

NEGOTIATED AGREEMENT

Between the

SCHOOL BOARD

of

WILLISTON PUBLIC SCHOOL DISTRICT #1

and the

WILLISTON EDUCATION ASSOCIATION

July 1, 2016 through June 30, 2017

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I. PREFACE

A. Welfare of the Children

The Board of Education of the Williston Public School District #1 (the "District") and the Williston Education Association ("WEA") do hereby agree that the welfare of the children of the Williston Public School District #1 is paramount in the operation of the schools and will be promoted by both parties.

B. Recognition

This agreement has been formed pursuant to NDCC 15.1-16 under which the Williston Public School District #1's School Board recognizes the Williston Education Association to be the appropriate negotiating unit for the teachers of the Williston Public School District #1.

C. Scope

The parties will negotiate with regard to statutorily defined items for negotiations as set forth in the North Dakota Century Code and the decisions of the Supreme Court of North Dakota. The representatives of the Board shall meet with the representatives of the Association for the purposes of discussion and attempting to reach mutually satisfactory agreements relating to terms and conditions of employment and employer-employee relations, including but not limited to, salary, hours, and other terms and conditions of employment.

II. INSURANCE & LEAVES

A. Medical Insurance Option

The District will provide 80% of the cost of the premiums for those who participate in the District's health insurance plan. The District will contract with the Public Employees Retirement System (PERS) health insurance plan. Individuals may choose either a family or a single policy. For married couples where the District employs both spouses, the following funding formula will be used if they choose the family plan:

$(\text{Family policy premium} \times 80\%) + (\text{Single policy premium} \times 80\%) =$
The District's contribution towards the cost of the Family Plan.

If each spouse chooses to purchase a single plan, the District will fund 80% of each single policy.

The insurance plan shall begin September 1 of each year and continue until August 31 for all teachers under continuing contract or for those teachers who resign or are terminated after the end of the school year. Coverage shall be terminated on the last day of the month containing the last teaching day of any teacher whose employment has ceased prior to the end of the school year.

If a major change in medical insurance carriers or coverage is being considered, an insurance committee shall be established to evaluate the plans being considered. The coverage shall be consistent with the negotiated coverage in effect at the time the change is being considered. The committee shall have four (4) Williston teachers, selected by the Williston Education Association, and four (4) persons selected by the District's School Board, at least one (1) of which shall be a School Board Member. One (1) employee forum shall be held by the committee for input and discussion. The committee shall present a written report to the Williston Education Association and the Board of Education.

B. Term Life Insurance Benefit

The district will provide a term life insurance plan to full or part time employees as follows:

Full Time Teachers - (Full time shall mean thirty-five (35) hours per week or more)

\$20,000 Term Life Policy

\$20,000 AD&D Policy

Part Time Teachers - (Part time shall mean at least fifteen (15) hours per week)

\$10,000 Term Life Policy

\$10,000 AD&D Policy

Coverage for full or part time employees shall be reduced by 33% at age sixty-five (65) and an additional 33% at the age of seventy (70). Coverage shall terminate on the last day of the month containing the last day of employment of any teacher.

C. Part Time Benefits

Part time teachers working at least fifteen (15) hours per week shall receive pro-rated days of sick leave and emergency leave, term life insurance but no medical insurance. Part time teachers working less than fifteen (15) hours per week will not receive term life insurance.

D. Sick Leave Benefit

An annual sick leave of ten (10) paid days¹ per year is provided and accumulates indefinitely. See payment for unused sick leave benefit section within this agreement.

Absence because of illness, disability, pregnancy or adoption shall be granted sick leave. The number of days, if any, granted shall be determined on a case-by-case basis by the Superintendent and/or designee. In making this determination, the Superintendent and/or designee may require a statement of inability to work from the teacher's health care professional after five (5) consecutive contracted days.

Illness or disability that is in excess of accumulated sick leave and sick leave bank participation shall be without pay. Pay deduction shall be calculated on a per diem basis based on each individual teacher's contract (i.e. a 182 day contract will have 1/182 pay deduction).

E. Payment for Unused Sick Leave Benefit

After twelve (12) years of continual service, each certified or licensed instructor will be compensated for unused sick leave days². The rate of compensation will be 40% of the daily substitute's gross pay, before payroll taxes.

One of two options must be chosen at the time of initial employment within the District.

¹ For accounting purposes only, one (1) day equals seven (7) hours. Leaves will be accounted for on an hourly basis.

