

**Kulm Public School
Negotiated Agreement 2015-2016**

“The Returning Teacher” Schedule:

BS/BA+8	BS/BA+16	BS/BA+24	BS/BA+32	MS/MA	MS/MA+15	MS/MA+30	DM/HQ*
\$300.00	\$500.00	\$500.00	\$500.00	\$1,500.00	\$750.00	\$750.00	\$1,000.00

*A Major and Licensed by ESPB to be “highly Qualified” in a Core Academic Subject.

For the 2015-16 School Year, teachers will forgo a \$1300 annual increase for the contracted full-time teacher or a proportional amount for the part-time contracted teachers.

Teachers beginning the 6th year and every 5 years thereafter of consecutive service to the School District will receive \$500.

Teachers of the district are eligible to participate in the School District Cafeteria Benefits Plan. The School District shall provide \$5000 of benefit for teachers to be used toward health ins, vision ins, annuities, Aflac, flexible spending on medical or daycare and/or cash option of 90% of \$5000.

Specific guidelines as to administration of the Cafeteria 125 Benefits Plan may be found in the School Districts Cafeteria 125 Plan Document.

All graduate hours will be credited for advancement on “The Returning Teacher” schedule. Undergraduate hours must be approved by the administration and the Board to be credited for advancement. Hours earned must be reported to the Business Manager by the first day of school in order to be advanced on “The Returning Teacher” schedule.

No returning teacher will be paid less than a new teacher “similarly situated”*.

*Based on educational background and years of experience.

Extra-Curricular Salary Schedule
See Attached Spread Sheet

Coaches and Advisors will receive \$100.00 for each level of advancement past the regular season.

Teachers/coaches/advisors, which drive any school vehicle (bus, van, car) when transporting students, will be paid according to the established schedule for driving time only. The district shall provide a 5% annual increase on extra-curricular activities. Assistant coaches will be paid an additional \$50 for any extra day if coaching a C game and \$20 for any additional game on regular scheduled nights. Teachers who are a part of the drug pool and attend the bus driver training will be paid the same hourly rate as bus drivers any time they are transporting students outside of the district. If it is during contracted hours, they will be paid only for driving time. If it is non-contracted hours, they will be paid the full time.

Teacher/Coach’s Salary Payment:

Teachers will receive their first paycheck at the end of August. Coaches will be paid a weekly salary based upon their coaching salary for work done before school starts. Coaches/advisors will be paid \$10.00 per session to supervise open gym and weight room after coaching duties for the season are over – open gym sessions must be at least 1½ hours in length to qualify for compensation. A teacher can be expected to take tickets at an athletic event, chaperone school parties, or a similar duty during the school term at no remuneration.

Sick Leave:

All faculty members will have ten (10) days of sick leave per year, cumulative to 90 school days, to be terminated with their teaching contract in the Kulm School system, except upon retiring, a teacher will be compensated \$20/day for any unused sick days. Funeral leave is to be taken from sick leave. Up to 5 days per year for family sick days may be taken from sick leave.

Faculty Absentees:

If faculty absentees are filled by other faculty members in addition to their regular duties, they shall be paid \$20.00 per hour/period.

Professional Leave: Is to be used for professional development with the approval of the administration.

Inservice Training: In-service training will be held up to four days per school year. Days must be identified on the approved school calendar. They cannot be four consecutive days the week before school starts.

Graduate Credit: A teacher will be paid up to \$300 a year for graduate credits earned to advance the teacher on the salary schedule. Proof of all graduate credits must be submitted to the office by the first day of school with transcript to follow when issued. In addition a teacher will be paid \$50 per each semester hour of undergraduate credits earned. Undergraduate credit will not advance the teacher on the salary schedule.

Personal Leave:

All teachers shall have available three (3) personal leave days per year cumulative to 3 days. Compensation of \$100.00 for any unused days at the end of the year in excess of three (3) shall be given. Only one teacher shall be excused on a given day and a teacher must give one week notice that they will be absent.

Group Health Insurance Plan:

Kulm Public School District #7 will participate in the North Dakota Public Employees Retirement System Group Health Insurance Plan. Employees will be responsible for paying the premium by using salary reduction or payroll deduction.

Life Insurance Plan:

All full time staff members will receive a \$50,000 life insurance policy paid by the school district and all part time staff members will receive a proportional amount.

School Lunch: One K-6 elementary teachers will have free lunch when they are on lunchroom supervision.

Teacher Retirement:

All teachers are participants in Model I according to the North Dakota Teacher's Fund for Retirement Handbook.

Approved this 14th day of May, 2015

/s/ Mark R. Elhard
Kulm School Board President

/s/ Tammy Strobel
Kulm Teacher's Association President

Extra-Curricular Salary Schedule

Activity	Dues paid	2012-2013	2013-2014	2014-2015	2015-2016
Head coaches in FB, GBB, BBB, VB, WR	yes	\$4,168	\$4,376.40	4595.22	4824.98
Assistant Coaches in FB, GBB, BBB, VB, WR		\$3,126	\$3,282	3446.42	3618.74
Head Boys/ Head Girls Golf Coach	yes	\$1,737	\$1,823.85	1915	2010.75
Assistant Golf Coach		\$1,390	\$1,459.50	1532	1608.6
Head Track Coach (Boys and Girls)	yes	\$2,895	\$3,039.75	3192	3351.6
Assistant Track Coach		\$2,548	\$2,675.40	2809	2949.45
7 & 8 th Grade BBB, GBB & WR		\$1,622	\$1,703.10	1788	1877.4
Assistant 7 & 8 th BBB, GBB		\$1,390	\$1,459.50	1532	1608.6
Music extra-curricular	yes	\$1,737	\$1,823.85	1915	2010.75
Drama (one act play)	yes	\$1,274	\$1,337.70	1405	1475.25
Speech	yes	\$1,274	\$1,337.70	1405	1475.25
Science extra-curricular		\$869	\$912.45	958	1005.9
Yearbook		1274	\$1,337.70	1405	1475.25
School Paper		580	\$609.00	640	672
Class Advisor (7 – 10, 12) Per advisor		\$145	\$152.25	160	168
Junior Class Advisor (banquet-prom) per advisor		\$580	\$609.00	639.45	671.42
Cheer Coach (per sport)		580	\$609.00	639.45	671.42
Half Time Entertainment		580	\$609.00	639.45	671.42
Elementary Gymnastics			\$609	639.45	671.42
Driving to practices/games -coaches/trip		\$15	\$15	15	15