

LEWIS AND CLARK PUBLIC SCHOOL DISTRICT #161

TEACHER MASTER CONTRACT

1. Recognition.

The School Board of the Lewis and Clark District No. 161 recognizes the approved teachers unit, as the representative of all licensed teachers employed for classroom instruction. The teachers shall have the right to use the District's buildings and facilities, including the District's mail service and teachers' mailboxes for communication to the teachers.

2. Effects clause.

The provisions of this agreement will be effective as of **(July 1st, 2015 to June 30th 2017)** at which time it shall automatically renew itself for additional periods of two years unless written notification to the contrary is made by either party no later than **February 15th**. If such notification occurs, the entire agreement shall be renegotiated. All terms and conditions of employment not covered by this agreement shall continue to be subject to the Board's exclusive direction and control and shall not be the subject of negotiations during the term of this agreement.

3. Sick Leave.

Licensed employees shall receive 10 sick days accumulative to 30 days. Sick leave may be used for illness of the employee or his/her immediate family. A Doctor's certificate may be required at any time, at the discretion of the administration. Pregnancy disability will be treated as an illness. The Board will provide disability insurance. Doctor's appointments will be treated as sick leave.

4. Benefits.

The Board shall pay per full time contract, toward a Sec. 125 cafeteria plan, including a health insurance premium. **(Blue Cross/Blue Shield for the 2015-16 school year will be \$7,500 and \$8,000 for 2016-17.)** The Board shall provide full TFFR benefits for all licensed teachers. Each part time contracted teacher will receive the proportional amount.

5. Salary.

The Minimum salary for teachers employed by the District on a nine month basis is **(BS Base salary for 2015-16 is \$35,500 and for 2016-17 is \$37,500)**

The District will pay \$500 for each 8 hours of Graduate Credit up to 48 hours and \$1,000 for a Masters Degree and \$500 for MA+8 and \$500 for MA+16.

The District shall provide each contracted full time teacher with a \$500 annual increase to the teacher's salary compensation package and each part time contracted teacher will receive the proportional amount. For each day added to the school year above 180 days, the District shall add 1/180 of each teacher's salary to his/her salary compensation. All funds will be paid by electronic transfer.

Additional teacher's salary compensation will be across the board increases as negotiated. **(Across the Board for both 2015-16 and 2016-17 will be \$2,000 each year.)**

The additional salary for experience is 20 years \$1,000, 25 years \$1,500, 30 years \$2,500.

Newly hired teachers will be hired at \$500 per year of experience. Any returning teacher with the same (or more) experience and the same (or more) educational

credentials as that of a new hire, whose salary falls below the salary of a new hire, will have his/her salary adjusted to the level of the new hire.

6. Personal leave.

A teacher shall be given 24 hours of personal leave. Each teacher shall receive 8 additional hours of leave without pay. Personal leave hour or hours can be taken as long as the administration is notified 24 hours prior to the leave. Personal leave requests will be limited by the availability of substitute teachers found by the administration. Any unused leave for the year will be reimbursed at the in-school subbing rate per hour. Any remaining hours of personal leave not used may be carried over to the next year not to exceed 40 hours.

(Board Representative)

(Teacher Representative)

(Date)

(Date)