

NEGOTIATED AGREEMENT
TGU School District #60 & TGU Education Association

2015-2017

ARTICLE I. RECOGNITION

The Board recognizes the TGU Education Association as the exclusive bargaining representative for items as required by law.

ARTICLE II. LIQUIDATED DAMAGES

Once a contract is signed, it is assumed that teachers will not request a release during the term of the contract. It is mutually acknowledged that termination of a contract by the teacher, prior to the completion of the contract terms, results in damages to the School District which are impractical or extremely difficult to actually ascertain. In an effort to fix compensation 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 contract which is approved by the School Board:

Release Requested During Period From:

May 15 - June 30:	\$ 400.00
July 1 - July 15:	600.00
July 16 - July 31:	800.00
Aug. 1 - Aug. 15:	1,000.00
Aug. 16 - end of term:	2,000.00

Nothing contained herein shall be construed to mean that the Board must release the teacher upon payment of the above amount. The School Board may, in its sole discretion and by reason of extenuating circumstances, waive part or all of such liquidated damages.

ARTICLE III. MISCELLANEOUS PROVISIONS

3.1 Effect of Agreement

The Board and the Association agree that the terms and conditions set forth in this Agreement represent the full and complete 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 a part of this Agreement. 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 subject of negotiations during the term of this Agreement.

3.2 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.

3.3 Duration Clause

The provisions of each Article of this Agreement, except as otherwise specifically provided, shall be effective as of July 1, 2015 to June 30, 2017 at which time it shall automatically renew itself for additional periods of one year unless written notification to the contrary is made by either party at least ninety (90) days prior to June 30th. If such notification occurs, the entire Agreement shall be renegotiated. Changes may be made at any time by mutual consent.

ARTICLE IV. TEACHER CONTRACT DAY AND YEAR

4.1 Preparation Time

A teacher's schedule will include prep time during the school day.

4.2 Length of Day

Teachers will begin their workday at 8:00 AM and will continue until 30 minutes after the student's school day ends.

4.3 Length of Year

The scheduled employment year of teachers shall be 182 days.

4.4 Optional Extended Contract

Compensation for an extended school year shall be 1/182 of the teacher's salary for each additional day. The individual contract shall list the number of days expected, as well as the pay for additional days.

ARTICLE V. ADDITIONAL WORKLOAD COMPENSATION

5.1 Traveling Between Schools

Teachers traveling between TGU district sites will be compensated for mileage between those schools at the state rate, if they drive their own vehicle.

5.2 Combination Classroom

Elementary teachers, with a full-time combination classroom assignment requiring double preparation, will be provided \$800 in addition to their scheduled salary.

5.3 ITV Instructors

Teacher instructing ITV courses, between TGU schools, will be reimbursed at the rate of \$750 per semester, per ITV class.

ARTICLE VI. BENEFITS

6.1 Health Insurance

The District will provide a single plan under the Board approved health insurance policy or a percentage equivalent of the increase of a single plan for teachers requiring the use of insurance exceeding a single plan.

Teachers who provide proof of health insurance coverage shall receive a \$4,000 taxable cash option, less FICA/Medicare taxes, to be contributed to a 403 (B) retirement account.

6.2 Flex Plan

Flex Benefit options are available to include items such as childcare, excess medical costs, dental, vision, cancer, or disability insurance. The Board shall pay the enrollment fee.

6.3 Sick Leave

Full-time licensed teachers will receive ten (10) days sick leave per school year cumulative to ninety (90) days total.

6.4 Teachers Fund for Retirement

The District shall pay all (100%) of the teacher's assessment of the North Dakota Teachers Fund for Retirement.

6.5 Deduction Bank

A deduction bank of \$600, per teacher, covered by this Agreement has been established to pay for dental, vision, chiropractic and any other medical benefits not covered through group health plans. The \$600 will be placed in the deduct bank and upon presentation of receipts to the Business Manager the employee will be reimbursed up to the maximum accumulated for that individual. Payments will be dispersed in October, December, February, April and June. Requests should be submitted by the 15th of each of the months in which the employee desires payment. Any unused portion will be forfeited.

