

Leeds Public School District #6
Salary Schedule
2015-2016

STEP	B.S.	Graduate, 8 Sem. Hr	Graduate, 16 Sem. Hr	Graduate, 24 Sem. Hr	Graduate, 32 Sem. Hr	Masters	Masters 8 Sem Hr
1	\$ 35,750.00	\$ 36,250.00	\$ 36,750.00	\$ 37,250.00	\$ 37,750.00	\$ 38,750.00	\$ 39,250.00
2	\$ 36,275.00	\$ 36,775.00	\$ 37,275.00	\$ 37,775.00	\$ 38,275.00	\$ 39,275.00	\$ 39,775.00
3	\$ 36,800.00	\$ 37,300.00	\$ 37,800.00	\$ 38,300.00	\$ 38,800.00	\$ 39,800.00	\$ 40,300.00
4	\$ 37,325.00	\$ 37,825.00	\$ 38,325.00	\$ 38,825.00	\$ 39,325.00	\$ 40,325.00	\$ 40,825.00
5	\$ 37,850.00	\$ 38,350.00	\$ 38,850.00	\$ 39,350.00	\$ 39,850.00	\$ 40,850.00	\$ 41,350.00
6	\$ 38,375.00	\$ 38,875.00	\$ 39,375.00	\$ 39,875.00	\$ 40,375.00	\$ 41,375.00	\$ 41,875.00
7	\$ 38,900.00	\$ 39,400.00	\$ 39,900.00	\$ 40,400.00	\$ 40,900.00	\$ 41,900.00	\$ 42,400.00
8	\$ 39,425.00	\$ 39,925.00	\$ 40,425.00	\$ 40,925.00	\$ 41,425.00	\$ 42,425.00	\$ 42,925.00
9	\$ 39,950.00	\$ 40,450.00	\$ 40,950.00	\$ 41,450.00	\$ 41,950.00	\$ 42,950.00	\$ 43,450.00
10	\$ 40,475.00	\$ 40,975.00	\$ 41,475.00	\$ 41,975.00	\$ 42,475.00	\$ 43,475.00	\$ 43,975.00
11		\$ 41,500.00	\$ 42,000.00	\$ 42,500.00	\$ 43,000.00	\$ 44,000.00	\$ 44,500.00
12		\$ 42,025.00	\$ 42,525.00	\$ 43,025.00	\$ 43,525.00	\$ 44,525.00	\$ 45,025.00
13		\$ 42,550.00	\$ 43,050.00	\$ 43,550.00	\$ 44,050.00	\$ 45,050.00	\$ 45,550.00
14			\$ 43,575.00	\$ 44,075.00	\$ 44,575.00	\$ 45,575.00	\$ 46,075.00
15			\$ 44,100.00	\$ 44,600.00	\$ 45,100.00	\$ 46,100.00	\$ 46,600.00
16				\$ 45,125.00	\$ 45,625.00	\$ 46,625.00	\$ 47,125.00
17				\$ 45,650.00	\$ 46,150.00	\$ 47,150.00	\$ 47,650.00
18					\$ 46,675.00	\$ 47,675.00	\$ 48,175.00
19					\$ 47,200.00	\$ 48,200.00	\$ 48,700.00
20					\$ 47,725.00	\$ 48,725.00	\$ 49,225.00
21					\$ 48,250.00	\$ 49,250.00	\$ 49,750.00
22					\$ 48,775.00	\$ 49,775.00	\$ 50,275.00
23					\$ 49,300.00	\$ 50,300.00	\$ 50,800.00
24					\$ 49,825.00	\$ 50,825.00	\$ 51,325.00
25					\$ 50,350.00	\$ 51,350.00	\$ 51,850.00
26					\$ 50,875.00	\$ 51,875.00	\$ 52,375.00
27					\$ 51,400.00	\$ 52,400.00	\$ 52,900.00
28					\$ 51,925.00	\$ 52,925.00	\$ 53,425.00
29					\$ 52,450.00	\$ 53,450.00	\$ 53,950.00
30					\$ 52,975.00	\$ 53,975.00	\$ 54,475.00

Requirements to receive next increment : 4 semester hours every 5 years.

Requirements to receive Master's lane increment: A valid North Dakota teaching certificate must indicate the teacher has gained a Master's degree

Non-graduate hours to count on horizontal lane change with prior approval from board and/or administration.

Experience from other teaching positions is transferable to actual step and lane, provided such experience was in a PK-12 classroom and such experience was gained while holding a valid PK-12 teaching license.

Overload : HS - \$200 annually per class period taught over 3 preps, as defined by administration.

Class period is defined as a standard class which meets 5 days a week for 47 minutes per day.

