

MASTER CONTRACT

BETWEEN

**HATTON EIELSON PUBLIC SCHOOL DISTRICT # 007**

AND

**HATTON TEACHERS ASSOCIATION**

FOR

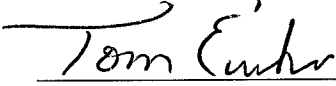
2015/2016 2016/2017

NEGOTIATED AGREEMENT

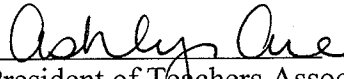
This agreement shall be in effect immediately upon ratification of the Board and the Association and remain in effect until June 30, 2017. It may be amended by mutual agreement of the same parties who entered into it originally. It shall be renewed automatically for a period of one year from the anniversary date each year unless one of the parties shall have notified the other at least sixty days before the anniversary date that it will not accept renewal, in which case it will be renegotiated.

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

Date: 4-14-15

  
\_\_\_\_\_  
President of School Board

Date: 4-14-15

  
\_\_\_\_\_  
President of Teachers Association

MASTER CONTRACT  
Hatton Eielson Public School  
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## **Preamble**

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

## **Article I. Salary Schedule and Compensation**

1. **Salary Schedule:** The salary schedule for all teachers shall be set forth in Schedule 1 for 2015/2016 and Schedule 2 for 2016/2017 of the appendix.
2. **Base salary:** The salary schedule shall have a \$36,500 base for 2015/2016 and a \$37,000 base for 2016/2017.
3. **Credit/lanes:** Increments for credits earned are \$ 700. Transcripts must be filed with the Business Manager prior to the first day of school. At the Masters Lane the step will be \$1,400. Credits must be approved by the administration. Staff members may move more then one lane per year.
4. **Experience increments:** Experience increments are \$600 for 2015/2016 and \$600 for 2016/2017. Career experience increments are \$4,600.00 for 2015/2016 and \$1,100 for 2016/2017 after reaching a BA +50 and 18yrs of experience or more.
5. **Bonus Payment:** A one time bonus may be paid by the school district to recruit new teachers to the district.
6. **Extended Compensation:** Teachers required to spend additional days shall be compensated at a rate of 1/183 of their teaching salary.
7. **Method of payment:** Salaries will be paid in 10 or 12 equal installments. The first pay check will be paid out in two payments, with the first one being issued the first Friday after school begins and the second one September 20<sup>th</sup>. Payday thereafter will be the 20<sup>th</sup> of the month except in cases covered by 15-36-12 and 15-38-03 of the North Dakota Century Code. Separate checks will be paid on the 10<sup>th</sup> of each month for non-contracted salary items.
8. **Years' Experience Placement:** Full time teachers will be allowed to bring in all of their experience according to where they would be placed on our salary schedule. Part time retired teachers will be allowed to bring in seven years.

## **Article II Benefits/Insurance**

1. **Teachers Fund For Retirement:** The School district agrees to pay the school district's share (12.75%) of the Teachers' Fund for Retirement assessment and will pay the teacher's share (7.75%) pursuant to TFFR Model No. 2 partial for 2013-14, and the 2% increase of the employer's share for 2014-2015. Teachers will be responsible for their total teacher's contribution of 4%.
2. **Health:** The School district will pay for a single health insurance policy or the equivalent amount in a tax sheltered annuity (TSA) through payroll deductions with the following companies: Putman Investments, AXA Equitable, Horace Mann, Thrivent Financial for Lutherans, and Capital Bank and Trust/American Funds or take the equivalent amount in cash with all applicable deductions/taxes. Teachers must inform the Business Manager on or before September 1<sup>st</sup> of the amounts to be placed into annuities. Payments made to TSA's shall be pre-taxed deductions from the participating teacher's paycheck but shall be subject to FICA. Part-time teachers' benefits shall be prorated.
3. **Dental:** The School district will pay for a family dental policy. Part-time teachers' benefits shall be prorated.
4. **Long Term Disability:** The School district will pay the premium to cover all teachers with a long-term disability insurance program.

