

Master Agreement

Of The

North Sargent Public School District #3

For

2015-2017

As Negotiated by:

**North Sargent
Certified Staff**

**North Sargent
School Board**

Level Two

If the aggrieved person is not satisfied with the disposition of his grievance at Level One, or if no decision has been rendered within ten school days after presentation of the written grievance, he may file the grievance in writing with the North Sargent Certified Staff Committee Chair within five school days after the decision at Level One or fifteen school days after the grievance was presented, whichever is sooner.

Level Three

The Chairman of the North Sargent Certified Staff Committee shall, within five school days after receiving the written grievance, refer it to the Superintendent of Schools.

Within ten school days after receipt of the written grievance the Superintendent shall meet with the aggrieved person and/or the North Sargent Certified Staff Committee in an effort to resolve the grievance. The Superintendent shall render a decision in writing to the North Sargent Certified Staff Committee within ten school days after meeting with the aggrieved person and/or North Sargent Certified Staff Committee.

Level Four

If the aggrieved person is not satisfied with the Superintendent's disposition of the grievance, may within five school days after receipt of the Superintendent's disposition, request in writing to the North Sargent Certified Staff Committee that the grievance be referred to the School Board.

Within five school days of receiving the aggrieved person's request the North Sargent Certified Staff Committee shall refer it to the School Board. At the School Board's next regular meeting, after receiving the written grievance, the School Board shall meet with the aggrieved person and/or the North Sargent Certified Staff Committee for the purpose of resolving the grievance. The Board shall render a decision in writing with the North Sargent Certified Staff Committee Chair within twenty school days after first meeting with the aggrieved person and/or North Sargent Certified Staff Committee.

III. TEACHER RIGHTS

A. Legislative Leave

When service in the Legislature or Legislative Interim Committee assignment during a regular or special session requires a leave, the leave will be granted without loss of experience credit, or benefits. The district will then pay for the substitute during his/her absence. The teacher pay will be deducted at 1/184 of contract pay, provided the extra-curricular duties are fulfilled according to contract or transferred.

B. Teacher Organizations

It is further agreed that employees have the right to join or not join the teacher organization and that membership in such organization or the payment of fees in lieu of membership shall not be required as a condition of employment.

IV. INSTRUCTION AND PROFESSIONAL DEVELOPMENT

A. Convention, Conference, and Workshop Attendance

Requests for attendance at conventions, conferences, workshops, and for observation in another school system shall be made to the principal. The principal will either reject the request or recommend to the Superintendent that the request be approved. Full or partial reimbursement for such leave may be granted at the discretion of the Superintendent.

B. Tuition Reimbursement

The school district will reimburse any teacher required by the Board to go to school to become qualified in a certain area. This will be actual expenses limited to tuition, fees, books, and mileage.

which bears a reasonable relationship to probable damages and which is not disproportionate to reasonably anticipated damages, the following sum shall be paid by a teacher requesting a release from a contract, which is approved by the School Board:

- | | |
|--|-----------------|
| 1. Release requested on or before June 15th: | \$200.00 |
| 2. Release requested on or after June 15th but on or before July 1st: | \$400.00 |
| 3. Release requested after July 1st: | \$800.00 |

The School Board may, in its sole discretion and by reason of extenuating circumstances, waive part or all of such liquidated damages.

VI. PROFESSIONAL COMPENSATION AND BENEFITS

A. Salary

1. The one-line salary schedule is hereby made a part of this agreement.
2. The education "lane moves" off the 2007 – 2009 Master Agreement will be used for teachers employed by the North Sargent SD #3 prior to May 2009 for **six years, i.e. ending with contracts for the school year 2015-2016.** This would allow said teachers to move lanes at BS+8, BS+16, BS+24, BS+32, BS+40, BS+48, and BS+56. Once this "sunset clause" has expired all teachers will use the one-line salary schedule. All new hires will use the one-line salary schedule.
3. All salaries are listed for **184 days** for school term **2015-2017.**
4. Specialists, that require additional compensation, shall be placed on extended contracts, i.e. over 9 months to 12 months in length and shall be paid accordingly to compensate for the required difference.
5. All Salaries will be paid in 12 equal monthly installments. Salaries will be paid on the 24th of each month. If the 24th falls on a weekend or holiday, salary will be paid on the last day previous to holiday or weekend. The business manager will provide a monthly pay statement, which will be given to each teacher on payday with the check.
6. Experience and Credit:
 - a. A teacher new to the district shall receive credit for all previous years of experience. The Board may make deviations from this general rule in special cases or in case of unusual or exceptional background and experience.
 - b. Approval of accumulated credits for education and changes are subject to the discretion of the Superintendent.
 - c. If an employee completes the necessary credits for advancement to a higher professional level, he/she will be issued a new contract reflecting the higher increment.
 - d. To qualify for a "Master" lane change the master's degree must be in the teacher's discipline for which the teacher was hired or an area that would fill a need for the school.
 - e. If there is to be a lane change, the Superintendent must be notified by September 1st.
 - f. If credits are received during the first semester and notification to the Superintendent is made prior to the start of the second semester, the result will be a half lane change to be paid out in equal amounts over the remaining pay periods.
 - g. Any teacher expecting to make a lane change for the upcoming school year should inform the Superintendent by May 31 for budgeting purposes.
7. Teacher's Fund For Retirement (TFFR):
 - a. Each teacher's contribution to the TFFR shall be deferred as provided by HB1095, adopted by the 1983 Legislative.
 - b. The School District shall pay the full teacher portion of TFFR for their salary.

