

Northern Plains Special Education Unit
Pay Scale and Benefits
2013-2014

2013-2014

Step Increment	500	500	500	500	550	550
Lane Increment		500	500	1000	1300	1000

<u>Step</u>	<u>Bachelor</u>	<u>Bach + 18</u>	<u>Bach + 36</u>	<u>Bach + 54</u>	<u>Masters</u>	<u>Masters + 24</u>
Base	41000	41500	42000	43000	44300	45300
1	41500	42000	42500	43500	44850	45850
2	42000	42500	43000	44000	45400	46400
3	42500	43000	43500	44500	45950	46950
4	43000	43500	44000	45000	46500	47500
5	43500	44000	44500	45500	47050	48050
6	44000	44500	45000	46000	47600	48600
7		45000	45500	46500	48150	49150
8		45500	46000	47000	48700	49700
9		46000	46500	47500	49250	50250
10		46500	47000	48000	49800	50800
11		47000	47500	48500	50350	51350
12		47500	48000	49000	50900	51900
13			48500	49500	51450	52450
14			49000	50000	52000	53000
15			49500	50500	52550	53550
16			50000	51000	53100	54100
17			50500	51500	53650	54650
18			51000	52000	54200	55200
19			51500	52500	54750	55750
20				53000	55300	56300
21				53500	55850	56850
22				54000	56400	57400

Northern Plains Special Education Unit
Pay Scale and Benefits
2014-2015

2014-2015

Step Increment	500	500	500	500	550	550
Lane Increment		500	500	1000	1300	1000

<u>Step</u>	<u>Bachelor</u>	<u>Bach + 18</u>	<u>Bach + 36</u>	<u>Bach + 54</u>	<u>Masters</u>	<u>Masters + 24</u>
Base	42500	43000	43500	44500	45800	46800
1	43000	43500	44000	45000	46350	47350
2	43500	44000	44500	45500	46900	47900
3	44000	44500	45000	46000	47450	48450
4	44500	45000	45500	46500	48000	49000
5	45000	45500	46000	47000	48550	49550
6	45500	46000	46500	47500	49100	50100
7		46500	47000	48000	49650	50650
8		47000	47500	48500	50200	51200
9		47500	48000	49000	50750	51750
10		48000	48500	49500	51300	52300
11		48500	49000	50000	51850	52850
12		49000	49500	50500	52400	53400
13			50000	51000	52950	53950
14			50500	51500	53500	54500
15			51000	52000	54050	55050
16			51500	52500	54600	55600
17			52000	53000	55150	56150
18			52500	53500	55700	56700
19			53000	54000	56250	57250
20				54500	56800	57800
21				55000	57350	58350
22				55500	57900	58900

ITEM 2.

All teachers must hold a valid North Dakota teaching certificate to be employed at Northern Plains Special Education Unit.

ITEM 3.

Each teacher will be granted 2 personal leave days per year, accumulative to a maximum of 5 personal leave days. Beginning the 7th year of service to the district, a teacher will be allowed to accumulate up to 6 personal leave days. Beginning the 10th year of service to the district, the teacher will be granted 3 personal leave days per year, accumulative to 6 personal days. The administration must be given sufficient notice to secure a substitute teacher and administration shall have final approval in regards to the number of teacher leaves granted during any given day. In case of multiple applications, those submitted first will have first consideration.

ITEM 4.

Professional leave will be granted as needed upon the advance approval of the director or administration. Professional leave will be without loss of pay. Said leave will be in the teacher's related field of education or assigned extra-curricular areas. The Northern Plains Special Education Unit may pay the registration cost and mileage at the federal rate.

ITEM 5.

Each teacher employed by the Northern Plains Special Education Unit shall receive ten (10) days of sick leave each year cumulative to 180 days. When a teacher has missed work for five (5) days or more, he/she will present a physician's certificate to the director verifying the legitimacy of lost workdays.

ITEM 6.

Five days bereavement leave for death of immediate family member (spouse, child, sibling, parent) and two days bereavement leave for all other extended family, subject to administrative approval.

ITEM 7.

Pay periods shall be the 20th of each month or the last day of school prior to the 20th.

ITEM 8.

Teachers who sign a contract to work in the Northern Plains Special Education Unit and then ask for their release will be granted this release until June 15 at no expense to the teachers, subject to the Board of Northern Plains Special Education Unit approving the release. The remaining month of June a teacher may purchase his release for 1% of the contracted amount, subject to the approval of the release. During July the rate shall be 2% and August 10%. The Board reserves the right to waive the penalty in unusual circumstances. The letter from the teacher in which release is requested must be accompanied by a cashier's check, bank draft, or certified check in the proper amount.

ITEM 9.

The Northern Plains Special Education Unit retains the right to place the following phrase in all teacher contracts—"and other such duties as prescribed by the director or administration".

ITEM 10.

The Northern Plains Special Education Board and Teacher agree that all contracts should be honored as written and that if circumstances alter the situation, both teacher and Northern Plains Special Education Unit Board should be involved in the solution.

ITEM 11.

The School Board shall pay an **\$8,000** fringe benefit for each teacher for school year 2013-2014. The choices of expenditure shall be made by September 10th. **Part time teachers will be prorated based on percentage of teaching contract. Those choosing to receive cash shall have this benefit reduced by 7.65%.**

ITEM 12.

The contract period for the school year shall be two (2) days additional above the minimum number of contract days set by NDCC.

ITEM 13.

SEVERABILITY CLAUSE

Should any Article, Section or Clause of the agreement be declared illegal by a court or 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; but 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.

Item 14.

These items were adopted from the master agreements of the Divide County School District pay scale and Stanley School District Benefit packages with board approval in the year of 2013.

