

***PROFESSIONAL
NEGOTIATIONS
AGREEMENT***

LANGDON AREA SCHOOL DISTRICT #23

BOARD OF EDUCATION

AND

LANGDON AREA EDUCATION ASSOCIATION

2015-2017

PROFESSIONAL NEGOTIATIONS AGREEMENT

TABLE OF CONTENTS

ARTICLE I. RECOGNITION page 1

ARTICLE II. REPRESENTATION page 1

ARTICLE III. PROCEDURES page 1

ARTICLE IV. AGREEMENT page 2

ARTICLE V. MEDIATION AND APPEAL page 2

ARTICLE VI. SAVING CLAUSE page 3

ARTICLE VII. DURATION page 3

ARTICLE VIII. PART-TIME EMPLOYEES page 3

ARTICLE IX. LEAVES page 5

ARTICLE X. PROFESSIONAL GROWTH page 8

ARTICLE XI. SALARIES page 8
Benefit Items page 10

ARTICLE XII. PREPARATION PERIODS page 11

ARTICLE XIII. GRIEVANCE PROCEDURE page 11

ARTICLE XIV. CONTRACT ISSUANCE page 13
Contract Release Penalty page 14

PROFESSIONAL NEGOTIATIONS AGREEMENT

The Board of Education of Langdon Area School District #23 and the Langdon Area Education Association do hereby agree that the welfare of the children of the Langdon Area School District is paramount in the operations of the schools and will be promoted by both parties to this agreement. The parties do hereby agree to the following:

ARTICLE I. RECOGNITION

The Board of Education, hereafter referred to as the BOARD, recognizes the Langdon Area Education Association, hereafter referred to as the ASSOCIATION, as the exclusive representative of all licensed personnel employed as classroom teachers and counselors of Langdon Area School District #23.

The purpose of this recognition is the mutual agreement that the parties will negotiate as provided in the North Dakota Century Code.

ARTICLE II. REPRESENTATION

The BOARD shall annually appoint two (2) of its members, or one (1) non-member designated by the BOARD and one (1) of its members, to meet with two (2) ASSOCIATION members designated by the ASSOCIATION, or one (1) ASSOCIATION member and one (1) non-member designated by the ASSOCIATION to discuss and negotiate on items of mutual concern as defined in the North Dakota Century Code which states, "GOOD FAITH NEGOTIATIONS" -- The school board, or its representatives, and the representative organization, selected by the appropriate negotiating unit, or its representatives, shall have the duty to meet at reasonable times at the request of either party and to negotiate in good faith with respect to:

- a. Terms and conditions of employment and employer-employee relations.
- b. The formulation of an agreement, which may contain provisions for binding arbitration.
- c. Any question arising out of interpretation of an existent agreement.

Either party may appoint a substitute member at any time.

ARTICLE III. PROCEDURES

Section 1. Exchange of Information

The BOARD and the Superintendent agree to furnish the Association Negotiations Committee, upon reasonable request, all available information relative to negotiations. The ASSOCIATION agrees to furnish to the BOARD a list of members on or before November 1 of each school term. The names of the two (2) representatives of the BOARD and the two (2) representatives of the ASSOCIATION for the purpose of negotiations shall be exchanged on or before February 1 of each school term.

PROFESSIONAL NEGOTIATIONS AGREEMENT

Section 2. Costs

Cost and expenses which may be incurred in the securing and utilizing the services of the Advisory Board shall be shared equally by the BOARD and the ASSOCIATION.

Section 3. Fact Finding

In the event of impasse existing beyond this point in the negotiations procedure, the Fact-Finding commission shall be notified under the terms of the North Dakota Century Code.

ARTICLE VI. SAVING CLAUSE

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

ARTICLE VII. DURATION

The provisions of the Agreement will be effective on its approval by both parties, will be effective **July 1, 2015**, and will continue in full force and effect until **June 30, 2017**, except that either party may annually serve notice to the other by giving written notice no later than September 30 of each school term of its desire to reopen this Agreement and to negotiate over terms of a successor agreement. This effective date is in no way intended to affect any negotiated agreement reached under the terms of this Agreement. The BOARD and the ASSOCIATION may mutually agree to reopen negotiations at any time on any selected articles, to the extent that it would not void the remaining articles.

