

**NORTH BORDER SCHOOL DISTRICT #100**  
**2015-2016 and 2016-2017 NEGOTIATED AGREEMENT**

**RECOGNITION:**

The School Board of North Border School District No. 100 (hereinafter referred to as the Board) recognized the North Border Educators (hereinafter referred to as the Educators), as the exclusive representatives of all licensed teachers employed for classroom instruction, support services, library and guidance.

**DURATION:**

The provisions of this agreement will be effective for the 2015-16 and 2016-17 school years. At the end of this period the agreement will automatically renew itself for additional periods of two years unless written notification to the contrary is made by either party no later than March 15<sup>th</sup>. 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 terms of this agreement.

**BENEFITS:**

**PERSONAL LEAVE:**

The Board will grant three (3) personal days per year cumulative to five (5) days. Reasonable administrative restrictions may apply.

**SICK LEAVE:**

At the beginning of each school year, licensed personnel shall be credited with twelve (12) days of sick leave and these leave days, if unused, shall accumulate to ninety (90) days. Unused sick leave over the ninety (90) days shall be reimbursed at \$20.00 per day at the end of each contract year. Doctor's appointments will be treated as sick leave. A doctor's certificate may be requested at any time, at the discretion of the administration

A total of five (5) of the sick leave days can be used for the following:

1. Death of spouse, child, mother, father, mother-in-law, father-in-law, sister, sister-in-law, brother, brother-in-law, daughter-in-law, son-in-law, grandchild, grandfather, grandmother, niece, nephew, aunt, or uncle. This applies to either side of the family.
2. Serious illness or surgery resulting in hospitalization within teacher's immediate family including spouse, child, mother, father, mother-in-law, father-in-law, sister, sister-in-law, brother, brother-in-law, daughter-in-law, son-in-law, or grandchild.
3. Serious accident resulting in hospitalization within the teacher's immediate family including spouse, child, mother, father, mother-in-law, father-in-law, sister, sister-in-law, brother, brother-in-law, daughter-in-law, son-in-law, or grandchild.

4. Illness, accident, or surgery of spouse, parent or child.

In catastrophic situations involving self or immediate family, the superintendent may grant additional days provided the teacher has first utilized personal leave and has sick days available.

In addition, The North Border School District provides medical leave in accordance with the Family Medical Leave Act.

**INSURANCES:**

The Board shall pay up to \$6,481.20 per full-time contract toward a Section 125 cafeteria plan, HSA and/or health insurance premium. (Note: During the first year, the Board's contribution to the HSA shall be fully funded in January.) The Board shall decide on the health insurance plan(s) that are available with advisement from the Educators.

The School District shall offer long term disability insurance.

**OTHER:**

The Board shall provide Teacher Fund for Retirement assessments as required by law.

**SALARY:**

The North Border School District shall pay all professional staff according to the attached salary schedule in accordance with each teacher's experience and educational credits earned. (Note: In 2012-13 a new salary schedule was created and existing teachers were placed on the salary schedule step which was closest to his/her salary. In 2015-16 a new salary schedule was created where teachers were granted the steps which were removed in 2012-13.) A teacher may move only one step each year.

The North Border Salary Schedule:

- Base salary shall be set at \$40,150 for 2015-16 school year.
- Base salary shall be set at \$41,150 for 2016-17 school year.
  - If the contribution for insurance changes from \$6,481.20 the salary schedule will be adjusted up or down for the cost.
- Steps on the salary schedule for experience shall be paid at a rate of \$500 per year which all teachers shall receive.
- Lanes on the salary schedule for educational credits shall be paid with increments of 8 credit hours at \$250 each. (Note: In 2015-16 Walsh-Pembina credits were removed from counting towards all lane movement and college credits towards a Board approved Master's program shall count as four credits for every one credit earned. Example: 1 credit equals 4 credits for lane movement.)
- In 2015-16: The number of contracted days in a school year shall be 184 for new staff members and 183 for all returning staff members with 175 student contact days.

Starting in 2016-17: The number of contracted days in a school year shall be 185 for new staff members and 184 for all returning staff members with 175 student contact days.

- North Border School District teachers shall be paid on the 15<sup>th</sup> and 30<sup>th</sup> of each month beginning August 15<sup>th</sup> through the last day of school with the remaining salary paid on June 15<sup>th</sup>.

