

South Heart Public  
School District #9

South Heart  
Education Association

2016-17  
Professional  
Negotiated Agreement

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

**2016-17  
SCHOOL YEAR**

**ARTICLE I. BENEFITS**

- A. For the 2016-17 school year, teachers are offered a fringe benefit of \$11,000.00. 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. AFLAC
  8. 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 Model 1 - 12.75% paid by the District. 11.75% shall be the responsibility of the teacher through payroll deduction
  9. Social security - As required by law.
  10. AFLAC - AFLAC costs beyond the fringe benefit shall be the responsibility of the teacher through payroll deduction.

**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**

2016-17 Base Salary \$ 39,600.00  
Increment/Step for 2016-17 ..... 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 with prior approval by the South Heart School Board.**

2016-17 Contract will consist of 183 days including:

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

**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 Paid Time Off (PTO) each school year as determined by years of experience on salary schedule.

0-9 years of experience	13 PTO days per school year
10-19 years of experience	14 PTO days per school year
20-29 years of experience	15 PTO days per school year
30+ years of experience	16 PTO days per school year

PTO 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 at the end of each school year 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 and can only be used once all PTO has been used. Unused days of sick leave in excess of 90 days at the end of the school year shall be paid in June of each school year, at the rate of \$25.00 per unused day. **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. Payment will be up to a maximum of 90 days.

\*If all 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:**

Teachers will be compensated \$20/hr for loss of prep time when subbing for other teachers during their prep or when prep time is lost due to scheduling changes/conflicts. This is not applicable for reduced prep time due to shortened class periods during Early Out days unless a teacher is subbing for another teacher.

**ARTICLE IX. EXTRA-CURRICULAR SCHEDULE**

Increment will be applied with 2016-17 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 X. 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 XI. SAVINGS 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: April 13, 2016

