

# 15-16/16-17 MASTER AGREEMENT

The School Board of Maple Valley School District #4, hereinafter referred to as the Board, and the Maple Valley Education Association, hereinafter referred to as the Association, agree as follows:

## **ARTICLE I - Recognition**

The Board recognizes the Maple Valley Education Association as the exclusive bargaining representative for both full and part-time teachers employed on a continuing contract by the Maple Valley Public School. The MVEA may submit proposals for the school calendar to the Board for consideration.

## **ARTICLE II - Negotiations Procedures**

### **Section 1 - Agreements**

As agreements are reached between the parties, they shall be reduced to writing, and initialed, certifying tentative approval by the chief negotiators of the Board and the Association bargaining units. Following completion of negotiations, all agreements shall be subject to the approval of the Board and the Association.

### **Section 2 - Issuing Contracts**

The Maple Valley District shall not issue contracts to faculty members before March 31<sup>st</sup> of each year.

## **ARTICLE III - Salary**

### **Section I - Schedule**

The basic salaries of the teachers covered by this Agreement are set forth in the Salary Schedule, which is attached to and incorporated in this Agreement. Such salary schedule shall remain in effect during this agreement.

### **Section 2 - Payment of Salary**

All teachers will have the option of receiving their salary on a nine month or twelve month schedule. Each teacher will notify the Superintendent of their choice during the first week of September each year. Paydays will be on the 20<sup>th</sup> day of each month, except when a pay day falls on or during a school holiday, vacation or weekend, at which time teachers will receive their checks on the last working day proceeding such holiday, vacation or weekend.

### **Section 3 - Post Graduate Credits**

Hours for movement across the salary schedule must be graduate credits in the teacher's undergraduate major or minor field or graduate hours in education. Undergraduate hours earned after the adoption of this agreement may qualify if prior approval is granted by the school administrator. Hours must be turned into the Superintendent by the end of the first month of school. Hours earned during the school year will be counted for the following year.

### **Section 4 - Activity Schedule**

The activity schedule is attached to and incorporated in this Agreement. The Board reserves the right to "move within" the activity schedule as needed to fill activity positions.

## **ARTICLE IV - Benefits**

### **Section 1 - Health Insurance**

Group health insurance is available to all teachers employed by the District. The District currently pays for the full single monthly health insurance premium for teachers with a full time contract (prorated for percent of contract for non-fulltime teachers). There are also the options of a single plus dependent or a family plan, however the teacher would be responsible for the difference between the full single monthly insurance premium and the single plus dependents or the family plan premiums.

### **Section 2 - Sick Leave**

Sick leave with pay shall be allowed whenever a teacher's absence is found to have been due to illness and or disability which prevented attendance and performance of duty or duties on that day or days. At the beginning of each school year each teacher shall be credited with ten (10) days of leave at full salary. Unused days of sick leave shall be allowed to accumulate to seventy (70) days said teachers shall be reimbursed at the rate of half of a substitute teacher's wage for any of the ten (10) days remaining unused at the end of the school year.

Sick leave may be used for absences necessitated by pregnancy, miscarriage, childbirth and recovery there from, and for the illness, disability or communicable disease of the teacher's spouse, parents, or children. A teacher may use up to five (5) days of sick leave for the death of a teacher's spouse, children, or parents. Sick leave may also be used for other funerals upon approval of administration.

Upon termination of employment teachers shall receive a lump sum payment for all unused days of accumulated sick leave at the rate of one half of a substitute teacher's pay per day. No pay will be given if services are terminated prior to expiration of contract.

### **Section 3 - Sick Leave Bank**

The person needing the extra sick leave will be able to use a maximum of sixty (60) days above what he/she has saved. The number of sick leave days a teacher donates is up to the individual teacher. Sick leave days donated to the sick leave bank are to come from sick leave days of the current year rather than from each members accumulated days.

#### **Section 4 - Personal Leave**

At the beginning of each school year each teacher will be credited with three (3) personal days of leave at full salary. Unused personal days shall be allowed to accumulate to six (6) days. Those days not being used shall be reimbursed at the rate of half of a substitute teacher's wage for any of the three (3) days remaining at the end of the school year.

#### **Section 5 - Hot Lunch**

All teachers will receive hot lunch as a benefit paid for by the Board every day school is in session.

#### **Section 6 - Teacher's Fund for Retirement**

Teachers Fund for Retirement operates as an assessment percentage of 7.75 percent of a teacher's gross salary. This dollar amount is matched by the Board of Education and contributed to the Teachers fund for Retirement. Effective with the 2003 - 2004 school year, the Board of Education will "pick up" the teachers 4.00 percent. In 2004-2005 the Board of Education will pick up the additional 3.75 percent paying in full 15.5 percent to the North Dakota Teachers Fund for Retirement without deduction any portion from the teacher's gross monthly salary. Teachers Fund for Retirement contributions are sheltered through the provisions of HB 1095 at a rate of 7.75 percent of the teacher's gross salary. In 2008-2009 schoolyear, the Board of Education will pay 8.25 percent to TFFR. In 2010-2011 schoolyear, the Board of Education will pay 8.75 percent to TFFR. In 2012-2013 school year, the Board of Education will pay 10.75 percent to TFFR and will "pick up" the teachers 9.75 percent paying in full 20.5 percent. In 2014-2015 school year, the Board of Education will pay 12.75 percent to TFFR and will "pick up" the teachers 11.75 percent paying in full 24.5 percent.