ARTICLE VIII. PART-TIME EMPLOYEES

Licensed employees contracted for less than one hundred eighty-three (183) full working days effective the 2010-2011 school terms shall be considered Part-Time Employees. A full working day shall be seven and one-half (7 1/2) hours for the purpose of determining benefits for part-time employees only.

Position on the Salary Schedule shall be determined on the basis specified in this Agreement. Salary and monetary benefits shall be prorated to match the contract basis.

Compensation for time beyond the contract may be vouchered for, with Administrative approval, by the said part-time teacher at an hourly rate equivalent to said part-time teacher's instructional salary hourly rate.

PROFESSIONAL NEGOTIATIONS AGREEMENT

ARTICLE IX. LEAVES

Section 1. Sick Leave

All licensed Teachers are granted ten (10) working days sick leave during each contract period, cumulative to sixty-five (65) work days to be used for Teacher absences caused by illness or disability of the Teacher. The Administration may have the prerogative of asking for a doctor's statement to substantiate the illness or disability. Sick leave with pay does not cover child care, but is only for disability.

If necessary, due to extended illness, the Teacher may, at the discretion of the BOARD, be granted additional days, subject to deduction from the teacher's salary of the actual cost to the point in time where the Income Protection provisions take effect.

Unused Sick Leave Days

The policy concerning unused sick leave days will have as a departure point, August, 1979. Sick-leave days accumulated beyond this date will be used to determine any payback to the Teacher.

- a. Sixty-five (65) days accumulated will be included in the policy. Teachers will receive payback for the sixty-five days upon retirement from the School District following the eligibility standards of the North Dakota Teachers Fund for Retirement (TFFR) at a rate of fifty dollars (\$50.00) per day.

Days placed in the Excess Sick Leave Account cannot be lost. Example: Teacher "A" has accumulated 65 days and begins a new contract. Teacher "A" would have 10 days credited to their unused sick-leave account. Any sick leave taken during the school term would be credited against the 65 days accumulated.

- b. Payback for the unused sick-leave days placed in the Excess Sick Leave Account will be at a rate of fifty dollars (\$50.00) per day and will be paid upon severance from the School District.
- c. A request for a payback at severance must be submitted to the Superintendent's office for disposition. Forms for such a request will be issued by the same office.

* Special Note:

Days deposited in the Excess Sick Leave Account can not be taken out for normal sick leave days.

The Administration shall, at the beginning of each school term, provide each Teacher with a written statement relating to the number of days of sick leave credited to the Teacher's account.

PROFESSIONAL NEGOTIATIONS AGREEMENT

Requests: Requests for sabbatical leave must be received by a Review and Selection Committee which shall have been mutually developed by the Superintendent and the ASSOCIATION. The requests must be received in writing no later than March 15, and the Committee must take action on such requests no later than April 30. Each applicant must submit a written reason for the leave. No more than four (4) Teachers may be granted this leave in one (1) year. All sabbatical leave requests shall be subject to final approval by the BOARD.

Return: Upon return from a sabbatical leave, the Teacher shall be placed on the salary schedule at the level at which is appropriate according to the years of teaching experience. Any Teacher contracted to replace a Teacher on sabbatical leave shall be informed of the nature of the contract at the time of employment and the same information shall be reduced to writing and become a part of the teacher's contract. A written report summarizing the benefits of the leave shall be submitted to the Building Principal upon return.

Reimbursement: During said sabbatical leave, the Teacher shall be considered to be employed by the BOARD and shall be eligible to participate in any insurance or other fringe benefits of such employment. The Teacher shall make arrangements to compensate the BOARD for any insurance or other fringe benefits received during the period of the leave. No salary shall be paid to the Teacher during the sabbatical leave.