ARTICLE VII. SALARY SCHEDULE

7.1 Salary Schedule (2015-2016 and 2016-2017 schedules, attached)

7.2 Credit for Experience

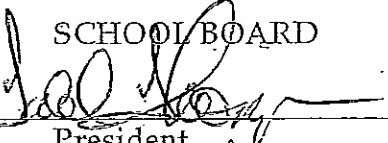
A teacher entering the TGU School District will be allowed up to ten (10) years of out-of-district teaching experience on the salary schedule for teaching in any positions that required an ESPB licensure on the salary schedule. The Board will have the authority, on a case-by-case basis, to approve credit for experience as a school administrator (in a position requiring a DPI administrative credential); or long-term substitute, or part-time teacher and make appropriate placement on salary schedule.

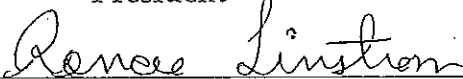
A teacher may not advance more than one (1) step down, on the salary schedule, in any given school year.

RATIFICATION

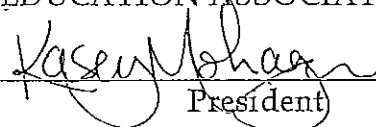
IN WITNESS WHEREOF, signatures of the duly authorized representatives of the Association and the Board indicate that this Agreement has been ratified by the TGU Education Association and the TGU School Board.


Dated this 17th day of April, 2015.

SCHOOL BOARD


President


Rancee Linstrom
Business Manager

EDUCATION ASSOCIATION


Kasey Johnson
President


Wayne Jacobsen
Secretary

2015-2016

Base Salary \$37,000
 Inc Down \$600
 Inc Down \$600
 Inc Across \$600
 Deduct Bank \$600
 Health Ins Single Plan \$4,000
 Cash Opt \$4,000

YEARS	BS	+8	+16	+24	+32	+40	+48	MA	MA +8	MA +16	MA +24
0	37,000	37,600	38,200	38,800	39,400	40,000	40,600	41,200	41,800	42,400	43,000
1	37,600	38,200	38,800	39,400	40,000	40,600	41,200	41,800	42,400	43,000	43,600
2	38,200	38,800	39,400	40,000	40,600	41,200	41,800	42,400	43,000	43,600	44,200
3	38,800	39,400	40,000	40,600	41,200	41,800	42,400	43,000	43,600	44,200	44,800
4	39,400	40,000	40,600	41,200	41,800	42,400	43,000	43,600	44,200	44,800	45,400
5	40,000	40,600	41,200	41,800	42,400	43,000	43,600	44,200	44,800	45,400	46,000
6	40,600	41,200	41,800	42,400	43,000	43,600	44,200	44,800	45,400	46,000	46,600
7	41,200	41,800	42,400	43,000	43,600	44,200	44,800	45,400	46,000	46,600	47,200
8	41,800	42,400	43,000	43,600	44,200	44,800	45,400	46,000	46,600	47,200	47,800
9	42,400	43,000	43,600	44,200	44,800	45,400	46,000	46,600	47,200	47,800	48,400
10	43,000	43,600	44,200	44,800	45,400	46,000	46,600	47,200	47,800	48,400	49,000
11		44,200	44,800	45,400	46,000	46,600	47,200	47,800	48,400	49,000	49,600
12		44,800	45,400	46,000	46,600	47,200	47,800	48,400	49,000	49,600	50,200
13		45,400	46,000	46,600	47,200	47,800	48,400	49,000	49,600	50,200	50,800
14			46,800	47,400	48,000	48,600	49,200	49,800	50,400	51,000	51,600
15			47,200	47,800	48,400	49,000	49,600	50,200	50,800	51,400	52,000
16			47,800	48,400	49,000	49,600	50,200	50,800	51,400	52,000	52,600
17				49,000	49,600	50,200	50,800	51,400	52,000	52,600	53,200
18				49,600	50,200	50,800	51,400	52,000	52,600	53,200	53,800
19				50,200	50,800	51,400	52,000	52,600	53,200	53,800	54,400
20				50,800	51,400	52,000	52,600	53,200	53,800	54,400	55,000
21				51,400	52,000	52,600	53,200	53,800	54,400	55,000	55,600
22				52,000	52,600	53,200	53,800	54,400	55,000	55,600	56,200
23				52,600	53,200	53,800	54,400	55,000	55,600	56,200	56,800
24				53,200	53,800	54,400	55,000	55,600	56,200	56,800	57,400
25				53,800	54,400	55,000	55,600	56,200	56,800	57,400	58,000
26				54,400	55,000	55,600	56,200	56,800	57,400	58,000	58,600
27				55,000	55,600	56,200	56,800	57,400	58,000	58,600	59,200
28				55,600	56,200	56,800	57,400	58,000	58,600	59,200	59,800
29				56,200	56,800	57,400	58,000	58,600	59,200	59,800	60,400
30				56,800	57,400	58,000	58,600	59,200	59,800	60,400	61,000
31				57,400	58,000	58,600	59,200	59,800	60,400	61,000	61,600
32				58,000	58,600	59,200	59,800	60,400	61,000	61,600	62,200