5. **Flex-Comp. Plan:** The School district shall offer a Flex-Comp Plan with the carrier to be mutually agreed upon by the school district and teachers. Each employee will pay his/her cost associated with the carrier administering the Flex-Comp Plan.
6. **Unused Sick Leave:** A teacher who has been in the school system 15 years or more and leaves the school system will be compensated at a rate of \$20 per day
7. **Unused Personal Leave:** Unused personal leave will be reimbursed at sub pay at the end of the school year.

### **Article III Leave**

**Sick Leave:** Each teacher shall have ten (10) school days of sick leave accumulative to seventy five (75) school days. After five (5) consecutive days a physician's note will be required. Family medical leave shall be allowed in an amount not to exceed eight (8) days one which may be used for medical appointments. Emergency leave for immediate family shall be allowed at the discretion of the administration. Immediate family shall include the teacher's spouse, parents, grandparents, grandchildren, children, brothers, sisters, and in-laws. This may include others with administrative approval. Sick, family medical, and emergency, leave allowed shall be deducted from accrued sick leave. Maternity leave needed and the type of leave to be used shall be worked out between the teacher and administration.

**Personal Leave:** Each teacher will be granted three (3) days personal leave per year of which one day may be carried over to accumulate to 4. Personal leave shall not be used the first full week of school including any preceding days and the last full week of school and any succeeding days. Three (3) days written notice shall be given to the principal. Leave must be approved by administration. Teachers will be paid a subs pay for personal days not used during the year.

**Professional Leave:** A teacher may be allowed to attend workshops, professional meetings, school visitations and professionally connected activities upon approval of the administration. Attendance at such activities may be initiated by the teacher, administration, or board. Prior approval for reimbursement must be made with the Superintendent.

**Sick Leave Bank:** A (40) day sick leave will be established. Any person being approved for use of the sick leave bank shall not use more that thirty (30) of the days in the bank. When the number of days in the bank drops to twenty (20), each teacher shall be assessed one day of leave from the current year's leave to replenish the bank. All other types of leave must be used before the sick leave bank is to be used. The use of the bank will be for serious illness or injury. Use of the sick leave bank must be requested and accompanied by a doctor's statement. The use of the bank will be governed by a faculty representative, superintendent, and board member.

**Long-term leave:** The Board may grant one year of leave to certified staff that has been in the school system for 5 years. The teacher must present the request in writing to the Board on or prior to April 15<sup>th</sup> and must notify the Board in writing by April 15<sup>th</sup> of the following year of their intent to return. Failure to submit written notice to return shall be deemed a voluntary resignation and waiver the right to re-employment. Leave will be without pay, and employee benefits, or any other employment privileges. A teacher on leave may remain under the school group health insurance at their own expense.

### **Article IV Conditions of Employment**

1. **Length of school year:** Teachers are contracted for 183 days.
  - 175 – Student contact days
  - 3 – Vacation days
  - 2 – Parent/teacher conferences

2. **Length of school day:** Teachers will begin their work day 30 minutes before the students' school day begins and will continue until 30 minutes after the students' school day ends. On Fridays and days preceding holidays or other non-school days, the teachers' work day will end at the close of the students' day.

