

**KINDRED PUBLIC SCHOOL DISTRICT NO. 2
PROFESSIONAL NEGOTIATION AGREEMENT
2015-2017**

ARTICLE I RECOGNITION

The Kindred School Board, hereinafter referred to as the Board, recognizes that teaching is a profession. The Board recognizes that the Kindred Education Association, affiliated with the North Dakota Education Association, hereinafter referred to as the Association, as the exclusive representative of all contracted certified teachers who are employed fifty percent (50%) or more of the time at the Kindred School District exclusive of: the superintendent, principals, non-certified or substitute teachers, teachers' aides or paraprofessionals and all other employees, for the purpose of negotiations.

ARTICLE II PROCEDURES

Section 1. Collaborative Bargaining

If it is the consensus of both parties in the negotiating committee that the collaborative bargaining method be used, then that process would supersede the procedures outlined in section 3 and 7.

Section 2. Directing Requests

On or before January 15, 2017, the Kindred Education Association should make a written request [in the form of a petition, signed by majority] to the Kindred School Board requesting a meeting for the purpose of negotiating.

Section 3. Meetings

The first meeting shall be held in the boardroom of the Kindred School between February 15 and March 15. Subsequent meetings will be scheduled upon agreement by both parties. All meetings shall run up to one and one half hours in length, with this time limit being adjusted only by mutual agreement.

All proposals for amendment of new articles being proposed by either the Board or the Association must be in the hands of the other party at the start of the second session called to discuss the Professional Negotiation Agreement. Items may be added to the negotiation agenda after the second session only by mutual agreement.

Section 4. Representation

The Negotiating Committee shall consist of no more than three members plus one resource person representing the Board, and three members plus one resource person representing the Association.

Section 5. Assistance

Either party may call upon competent professional and lay representatives for the purpose of clarification of items under discussion or for making suggestions with the approval of both parties. This assistance shall be informative in nature.

Section 6. Release of Information

During the negotiation process, if any information is to be made public, exclusive of

teachers, administrators or school board members, this will be done by means of a written statement agreed by both parties. Minutes will be read for approval at the close of the meeting.

Section 7. Caucus

Each party shall have the right to caucus at any point in the negotiating session. No such caucus shall last longer than fifteen (15) minutes, with one extension of fifteen (15) minutes.

Section 8. Exchange of Information

Both parties agree to make available, upon request, certain information necessary for making proper and sound decisions on matters to be negotiated.

Section 9. Agreements

As agreements are reached between the parties, they shall be reduced to writing, and initialed, certifying tentative approval by the board and association bargaining members. All agreements shall be subject to the approval of the Board and the Association.

Section 10. Separability

If any part of the negotiated agreement between the Kindred Board of Education and the Kindred Education Association should be found illegal, only that part so declared shall be struck from the agreement. All other parts of the agreement will continue in force.

ARTICLE III IMPASSE

A deadlock. When there is no agreement after a reasonable length of time and at least after both parties have exchanged complete ideas and explored what might seem to be all avenues of possible agreement, impasse could be declared by either party. After impasse has been declared, the procedure on impasse would follow the North Dakota Century Code.

ARTICLE IV TEACHER RIGHTS

Section 1. Evaluation of Students

The teacher shall grade and evaluate students within the grading policies of the school district. If a student's grade is changed or a student is promoted or retained against the teacher's recommendation it shall be stated as such, in writing, and placed in the student's file of records.

Section 2. Transfer

Any open teaching position will be emailed to staff and posted on the school district website. Teachers who desire a change in grade or subject assignment, or who desire to transfer to another building may file a written statement of such desire with the Superintendent. Such statement shall include the grade or subject to which the teacher desires to be assigned and the school or schools to which the teacher desires to be transferred. Such request shall be submitted no later than May 1. If the request is denied such denial shall be in writing stating the reason. The teacher must be informed of the right to a conference with the Superintendent concerning the application for transfer or change in subject assignment.

Section 3. Programs and Lyceums

The Kindred Education Association recognizes that special programs and lyceums are designed for the total education of the child and agree that attendance at such functions is beneficial to all. However, any teacher normally in their period of preparation at the time of the event shall be excused from attending.

Section 4. Teacher Workshop/Professional Development Days

The Kindred Administration recognizes the importance of teachers using time to prepare for the coming school year. All contracted faculty members will attend three inservice days during the contract year. A teacher who cannot be at the inservices will take appropriate leave (sick/emergency/personal). The teacher who cannot attend the workshop day will meet with the respective principal.