#### **Section 7 - Social Security**

The Maple Valley School District will provide social security benefits to certified staff. The school district will pay 7.65 percent, its share of social security, for each certified staff.

### **ARTICLE V - Penalty Clause**

The penalty for the breaking of a contract shall be five (5) percent of the contracted salary, with such penalty to be imposed at the discretion of the Board.

### **ARTICLE VI - Savings Clause**

Should any article, section or clause of this agreement be declared illegal by the court or competent jurisdiction, said article, section or clause, as the case may be, shall automatically be

deleted from this agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of the agreement if not affected by the deleted article, section or clause.

**ARTICLE VII - Duration**

The provisions of each Article of this Agreement, except as otherwise specifically proved, shall be effective as of July 1, 2015 to June 30, 2017 at which time it shall automatically renew itself for additional periods of one year unless written notification to the contrary is made by either party no later than March 1, 2017. If such notification occurs, the entire Agreement will be subject to negotiations.

**RATIFICATION**

IN WITNESS WHEREOF, signatures of the duly authorized representatives of the Association and the Board indicated that this Agreement has been ratified by the Maple Valley Education Association and the Maple Valley School Board.

Dated this 24<sup>th</sup> Day of May, 2015.

**Maple Valley School Board**



President

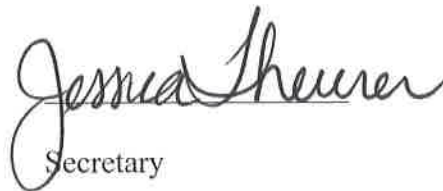


Business Manager

**Maple Valley Education Association**



President



Secretary

## 2015-2017

Extra-curricular pay will be based on the attached schedule and will be in accordance with the consecutive years in that particular activity in the system.

(Based on Index X number of years of experience)

Head Girls Basketball	10.00%		5th/6th Volleyball	2.50%
Head Boys Basketball	10.00%		5th/6th Football	2.50%
Head Volleyball	10.00%		5th/6th Basketball	2.50%
Head Track	10.00%		Music	6.00%
Head Football	10.00%		Yearbook	8.50%
Head Golf	8.50%		Junior Advisor	8.50%
Assistant Girls Basketball	8.50%		Assistant Junior Advisor	4.00%
Assistant Boys Basketball	8.50%		Drama	4.50%
Assistant Volleyball	8.50%		School Paper	2.50%
Assistant Track	8.50%		FCCLA/SADD	4.00%
Assistant Football	8.50%		Cheerleader Advisor	2.50%
Junior High Volleyball	4.50%		Science Advisor	4.00%
Junior High Football	4.50%		Speech	# of Events
Junior High Basketball	4.50%		"C" Squad*	# of Events

### Schedule for Experience

Years of Experience	2.50%	3.00%	4.00%	4.50%	5.00%	6.00%	8.50%	10.00%
0	2.50%	3.00%	4.00%	4.50%	5.00%	6.00%	8.50%	10.00%
1	2.65%	3.225%	4.225%	4.725%	5.300%	6.300%	8.800%	10.300%
2	2.80%	3.450%	4.450%	4.950%	5.600%	6.600%	9.100%	10.600%
3	2.95%	3.675%	4.675%	5.175%	5.900%	6.900%	9.400%	10.900%
4	3.10%	3.900%	4.900%	5.400%	6.200%	7.200%	9.700%	11.200%
5	3.25%	4.125%	5.125%	5.625%	6.500%	7.500%	10.000%	11.500%
6	3.40%	4.350%	5.350%	5.850%	6.800%	7.800%	10.300%	11.800%
7	3.55%	4.575%	5.575%	6.075%	7.100%	8.100%	10.600%	12.100%
8	3.70%	4.800%	5.800%	6.300%	7.400%	8.400%	10.900%	12.400%
9	3.85%	5.025%	6.025%	6.525%	7.700%	8.700%	11.200%	12.700%
10	4.00%	5.250%	6.250%	6.750%	8.000%	9.000%	11.500%	13.000%
11	4.15%	5.475%	6.475%	6.975%	8.300%	9.300%	11.800%	13.300%
12	4.30%	5.700%	6.700%	7.200%	8.600%	9.600%	12.100%	13.600%
13	4.45%	5.925%	6.925%	7.425%	8.900%	9.900%	12.400%	13.900%
14	4.60%	6.150%	7.150%	7.650%	9.200%	10.200%	12.700%	14.200%
15	4.75%	6.375%	7.375%	7.875%	9.500%	10.500%	13.000%	14.500%
16	4.90%	6.600%	7.600%	8.100%	9.800%	10.800%	13.300%	14.800%
17	5.05%	6.825%	7.825%	8.325%	10.100%	11.100%	13.600%	15.100%
18	5.20%	7.050%	8.050%	8.550%	10.400%	11.400%	13.900%	15.400%
19	5.35%	7.275%	8.275%	8.775%	10.700%	11.700%	14.200%	15.700%
20	5.50%	7.500%	8.500%	9.000%	11.000%	12.000%	14.500%	16.000%