## **Article V Other Agreements**

1. **Expenses:** The Board may reimburse expenses which may include cost of fees, books, meals, lodging, transportation, and other reasonable expenses incurred by a teacher in connection with a workshop, seminar, conference, or inservice training session related to the teacher's professional responsibilities. The request must be in writing and pre-approved by administration.
2. **Travel:** Staff members, on prior approval of the administration, shall receive a travel allowance of the state rate per mile for use of personal car on school related usage.
3. **Travel pay:** Mileage between teaching assignments shall be reimbursed at state rate.
4. **Tickets/concessions:** Teachers will be assigned to sell tickets and concessions at athletic contests and shall be compensated at a rate of \$20.00 per activity. All teachers and spouses are to be permitted to all school events free of charge.
5. **Prep periods:** Teacher substituting during preparation periods shall be paid at a rate of \$20.00 per period.
6. **Committee hourly rate:** Teachers will be reimbursed at an hourly rate of \$20.00 for extended hours that are at the request of the administration.
7. **Highly Qualified:** All teachers must meet the NCLB "highly qualified" regulations beginning the 2006/2007 school year.
8. **National Certification:** A teacher obtaining National Certification will receive a \$1,000 stipend added on to their contract.
9. **Master's Degree Loan:** The Hatton Public School District will provide a zero percent interest loan of \$100.00 per credit up to a maximum of \$1,000 per year to staff members who have been accepted into a master's program. The loan principal is to be repaid to the school district in equal monthly payments beginning the first pay period after the loan was received, to be completed by June 30<sup>th</sup> of the current year. Teachers leaving the district must repay tuition loan in its entirety.
10. **Credit Reimbursement:** Teachers will be reimbursed up to \$100.00 per year for credits obtained after BS + 50.
11. **RTI Compensation:** Teachers serving on the RTI team will be paid a rate of \$15.00 per meeting, for meetings held more than once a month. So, any RTI team meetings above and beyond 9 per school year, can be turned in for reimbursement with a cap of \$150.00 total.

Schedule 1	Salary Schedule 2015 / 2016
Schedule 2	Salary Schedule 2016 / 2017
Schedule 3	Extracurricular Schedule 2015 / 2016
Schedule 4	Extracurricular Schedule 2016 / 2017

Schedule 1

Hatton Eielson Public School  
Salary Schedule 2015-2016

Step	36,500 Base Salary			600 Steps		700 Lanes		1400 Master			
	BA/BS	BA/BS 10	BA/BS 20	BA/BS 30	BA/BS 40	BA/BS 50	MS	MS 10	MS 20	MS 30	MS 40
0	36,500	37,200	37,900	38,600	39,300	40,000	41,400	42,100	42,800	43,500	44,200
1	37,100	37,800	38,500	39,200	39,900	40,600	42,000	42,700	43,400	44,100	44,800
2	37,700	38,400	39,100	39,800	40,500	41,200	42,600	43,300	44,000	44,700	45,400
3	38,300	39,000	39,700	40,400	41,100	41,800	43,200	43,900	44,600	45,300	46,000
4	38,900	39,600	40,300	41,000	41,700	42,400	43,800	44,500	45,200	45,900	46,600
5	39,500	40,200	40,900	41,600	42,300	43,000	44,400	45,100	45,800	46,500	47,200
6	40,100	40,800	41,500	42,200	42,900	43,600	45,000	45,700	46,400	47,100	47,800
7	40,700	41,400	42,100	42,800	43,500	44,200	45,600	46,300	47,000	47,700	48,400
8		42,000	42,700	43,400	44,100	44,800	46,200	46,900	47,600	48,300	49,000
9		42,600	43,300	44,000	44,700	45,400	46,800	47,500	48,200	48,900	49,600
10			43,900	44,600	45,300	46,000	47,400	48,100	48,800	49,500	50,200
11			44,500	45,200	45,900	46,600	48,000	48,700	49,400	50,100	50,800
12				45,800	46,500	47,200	48,600	49,300	50,000	50,700	51,400
13				46,400	47,100	47,800	49,200	49,900	50,600	51,300	52,000
14					47,700	48,400	49,800	50,500	51,200	51,900	52,600
15					48,300	49,000	50,400	51,100	51,800	52,500	53,200
16						49,600	51,000	51,700	52,400	53,100	53,800
17						50,200	51,600	52,300	53,000	53,700	54,400
18							52,200	52,900	53,600	54,300	55,000

Base Salary \$36,500  
 Credit Increment \$700  
 Experience Increment \$600  
 Master Lane \$1,400  
 Career Experience \$4,600