Section 5. Supervision of Student Teachers

No teacher shall be assigned a student teacher for supervision without said teacher's and administrator consent. Reimbursement to the district by the student teacher's college or university may be paid to the teacher upon the approval of the Superintendent.

ARTICLE V ASSOCIATION RIGHTS

Section 1. Transacting Association Business

Duly authorized representatives of the Association and its affiliates may be permitted to transact official Association business on school property, use school equipment and mail services, upon approval of the Superintendent.

ARTICLE VI TEACHER EMPLOYMENT

Section 1. Credit for Experience

Teachers with prior teaching experience shall be given full credit for such prior experience and shall be placed on the appropriate step of the salary schedule. Credit toward teaching experience can include up to two years of military duty if teaching has begun before military duty. Only whole years of experience will be considered in increments when hiring new teachers.

Section 2. Further Education

Credit will be given for additional college credit hours of training in an approved program, institute or workshop which has been approved in advance by the administration. A written request must be made in advance and additional hours will count for credit on the salary schedule only if such request is approved by the Superintendent. Hours must be earned before September 1 for ensuing credit. It is the duty of the teacher earning extra credit of college hours to have such hours on file in the Superintendent's office before the end of the first nine-week period to be eligible for retroactive pay. The Superintendent may waive these stipulations if an unusual situation develops preventing the teacher from obtaining these grades.

A teacher teaching on a lifetime certificate shall earn a minimum of 4 semester hours of college credit during a five-year period as established by board policy.

A teacher teaching on a five-year Educator's Professional Certificate shall earn **credits in alignment with North Dakota ESPB requirements.** In addition to meeting the above appropriate requirement, each teacher shall participate in a minimum of 64 clock hours of inservice training during the same specified time period. The inservice training may be substituted with college credit at a ratio of 1 semester hour as equal to 16 clock hours.

If a staff member has not met the above appropriate requirements an increment will be withheld. If in the next year, the staff member fails to meet the above appropriate requirements, said teacher's contract will not be renewed.

At such time that the State Department of Education's guidelines for accreditation changes, the Kindred School District's requirements will also change so as to agree with the State Department's recommendation.

Only credits earned after completion of a Masters Degree will be counted for placement in the MA+8 lane.

Section 3. Tuition Reimbursement

The Kindred Public School District will reimburse up to \$300 per contract year for pre-approved credits or ND teacher license renewal costs. Reimbursement will occur with completion of course of study and the appropriate documentation. No payment will be made to a teacher during a leave of absence. All requests for reimbursement must be filed on or before June 20th.

Section 4. Preparation Period

The Superintendent or his designate will attempt to provide one period of preparation per day for teachers employed in the Kindred School District. An attempt to provide the full time Agriscience teacher an S.O.E.P. period will be made.

Section 5. Teacher Hours and Contract Year

The school day for any teacher shall be 8:00 AM to 4:00 PM. The administration or board has the right to call staff meetings prior to or after the school day and attendance shall be required by all staff members unless excused by the administration or board.

The length of the school year may be, but shall not exceed 183 days. All other provisions of the NDCC Section 15.1-06-04 shall be followed.

ARTICLE VII LEAVE

Section 1. Sick Leave

A teacher with zero to seven years teaching experience with the Kindred School district shall earn sick leave at the rate of 12 days per year, a teacher with more than seven years Teaching experience with the Kindred School district shall earn sick leave at a rate of 11 days per year. All sick leave shall accrue monthly as it is earned on a proportionate basis to the teacher's work year.

Unused sick leave may accumulate to a maximum of 72 days per teacher. Teachers accumulating sick leave in excess of 72 days, as of the end of the school year, shall be reimbursed at a rate equivalent to 50 percent of a substitute teacher's daily pay for all days of unused sick leave exceeding 72 days.

When a teacher retires or resigns the teacher will be reimbursed at a rate of 25 percent of a substitute teacher's pay of accumulated sick days.

Sick leave with pay shall be allowed whenever a teacher's absence is found to have been due to illness or disability which prevented attendance and performance of duties on that day or days. The school district may require a teacher to furnish a medical certificate from a mutually agreed upon physician at school district expense providing evidence of illness or disability, indicating such absence was due to illness or disability, in order to qualify for sick leave pay. If a teacher is absent for more than three days, a doctor's certificate may be required. However, the final determination as to eligibility for sick leave is reserved to the school district.

Sick leave allowed shall be deducted from the accrued sick leave days earned by the teacher.

