

**Milnor Public School District #2**  
**Negotiated Agreement 2015-2016 through 2016-2017**

1. Teachers will be paid twice per month on the 10<sup>th</sup> and 25<sup>th</sup>, over a 12-month period.
2. Each full time teacher will receive 15 days of sick leave per year, accumulative to 75 days. The administration has the right at its discretion to request medical certification as a prerequisite for the awarding of sick leave with just cause. The sick leave will be allowed for personal illness, family illness, medical appointments and meetings, or funeral. Accumulated sick leave beyond 15 days may be used if medical complications exist with a doctor's certificate of disability. Any sick leave over the 75 days will be reimbursed at \$30 per day and dropped at the end of the school year. Teachers leaving Milnor School District, after 5 years of service, will receive \$30 per day for unused sick leave.
3. Each fall teachers will be allowed to donate sick days from their personal accumulation. To donate days, teachers must notify the Superintendent by September 1<sup>st</sup> of the current school year. A 30-day maximum will be placed for the sick pool. Teachers who have used up their accumulated sick days and are in the need of additional sick leave may petition the MTA for additional sick days from the sick pool. If additional sick days to replenish the pool are needed during the school year, MTA could seek approval from the Milnor School Board.
4. Teachers shall be entitled to three days of personal leave per year, accumulative to five days. No more than two teachers will be granted personal leave on any one day, on a first come first serve basis, with the approval of the administration. Two days of unused absence may be carried over to the next year; at the teacher's request the remaining will be reimbursed at \$75 a day and dropped.
5. Faculty members are required to earn four graduate hours credit in each five-year period in order to maintain their status on the salary schedule. Earned credit hours must have prior administrative approval. Any intent to change lanes for the ensuing school year must be brought to the attention of the administration by May 31<sup>st</sup>.
6. Each teacher will be expected to take tickets at extra-curricular events in exchange for a season pass for their spouse and themselves. No teacher will be responsible for more than one event.
7. \$200 will be available for each elementary teacher from the elementary supplies fund each year. The teacher may request additional finances beyond the \$200 limit solely at the discretion of the administration. Payment to the teacher will be made upon presentation of the receipts by April 1.
8. Teachers who request to have NDEA dues deducted from their paychecks will have the amount deducted in 9 equal installments.
9. The District will pay the 11.75% of the teacher's portion of TFFR for the 2015-2016 and 2016-2017 school years.
10. The Milnor School will provide \$7,244 toward a Section 125 Flexible Benefits Cafeteria Plan for each full time teacher during the 2015-2016 school year and \$7,944 for 2016-2017. Part time teachers will have their benefits reduced to reflect their actual FTE.
11. The following clauses will be in effect for teachers who wish to terminate their contracts. They shall pay the following sums at the time the teacher's request to be released is made.

<i>Before June 1</i>	-	<i>No Charge</i>
<i>June 1 – June 15</i>	-	<i>\$500.00</i>
<i>June 16 – June 30</i>	-	<i>\$750.00</i>
<i>After July 1</i>	-	<i>No Release</i>

This shall not be construed to mean that the Board must release the teacher upon payment of the above amount. If no release is granted by the Board, the amount of the penalty shall be refunded in full to the teacher. The School Board may, in its sole discretion and by reason of extenuating circumstances, waive part or all of the sums above.

12. Contracts will be issued to teachers with assignments in their major, major equivalency, and/or areas they are highly qualified to teach. Any change in the assignment will be through consultation with the teacher. Extra-curricular contracts will be made on a separate contract. In the event of resignation from an extra-curricular contract, the resignation may not be accepted until a replacement for that contract has been found. Any extracurricular contracts not filled by volunteers will be assigned by the administration after staff notification.

13. Full time teachers will be contracted for 183 days for the 2015-2017 school years. Part time teachers will have their salary and benefits reduced to reflect their actual FTE. Mandatory in-services may be scheduled up to 2 weeks before school starts or within 2 weeks after school ends. Other in-service days during the summer may substitute for scheduled “before/after” scheduled in-services with administrative approval.
  
14. This is a two-year agreement with the expiration date being June 30, 2017. Unless either side petitions the other side by February 15, 2017, the agreement will automatically renew for one year. Any provision in this agreement can be waived or changed by mutual consent of both parties. Should any article, section or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law. The remaining articles, section, 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.

Brian Bussman, Board Representative \_\_\_\_\_

John Buskohl, Board Representative \_\_\_\_\_

Laura Heitkamp, MTA Representative \_\_\_\_\_

William Pribula, MTA Representative \_\_\_\_\_

Katie McLaen, MTA Representative \_\_\_\_\_

**2015-2016 and 2016-2017  
Negotiated Agreement Salary Schedule**

Increase salary \$600 in 2015-16 and 3% in 2016-17.

\$33,000 Base for 2015-2016

\$34,000 Base for 2016-2017

\$500 per lane move over the BS: BS + 8 (\$500), BS + 16 (\$1,000),  
BS + 24 (\$1,500), BS + 32 (\$2,000), BS + 40 (\$2,500), BS + 48  
(\$3,000), MS (\$3,500), MS + 8 (\$4,000)

Newly hired teachers are not to exceed present staff salary for  
equal experience and credits.