One-Line Salary Schedule 2016 - 2017

The minimum salary for teachers employed by the District on a nine month basis is as shown below:

Increment for education:		BA	600		2000	1500			
BA	BA + 8	BA+16	BA+24	BA+32	MA	MA+8	MA+16	MA+24	
37000	37600	38200	38800	39400	41400	42900	44400	45900	

For each year of experience granted, a newly hired teacher will receive \$450.00 a year.

RETURNING TEACHERS

The North Sargent Public School district shall pay the following education lanes:

Increment for education:		BA	600		2000	1500			
BA	BA + 8	BA+16	BA+24	BA+32	MA	MA+8	MA+16	MA+24	
	600	600	600	600	2000	1500	1500	1500	

Guaranteed Annual Increase: The district shall provide each contracted full time teacher with a \$500.00 annual increase to the teacher's salary compensation package and each part time contracted teacher will receive the proportional amount (ex. 5/7 contracted teacher will receive 5/7 of \$500.00).

No returning teacher shall receive less salary than a new hire with the same or less experience on the same or less education level.

C. Fringe Benefits

1. Medical or Cafeteria Plan:

For the **2015-2016** year the School District shall provide **100% of Single Policy, or 64% of a Single plus Dependent (up to \$8166) or 42% of a Family policy (up to \$7915)**. Those not taking the insurance policy shall receive **\$5000** toward the North Sargent (section 125) cafeteria plan.

For the **2016-2017** year the School District shall provide **100% of Single Policy, or 64% of a Single plus Dependent or 42% of a Family policy**. Those not taking the insurance policy shall receive **\$5500** toward the North Sargent (section 125) cafeteria plan.

2. Master's Degree

The School District shall match (50% District/50% Teacher) **up to \$8000.00** for current Certified Staff toward Master's credits upon completion with passing grade in approved discipline submitted to the Superintendent and approved by the School Board. Upon Completion of the Master's credits the Teacher will be required five years continued service with a **\$1600.00/year** pay back for years not fulfilled.

VII. TEACHER LEAVE

A. Sick Leave

1. A teacher shall earn sick leave at the rate of **ten** days per year. Sick leave days will be allowed for illness of immediate family members (spouse, children, or parents).
2. Unused sick leave days may accumulate maximum credit of **one hundred eighty** days of sick leave per teacher.
3. 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 his attendance and performance of duties on that day or days. The school district may require a teacher to furnish a medical certificate from a qualified physician as evidence of illness or disability, indicating such absence was due to illness or disability, in order to qualify for sick leave pay.
4. Sick leave allowed should be deducted from the accrued sick leave days earned by the teacher.
5. Upon termination of employment with the district, a teacher shall be entitled to reimbursement at the rate of **\$20.00** per day, for a maximum of **eighty** days of unused, accumulated sick leave. A teacher must have **five** years of service at North Sargent to be eligible for sick pay reimbursement.
6. Additional sick days may be granted by the school board upon request.
7. Each fall teachers will be allowed to donate **five** sick days from their personal accumulation. To donate sick leave days teachers must notify the Superintendent by September 1 of the current school year. A **fifty** day maximum will be in place in the sick pool. Teachers who have used up their accumulated sick leave and who have gone without pay for at least **three** days may petition the teachers for additional sick days from the sick bank. Each teacher who has donated sick days will have a vote in determining if days from the sick bank are granted. If the teachers approve the request for additional sick days the request then goes to the North Sargent School Board for final approval.
8. Sick Leave shall be taken in half or full day increments.

B. Emergency Leave

Emergency leave may be granted for a teacher's actual physical inability to arrive at school. In the case of inclement weather, or hazardous travel conditions based upon school cancellation at the point of teacher's location, a teacher will be granted **two** days emergency leave, to be subtracted from accrued sick leave.

3. While on maternity leave a teacher shall have the option to remain an active participant in the fringe benefit program by contributing the total required to maintain active participation. Eligibility for participation in any of the fringe benefit programs is contingent upon acceptance by the agencies involved.
4. Two days leave may be granted for adoption proceedings. If additional days are needed a request must be submitted to the Superintendent. The days used for adoption proceedings will be subtracted from accumulative sick leave.

G. Additional Leave

An employee who is absent beyond the amount of time authorized will have 1/184 of his/her annual salary deducted for each day absent. Annual salary does not include extracurricular salary.

VIII. RATIFICATION

This Agreement is signed this 2nd day of June, 2015.


IN WITNESS THEREOF:


For the Education Association of
NORTH SARGENT


Vicki Osier – NS Certified Staff Head Negotiator


Michelle Brockman – NS Certified Staff Negotiator

For the Board of Education of
NORTH SARGENT


Jaime Decker – NS Board President


Kristin Beck – NS Board Negotiator


Donna Anderson – NS Business Manager