² One (1) day equals seven (7) hours for accounting purposes only. Leaves will be accounted for on an hourly basis. Hours will be converted to days for calculating unused sick leave payments.

The first option is to accumulate unused sick leave days until retirement, resignation, or death (the death benefit will be payable to the beneficiary on file in the payroll office). Payment for the unused days will be made the following July after leaving the District.

The second option is to receive an annual payment for days exceeding 120 fulltime unused sick leave days. An annual payment for sick leave days that are earned in the current year and not used will be paid each year in the following October payroll.

Current employees who make the second choice will be paid for the days over 120 to bring their total days down to 120. This payment will be spread over four (4) years, with the payment being made each October. The annual buyout referred to above will also be made to these individuals each year. However if the payment is \$900.00 or less, it will be paid according to the following schedule:

If the total payment is \$300.00 or less, payment will be paid in 1 installment.

If the total payment is more than \$300 and less than \$600, it will be paid in two installments.

If the total payment is more than \$600 and less than \$900, it will be paid in three installments.

F. Emergency Leave Benefit

Five (5) days of non-accumulative emergency leave will be allowed annually. Any unused emergency leave days will not be paid. The decision to grant any emergency leave will be made by the Superintendent and/or designee. Emergency leave shall be reported to the building principals and forwarded to the Superintendent and/or designee.

After five (5) emergency days have been exhausted, absences due to necessity will be taken from accumulated sick leave.

Immediate family member shall be defined as Spouse, Children, Mother, Father, Sister, Brother, Grandparents, Grandchildren, Stepchildren, Mother and Father-in-law, Sister and Brother-in law, Son and Daughter-in-law.

Illness: Emergency leave covers serious health conditions of an immediate family member requiring diagnosis and/or treatment by a health care professional of the immediate family member within a 48-hour period. The Superintendent and/or designee may require documentation from a health care professional for all emergency leave based on this section. For purposes of this section, serious health condition is defined according to the definition in the Family Medical Leave Act (FMLA).

Bereavement: Emergency leave covers the death of an immediate family member. A death of one who is not an immediate family member will be allowed as a day of emergency leave with a maximum of two (2) days per year.

Weather Related: Two (2) days of emergency leave per year may be used for out-of- town, weather related emergencies. The decision to grant or not grant this day shall be made by the Superintendent and/or designee.

G. Personal Leave Benefit

The Williston Public School District #1 will grant three (3) paid days² of personal leave to teachers annually, cumulative to five (5) days.

No more than ten (10) percent of an attendance unit staff or one (1) person, whichever is greater, will be permitted leave on any one day from any building except the Senior High. The per day maximum from the Senior High shall be three (3) staff members.

Application for personal leave must be filed with the building principal five (5) days in advance of contemplated leave on forms provided by the District. Approval of absence for personal leave will be subject to the availability of a substitute teacher.

Unless waived by the Superintendent and/or designee, personal leave will not be granted for the following days:

1. The first five (5) days of the school term.
2. The last five (5) days of the school term.

At the end of each school year, any unused accumulated personal leave in excess of three (3) days shall be transferred to accumulated sick leave, or paid out at \$75 per day³.

H. Professional Leave Benefit

Teachers may take a leave from regular teaching responsibilities for the purpose of participating in a professional activity.

1. Requests for Professional Leave must be made by filing an application with the building administrator to be forwarded to the Superintendent and/or designee at least five (5) days in advance of contemplated leave. The District will provide teachers with an application form.
2. The leave must be for professional activities for the purpose of improving instruction related to the staff member's work assignment.
3. Two (2) days of professional leave for use in lane changes will be allowed for each certified teaching personnel on a non-accumulative basis yearly.
4. The decision to grant Professional Leave will be made by the Superintendent and/or designee. The Superintendent and/or designee will notify the teacher of the action taken.
5. If a professional activity is approved, there will be no loss of salary and the District will assume the cost of a substitute. The District will pay the registration fee, travel expenses, meals and lodging associated with approved professional activities attended for the purpose of improving instruction related to the staff member's work assignment. The teacher will assume additional expenses.
6. When a professional activity is assigned, the normal District reimbursement for expenses will be made to the teacher.

I. Sabbatical Leave

Upon request to the Superintendent and/or designee, a teacher may be granted a leave of absence for a period not exceeding one entire school year. Granting of such a request shall be based on the following requirements:

1. That a satisfactory replacement candidate is available.
2. Leave is requested for the purpose of taking college course work toward the next higher degree or be in the teacher's teaching assignment provided that the course work must be taken at a college recognized by the North Central Accrediting Association or at a North Dakota college.
3. Advancement on Salary Schedule:

³ One (1) day equals seven (7) hours for accounting purposes only. Leaves will be accounted for on an hourly basis. Hours will be converted to days for calculating unused sick leave payments.