If a teacher is absent from instructional duties for any part of the day, only that time will be deducted from sick leave.

Maternity Leave is considered sick leave.

Paternity leave will be granted for up to ten (10) days and can be taken within ninety (90) days from the date the child is born. Paternity leave days will be subtracted from the accrued sick leave.

Section 2. Emergency Leave

Teachers are entitled to ten days of emergency leave or absence due to medical needs or death within the immediate family with administrative approval. Emergency leave will be taken from the accrued sick leave. The immediate family includes spouse, children, brothers, sisters, parents, grandparents, grandchildren or spouses parents. Two (2) days of the ten (10) emergency leave days may be used for the medical needs or death of a friend. Care for employees dependent children, step-children, birth of a grandchild or foster children is considered emergency leave.

Section 3. Personal Leave

At the beginning of each school year each teacher with zero to seven years teaching experience with the Kindred School district will be credited with three **(3)** personal days. Any unused personal days will accumulate from year-to-year up to a maximum of four (4) days. When a teacher has accumulated four days and does not use three in the current year the district will buy the second, third and/or fourth days at 100% of the current substitute teacher rate of pay. A teacher with more than seven years teaching experience with the Kindred School district, will be credited with four **(4)** personal days. Any unused personal days will accumulate from year-to-year up to a maximum of six (6) days. When a teacher has accumulated six days and does not use four in the current year the district will buy the third, fourth, fifth and/or sixth days at 100% of the current substitute teacher rate of pay. Personal leave will be granted at the teacher's request provided that the request is made at least **four work days** in advance of the date to be missed except in the case of emergency. No more than two (2) teachers will be allowed personal leave at the same time in Kindergarten through sixth grade and no more than two (2) teachers will be allowed personal leave at the same time in 7th through 12th grade. First requests will be honored first. Approval of personal leave is subject to the availability of a substitute teacher.

Section 4. Political Activities Leave

A teacher upon request, may be granted leave without pay by the Superintendent for the purpose of serving in public office.

Section 5. Leave of Absence

A leave of absence for up to one year may be granted to a teacher for educationally related study, exchange teaching, etc. without pay. Teachers must request the leave of absence in writing, outlining the nature of the educational experience to be gained, to the Superintendent before April 1.

The School Board will approve or deny the request by June 1. If the request is approved, the teacher must sign an agreement waiving his or her right to a non-renewal hearing according to the North Dakota Century Code. The teacher must notify the Superintendent by March 15 of their intent to accept or reject reemployment and failure of the teacher to accept said offer shall be deemed to be a rejection of the offer. If the teacher accepts reemployment, he or she may not receive the identical assignment that they had before the leave of absence.

Written applications for leave other than educational shall be considered individually upon their merit. Leaves of absence in this category may not exceed one year. The school board will act on the request for the leave of absence within sixty (60) days.

Section 6. Professional Leave

Two days professional leave can be granted by the administration for professional growth, scheduled workshops and school visitations. Additional professional leave may be granted at the discretion of the Superintendent.

Section 7. NDU Convention

NDCC Section 15.1-06-04

A school district may not require the attendance of teachers in school or at any school-sponsored, school-directed, school-sanctioned, or school-related activities and may not schedule classroom instruction time nor alternate professional

development activities on any day that conflicts with the North Dakota United Conference.

Section 8. Family Medical Leave Act (FMLA)

The District will comply with all FMLA practices.

ARTICLE VIII TEACHER EVALUATION

Evaluation of certified teaching personnel shall be conducted in accordance with guidelines set forth by the state of North Dakota.

ARTICLE IX SALARIES AND BENEFITS

Section 1. Salary

The base salary shall be \$38,000 at the BA/BS level for the 2015-16 school year and \$39,000 for the 2016-17 school year. The maximum vertical advancement for experience is one (1) per year. (S) Indicates semester. A teacher at the bottom of the BA 48 lane will not be capped and will receive the step increase. **See salary schedule.**

Section 2. Schedule

SALARY SCHEDULE

KINDRED PUBLIC SCHOOL DISTRICT

2015-16

BASE	STEP	LANE
\$ 38,000	Step 0-5	\$600 BA Lanes
	Step 6-12	\$600 MA
	Step 13-20	\$600 MA+8
	Step 21+	\$600 MA+16