**PART-TIME TEACHERS:**

Each part-time teacher will receive a proportional amount of salary and benefits.

**EXTRA-CURRICULAR PAY:**

Extracurricular pay shall be established by action of the Board and shall be attached to this Agreement, and shall not be diminished during the term of this contract.

**COMBINATION ROOM COMPENSATION:**

Compensation for teaching a full time combination classroom for a full year shall be paid at 10% of the base pay.

**HOURS OF EMPLOYMENT:**

The typical school day shall be from 8:00 am- 3:45 pm. Teachers will be expected to attend all faculty meetings. Teachers may leave on Fridays when students have left the building.

**LICENSE RENEWAL:**

When the teaching license of any certified staff member is up for renewal, the application and processing fee may be paid by the district. When a presently licensed staff member is required by the district to obtain an additional license or certification, the application and processing fee shall be paid by the district.

**SAVINGS CLAUSE:**

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, said 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, 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.

**EFFECT OF CONTRACT:**

The Board and the Educators agree that the terms and conditions set forth in this Agreement represent the full and completed understanding and commitment between the parties and that said terms and conditions may not be altered, changed, added to, deleted from, or modified without the mutual consent of the parties in amendment, written and attached and made part of this Agreement.

**RATIFICATION:**

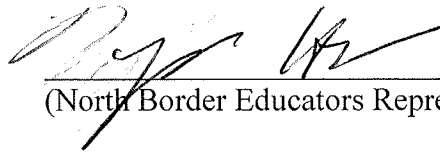
IN WITNESS THEREOF, signatures of the duly authorized representatives of the Educators and the Board indicate that this Agreement has been ratified by the North Border Educators and the North Border School Board.



(Board Representative)

4-8-15

(Date)



(North Border Educators Representative)

4/7/15

(Date)