- a. Upon completion of a year's study, the teacher will move horizontally, but not vertically, on the salary schedule, jumping as many lanes as earned credit allows. If the teacher does not earn sufficient credit to move horizontally, he/she shall retain his experience credits.
 - b. If absence is four weeks or less, experience credit allows continued vertical movement on the salary schedule.
 - c. If the absence is in excess of four (4) weeks, the teacher shall receive experience credit for the portion of the year that he/she teachers, calculated to the nearest month.
4. Leave of absence shall be without compensation or expense allowance from the school district funds.
 - a. Medical insurance will be provided for the teacher during his/her absence up to a maximum of one semester.
 - b. After one semester, the teacher may remain in insurance groups, paying their own premiums, as arranged through the district office, as per COBRA regulations.
 - c. Sick leave shall continue to accumulate for a maximum of one semester.
 5. The final decision for granting a leave of absence shall rest with the Superintendent and/or designee.
 6. Upon return from sabbatical leave, the teacher shall be entitled to re-employment in a similar position.
 7. Statutes affecting offer and acceptance of contract on re-employment shall apply. A teacher whose leave of absence extends beyond the current contract year will be offered a new contract at the same time as other teachers. This contract will specify the date on which the teacher will resume his/her employment.

J. Extenuating Circumstances Deduction

For any absence from work not specifically covered by this agreement, pay deductions may be made at the full daily rate, or the current substitute teacher pay rate, or no deduction. Final decisions shall be made by the Superintendent of Schools and/or designee.

III. LICENSURE & CONTINUING EDUCATION

A. Licensure Requirements

All teachers must comply with the licensure requirements of the ND Educational Standards and Practices Board.

B. Additional Training

For those courses that are initiated at the discretion of the District, and for which the District requires that the teacher take additional training, the District will provide in-service training, workshops, or expense reimbursements as determined and approved by the School Board.

When the District requires teachers to take classes as part of ongoing improvement plans for the District, every attempt will be made to offer classes that are convenient with teacher's schedules including, but not limited to: after school hours, before school hours, on scheduled in-service days, or during summer breaks. If the class is offered outside of contracted time, a stipend may be offered. Unless deemed necessary for the current and/or upcoming school year, teachers will have fourteen (14) months to complete district-required training and/or courses.

C. Tuition Reimbursement Benefit

The Williston Public School District #1 shall reimburse certified teachers for continuing education courses taken, professional journals and/or professional memberships (excluding Williston Education Association/North Dakota United/National Education Association or other unions), up to \$300.00 per year. For accounting purposes, the date of timely payment will determine the annual reimbursement limit. This annual limit renews each July 1.

The Williston Public School District #1 shall reimburse teachers for advancing their education degree as follows:

- If a teacher is accepted into an undergraduate bachelor's program approved by the Superintendent, the teacher shall be reimbursed for courses taken up to a maximum of \$1,500 per teacher's lifetime upon receipt of the approved bachelor's degree.
- If a teacher is accepted into a master's program approved by the Superintendent, the teacher shall be reimbursed for courses taken up to a maximum of \$3,500 per teacher's lifetime upon receipt of the approved master's degree.
- If a teacher is accepted into a doctorate program approved by the Superintendent, the teacher shall be reimbursed for courses taken up to a maximum of \$5,000 per teacher's lifetime upon receipt of the approved doctorate degree.

Before receiving the reimbursement for advancing their education degree, the teacher must agree in writing to continue employment with the Williston Public School District #1 for a period of at least two school years after receiving the approved degree or would be required to pay back the funds received.

IV. REDUCTION IN FORCE

In the event the School Board, in its sole discretion, determines that it is necessary to terminate or reduce the full-time equivalency of employees with continuing contracts, the administration shall attempt to accomplish this by attrition. In the event the necessary reduction in force cannot be adequately accomplished by attrition, the layoff of staff shall be accomplished prior to April 15 consistent with the best interests of the children and the future needs of the district, with this Agreement, and in accordance with the following procedures:

Crossover shall not take place from one level to another. (K-6), middle (7-8), and secondary (9-12) levels will be separated. Placement in a level will be determined by current major assignment.