Section 7. Professional Leave

All licensed Teachers may be granted three (3) working days leave for professional reasons. The Teacher agrees to notify the supervising Principal at least two (2) days prior to using this leave. Approval of the Superintendent is required. Professional business may be used for purposes including, but not limited to, visitations to view other instructional techniques or programs, conferences, workshops, or seminars conducted by colleges, universities, NDEA, NEA or affiliated departments thereof. School district or administrative initiated leave shall not affect this leave category.

Section 8. Public Service Leave

Upon application, availability of a substitute, and approval by the Superintendent, a leave of absence shall be granted to any employee in the bargaining unit for the purpose of serving in elective or appointive public office, or jury duty. Such leave shall be an unpaid leave of absence if the employee receives a salary for the public service, and shall be a paid leave of absence if the employee does not receive a salary for the public service. A paid leave of absence shall not exceed two (2) days per contract period per Teacher.

Such leave of absence shall be for a period of time not less than the full term of the office of position held. (This leave shall include publicly called meetings for the position held.) Said leave of absence may be terminated at any time by the employee upon notification to the employer.

PROFESSIONAL NEGOTIATIONS AGREEMENT

All Teachers returning to the system shall be placed on the appropriate level of education obtained on or before the starting date of the school term. New Teachers entering the system may be given a full year's credit on the schedule for any contracted teaching experience, whether full-time or part-time, in any accredited school district, providing a valid teaching certificate is presented. Included in such prior experience credit shall be years of service in the National Teacher Corps and up to two (2) years of experience in the Peace Corps and Vista.

Section 2. Salary Schedule Advancement

Licensed personnel new to the school system will receive a salary determined by placement in the lane corresponding to their educational level and comparable to that of a currently contracted teacher with similar years of experience and education to ensure a new hire's salary does not exceed a current staff member's salary.

Licensed personnel returning to the school system will receive any negotiated Lane Change Increment increases and any negotiated percentage/dollar amount salary increases based off their current instructional salary with a minimum one and one quarter percent (1.25%) increase guaranteed. The Masters Degree Bonus (labeled Master Bonus) shall be \$750.00 per year effective the 2013-2014 School Term and is not to be pro-rated.

Horizontal lane changes will be based on semester hours or prorated quarter hours of college credits. Teachers must declare their intent of changing lanes to the Superintendent in writing by the end of the present school term to receive a lane change for the following year.

If the required number of approved credits are earned after the beginning of the school term, and before the first day of the second semester, the lane change will be authorized and made effective the first day of the second semester. Application for this lane change must be made to the Superintendent prior to the first day of the second semester. Payment will be made in a lump sum payment (one-half of the lane change allowance) upon the school's receipt of a transcript. Lane Change Increments shall be \$800 effective the 2006-07 School Term; and shall be \$900 for lanes 2, 3, & 4 and \$1,000 for lanes 5 & 6 effective the 2014-2015 School Term.

Section 3. Method of Payment

Each Teacher shall have the option of accepting his/her salary on a nine (9) or twelve (12) month basis. Normal pay days will be the 5th and 20th of each month. If the 5th or the 20th is not a school day (week day), then payments will be made the school day (week day) nearest to the 5th or the 20th.

Section 4. Base Salary

The Base Salary for the *2015-2016 School Term* shall be **\$39,000.00** and for the *2016-2017 School Term* shall be **\$41,000.00**.

PROFESSIONAL NEGOTIATIONS AGREEMENT

Section 8. Group Life Insurance

The BOARD shall provide all Teachers with a \$10,000 Term Life Insurance Policy with AD & D similar to the Plan currently in effect.

ARTICLE XII. PREPARATION PERIODS

All Teachers with two or more classes will generally be provided with approximately sixty (60) minutes of duty free preparation time per day.

ARTICLE XIII. GRIEVANCE PROCEDURE

Section 1. Objectives

The broad objectives of the grievance procedure for the Langdon Area School District shall be:

1. To insure an opportunity for professional staff members and administrators to have unobstructed communication with one another and the School Board with respect to alleged grievances without fear of reprisal.
2. To reduce the potential area of conflict between professional staff members, administrators, and the School Board.
3. To encourage and assure the freedom of effective communication through recognized channels between professional staff members, administrators, and the School Board.
4. To encourage the resolution of grievances as near the point of origin as possible.
5. To contribute to the development of improved morale and effectiveness of the Langdon Area professional staff through increased understanding of the Langdon Area School Board - LAEA Professional Negotiations Agreement.

