870.00
JH Volleyball Coach	7.00%	\$2,569.00	\$2,709.00
		\$0.00	\$0.00
Head Football Coach	12.00%	\$4,404.00	\$4,644.00
JV Football Coach	10.00%	\$3,670.00	\$3,870.00
Jr. High Football Coach	7.00%	\$2,569.00	\$2,709.00
		\$0.00	\$0.00
Golf Coach (Primary Sport) Lakota	5.00%	\$1,835.00	\$1,935.00
Golf Coach (Secondary Sport)	2.00%	\$734.00	\$774.00
		\$0.00	\$0.00
Head Track Coach 7-12 (Boys & Girls)(Course Practices)	12.00%	\$4,404.00	\$4,644.00
Head Track Coach 7-12 (Boys & Girls) Edmore)	7.00%	\$2,569.00	\$2,709.00
		\$0.00	\$0.00
Gymnastics Head Coach	12.00%	\$4,404.00	\$4,644.00
Gymnastics Bear Necessities Assis. (Limit 2)	1.50%	\$550.50	\$580.50
Gymnastics Teddy Bears Assis. (Limit 2)	1.50%	\$550.50	\$580.50
		\$0.00	\$0.00
Vocal & Instrumental Contest (practice outside of school day)	3.00%	\$1,101.00	\$1,161.00
		\$0.00	\$0.00
Yearbook	5.00%	\$1,835.00	\$1,935.00
FCCLA (Competition)	3.00%	\$1,101.00	\$1,161.00
FCCLA (Non-Competition)	1.50%	\$550.50	\$580.50
		\$0.00	\$0.00
Jr/Sr Banquet Advisor	1.50%	\$550.50	\$580.50
Prom Advisor (Sunday Decorating)	2.00%	\$734.00	\$774.00
		\$0.00	\$0.00
Robotics (practice outside of school)(2 Competitions)	3.00%	\$1,101.00	\$1,161.00
Close Up (3 fundraising activities)	1.50%	\$550.50	\$580.50
		\$66,243.50	\$69,853.50
Inactive			
Pep Band (6 performances)	2.50%	\$917.50	\$967.50
Stage Band (3 performances & competition)	2.50%	\$917.50	\$967.50
Pop Singers (3 performances & competition)	2.50%	\$917.50	\$967.50
DECA (Competition) (practice outside of school day)	3.00%	\$1,101.00	\$1,161.00
DECA (Non-Competition)	1.50%	\$550.50	\$580.50
Science Fair (Competition)	1.50%	\$550.50	\$580.50
Drama Club - Per Play (practice outside of school)	2.50%	\$917.50	\$967.50
SADD Advisor (2 Activities & State)	2.50%	\$917.50	\$967.50
SADD Assis.	1.50%	\$550.50	\$580.50
Speech (Competition)	3.00%	\$1,101.00	\$1,161.00

2015-2016 MASTER SCHEDULE

	BASE SALARY=\$36,700		VERTICAL STEPS \$450.00 (NO MAX)										
	BS	4	8	12	16	20	24	28	32	36	MA	M+8	M+16
1	36700	36850	37000	37150	37300	37450	37600	37750	37900	38050	39050	39550	40050
2	37150	37300	37450	37600	37750	37900	38050	38200	38350	38500	39500	40000	40500
3	37600	37750	37900	38050	38200	38350	38500	38650	38800	38950	39950	40450	40950
4	38050	38200	38350	38500	38650	38800	38950	39100	39250	39400	40400	40900	41400
5	38500	38650	38800	38950	39100	39250	39400	39550	39700	39850	40850	41350	41850
6	38950	39100	39250	39400	39550	39700	39850	40000	40150	40300	41300	41800	42300
7	39400	39550	39700	39850	40000	40150	40300	40450	40600	40750	41750	42250	42750
8	39850	40000	40150	40300	40450	40600	40750	40900	41050	41200	42200	42700	43200
9	40300	40450	40600	40750	40900	41050	41200	41350	41500	41650	42650	43150	43650
10	40750	40900	41050	41200	41350	41500	41650	41800	41950	42100	43100	43600	44100
11	41200	41350	41500	41650	41800	41950	42100	42250	42400	42550	43550	44050	44550
12	41650	41800	41950	42100	42250	42400	42550	42700	42850	43000	44000	44500	45000
13			42400	42550	42700	42850	43000	43150	43300	43450	44450	44950	45450
14			42850	43000	43150	43300	43450	43600	43750	43900	44900	45400	45900
15			43300	43450	43600	43750	43900	44050	44200	44350	45350	45850	46350
16					44050	44200	44350	44500	44650	44800	45800	46300	46800
17					44500	44650	44800	44950	45100	45250	46250	46750	47250
18					44950	45100	45250	45400	45550	45700	46700	47200	47700
19							45700	45850	46000	46150	47150	47650	48150
20							46150	46300	46450	46600	47600	48100	48600
21							46600	46750	46900	47050	48050	48550	49050
22									47350	47500	48500	49000	49500
23									47800	47950	48950	49450	49950
24									48250	48400	49400	49900	50400
25									48700	48850	49850	50350	50850
26									49150	49300	50300	50800	51300
27												51250	51750
28												51700	52200
29												52150	52650

2016-2017 MASTER SCHEDULE

	BASE SALARY=\$38,700		VERTICAL STEPS \$450.00 (NO MAX)										
	BS	4	8	12	16	20	24	28	32	36	MA	M+8	M+16
1	38700	38850	39000	39150	39300	39450	39600	39750	39900	40050	41050	41550	42050
2	39150	39300	39450	39600	39750	39900	40050	40200	40350	40500	41500	42000	42500
3	39600	39750	39900	40050	40200	40350	40500	40650	40800	40950	41950	42450	42950
4	40050	40200	40350	40500	40650	40800	40950	41100	41250	41400	42400	42900	43400
5	40500	40650	40800	40950	41100	41250	41400	41550	41700	41850	42850	43350	43850
6	40950	41100	41250	41400	41550	41700	41850	42000	42150	42300	43300	43800	44300
7	41400	41550	41700	41850	42000	42150	42300	42450	42600	42750	43750	44250	44750
8	41850	42000	42150	42300	42450	42600	42750	42900	43050	43200	44200	44700	45200
9	42300	42450	42600	42750	42900	43050	43200	43350	43500	43650	44650	45150	45650
10	42750	42900	43050	43200	43350	43500	43650	43800	43950	44100	45100	45600	46100
11	43200	43350	43500	43650	43800	43950	44100	44250	44400	44550	45550	46050	46550
12	43650	43800	43950	44100	44250	44400	44550	44700	44850	45000	46000	46500	47000
13			44400	44550	44700	44850	45000	45150	45300	45450	46450	46950	47450
14			44850	45000	45150	45300	45450	45600	45750	45900	46900	47400	47900
15			45300	45450	45600	45750	45900	46050	46200	46350	47350	47850	48350
16					46050	46200	46350	46500	46650	46800	47800	48300	48800
17					46500	46650	46800	46950	47100	47250	48250	48750	49250
18					46950	47100	47250	47400	47550	47700	48700	49200	49700
19							47700	47850	48000	48150	49150	49650	50150
20							48150	48300	48450	48600	49600	50100	50600
21							48600	48750	48900	49050	50050	50550	51050
22									49350	49500	50500	51000	51500
23									49800	49950	50950	51450	51950
24									50250	50400	51400	51900	52400
25									50700	50850	51850	52350	52850
26									51150	51300	52300	52800	53300
27												53250	53750
28												53700	54200
29												54150	54650