SCHOOL BOARD NEGOTIATORS

Lynette Silbernagel  
Lynette Silbernagel

Jessica Nasset  
Jessica Nasset

TEACHER NEGOTIATORS

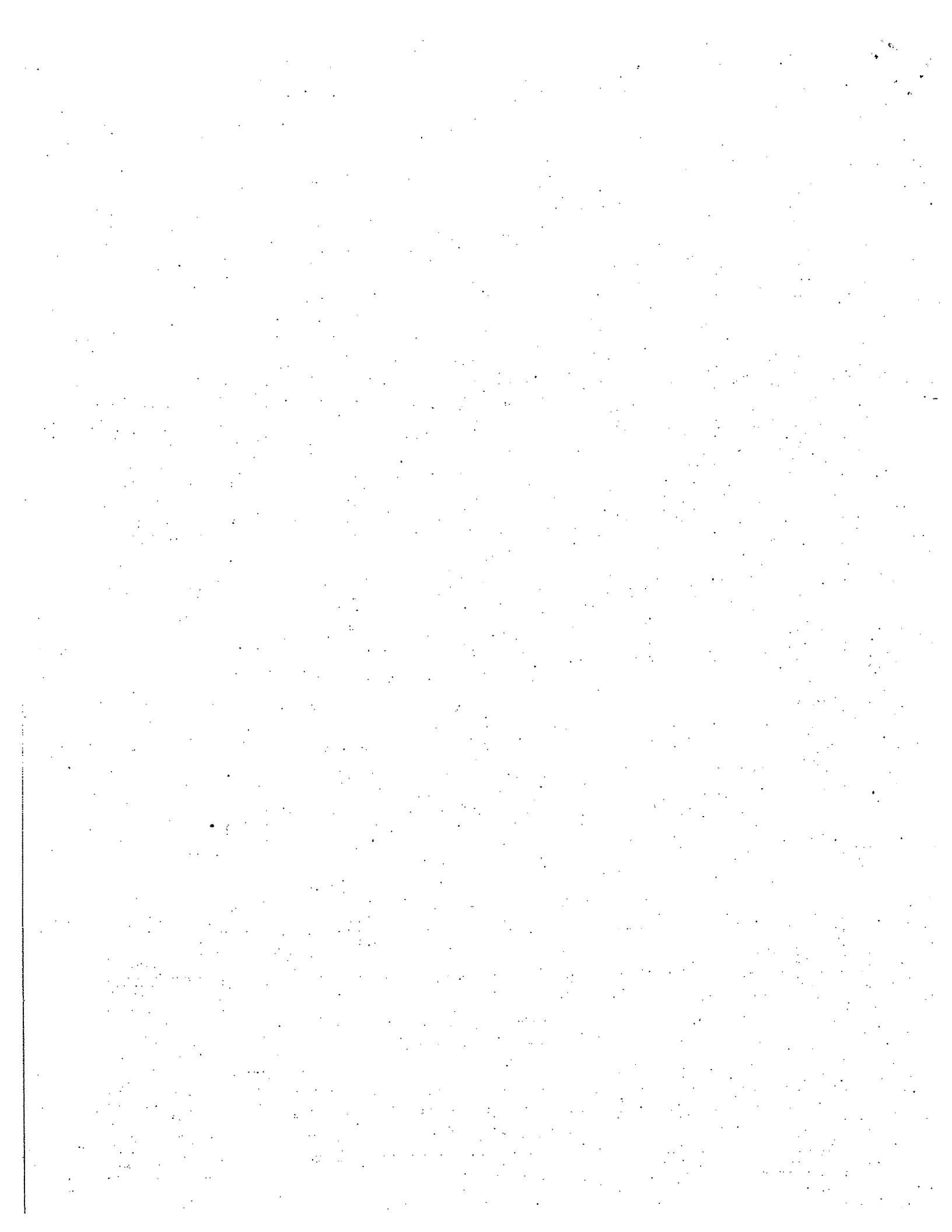
Leah Miller  
Leah Miller

Rhonda Herauf  
Rhonda Herauf

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## South Heart Public School District #9 2016-2017 Salary Schedule

Base	SEMESTER HOURS					
39600	BS + 0	BS + 10	BS + 20	BS + 30	BS + 40	BS + 50 or Masters
0	39600	40000	40400	40800	41200	41650
1	40000	40400	40800	41200	41650	42100
2	40400	40800	41200	41650	42100	42550
3	40800	41200	41650	42100	42550	43000
4	41200	41650	42100	42550	43000	43500
5	41650	42100	42550	43000	43500	44000
6	42100	42550	43000	43500	44000	44500
7	42550	43000	43500	44000	44500	45000
8	43000	43500	44000	44500	45000	45550
9	43500	44000	44500	45000	45550	46100
10	44000	44500	45000	45550	46100	46650
11	44500	45000	45550	46100	46650	47200
12	45000	45550	46100	46650	47200	47750
13	45550	46100	46650	47200	47750	48300
14	46100	46650	47200	47750	48300	48850
15	46650	47200	47750	48300	48850	49400
16		47750	48300	48850	49400	49950
17		48300	48850	49400	49950	50500
18		48850	49400	49950	50500	51050
19		49400	49950	50500	51050	51600
20		49950	50500	51050	51600	52150
21			51050	51600	52150	52700
22			51600	52150	52700	53250
23			52150	52700	53250	53800
24			52700	53250	53800	54350
25			53250	53800	54350	54900
26				54350	54900	55450
27				54900	55450	56000
28				55450	56000	56550
29				56000	56550	57100
30				56550	57100	57650
31					57650	58200
32					58200	58750
33					58750	59300
34					59300	59850
35					59850	60400
36						60950
37						61500
38						62050
39						62600
40						63150





**South Heart Public School District #9  
2016-17 Extra-Curricular Salary Schedule**

<u>ACTIVITY</u>	<u>BASE</u>
Instrumental and vocal music grades 5-12	\$3,000.00
Elem. Music Concerts	\$300.00
Acalympics - Junior & Senior High (\$200 each)	\$200.00
CloseUp	\$1,500.00
Drama	\$1,625.00
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)

<u>BASE AMOUNT</u>	<u>ANNUAL INCREMENT</u>
\$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.