## Salary Schedule 2015-16

Step	BS	BS+8	BS+16	BS+24	BS+32	BS+40	BS+48	BS+56	BS+64	MS	MS+8	MS+16
0	40,150	40,400	40,650	40,900	41,150	41,400	41,650	41,900	42,150	43,150	43,400	43,650
1	40,650	40,900	41,150	41,400	41,650	41,900	42,150	42,400	42,650	43,650	43,900	44,150
2	41,150	41,400	41,650	41,900	42,150	42,400	42,650	42,900	43,150	44,150	44,400	44,650
3	41,650	41,900	42,150	42,400	42,650	42,900	43,150	43,400	43,650	44,650	44,900	45,150
4	42,150	42,400	42,650	42,900	43,150	43,400	43,650	43,900	44,150	45,150	45,400	45,650
5	42,650	42,900	43,150	43,400	43,650	43,900	44,150	44,400	44,650	45,650	45,900	46,150
6	43,150	43,400	43,650	43,900	44,150	44,400	44,650	44,900	45,150	46,150	46,400	46,650
7	43,650	43,900	44,150	44,400	44,650	44,900	45,150	45,400	45,650	46,650	46,900	47,150
8	44,150	44,400	44,650	44,900	45,150	45,400	45,650	45,900	46,150	47,150	47,400	47,650
9	44,650	44,900	45,150	45,400	45,650	45,900	46,150	46,400	46,650	47,650	47,900	48,150
10	45,150	45,400	45,650	45,900	46,150	46,400	46,650	46,900	47,150	48,150	48,400	48,650
11	45,650	45,900	46,150	46,400	46,650	46,900	47,150	47,400	47,650	48,650	48,900	49,150
12	46,150	46,400	46,650	46,900	47,150	47,400	47,650	47,900	48,150	49,150	49,400	49,650
13	46,650	46,900	47,150	47,400	47,650	47,900	48,150	48,400	48,650	49,650	49,900	50,150
14	47,150	47,400	47,650	47,900	48,150	48,400	48,650	48,900	49,150	50,150	50,400	50,650
15	47,650	47,900	48,150	48,400	48,650	48,900	49,150	49,400	49,650	50,650	50,900	51,150
16	48,150	48,400	48,650	48,900	49,150	49,400	49,650	49,900	50,150	51,150	51,400	51,650
17	48,650	48,900	49,150	49,400	49,650	49,900	50,150	50,400	50,650	51,650	51,900	52,150
18	49,150	49,400	49,650	49,900	50,150	50,400	50,650	50,900	51,150	52,150	52,400	52,650
19	49,650	49,900	50,150	50,400	50,650	50,900	51,150	51,400	51,650	52,650	52,900	53,150
20	50,150	50,400	50,650	50,900	51,150	51,400	51,650	51,900	52,150	53,150	53,400	53,650
21	50,650	50,900	51,150	51,400	51,650	51,900	52,150	52,400	52,650	53,650	53,900	54,150
22	51,150	51,400	51,650	51,900	52,150	52,400	52,650	52,900	53,150	54,150	54,400	54,650
23	51,650	51,900	52,150	52,400	52,650	52,900	53,150	53,400	53,650	54,650	54,900	55,150
24	52,150	52,400	52,650	52,900	53,150	53,400	53,650	53,900	54,150	55,150	55,400	55,650
25	52,650	52,900	53,150	53,400	53,650	53,900	54,150	54,400	54,650	55,650	55,900	56,150
26	53,150	53,400	53,650	53,900	54,150	54,400	54,650	54,900	55,150	56,150	56,400	56,650
27	53,650	53,900	54,150	54,400	54,650	54,900	55,150	55,400	55,650	56,650	56,900	57,150
28	54,150	54,400	54,650	54,900	55,150	55,400	55,650	55,900	56,150	57,150	57,400	57,650
29	54,650	54,900	55,150	55,400	55,650	55,900	56,150	56,400	56,650	57,650	57,900	58,150
30	55,150	55,400	55,650	55,900	56,150	56,400	56,650	56,900	57,150	58,150	58,400	58,650
31	55,650	55,900	56,150	56,400	56,650	56,900	57,150	57,400	57,650	58,650	58,900	59,150
32	56,150	56,400	56,650	56,900	57,150	57,400	57,650	57,900	58,150	59,150	59,400	59,650
33	56,650	56,900	57,150	57,400	57,650	57,900	58,150	58,400	58,650	59,650	59,900	60,150
34	57,150	57,400	57,650	57,900	58,150	58,400	58,650	58,900	59,150	60,150	60,400	60,650
35	57,650	57,900	58,150	58,400	58,650	58,900	59,150	59,400	59,650	60,650	60,900	61,150
36	58,150	58,400	58,650	58,900	59,150	59,400	59,650	59,900	60,150	61,150	61,400	61,650
37	58,650	58,900	59,150	59,400	59,650	59,900	60,150	60,400	60,650	61,650	61,900	62,150
38	59,150	59,400	59,650	59,900	60,150	60,400	60,650	60,900	61,150	62,150	62,400	62,650
39	59,650	59,900	60,150	60,400	60,650	60,900	61,150	61,400	61,650	62,650	62,900	63,150
40	60,150	60,400	60,650	60,900	61,150	61,400	61,650	61,900	62,150	63,150	63,400	63,650
41	60,650	60,900	61,150	61,400	61,650	61,900	62,150	62,400	62,650	63,650	63,900	64,150
42	61,150	61,400	61,650	61,900	62,150	62,400	62,650	62,900	63,150	64,150	64,400	64,650