Schedule 2

Hatton Eielson Public School  
Salary Schedule 2016-2017

	37,000 Base Salary			600 Steps			700 Lanes		1400 Master		
Step	BA/BS	BA/BS 10	BA/BS 20	BA/BS 30	BA/BS 40	BA/BS 50	MS	MS 10	MS 20	MS 30	MS 40
0	37,000	37,700	38,400	39,100	39,800	40,500	41,900	42,600	43,300	44,000	44,700
1	37,600	38,300	39,000	39,700	40,400	41,100	42,500	43,200	43,900	44,600	45,300
2	38,200	38,900	39,600	40,300	41,000	41,700	43,100	43,800	44,500	45,200	45,900
3	38,800	39,500	40,200	40,900	41,600	42,300	43,700	44,400	45,100	45,800	46,500
4	39,400	40,100	40,800	41,500	42,200	42,900	44,300	45,000	45,700	46,400	47,100
5	40,000	40,700	41,400	42,100	42,800	43,500	44,900	45,600	46,300	47,000	47,700
6	40,600	41,300	42,000	42,700	43,400	44,100	45,500	46,200	46,900	47,600	48,300
7	41,200	41,900	42,600	43,300	44,000	44,700	46,100	46,800	47,500	48,200	48,900
8		42,500	43,200	43,900	44,600	45,300	46,700	47,400	48,100	48,800	49,500
9		43,100	43,800	44,500	45,200	45,900	47,300	48,000	48,700	49,400	50,100
10			44,400	45,100	45,800	46,500	47,900	48,600	49,300	50,000	50,700
11			45,000	45,700	46,400	47,100	48,500	49,200	49,900	50,600	51,300
12				46,300	47,000	47,700	49,100	49,800	50,500	51,200	51,900
13				46,900	47,600	48,300	49,700	50,400	51,100	51,800	52,500
14					48,200	48,900	50,300	51,000	51,700	52,400	53,100
15					48,800	49,500	50,900	51,600	52,300	53,000	53,700
16						50,100	51,500	52,200	52,900	53,600	54,300
17						50,700	52,100	52,800	53,500	54,200	54,900
18							52,700	53,400	54,100	54,800	55,500

Base Salary 15-16 36500  
 Credit Increment 700  
 Experien Increment 600  
 Master I Step 1400  
 Career Experience 1100

2015/2016 Extra-Curricular Salary Schedule

Salary Base	Per Year %	Per Year Increment	Extended Season %	Ext Season Increment
\$ 2,750.00	0.05	\$ 137.50	0.05	\$ 137.50