Section 2. Definitions

1. A Teacher is a professional staff member under contract with this district.
2. A grievance is a good faith claim based upon an event or condition which affects the condition or circumstances under which a Teacher works, allegedly caused by misinterpretation or inequitable application of the terms of the Agreement.

PROFESSIONAL NEGOTIATIONS AGREEMENT

GRIEVANCE COMMITTEE, and to the president of the ASSOCIATION.

If the grievance is not resolved within ten (10) work days after the GRIEVANCE COMMITTEE has transmitted the grievance to the Superintendent, it proceeds to Step Three.

Step Three - (Formal)

If a solution acceptable to all parties concerned is not reached within ten (10) work days after the GRIEVANCE COMMITTEE has transmitted the grievance to the Superintendent, the Superintendent or the GRIEVANCE COMMITTEE may institute binding grievance arbitration by so requesting in writing to the School BOARD and the elected officers of the ASSOCIATION.

Within ten (10) work days after receiving a written request for binding grievance arbitration, one representative from the BOARD and one representative from the ASSOCIATION shall, by the following procedure, appoint a mutually acceptable third party. A list of ten (10) names shall be requested from the American Arbitrator's Association or the Federal Labor Relations Board. Upon receiving the list the ASSOCIATION and the BOARD shall alternately strike names with the final name being the arbitrator.

The arbitrator shall investigate only the specific grievance filed. Within ten (10) work days after his/her appointment, the arbitrator shall examine the grievance, consider and interpret the opinions of all parties concerned, and submit his/her written recommendation to the BOARD and the elected officials of the ASSOCIATION for official confirmation. The arbitrator's recommendation shall be considered to be binding on all parties concerned.

The costs of arbitration shall be borne equally by the BOARD and the ASSOCIATION.

Section 4. Disposition

All decisions reached under this grievance procedure shall be filed with each school administrator and the GRIEVANCE COMMITTEE to be used as precedents for future grievances.

Copies of the grievance proceedings shall not become a part of any teacher's personal file.

School Board members, Administrators, or Teachers shall not discriminate against one another because of the exercise of their rights under this grievance procedure.

ARTICLE XIV. CONTRACT ISSUANCE

Teaching contracts will be issued to those Teachers recommended by the Administration immediately following the completion of negotiations between the ASSOCIATION and the BOARD; however, contracts shall not be issued before March 15.

Each contract issued will have thirty (30) days grace period from the date of issuance.

PROFESSIONAL NEGOTIATIONS AGREEMENT

experience in this point system:

1 through 3 years	-----	1 point
4 through 6 years	-----	2 points
7 through 10 years	-----	3 points
11 through 14 years	-----	4 points
15 or more years	-----	5 points

*Within each level of seniority, the instructor with the most years of teaching experience within the district(s) will receive one additional point.

2. Individual evaluations - This criteria will be worth 4 points. This evaluation process is the one that is mandated by century code and accomplished by the building principal, along with input from the superintendent of schools. All teachers who receive a satisfactory evaluation will receive 4 points. For loss of points under this criteria to occur, the administration must specifically state on the evaluation form that the evaluation is deemed unsatisfactory. Any unsatisfactory evaluation, to have any affect on the criteria for RIF, must be done at such a time as to provide no less than three months for the teacher to correct that which was deemed to be unsatisfactory. A follow-up evaluation will be accomplished by the administration in time to have affect on the criteria for RIF.

3. Diversity of qualifications - This criteria will be worth 3 points. This criteria will be based on the qualifications of the teacher to teach in multiple disciplines, multiple levels, and/or hold multiple credentials. (Examples would be special certification like a reading credential, certification to teach K-8, having more than one major, minor, advanced degrees, etc.) Points will be awarded on the basis of a point for each discipline, level, credential, major, minor, master's degree, etc. beyond one. If a tie, the teacher having attained the highest level of education in the department affected by RIF will be given one additional point.