	1	2	3	4	5	6	7	8	9	10
STEP	BA	BA-8	BA-16	BA-24	BA-32	BA-40	BA-48	MA	MA-8	MA-16
0	\$ 38,000	\$ 38,600	\$ 39,200	\$ 39,800	\$ 40,400	\$ 41,000	\$ 41,600	\$ 42,800	\$ 43,400	\$ 44,000
1	\$ 38,600	\$ 39,200	\$ 39,800	\$ 40,400	\$ 41,000	\$ 41,600	\$ 42,200	\$ 43,400	\$ 44,000	\$ 44,600
2	\$ 39,200	\$ 39,800	\$ 40,400	\$ 41,000	\$ 41,600	\$ 42,200	\$ 42,800	\$ 44,000	\$ 44,600	\$ 45,200
3	\$ 39,800	\$ 40,400	\$ 41,000	\$ 41,600	\$ 42,200	\$ 42,800	\$ 43,400	\$ 44,600	\$ 45,200	\$ 45,800
4	\$ 40,400	\$ 41,000	\$ 41,600	\$ 42,200	\$ 42,800	\$ 43,400	\$ 44,000	\$ 45,200	\$ 45,800	\$ 46,400
5	\$ 41,000	\$ 41,600	\$ 42,200	\$ 42,800	\$ 43,400	\$ 44,000	\$ 44,600	\$ 45,800	\$ 46,400	\$ 47,000
6	\$ 41,600	\$ 42,200	\$ 42,800	\$ 43,400	\$ 44,000	\$ 44,600	\$ 45,200	\$ 46,400	\$ 47,000	\$ 47,600
7	\$ 42,200	\$ 42,800	\$ 43,400	\$ 44,000	\$ 44,600	\$ 45,200	\$ 45,800	\$ 47,000	\$ 47,600	\$ 48,200
8	\$ 42,800	\$ 43,400	\$ 44,000	\$ 44,600	\$ 45,200	\$ 45,800	\$ 46,400	\$ 47,600	\$ 48,200	\$ 48,800
9	\$ 43,400	\$ 44,000	\$ 44,600	\$ 45,200	\$ 45,800	\$ 46,400	\$ 47,000	\$ 48,200	\$ 48,800	\$ 49,400
10	\$ 44,000	\$ 44,600	\$ 45,200	\$ 45,800	\$ 46,400	\$ 47,000	\$ 47,600	\$ 48,800	\$ 49,400	\$ 50,000
11	\$ 44,600	\$ 45,200	\$ 45,800	\$ 46,400	\$ 47,000	\$ 47,600	\$ 48,200	\$ 49,400	\$ 50,000	\$ 50,600
12	\$ 45,200	\$ 45,800	\$ 46,400	\$ 47,000	\$ 47,600	\$ 48,200	\$ 48,800	\$ 50,000	\$ 50,600	\$ 51,200
13			\$ 47,000	\$ 47,600	\$ 48,200	\$ 48,800	\$ 49,400	\$ 50,600	\$ 51,200	\$ 51,800
14			\$ 47,600	\$ 48,200	\$ 48,800	\$ 49,400	\$ 50,000	\$ 51,200	\$ 51,800	\$ 52,400
15			\$ 48,200	\$ 48,800	\$ 49,400	\$ 50,000	\$ 50,600	\$ 51,800	\$ 52,400	\$ 53,000
16			\$ 48,800	\$ 49,400	\$ 50,000	\$ 50,600	\$ 51,200	\$ 52,400	\$ 53,000	\$ 53,600
17			\$ 49,400	\$ 50,000	\$ 50,600	\$ 51,200	\$ 51,800	\$ 53,000	\$ 53,600	\$ 54,200
18			\$ 50,000	\$ 50,600	\$ 51,200	\$ 51,800	\$ 52,400	\$ 53,600	\$ 54,200	\$ 54,800
19			\$ 50,600	\$ 51,200	\$ 51,800	\$ 52,400	\$ 53,000	\$ 54,200	\$ 54,800	\$ 55,400
20			\$ 51,200	\$ 51,800	\$ 52,400	\$ 53,000	\$ 53,600	\$ 54,800	\$ 55,400	\$ 56,000
21					\$ 53,000	\$ 53,600	\$ 54,200	\$ 55,400	\$ 56,000	\$ 56,600
22					\$ 53,600	\$ 54,200	\$ 54,800	\$ 56,000	\$ 56,600	\$ 57,200
23					\$ 54,200	\$ 54,800	\$ 55,400	\$ 56,600	\$ 57,200	\$ 57,800
24					\$ 54,800	\$ 55,400	\$ 56,000	\$ 57,200	\$ 57,800	\$ 58,400
25					\$ 55,400	\$ 56,000	\$ 56,600	\$ 57,800	\$ 58,400	\$ 59,000
26					\$ 56,000	\$ 56,600	\$ 57,200	\$ 58,400	\$ 59,000	\$ 59,600
27					\$ 56,600	\$ 57,200	\$ 57,800	\$ 59,000	\$ 59,600	\$ 60,200
28					\$ 57,200	\$ 57,800	\$ 58,400	\$ 59,600	\$ 60,200	\$ 60,800
29					\$ 57,800	\$ 58,400	\$ 59,000	\$ 60,200	\$ 60,800	\$ 61,400
30					\$ 58,400	\$ 59,000	\$ 59,600	\$ 60,800	\$ 61,400	\$ 62,000
31					\$ 59,000	\$ 59,600	\$ 60,200	\$ 61,400	\$ 62,000	\$ 62,600
32					\$ 59,600	\$ 60,200	\$ 60,800	\$ 62,000	\$ 62,600	\$ 63,200
33					\$ 60,200	\$ 60,800	\$ 61,400	\$ 62,600	\$ 63,200	\$ 63,800
34							\$ 62,000	\$ 63,200	\$ 63,800	\$ 64,400
35							\$ 62,600	\$ 63,800	\$ 64,400	\$ 65,000
36							\$ 63,200	\$ 64,400	\$ 65,000	\$ 65,600