Years of Experience	Head AD/FB/VB/XC/BBB/GBB/BB/Track/Speech; Science; Music; FBLA; FCCLA	Assistant AD/FB/VB/XC/BBB/GBB/BB/Track/Speech	"C" BBB; "C" GBB; "C" VB; Golf; TSA, Cheerleading	JH FB; JH BBB; JH GBB; JH VB	Yearbook; Jazz Band; Asst Music; Dance	Grade BBB; Grade GBB; Drama	FB Cheer	Asst Drama;Asst FBLA; Asst FCCLA; Lego-League; Pep Squad Adv	Prom	Academic Challenge; Student Council
	100%	75%	60%	55%	50%	45%	40%	33%	15%	10%
0	2,750.00	2,062.50	1,650.00	1,512.50	1,375.00	1,237.50	1,100.00	907.50	412.50	275.00
1	2,887.50	2,165.63	1,732.50	1,588.13	1,443.75	1,299.38	1,155.00	952.88	433.13	288.75
2	3,025.00	2,268.75	1,815.00	1,663.75	1,512.50	1,361.25	1,210.00	998.25	453.75	302.50
3	3,162.50	2,371.88	1,897.50	1,739.38	1,581.25	1,423.13	1,265.00	1,043.63	474.38	316.25
4	3,300.00	2,475.00	1,980.00	1,815.00	1,650.00	1,485.00	1,320.00	1,089.00	495.00	330.00
5	3,437.50	2,578.13	2,062.50	1,890.63	1,718.75	1,546.88	1,375.00	1,134.38	515.63	343.75
6	3,575.00	2,681.25	2,145.00	1,966.25	1,787.50	1,608.75	1,430.00	1,179.75	536.25	357.50
7	3,712.50	2,784.38	2,227.50	2,041.88	1,856.25	1,670.63	1,485.00	1,225.13	556.88	371.25
8	3,850.00	2,887.50	2,310.00	2,117.50	1,925.00	1,732.50	1,540.00	1,270.50	577.50	385.00
9	3,987.50	2,990.63	2,392.50	2,193.13	1,993.75	1,794.38	1,595.00	1,315.88	598.13	398.75
10	4,125.00	3,093.75	2,475.00	2,268.75	2,062.50	1,856.25	1,650.00	1,361.25	618.75	412.50
11	4,262.50	3,196.88	2,557.50	2,344.38	2,131.25	1,918.13	1,705.00	1,406.63	639.38	426.25
12	4,400.00	3,300.00	2,640.00	2,420.00	2,200.00	1,980.00	1,760.00	1,452.00	660.00	440.00
13	4,537.50	3,403.13	2,722.50	2,495.63	2,268.75	2,041.88	1,815.00	1,497.38	680.63	453.75
14	4,675.00	3,506.25	2,805.00	2,571.25	2,337.50	2,103.75	1,870.00	1,542.75	701.25	467.50
15	4,812.50	3,609.38	2,887.50	2,646.88	2,406.25	2,165.63	1,925.00	1,588.13	721.88	481.25
16	4,950.00	3,712.50	2,970.00	2,722.50	2,475.00	2,227.50	1,980.00	1,633.50	742.50	495.00
17	5,087.50	3,815.63	3,052.50	2,798.13	2,543.75	2,289.38	2,035.00	1,678.88	763.13	508.75
18	5,225.00	3,918.75	3,135.00	2,873.75	2,612.50	2,351.25	2,090.00	1,724.25	783.75	522.50
19	5,362.50	4,021.88	3,217.50	2,949.38	2,681.25	2,413.13	2,145.00	1,769.63	804.38	536.25
20	5,500.00	4,125.00	3,300.00	3,025.00	2,750.00	2,475.00	2,200.00	1,815.00	825.00	550.00

- 1) Each Position has the above base and shall receive a 5% increment on the base per year of experience up to a maximum of 20 years.
- 2) The extracurricular base will be \$2,750 for the 15/16 school year.
- 3) A coach changing positions within an activity in the school systems will be granted their years of experience.
- 4a) Head coaches and assistant coaches will be reimbursed at 5% of their base for each level of an extended season.
- 4b) Advisors will be reimbursed at 5% of their base salary for an extended season.
- 5) Head fb,bb,and vb coaches attending the state tournament will be provided 2 tickets to the tournament, rooms, and meals.
- 6) Assistant fb,bb, and vb coaches attending the state tournament will be provided 2 tickets to the tournament, rooms and meals.
- 7) Extracurricular positions will be paid 50% of their salary at the mid-point with the balance to be paid when all duties are completed.
- 8) Coaches will be compensated for coaching "C" games at rate of \$40 per contest if there is no "C" squad coach.
- 9) Coaches who officiate will be paid in accordance to NDHSAA official's pay scale.
- 10) Coaches/advisors driving bus/van will be paid \$20.00 per round trip for home games and practices between Hatton and Northwood.
- 11) Coaches/advisors driving the bus for district games/activities will be paid \$20 per trip. All other trips will be paid \$10/hour for driving time.
- 12) Head football coach will be paid \$10/hr upto 30 hours for field prep.
- 13) In the event that the District needs to hire a Technology Coordinator out of the system, a salary will be negotiated between the board and the in-

14) On the event that the District needs to hire an AD or Assist. AD out of the system a salary will be negotiated between the board and the in-