4. Continuing education - This criteria will be worth 2 points. This criteria will be based on the number of college courses, workshops, conventions, etc. that the teacher has participated in (these must be in the teacher's major, minor, or endorsement field and meet the state requirements for that teaching position.) The 2 points will be awarded to each teacher that maintains the state requirements for his/her teaching position.

5. Technology skills - This criteria will be worth 1 point. This criteria will be based on the skills required in the Langdon Area School District. The baseline skills required are the ability to accomplish the following on computers, iPads, and/or smartboards: word processing, e-mail, and internet searches. If the administration is unaware that the teacher has these skills, the teacher may be asked to demonstrate his/her mastery of these skills.

In the event of a tie in points, the school board will make the final decision.

Any changes in this policy must be mutually determined through the bargaining process.

PROFESSIONAL NEGOTIATIONS AGREEMENT

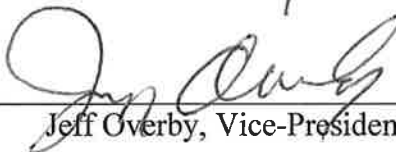
The provisions of this Agreement consisting of this page and sixteen (16) other pages plus attachments will become effective on *July 1, 2015* and will continue in force until *June 30, 2017*, except as provided elsewhere in this Agreement.

IN WITNESS THEREOF, duly authorized representatives of the ASSOCIATION and the BOARD hereunto set their hand and seals this *15th day of June, 2015*; and further cause this agreement to become a part of the minutes of the BOARD and the ASSOCIATION and a portion of each professional contract issued under its provisions.

By order of the BOARD OF EDUCATION



Warren Jonasson, President



Jeff Overby, Vice-President



Terian M. Chaput, Business Manager

By order of the LANGDON AREA EDUCATION ASSOCIATION



Curt Kram, Co-President

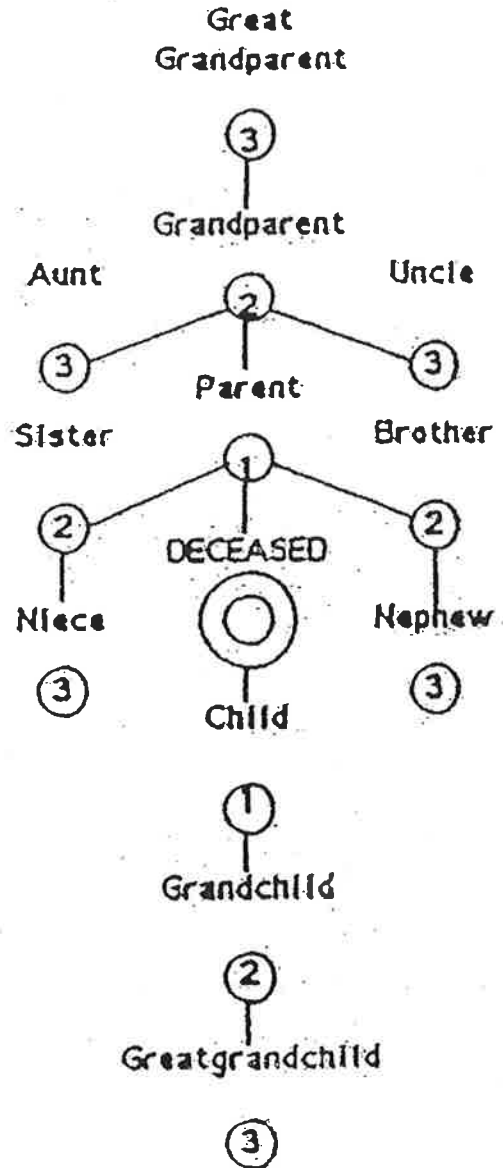


Jennifer Romfo, Co-President



Ashley Hennings, Secretary

LANGDON AREA SCHOOLS
Kindred Diagram



ARTICLE IX. LEAVES. Section 2. Emergency Leave: Leave shall be allowed for a death in teacher's or spouse's family to the third degree of kindred as defined by common law.