\* # of Events will be paid at the rate of \$50 per event

2015-2016

Years	BS	BS+10	BS+20/DBL Major*	BS+30	BS+40	MS	MS+10	MS+20
0	\$ 34,500	\$ 34,900	\$ 35,300	\$ 35,700	\$ 36,100	\$ 38,100	\$ 38,500	\$ 38,900
1	\$ 34,900	\$ 35,300	\$ 35,820	\$ 36,220	\$ 36,620	\$ 38,620	\$ 39,020	\$ 39,420
2	\$ 35,300	\$ 35,700	\$ 36,340	\$ 36,740	\$ 37,140	\$ 39,140	\$ 39,540	\$ 39,940
3	\$ 35,700	\$ 36,100	\$ 36,860	\$ 37,260	\$ 37,660	\$ 39,660	\$ 40,060	\$ 40,460
4	\$ 36,100	\$ 36,500	\$ 37,380	\$ 37,780	\$ 38,180	\$ 40,180	\$ 40,580	\$ 40,980
5	\$ 36,550	\$ 36,950	\$ 37,900	\$ 38,300	\$ 38,700	\$ 40,700	\$ 41,100	\$ 41,500
6	\$ 37,000	\$ 37,400	\$ 38,420	\$ 38,820	\$ 39,220	\$ 41,220	\$ 41,620	\$ 42,020
7	\$ 37,450	\$ 37,850	\$ 38,940	\$ 39,340	\$ 39,740	\$ 41,740	\$ 42,140	\$ 42,540
8	\$ 37,900	\$ 38,300	\$ 39,460	\$ 39,860	\$ 40,260	\$ 42,260	\$ 42,660	\$ 43,060
9	\$ 38,350	\$ 38,750	\$ 39,980	\$ 40,380	\$ 40,780	\$ 42,780	\$ 43,180	\$ 43,580
10		\$ 39,200	\$ 40,500	\$ 40,900	\$ 41,300	\$ 43,300	\$ 43,700	\$ 44,100
11		\$ 39,650	\$ 41,020	\$ 41,420	\$ 41,820	\$ 43,820	\$ 44,220	\$ 44,620
12		\$ 40,100	\$ 41,540	\$ 41,940	\$ 42,340	\$ 44,340	\$ 44,740	\$ 45,140
13		\$ 40,550	\$ 42,060	\$ 42,460	\$ 42,860	\$ 44,860	\$ 45,260	\$ 45,660
14		\$ 41,000	\$ 42,580	\$ 42,980	\$ 43,380	\$ 45,380	\$ 45,780	\$ 46,180
15			\$ 43,100	\$ 43,500	\$ 43,900	\$ 45,900	\$ 46,300	\$ 46,700
16			\$ 43,620	\$ 44,020	\$ 44,420	\$ 46,420	\$ 46,820	\$ 47,220
17			\$ 44,140	\$ 44,540	\$ 44,940	\$ 46,940	\$ 47,340	\$ 47,740
18			\$ 44,660	\$ 45,060	\$ 45,460	\$ 47,460	\$ 47,860	\$ 48,260
19			\$ 45,180	\$ 45,580	\$ 45,980	\$ 47,980	\$ 48,380	\$ 48,780
20			\$ 45,700	\$ 46,100	\$ 46,500	\$ 48,500	\$ 48,900	\$ 49,300
21			\$ 46,220	\$ 46,620	\$ 47,020	\$ 49,020	\$ 49,420	\$ 49,820
22			\$ 46,740	\$ 47,140	\$ 47,540	\$ 49,540	\$ 49,940	\$ 50,340
23			\$ 47,260	\$ 47,660	\$ 48,060	\$ 50,060	\$ 50,460	\$ 50,860
24			\$ 47,780	\$ 48,180	\$ 48,580	\$ 50,580	\$ 50,980	\$ 51,380
25			\$ 48,300	\$ 48,700	\$ 49,100	\$ 51,100	\$ 51,500	\$ 51,900
26			\$ 48,820	\$ 49,220	\$ 49,620	\$ 51,620	\$ 52,020	\$ 52,420
27			\$ 49,340	\$ 49,740	\$ 50,140	\$ 52,140	\$ 52,540	\$ 52,940
28			\$ 49,860	\$ 50,260	\$ 50,660	\$ 52,660	\$ 53,060	\$ 53,460
29			\$ 50,380	\$ 50,780	\$ 51,180	\$ 53,180	\$ 53,580	\$ 53,980
30			\$ 50,900	\$ 51,300	\$ 51,700	\$ 53,700	\$ 54,100	\$ 54,500

\*Double Major Must Be Utilized by the Maple Valley District