2016-2017

Base Salary \$37,500 Inc Down \$600 Inc Down \$600 Inc Across \$600 Deduct Bank \$600 Health Ins Single Plan % Increase Cash Opt \$4,000

YEARS	BS	+8	+16	+24	+32	+40	+48	MA	MA + 8	MA + 16	MA + 24
0	37,500	38,100	38,700	39,300	39,900	40,500	41,100	41,700	42,300	42,900	43,500
1	38,100	38,700	39,300	39,900	40,500	41,100	41,700	42,300	42,900	43,500	44,100
2	38,700	39,300	39,900	40,500	41,100	41,700	42,300	42,900	43,500	44,100	44,700
3	39,300	39,900	40,500	41,100	41,700	42,300	42,900	43,500	44,100	44,700	45,300
4	39,900	40,500	41,100	41,700	42,300	42,900	43,500	44,100	44,700	45,300	45,900
5	40,500	41,100	41,700	42,300	42,900	43,500	44,100	44,700	45,300	45,900	46,500
6	41,100	41,700	42,300	42,900	43,500	44,100	44,700	45,300	45,900	46,500	47,100
7	41,700	42,300	42,900	43,500	44,100	44,700	45,300	45,900	46,500	47,100	47,700
8	42,300	42,900	43,500	44,100	44,700	45,300	45,900	46,500	47,100	47,700	48,300
9	42,900	43,500	44,100	44,700	45,300	45,900	46,500	47,100	47,700	48,300	48,900
10	43,500	44,100	44,700	45,300	45,900	46,500	47,100	47,700	48,300	48,900	49,500
11	44,100	44,700	45,300	45,900	46,500	47,100	47,700	48,300	48,900	49,500	50,100
12	44,700	45,300	45,900	46,500	47,100	47,700	48,300	48,900	49,500	50,100	50,700
13	45,300	45,900	46,500	47,100	47,700	48,300	48,900	49,500	50,100	50,700	51,300
14	45,900	46,500	47,100	47,700	48,300	48,900	49,500	50,100	50,700	51,300	51,900
15		47,100	47,700	48,300	48,900	49,500	50,100	50,700	51,300	51,900	52,500
16		47,700	48,300	48,900	49,500	50,100	50,700	51,300	51,900	52,500	53,100
17		48,300	48,900	49,500	50,100	50,700	51,300	51,900	52,500	53,100	53,700
18		48,900	49,500	50,100	50,700	51,300	51,900	52,500	53,100	53,700	54,300
19		49,500	50,100	50,700	51,300	51,900	52,500	53,100	53,700	54,300	54,900
20		50,100	50,700	51,300	51,900	52,500	53,100	53,700	54,300	54,900	55,500
21		50,700	51,300	51,900	52,500	53,100	53,700	54,300	54,900	55,500	56,100
22		51,300	51,900	52,500	53,100	53,700	54,300	54,900	55,500	56,100	56,700
23		51,900	52,500	53,100	53,700	54,300	54,900	55,500	56,100	56,700	57,300
24		52,500	53,100	53,700	54,300	54,900	55,500	56,100	56,700	57,300	57,900
25		53,100	53,700	54,300	54,900	55,500	56,100	56,700	57,300	57,900	58,500
26		53,700	54,300	54,900	55,500	56,100	56,700	57,300	57,900	58,500	59,100
27		54,300	54,900	55,500	56,100	56,700	57,300	57,900	58,500	59,100	59,700
28		54,900	55,500	56,100	56,700	57,300	57,900	58,500	59,100	59,700	60,300
29		55,500	56,100	56,700	57,300	57,900	58,500	59,100	59,700	60,300	60,900
30		56,100	56,700	57,300	57,900	58,500	59,100	59,700	60,300	60,900	61,500
31		56,700	57,300	57,900	58,500	59,100	59,700	60,300	60,900	61,500	62,100
32		57,300	57,900	58,500	59,100	59,700	60,300	60,900	61,500	62,100	62,700