**OFFICIAL SALARY SCHEDULE FOR THE LANGDON AREA SCHOOL DISTRICT #23
2015-2016 SCHOOL TERM**

\$39,000 BASE SALARY

BS	BS + 12	BS + 24	MA BS + 36	MA + 16 BS + 52	MA + 32 BS + 68
39000	39900	40800	41700	42700	43700

LANE CHANGE INCREMENTS (Education) \$900 each/lanes 2, 3, & 4

LANE CHANGE INCREMENTS (Education) \$1,000 each/lanes 5 & 6

SALARY INCREASE 4.0% of 2014-2015 Teaching Contract
Instructional Salary

**OFFICIAL SALARY SCHEDULE FOR THE LANGDON AREA SCHOOL DISTRICT #23
2016-2017 SCHOOL TERM**

\$41,000 BASE SALARY

BS	BS + 12	BS + 24	MA BS + 36	MA + 16 BS + 52	MA + 32 BS + 68
41000	41900	42800	43700	44700	45700

LANE CHANGE INCREMENTS (Education) \$900 each/lanes 2, 3, & 4

LANE CHANGE INCREMENTS (Education) \$1,000 each/lanes 5 & 6

SALARY INCREASE 4.0% of 2015-2016 Teaching Contract
Instructional Salary

**OFFICIAL CO-CURRICULAR PAY SCHEDULE
LANGDON AREA SCHOOL DISTRICT #23
2015-2016 School Term**

I. ATHLETIC EXTRA-CURRICULAR:

<i>POSITION:</i>	<i>Base Salary 2015-2016</i>	<i>Payment/Year of Experience</i>
Head Volleyball	\$4,452.00	\$60.00
Asst. Volleyball	\$3,213.00	\$45.00
C-Squad Volleyball	\$1,873.00	\$25.00
Jr. High Volleyball	\$2,044.00	\$25.00
Head Football	\$4,213.00	\$60.00
Asst. Football	\$3,028.00	\$45.00
Jr. High Football	\$1,701.00	\$25.00
5th/6th Grade Football	\$1,168.00	\$15.00
Head Cross Country	\$3,010.00	\$45.00
Head Girls' Basketball	\$4,452.00	\$60.00
Asst. Girls' Basketball	\$3,213.00	\$45.00
C Squad Girls' Basketball	\$1,873.00	\$25.00
Jr. High Girls' Basketball	\$2,044.00	\$25.00
5th/6th Grade Girls' Basketball	\$1,168.00	\$15.00
Head Boys' Basketball	\$4,452.00	\$60.00
Asst. Boys' Basketball	\$3,213.00	\$45.00
C-Squad Boys' Basketball	\$1,873.00	\$25.00
Jr. High Boys' Basketball	\$2,044.00	\$25.00
5th/6th Grade Boys' Basketball	\$1,168.00	\$15.00
Head Girls' Track	\$3,739.00	\$50.00
Head Boys' Track	\$3,739.00	\$50.00
Asst. Track	\$2,660.00	\$35.00

**OFFICIAL CO-CURRICULAR PAY SCHEDULE
LANGDON AREA SCHOOL DISTRICT #23
2015-2016 School Term**

<i>POSITION:</i>	<i>Base Salary 2015-2016</i>	<i>Payment/Year of Experience</i>
Head Golf	\$3,265.00	\$45.00
Asst. Golf	\$2,291.00	\$35.00
Head Baseball	\$3,265.00	\$45.00
Asst. Baseball	\$2,291.00	\$35.00
Cheer Coach Football	\$1,271.00	\$25.00
Cheer Coach Basketball	\$1,650.00	\$25.00
Athletic Director	\$5,108.00	\$60.00