KINDRED PUBLIC SCHOOL DISTRICT

2016-17

BASE	STEP	LANE
\$ 39,000	Step 0-5	\$600 BA Lanes \$600
	Step 6-12	\$600 MA \$1,200
	Step 13-20	\$600 MA+8 \$600
	Step 21+	\$600 MA+16 \$600

	1	2	3	4	5	6	7	8	9	10
STEP	BA	BA-8	BA-16	BA-24	BA-32	BA-40	BA-48	MA	MA-8	MA-16
0	\$ 39,000	\$ 39,600	\$ 40,200	\$ 40,800	\$ 41,400	\$ 42,000	\$ 42,600	\$ 43,800	\$ 44,400	\$ 45,000
1	\$ 39,600	\$ 40,200	\$ 40,800	\$ 41,400	\$ 42,000	\$ 42,600	\$ 43,200	\$ 44,400	\$ 45,000	\$ 45,600
2	\$ 40,200	\$ 40,800	\$ 41,400	\$ 42,000	\$ 42,600	\$ 43,200	\$ 43,800	\$ 45,000	\$ 45,600	\$ 46,200
3	\$ 40,800	\$ 41,400	\$ 42,000	\$ 42,600	\$ 43,200	\$ 43,800	\$ 44,400	\$ 45,600	\$ 46,200	\$ 46,800
4	\$ 41,400	\$ 42,000	\$ 42,600	\$ 43,200	\$ 43,800	\$ 44,400	\$ 45,000	\$ 46,200	\$ 46,800	\$ 47,400
5	\$ 42,000	\$ 42,600	\$ 43,200	\$ 43,800	\$ 44,400	\$ 45,000	\$ 45,600	\$ 46,800	\$ 47,400	\$ 48,000
6	\$ 42,600	\$ 43,200	\$ 43,800	\$ 44,400	\$ 45,000	\$ 45,600	\$ 46,200	\$ 47,400	\$ 48,000	\$ 48,600
7	\$ 43,200	\$ 43,800	\$ 44,400	\$ 45,000	\$ 45,600	\$ 46,200	\$ 46,800	\$ 48,000	\$ 48,600	\$ 49,200
8	\$ 43,800	\$ 44,400	\$ 45,000	\$ 45,600	\$ 46,200	\$ 46,800	\$ 47,400	\$ 48,600	\$ 49,200	\$ 49,800
9	\$ 44,400	\$ 45,000	\$ 45,600	\$ 46,200	\$ 46,800	\$ 47,400	\$ 48,000	\$ 49,200	\$ 49,800	\$ 50,400
10	\$ 45,000	\$ 45,600	\$ 46,200	\$ 46,800	\$ 47,400	\$ 48,000	\$ 48,600	\$ 49,800	\$ 50,400	\$ 51,000
11	\$ 45,600	\$ 46,200	\$ 46,800	\$ 47,400	\$ 48,000	\$ 48,600	\$ 49,200	\$ 50,400	\$ 51,000	\$ 51,600
12	\$ 46,200	\$ 46,800	\$ 47,400	\$ 48,000	\$ 48,600	\$ 49,200	\$ 49,800	\$ 51,000	\$ 51,600	\$ 52,200
13			\$ 48,000	\$ 48,600	\$ 49,200	\$ 49,800	\$ 50,400	\$ 51,600	\$ 52,200	\$ 52,800
14			\$ 48,600	\$ 49,200	\$ 49,800	\$ 50,400	\$ 51,000	\$ 52,200	\$ 52,800	\$ 53,400
15			\$ 49,200	\$ 49,800	\$ 50,400	\$ 51,000	\$ 51,600	\$ 52,800	\$ 53,400	\$ 54,000
16			\$ 49,800	\$ 50,400	\$ 51,000	\$ 51,600	\$ 52,200	\$ 53,400	\$ 54,000	\$ 54,600
17			\$ 50,400	\$ 51,000	\$ 51,600	\$ 52,200	\$ 52,800	\$ 54,000	\$ 54,600	\$ 55,200
18			\$ 51,000	\$ 51,600	\$ 52,200	\$ 52,800	\$ 53,400	\$ 54,600	\$ 55,200	\$ 55,800
19			\$ 51,600	\$ 52,200	\$ 52,800	\$ 53,400	\$ 54,000	\$ 55,200	\$ 55,800	\$ 56,400
20			\$ 52,200	\$ 52,800	\$ 53,400	\$ 54,000	\$ 54,600	\$ 55,800	\$ 56,400	\$ 57,000