Classes which meet less than that will be pro-rated for purposes of this section.

Overload: Elementary - \$200 annually per combined class. A class is defined as one core subject session the teacher is involved in teaching "combined" classes. This does not apply to vocal music classes, physical education, or any other class in which additional preparation time is not required.

Sick Bank : Maximum of 85 days per teacher/administrator.

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Sick Leave : 10 days accumulative to 95; 3* days may be used for immediate family;
number of days for death in the family will be at the discretion of the administration
(immediate family = children, parents, brothers, sisters, grandparents, in-laws)
Up to 2 days may be used for funeral of other than immediate family.

Effective **2014-2015**: 1) Pay \$10.00 per unused sick day upon resignation after 5 years of employment
at Leeds Public School #6.

2) Pay \$20.00 per unused sick day upon retirement from the Leeds Public School #6 under the 85 or
90 rule required by ND TFFR.

Changed from 2000-2001 pay \$10 per unused sick day upon retirement from the Leeds School under 85 Rule.

**Effective 2004-2005 increase from 2 days to 3 days for immediate family.*

Catastrophic Leave: Up to 10 days of sick leave may be used annually in the event of serious
illness in the immediate family that shall include spouse, and children, parents, sisters, brothers,
grandparents, grandchildren or in-laws of the teacher or spouse. Serious illness shall be defined to
include only those illnesses that include hospitalization or direct consultation between the ill person

Personal Leave: 3 days accumulative to 5.

Effective 2014-2015: Pay \$100.00 per unused personal day that cannot be carried over to the next year.

Professional Leave : Discretion of the administration

NDTFFR Benefits : \$3000 toward teacher share

INSURANCE:

a. District will pay up to the full cost of a single health policy. This can be used for health insurance, \$10,000.00 basic
life insurance, 75% of a single dental policy, or 50% of a single vision policy. Any cost over the cost of a single health
insurance policy will be paid by the teacher/staff.

*b. In lieu of health insurance, the district will pay up to half the cost of a single health policy, as taxable income, for
other flexible benefits.*

Effective 2011/12 added dental at no additional cost to the school district.

Effective 2013/14 added vision at no additional cost to the school district.

Effective 2015/2016 added insurance part b.

Section 125 Benefits: 1. Premium Conversion
2. Flexible Benefits Spending Accounts: a) Dependent Care, b) medical spending account
School will pay the costs of administering the plans

403(b) May join a 403(b) annuity through Horace Mann

Leave of Absence : A one year leave of absence without pay or benefits may be granted by the district to
any instructor employed by the Leeds Public School for three years for education or other mutually agreeable
purposes. If the person on leave returns then he/she shall return to his/her same or mutually agreed upon
position. Instructors who wish to request a leave of absence shall be allowed to meet with the board for
consideration before April 1st. Notice of intent to return must also be made before April 1st of the year the
instructor on leave intends to return to active employment. The request for leave shall be acted upon by the
district at the next regularly scheduled meeting of the Board of education after the request has been made.

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Education Incentive : \$400* per educator for educational courses to be paid on completion of course or September 1 for summer hours. (Tuition, books, & other approved expenses) (effective 2012/13)

Noon Lunch : The district will pay for all certified teachers.

Ticket Taking: \$25.00 per session (preliminary game & 1/2 of varisty game)

Covering another Class: \$10.00 per period, when done by a teacher during his/her scheduled prep or free time.

Payroll: professional staff will be paid bi-monthly

Teachers will be required to attend 4 in-service days designated by the administration as part of a 184 day contract. Teachers are not required to work during the NDEA conference in October.

Pregnancy Disability Leave Policy: Paid pregnancy disability leave shall be treated as any other sick leave and is subject to the limitations of the sick leave policy. The employee is free to determine when she will commence her leave and when she will return. The administration has the right at its discretion to request medical certification as a prerequisite for granting sick leave. In the event of such a request, sufficient medical evidence must be provided to the Superintendent indicating the exact period of disability and the physician's statement verifying that the employee is unable to carry out her duties. The teacher will be paid for the full period of actual disability up to the limit of the sick leave policy. In the event a second medical opinion is requested by the administration, the expense shall be paid by the board. In the event of adoption the sick leave policy will be followed.

Hard to Fill Positions: In the event the district does not attract a qualified applicant for a certified position, the Board may seek to designate the position as a "hard to fill" position. The Board may attempt to fill the "hard to fill" position by paying mileage to a retired or part-time teacher. This article is subject to the following stipulation: (a) the Superintendent and/or Board will bring the issue of a "hard to fill" position to the attention of the LEA membership by contacting the local association bargaining team for their approval.