**OFFICIAL CO-CURRICULAR PAY SCHEDULE
LANGDON AREA SCHOOL DISTRICT #23
2016-2017 School Term**

I. ATHLETIC EXTRA-CURRICULAR:

<i>POSITION:</i>	<i>Base Salary 2016-2017</i>	<i>Payment/Year of Experience</i>
Head Volleyball	\$4,675.00	\$60.00
Asst. Volleyball	\$3,374.00	\$45.00
C-Squad Volleyball	\$2,098.00	\$25.00
Jr. High Volleyball	\$2,304.00	\$25.00
Head Football	\$4,424.00	\$60.00
Asst. Football	\$3,179.00	\$45.00
Jr. High Football	\$1,944.00	\$25.00
5th/6th Grade Football	\$1,384.00	\$15.00
Head Cross Country	\$3,161.00	\$45.00
Head Girls' Basketball	\$4,675.00	\$60.00
Asst. Girls' Basketball	\$3,374.00	\$45.00
C Squad Girls' Basketball	\$2,098.00	\$25.00
Jr. High Girls' Basketball	\$2,304.00	\$25.00
5th/6th Grade Girls' Basketball	\$1,384.00	\$15.00
Head Boys' Basketball	\$4,675.00	\$60.00
Asst. Boys' Basketball	\$3,374.00	\$45.00
C-Squad Boys' Basketball	\$2,098.00	\$25.00
Jr. High Boys' Basketball	\$2,304.00	\$25.00
5th/6th Grade Boys' Basketball	\$1,384.00	\$15.00
Head Girls' Track	\$3,926.00	\$50.00
Head Boys' Track	\$3,926.00	\$50.00
Asst. Track	\$2,793.00	\$35.00

**OFFICIAL CO-CURRICULAR PAY SCHEDULE
LANGDON AREA SCHOOL DISTRICT #23
2016-2017 School Term**

<i>POSITION:</i>	<i>Base Salary 2016-2017</i>	<i>Payment/Year of Experience</i>
Head Golf	\$3,428.00	\$45.00
Asst. Golf	\$2,406.00	\$35.00
Head Baseball	\$3,428.00	\$45.00
Asst. Baseball	\$2,406.00	\$35.00
Cheer Coach Football	\$1,335.00	\$25.00
Cheer Coach Basketball	\$1,733.00	\$25.00
Athletic Director	\$5,363.00	\$60.00

**OFFICIAL CO-CURRICULAR PAY SCHEDULE
LANGDON AREA SCHOOL DISTRICT #23
2015-2016 School Term**

II. NON-ATHLETIC EXTRA-CURRICULAR:

<i>POSITION:</i>	<i>Base Salary 2015-2016</i>	<i>Payment/Year of Experience</i>
Concession Stand Supervisor	\$3,211.00	\$45.00
FBLA Advisor	\$643.00	\$8.00
FCCLA Advisor	\$643.00	\$8.00
Honor Society Advisor	\$311.00	\$5.00
HOSA Advisor	\$491.00	\$8.00
High School Social Studies Club	\$568.00	\$8.00
Elementary Academic Fair	\$311.00	\$5.00
MS/HS Science Olympiad	\$1,942.00	\$20.00
Asst. MS/HS Science Olympiad	\$1,360.00	\$15.00
Foreign Language Club	\$311.00	\$5.00
High School Student Council	\$703.00	\$10.00
Middle School Student Council	\$418.00	\$5.00
Class Advisor*	\$363.00	\$10.00
Junior Class Advisor*	\$1,142.00	\$10.00
Drama Coach	\$1,640.00	\$30.00
Speech Coach	\$2,436.00	\$30.00
Langdon Speech Meet Manager	\$786.00	\$10.00
Asst. Speech Coach	\$1,647.00	\$20.00
Jr. High Speech Coach	\$882.00	\$10.00
Yearbook Advisor	\$2,436.00	\$35.00
Vocal Music - Secondary	\$2,909.00	\$40.00
Vocal Music - Pop Choir	\$2,015.00	\$25.00
Vocal Music - Elementary	\$920.00	\$10.00
Instrumental Music - Secondary	\$2,909.00	\$40.00
Instrumental Music - Jazz Band	\$2,015.00	\$25.00
Instrumental Music - Elementary	\$489.00	\$5.00
Pep Band Director - (based on 12 activities)	\$703.00	\$10.00
[Concessions to pay Pep Band \$50 per activity]		