21					\$ 54,000	\$ 54,600	\$ 55,200	\$ 56,400	\$ 57,000	\$ 57,600
22					\$ 54,600	\$ 55,200	\$ 55,800	\$ 57,000	\$ 57,600	\$ 58,200
23					\$ 55,200	\$ 55,800	\$ 56,400	\$ 57,600	\$ 58,200	\$ 58,800
24					\$ 55,800	\$ 56,400	\$ 57,000	\$ 58,200	\$ 58,800	\$ 59,400
25					\$ 56,400	\$ 57,000	\$ 57,600	\$ 58,800	\$ 59,400	\$ 60,000
26					\$ 57,000	\$ 57,600	\$ 58,200	\$ 59,400	\$ 60,000	\$ 60,600
27					\$ 57,600	\$ 58,200	\$ 58,800	\$ 60,000	\$ 60,600	\$ 61,200
28					\$ 58,200	\$ 58,800	\$ 59,400	\$ 60,600	\$ 61,200	\$ 61,800
29					\$ 58,800	\$ 59,400	\$ 60,000	\$ 61,200	\$ 61,800	\$ 62,400
30					\$ 59,400	\$ 60,000	\$ 60,600	\$ 61,800	\$ 62,400	\$ 63,000
31					\$ 60,000	\$ 60,600	\$ 61,200	\$ 62,400	\$ 63,000	\$ 63,600
32					\$ 60,600	\$ 61,200	\$ 61,800	\$ 63,000	\$ 63,600	\$ 64,200
33					\$ 61,200	\$ 61,800	\$ 62,400	\$ 63,600	\$ 64,200	\$ 64,800
34							\$ 63,000	\$ 64,200	\$ 64,800	\$ 65,400
35							\$ 63,600	\$ 64,800	\$ 65,400	\$ 66,000
36							\$ 64,200	\$ 65,400	\$ 66,000	\$ 66,600

2015-2016
Extra-Curricular Salary
Percent of Base

Base	\$38,000		
Activities Director	12.0%	\$4,560	
Head Coach	13.0%	\$4,940	FB,VB,BB,WR,TR
Assistant Coach	10.0%	\$3,800	"
Junior High Coach	6.5%	\$2,470	"
Elementary Coach	4.0%	\$1,520	"
Elementary Flag FB	3.0%	\$1,140	
Head Baseball / Softball	11.0%	\$4,180	
Assistant Baseball / Softball	8.0%	\$3,040	
Head Golf	8.0%	\$3,040	
C-Squad Coach	7.75%	\$2,945	
Letterwinner Advisor	2.0%	\$760	
Wt. Room Supervisor	2.0%	\$760	
Wt. Room Coordinator	1.0%	\$380	
Cheerleader Advisor	8.0%	\$3,040	Fall,Winter,Spring
FFA	12.0%	\$4,560	3% Fall, 3% Winter, 2%-2nd Winter
Asst. FFA	9.0%	\$3,420	
FCCLA	9.0%	\$3,420	
Speech	12.0%	\$4,560	1/2 for 5 or less
Asst. Speech	9.5%	\$3,610	
3-Act Play	4.0%	\$1,520	
1-Act Play	4.0%	\$1,520	
Band	13.0%	\$4,940	
AdvancED Coordinator	4.0%	\$1,520	
AdvancED Committee Chair	2.0%	\$760	
Department Chair	2.0%	\$760	
Annual Staff	11.0%	\$4,180	
Elementary Annual	2.0%	\$760	
Asst. Comp. Coordinator	3.0%	\$1,140	
Prom	3.0%	\$1,140	
Banquet	3.0%	\$1,140	
Senior Class Advisor	2.0%	\$760	
Class Advisor	1.0%	\$380	Grades 9 - 11
Newspaper	1.0%	\$380	Coordinator & Advisors
Dance Coach	8.0%	\$3,040	
Head Weightlifting Coach	TBD		
Science Olympiad Coach	TBD		
Math Advisor (Elem or HS)	TBD		