### Salary Schedule 2016-17

Step	BS	BS+8	BS+16	BS+24	BS+32	BS+40	BS+48	BS+56	BS+64	MS	MS+8	MS+16
0	41,150	41,400	41,650	41,900	42,150	42,400	42,650	42,900	43,150	44,150	44,400	44,650
1	41,650	41,900	42,150	42,400	42,650	42,900	43,150	43,400	43,650	44,650	44,900	45,150
2	42,150	42,400	42,650	42,900	43,150	43,400	43,650	43,900	44,150	45,150	45,400	45,650
3	42,650	42,900	43,150	43,400	43,650	43,900	44,150	44,400	44,650	45,650	45,900	46,150
4	43,150	43,400	43,650	43,900	44,150	44,400	44,650	44,900	45,150	46,150	46,400	46,650
5	43,650	43,900	44,150	44,400	44,650	44,900	45,150	45,400	45,650	46,650	46,900	47,150
6	44,150	44,400	44,650	44,900	45,150	45,400	45,650	45,900	46,150	47,150	47,400	47,650
7	44,650	44,900	45,150	45,400	45,650	45,900	46,150	46,400	46,650	47,650	47,900	48,150
8	45,150	45,400	45,650	45,900	46,150	46,400	46,650	46,900	47,150	48,150	48,400	48,650
9	45,650	45,900	46,150	46,400	46,650	46,900	47,150	47,400	47,650	48,650	48,900	49,150
10	46,150	46,400	46,650	46,900	47,150	47,400	47,650	47,900	48,150	49,150	49,400	49,650
11	46,650	46,900	47,150	47,400	47,650	47,900	48,150	48,400	48,650	49,650	49,900	50,150
12	47,150	47,400	47,650	47,900	48,150	48,400	48,650	48,900	49,150	50,150	50,400	50,650
13	47,650	47,900	48,150	48,400	48,650	48,900	49,150	49,400	49,650	50,650	50,900	51,150
14	48,150	48,400	48,650	48,900	49,150	49,400	49,650	49,900	50,150	51,150	51,400	51,650
15	48,650	48,900	49,150	49,400	49,650	49,900	50,150	50,400	50,650	51,650	51,900	52,150
16	49,150	49,400	49,650	49,900	50,150	50,400	50,650	50,900	51,150	52,150	52,400	52,650
17	49,650	49,900	50,150	50,400	50,650	50,900	51,150	51,400	51,650	52,650	52,900	53,150
18	50,150	50,400	50,650	50,900	51,150	51,400	51,650	51,900	52,150	53,150	53,400	53,650
19	50,650	50,900	51,150	51,400	51,650	51,900	52,150	52,400	52,650	53,650	53,900	54,150
20	51,150	51,400	51,650	51,900	52,150	52,400	52,650	52,900	53,150	54,150	54,400	54,650
21	51,650	51,900	52,150	52,400	52,650	52,900	53,150	53,400	53,650	54,650	54,900	55,150
22	52,150	52,400	52,650	52,900	53,150	53,400	53,650	53,900	54,150	55,150	55,400	55,650
23	52,650	52,900	53,150	53,400	53,650	53,900	54,150	54,400	54,650	55,650	55,900	56,150
24	53,150	53,400	53,650	53,900	54,150	54,400	54,650	54,900	55,150	56,150	56,400	56,650
25	53,650	53,900	54,150	54,400	54,650	54,900	55,150	55,400	55,650	56,650	56,900	57,150
26	54,150	54,400	54,650	54,900	55,150	55,400	55,650	55,900	56,150	57,150	57,400	57,650
27	54,650	54,900	55,150	55,400	55,650	55,900	56,150	56,400	56,650	57,650	57,900	58,150
28	55,150	55,400	55,650	55,900	56,150	56,400	56,650	56,900	57,150	58,150	58,400	58,650
29	55,650	55,900	56,150	56,400	56,650	56,900	57,150	57,400	57,650	58,650	58,900	59,150
30	56,150	56,400	56,650	56,900	57,150	57,400	57,650	57,900	58,150	59,150	59,400	59,650
31	56,650	56,900	57,150	57,400	57,650	57,900	58,150	58,400	58,650	59,650	59,900	60,150
32	57,150	57,400	57,650	57,900	58,150	58,400	58,650	58,900	59,150	60,150	60,400	60,650
33	57,650	57,900	58,150	58,400	58,650	58,900	59,150	59,400	59,650	60,650	60,900	61,150
34	58,150	58,400	58,650	58,900	59,150	59,400	59,650	59,900	60,150	61,150	61,400	61,650
35	58,650	58,900	59,150	59,400	59,650	59,900	60,150	60,400	60,650	61,650	61,900	62,150
36	59,150	59,400	59,650	59,900	60,150	60,400	60,650	60,900	61,150	62,150	62,400	62,650
37	59,650	59,900	60,150	60,400	60,650	60,900	61,150	61,400	61,650	62,650	62,900	63,150
38	60,150	60,400	60,650	60,900	61,150	61,400	61,650	61,900	62,150	63,150	63,400	63,650
39	60,650	60,900	61,150	61,400	61,650	61,900	62,150	62,400	62,650	63,650	63,900	64,150
40	61,150	61,400	61,650	61,900	62,150	62,400	62,650	62,900	63,150	64,150	64,400	64,650
41	61,650	61,900	62,150	62,400	62,650	62,900	63,150	63,400	63,650	64,650	64,900	65,150
42	62,150	62,400	62,650	62,900	63,150	63,400	63,650	63,900	64,150	65,150	65,400	65,650
43	62,650	62,900	63,150	63,400	63,650	63,900	64,150	64,400	64,650	65,650	65,900	66,150