

South Heart Public  
School District #9

South Heart  
Education Association

2015 – 16  
Professional  
Negotiated Agreement

**SOUTH HEART PUBLIC SCHOOL DISTRICT #9  
PROFESSIONAL NEGOTIATED AGREEMENT**

**2015 - 2016 SCHOOL YEAR**

**ARTICLE I. BENEFITS**

- A. For the 2015-16 school year, teachers are offered a fringe benefit of \$10,500.00. Part-time teachers will receive a prorated fringe benefit based upon a teacher's individual contract. Teachers can elect to use the fringe benefit package towards any combination of the following in accordance with federal and state law.
1. Health Insurance
  2. Vision Insurance
  3. Health Flexible Spending Account
  4. Healthcare Savings Account
  5. Dependent Care Flexible Spending Account
  6. 403B Retirement Account
  7. Cash option
- B. The following benefits are offered to teachers by the South Heart Public School District.
1. Health insurance - Health insurance costs beyond the fringe benefit shall be the responsibility of the teacher through payroll deduction
  2. Vision insurance - Vision insurance for the teacher only shall be 100% paid by the District. Any additional costs for other family members shall be the responsibility of the teacher through payroll deduction.
  3. Health Flexible Spending Account - maximum as allowed by law
  4. Healthcare Savings Account - maximum as allowed by law
  5. Dependent Care Flexible Spending Account - maximum as allowed by law
  6. 403B Retirement Account - maximum as allowed by law
  7. Term life insurance - \$25,000.00 Basic Life Insurance and Accidental Death and Dismemberment for the teacher only shall be 100% paid by the District. Additional coverage shall be the responsibility of the teacher through payroll deduction.
  8. TFFR - 16.75% paid by the District. 7.75% shall be the responsibility of the teacher through payroll deduction
  9. Social security - As required by law.

**ARTICLE II. LUNCH TIME**

All elementary teachers that take classes to lunch are to be on duty in the lunchroom, seated with the students they are supervising, and will receive a free lunch.

In Grades 7-12, two teachers will be on duty each session. Teachers on duty first will be on a volunteer basis and then a rotation basis and will receive a free lunch.

All teachers on duty choosing not to eat school lunch will be reimbursed the cost of a school lunch meal. Payment will be made at the end of the school year.

**ARTICLE III. PROFESSIONAL LEAVE**

3 days limit per year -- with administrative approval.

- A. Professional leave may be used for:
  - 1. Attending workshops/clinics/in-services in your major or minor field
  - 2. Attending workshops/clinics/in-services that can be used in your classroom
- B. Teachers pay all expenses (excluding sub pay.)
  - 1. Unless it is required by the Administration/Board, NDHSAA, or the Department of Public Instruction.
  - 2. Teachers may go to the board personally.

**ARTICLE IV. SALARY SCHEDULE**

2015-16 Base Salary .....\$ 35,500.00  
 Increment/Step for 2015-16 ..... Yes  
 See Attached Salary Schedule

Fifteen (15) years of experience will be allowed to be brought in by new employees for teaching & extra curricular activities. **Additional years of experience may be granted by the Superintendent in crucial situations with prior approval by the South Heart School Board.**

BS+50/Masters will begin at vertical step 5 for staff who meet the academic and years experience criteria.

15-16 Contract will consist of 182 days including:

- 175 Student Contact Days.
- 2 P/T Conferences
- 3 Holidays as identified in NDCC
- 2 In-service Days
- 182 Total Contract Days

Note: One additional in-service day will be a stipend day of \$130.00

**ARTICLE V. SALARY -- TEN (10) MONTH OR TWELVE (12) MONTH PAYMENT PLAN**

All teaching staff will participate in direct deposit.

Teachers choose their salary payment to be either on a 10 month or 12 month basis prior to the first payday in September. Those that choose 10 payments will receive the final 2 contract payments in May. Those that choose 12 payments will receive the final 4 contract payments in May.

People involved in extra-curricular activities may be paid twice (midway through the activity and at the end of the activity). It is the responsibility of the individual advisors to inform the Activities Director at the beginning of the activity whether he/she wants 1 or 2 payments.

## **ARTICLE VI. PAID TIME OFF (PTO):**

Certified teachers will be allowed 13 days of paid time off per school year. This may be used for sick leave, personal leave or bereavement leave. For teachers that are not full-time, PTO days will be prorated at the percent of their full-time equivalency. Unused PTO days shall be accumulated in each teacher's personal sick leave bank until a maximum of 90 days is reached. These accumulated days shall only be used for sick leave. Teachers who have accumulated unused days of sick leave in excess of 90 days, as of the end of a school year, shall be paid in June of each school year, at the rate of \$25.00 per unused day, up to a maximum of 13 days. **Retiring Certified Staff:** A payment of \$25.00 per day for unused sick leave will be paid to retiring certified staff that have worked a minimum of 15 years and have a maximum of 90 days accumulated.

\*If all 13 PTO days have been exhausted primarily due to an extended absence from work related to medical and/or personal circumstances, the teacher may apply to the Superintendent for up to an additional 3 PTO days to be deducted from the teacher's personal sick leave bank. In certain circumstances, documentation outlining the reason for the absence may be required.

## **ARTICLE VII. PREP PERIOD GUARANTEE**

All teachers will receive a prep period during the student contract day (50 minutes for grades 7-12 teachers) and (a minimum of 40 minutes for grades K-6). A teacher that agrees to teach an additional class and forego his/her prep period for a semester or full school year will be compensated at contracted pay for the additional class.