2% extra for coaching two teams at the same time (example varsity and 9th grade)
Each coach or advisor whose season is extended because of advancement past the first level of competition will receive 1% of the base salary for each higher level of competition attained.
For Football, each playoff game will receive 1% with a maximum of 3% allowed.

2016-2017
Extra-Curricula Salary
Percent of Base

Base	\$39,000		
Activities Director	12.0%	\$4,680	
Head Coach	13.0%	\$5,070	FB,VB,BB,WR,TR
Assistant Coach	10.0%	\$3,900	"
Junior High Coach	6.5%	\$2,535	"
Elementary Coach	4.0%	\$1,560	"
Elementary Flag FB	3.0%	\$1,170	
Head Baseball / Softball	11.0%	\$4,290	
Assistant Baseball / Softball	8.0%	\$3,120	
Head Golf	8.0%	\$3,120	
C-Squad Coach	7.75%	\$3,023	
Letterwinner Advisor	2.0%	\$780	
Wt. Room Supervisor	2.0%	\$780	
Wt. Room Coordinator	1.0%	\$390	
Cheerleader Advisor	8.0%	\$3,120	Fall,Winter,Spring
FFA	12.0%	\$4,680	3% Fall, 3% Winter, 2%-2nd Winter
Asst. FFA	9.0%	\$3,510	
FCCLA	9.0%	\$3,510	
Speech	12.0%	\$4,680	1/2 for 5 or less
Asst. Speech	9.5%	\$3,705	
3-Act Play	4.0%	\$1,560	
1-Act Play	4.0%	\$1,560	
Band	13.0%	\$5,070	
AdvancED Coordinator	4.0%	\$1,560	
AdvancED Committee Chair	2.0%	\$780	
Department Chair	2.0%	\$780	
Annual Staff	11.0%	\$4,290	
Elementary Annual	2.0%	\$780	
Asst. Comp. Coordinator	3.0%	\$1,170	
Prom	3.0%	\$1,170	
Banquet	3.0%	\$1,170	
Senior Class Advisor	2.0%	\$780	
Class Advisor	1.0%	\$390	Grades 9 - 11
Newspaper	1.0%	\$390	Coordinator & Advisors
Dance Coach	8.0%	\$3,120	
Head Weightlifting Coach	TBD		
Science Olympiad Coach	TBD		
Math Advisor (Elem or HS)	TBD		

2% extra for coaching two teams at the same time (example varsity and 9th grade)
Each coach or advisor whose season is extended because of advancement past the first level of competition will receive 1% of the base salary for each higher level of competition attained.
For Football, each playoff game will receive 1% with a maximum of 3% allowed.

Curricular Index = Base x Percent of Base x Extra-Curricular Index

[Coaches will increase at a rate of 4% for the first 4 years of coaching and will increase at a rate of 3% for the following years of experience with no cap on the number of years of experience.]

New to the district coaches/advisors will be allowed to bring in years of experience in the specific extra-curricular assignment.

The behind-the-wheel Driver's Education instructor will be paid 0.075% of the base/year/hr per completed student. The summer classroom instruction salary per day will be 1/183rd of the instructor's salary. The length of classroom instruction is determined by North Dakota Department of Public Instruction regulations and the Kindred School District administration.

Section 3. Income Protection

The Board of Education shall make available to each teacher an income protection policy. The company will be determined by the Board of Education.

Section 4. Benefits

A benefit package equal to the combined cost of a single coverage health policy and a single coverage dental plan will be offered to each full time teacher.

Teachers not employed on a full time basis will be offered a benefit package on a prorated basis in direct proportion of their contract.