**OFFICIAL CO-CURRICULAR PAY SCHEDULE
LANGDON AREA SCHOOL DISTRICT #23
2016-2017 School Term**

II. NON-ATHLETIC EXTRA-CURRICULAR:

<i>POSITION:</i>	<i>Base Salary 2016-2017</i>	<i>Payment/Year of Experience</i>
Concession Stand Supervisor	\$3,372.00	\$45.00
FBLA Advisor	\$675.00	\$8.00
FCCLA Advisor	\$675.00	\$8.00
Honor Society Advisor	\$327.00	\$5.00
HOSA Advisor	\$516.00	\$8.00
High School Social Studies Club	\$596.00	\$8.00
Elementary Academic Fair	\$327.00	\$5.00
MS/HS Science Olympiad	\$2,558.00	\$20.00
Asst. MS/HS Science Olympiad	\$1,790.00	\$15.00
Foreign Language Club	\$327.00	\$5.00
High School Student Council	\$738.00	\$10.00
Middle School Student Council	\$439.00	\$5.00
Class Advisor*	\$381.00	\$10.00
Junior Class Advisor*	\$1,199.00	\$10.00
Drama Coach	\$1,722.00	\$30.00
Speech Coach	\$2,558.00	\$30.00
Langdon Speech Meet Manager	\$825.00	\$10.00
Asst. Speech Coach	\$1,730.00	\$20.00
Jr. High Speech Coach	\$927.00	\$10.00
Yearbook Advisor	\$2,558.00	\$35.00
Vocal Music - Secondary	\$3,054.00	\$40.00
Vocal Music - Pop Choir	\$2,116.00	\$25.00
Vocal Music - Elementary	\$966.00	\$10.00
Instrumental Music - Secondary	\$3,054.00	\$40.00
Instrumental Music - Jazz Band	\$2,116.00	\$25.00
Instrumental Music - Elementary	\$513.00	\$5.00
Pep Band Director - (based on 12 activities)	\$738.00	\$10.00
[Concessions to pay Pep Band \$50 per activity]		

OFFICIAL CO-CURRICULAR PAY SCHEDULES:
STATEMENTS
LANGDON AREA SCHOOL DISTRICT #23
2015-2016 & 2016-2017 School Terms

The following stipulations to the Athletic Extra-Curricular Pay Schedule and the Non-Athletic Extra-Curricular Pay Schedule have been agreed upon:

1. A meeting of a Joint Extra-Curricular Committee consisting of members from LAEA and from the BOARD should be requested by either party wanting to make changes to extra-curricular positions and/or salaries prior to the first negotiations session for the 2017-2018 School Term. No additional increases in these salaries will be negotiated until then.
2. Any position on these schedules will be filled by the BOARD each year based upon interest, numbers and need.
3. If two separate teams are coached by one person due to low numbers or the unavailability of a second coach, the salary will be determined by the BOARD.
4. * Class Advisor salaries are based on two (2) advisors per class. If there is only one (1) advisor, salary shall be doubled.
5. Additions/changes to APPENDIX D, APPENDIX D-1, APPENDIX E, and APPENDIX E-1 will be decided upon by the Board and Administration, with input from an LAEA Officer.
6. All Coaches/Advisors will receive the base salary for their contracted assignment plus the experience increment times their number of years experience (maximum 15) for that contracted assignment.
7. Coaches/Advisors may claim their years experience (maximum 15) when moving down to any team level to coach in the same sport/activity.
8. Coaches/Advisors may claim one half of their years of experience (maximum 8) when moving up one team level for that contracted assignment.

LANGDON AREA SCHOOLS
Grievance Report

Name of Individual(s) or Organization Grieved(Be Specific)

Date of Grievance Filing:

_____ Day _____ Month _____ Year

Grievance Statement: (Be Specific)

Commit the alleged grievance to writing, clearly specifying the issue involved, the relief sought, the date the grieved person(s) or organization knows or should have known the incident or violation took place, and the specific section of the contract violated.

Signed.....

PERSON(S) - ORGANIZATION

DATE

Date of Grievance Receipt:

_____ Day _____ Month _____ Year

Signed _____

Disposition of Grievance: All materials relevant to the disposition of the grievance must be attached to this form. Copies of the disposition must be submitted to the aggrieved party and to the school administration.