## **ARTICLE VIII. SUBSTITUTE TEACHERS:**

If a substitute is not hired for a secondary teacher, students may be sent to a study hall. Students are to remain in study hall, and have sufficient work. If a full prep period is lost, a payment of 1/7 of sub pay will be made. If ½ prep period is lost, then a payment of 1/14 of sub pay will be made. The Administration will use its discretion as to the need for a sub.

## **ARTICLE IX. OPEN GYM**

Open gym – supervisor will be paid \$20.00 per session. A maximum of 20 sessions. Sessions must be scheduled in advance through the Activities Director. Open gyms must follow NDHSAA guidelines (NDHSAA Constitution & By-Laws, Part III, Pages 1 & 2, "Guidelines Relative to Out-of Seasons Practice and Use of Gymnasiums") copy attached.

There must be a teacher or coach in charge. Payment to only one person at each session. Hours are to be turned in by Aug. 15, so the hours can be calculated into the August Payroll. Social Security and TFFR will be deducted as appropriate.

**ARTICLE X. EXTRA-CURRICULAR SCHEDULE**

Increment will be applied with 2015-2016 contract.

- A. Heart River Co-op Sports Coaching Salaries will be paid according to the Heart River Co-op Salary Schedule.
- B. All other Extra-Curricular Activity Advisor positions will be paid according to the attached Extra-Curricular Salary Schedule

**ARTICLE XI. TUITION ASSISTANCE**

Teachers may submit a written request to the Superintendent for tuition assistance for coursework necessary for the teacher to become highly qualified or receive an endorsement/certification that is beneficial and/or necessary to the district. The Superintendent shall then make a recommendation to the School Board after soliciting input from the Administrative Advisory Committee. Final approval is determined by the School Board.

**ARTICLE XII. SAVING CLAUSE**

Should any part of this negotiated agreement be declared illegal by a court of competent jurisdiction, said article, section, or clause, as the case may be, shall automatically be deleted from this agreement, but the remaining parts of this agreement shall remain in force and effect for the duration of this agreement.

DATE: 6/20/15

**SCHOOL BOARD NEGOTIATORS**

Bonnie Goldsberry  
Bonnie Goldsberry

Jessica Nasset  
Jessica Nasset

**TEACHER NEGOTIATORS**

Leah Miller  
Leah Miller

Rhonda Herauf  
Rhonda Herauf

## 2015-2016 Salary Schedule

Base	35500 SEMESTER HOURS					
Years	BS + 0	BS + 10	BS + 20	BS + 30	BS + 40	BS + 50
						masters
0	35500	35900	36300	36700	37100	
1	35900	36300	36700	37100	37550	
2	36300	36700	37100	37550	38000	
3	36700	37100	37550	38000	38450	
4	37100	37550	38000	38450	38900	
5	37550	38000	38450	38900	39400	39900
6	38000	38450	38900	39400	39900	40400
7	38450	38900	39400	39900	40400	40900
8	38900	39400	39900	40400	40900	41400
9	39400	39900	40400	40900	41400	41900
10	39900	40400	40900	41400	41900	42400
11	40400	40900	41400	41900	42400	42900
12	40900	41400	41900	42400	42900	43400
13		41900	42400	42900	43400	43900
14		42400	42900	43400	43900	44400
15		42900	43400	43900	44400	44900
16			43900	44400	44900	45400
17			44400	44900	45400	45900
18			44900	45400	45900	46400
19			45400	45900	46400	46900
20			45900	46400	46900	47400
21			46400	46900	47400	47900
22				47400	47900	48400
23				47900	48400	48900
24				48400	48900	49400
25					49400	49900
26					49900	50400
27					50400	50900
28					50900	51400
29					51400	51900
30					51900	52400
31					52400	52900
32					52900	53400
33					53400	53900
34						54400
35						54900
36						55400
37						55900

# South Heart Public School District #9 2015-16 Extra-Curricular Salary Schedule

<b>ACTIVITY</b>	<b>BASE</b>
Instrumental and vocal music grades 5-12	\$2,400.00
Elem. Music Concerts \$55.00 / concert (limit 2)	\$55.00
Acalympics - Junior & Senior High (\$110 each)	\$200.00
CloseUp	\$1,200.00
Drama (\$440.00 per act - Limit 3 acts)	\$440.00
FCCLA	\$825.00
FFA	\$2,750.00
Junior Class Advisor *	\$750.00
National Honor Society	\$150.00
Science Olympiad	\$350.00
Speech	\$2,000.00
Student Council	\$400.00
Yearbook	\$1,700.00

\* Junior Class Advisor  
\$750 without concession  
- OR \$1600 with concessions (could be two people)

<b><u>BASE AMOUNT</u></b>	<b><u>ANNUAL INCREMENT</u></b>
\$1000.00 & UP	\$70.00
\$700.00 - \$999.00	\$60.00
\$550.00 - \$699.00	\$50.00
\$450.00 - \$549.00	\$40.00
\$300.00 - \$449.00	\$30.00
\$299.00 - & LESS	\$20.00

\*\*\*Payment for extra curricular can be made twice. Payment may be made 1/2 way through the activity.

It is the responsibility of the staff member in charge of the activity to inform the business manager 1/2 way through the activity if they want 1/2 of the payment.

\*\*\*Years of experience allowed to be brought in will be fifteen (15) years.

\*\*\*Job descriptions will be applicable to all positions.

\*\*\*When the need arises for an assistant, an advisor may submit a written request to the Activities Director and Superintendent. This request should be made within two weeks of the start date of the activity. Approval and pay will be decided by the Superintendent with input from the Activities Director and the Advisor submitting the request.