The health policy will be the BC/BS Blue Choice plan. The dental policy will be the BC/BS 224 plan.

A cafeteria benefits program will be available to all contracted certified teachers. The options included in this program are as follows:

Health Insurance	Dental Insurance
Life Insurance	Optional Life Insurance
Long Term Disability	Medical Reimbursement
Child Care Reimbursement	Cancer Insurance
Annuity	Cash

Other options as approved (by the district and carrier).

The core benefit package will consist of the single health policy and the single dental policy. Teachers will be required to take these insurance benefits unless they show proof of health and dental insurance coverage through his/her spouse's employer group (ie. self employed). If this condition exists, the teacher may use the dollar amount of the benefit package for the other options listed in the cafeteria program.

It is the teacher's responsibility to notify the district of any change in insurance status (within thirty (30) days of the change).

Section 5. Extra-Curricular Compensation

Extra-curricular duties shall be assigned by the administration with consultation of involved teachers prior to preparation of the contract with a limit of four duties that are now listed on the extra-curricular schedule. The duties shall be part of the teacher's contract. Payment for extra-curricular activities will be made within 10 days of notification of the conclusion of the activity and approval of the Superintendent.

Any open extra-curricular position will be emailed to staff and posted on the school district website.

Section 6. Substitute Pay

Teachers will receive per period, 1/6 of the current rate of pay of a substitute teacher when substituting for other teachers. Teachers will be paid at the end of each 9 weeks.

Section 7. Ticket or Chaperone Duties

Teachers will receive \$18.00 per hour for selling tickets, and will receive \$3.00 per hour plus a (\$4.00) meal gratuity if the duty (bus/chaperon) occurs during a meal time hour.

Section 8. Minor Duty Pay

Teachers may be asked to perform minor duties. Specifically, these duties would include supervising intramural events (limited to two people), running the clock at Varsity sporting events or other events when supervision of students is required.

These duties would not be construed to teaching loads, student assignments or any duty of a permanent nature. The payment for such will be \$20 per event.

Teachers may be asked to serve on one or more committees. The payment for serving on committees will be \$10 per hour.

Meeting hour time must be accumulated prior to 8:00 A.M. or after 4:00 P.M. during the weekdays of the school year or during any evening or weekend. Committees to be considered for pay would include: 1) Site-Based Management 2) Building Support Team 3) Playground Committee 4) Evaluation for Growth, and other committees that may be formed during the school year. Payment for additional committees will be at the discretion of the Superintendent.

The school district will provide up to \$1,500 to pay teachers for presenting inservice activities in the school district.

The school gymnasiums may be accessible during the summer months to Kindred students. When the gymnasium is open a school district faculty member will supervise the event and he/she will be paid \$13 per time.

Section 9. Jury Duty Pay

A teacher must be permitted to serve on jury duty. Jury salary must be remitted to the Kindred School District. Pay earned for travel allowance for jury duty shall be kept by the teacher. Jury duty is not considered personal, professional, emergency or sick leave.

Section 10. Vocation Education Summer Conference Compensation

Vocational Education teachers on nine-month contracts will receive up to five days salary and actual expenses for attending the one-week Summer Conference.

Section 11. Travel Pay

Teachers that have extra-curricular assignments in a different building than their teaching assignment shall receive "current state rate" per mile for actual miles traveled. Only out-of-the way miles to and from their place of residence shall be counted for reimbursement. No more than the following amounts can be collected: Varsity Athletics \$198; Jr. High Girls and Boys Athletics \$149; 3-Act Play \$83; 1-Act Play \$44.

If a teacher or coach drives a bus to a scheduled event the teacher or coach shall receive the bus driver's rate for road time.

Section 13. Method of Payment

Teachers shall be paid twice per month during the school year or twice per month for twelve (12) months beginning the first day of school. Teachers may request a monthly deduction for the ensuing year and receive the deducted amount in one check June 30th of the contract year. The amount of the monthly deduction shall be established before the first pay check and shall remain constant for the entire school term.

ARTICLE X RATIFICATION

Section 1. Duration

The provisions of each article in this agreement shall be effective as of July 1, 2015 to June 30, 2017.

Section 2. Ratification

IN WITNESS WHEREOF, signatures of the duly authorized representatives of the Association and the Board indicates that this contract has been ratified by the Kindred Education Association and the Kindred Board of Education.

KINDRED SCHOOL BOARD

KINDRED EDUCATION ASSOCIATION

By: _____
Authorized Negotiator

By: _____
Authorized Negotiator

Date: _____

Date: _____