Professional Service Categories are defined as follows: A new teacher shall be placed in Category I at the time of employment. Present teachers of Williston Public School District #1 as of first contracted day will be placed in either Category I, II, or III, as determined below:

A. Professional Service Category I

Teachers who are not certified, replacements for teachers on leave of absence, replacements for teachers on sabbatical leave, and/or teachers new to the system with three (3) or fewer years continuous service in this district shall be classified as Category I.

B. Professional Service Category II

Teachers not assigned to Category I and who have fewer than eight (8) years of continuous service in this district shall be classified as Category II teachers. Within a given area of certification and qualification, no teacher in this category shall be non-renewed prior to the non-renewal of Category I teachers.

C. Professional Service Category III

Teachers with eight (8) or more years of continuous service in this school district shall be classified as Category III teachers. Within a given area of certification and qualification, no teacher in this category shall be non-renewed prior to the non-renewal of Category II teachers.

A teacher shall be classified from Category II to Category I, or from Category III to Category II if that teacher received an improvement plan while a teacher in either Category II or Category III. Restoration to Category II or Category III shall take place upon satisfactorily meeting the requirements of the written improvement plan as established by the improvement plan timeline.

The board shall rely upon the recommendations of the principals and/or superintendent as to the teaching endorsements as well as the effectiveness, flexibility, evaluations, academic and professional preparation, and willingness to accept curricular and extra-curricular tasks for the purpose of RIF. Seniority is not a factor for consideration in Category I.

Recall Rights

Any teacher who is nonrenewed under the provisions of this policy may request and shall be given consideration for teaching vacancies for which said teacher is qualified and which occur within 16 months after receipt of written notice of the nonrenewal decision. It shall be the sole responsibility of said teacher to provide the District with a current address. Any teacher who is offered re-employment hereunder and fails to accept the same within fifteen (15) days after it is offered shall be deemed to have rejected said offer and shall forfeit all future recall rights if an offer of equal employment is rejected.

V. GRIEVANCE PROCEDURE

Grievance Definition: A grievance shall mean an alleged violation, interpretation or application of any specific provision of the negotiated agreement or conditions of employment.

Grievant Definition: A grievant shall mean individual(s) covered under this Negotiated Agreement, or the Williston Education Association on behalf of such individual(s).

Grievance Involving Multiple Individuals: If a grievance involves more than one individual, the individuals may either each bring a separate grievance or bring one combined grievance, or the Williston Education Association may file a grievance on behalf of individual(s) covered under this Negotiated Agreement.

Procedure: In the event of a grievance, the grievant(s) shall follow the procedure described below:

Step 1: Meet informally with the principal and discuss the problem at hand. (If a grievance involves the act of an administrator other than a principal, the grievant shall meet informally with the administrator involved.)

Step 2: If the problem is not settled to the grievant's satisfaction, the grievant may then file a formal grievance, in writing, to the principal. (A grievance involving the act of an administrator other than a principal shall be filed with the administrator involved.)

A formal grievance shall give the following information:

1. The name of the grievant.
2. The date of the alleged violation.
3. The section of the negotiated agreement in question or alleged improper action of an administrator.
4. Remedy asked for by the grievant.

5. Signature of each individual covered under this Negotiated Agreement involved in the grievance.

This grievance must be filed within twenty-one (21) calendar days of when the alleged violation should have become known to the teacher. The principal will provide the grievant with a written answer to the alleged violation within ten (10) calendar days.

Step 3: If the grievance is not settled to the grievant's satisfaction at step two, the grievant may submit the written grievance as presented at step two to the Superintendent within ten (10) calendar days after receipt of the decision made or the time limit lapses without an answer from the Principal as outlined in step two. The Superintendent will respond within twenty-five (25) calendar days of the receipt of the grievance.

Step 4: If the grievant still feels the matter has not been adequately settled, the grievant may within ten (10) calendar days of the receipt of the decision of the Superintendent, present the notification of the grievance to the president of the School Board. The Board shall, at a regular or special session, hear the grievance as presented in the previous steps. The Board shall respond to the grievance within thirty-five (35) calendar days of receipt of the written grievance. The Board will make an effort to respond to the grievance in a shorter time than the thirty-five (35) calendar day limit.

Step 5: In rare cases, with extenuating circumstances, the grievant may by-pass the principal and superintendent and takes the complaint directly to the President of the Board. In this instance, the Board shall respond within forty (40) calendar days. The Board will make an effort to respond to the grievance in a shorter time than the forty-day limit. Notice of the date of the meeting with the grievant shall be given at least fifteen (15) calendar days prior to the meeting.

Step 6: The grievant may have a representative of the local education association or legal counsel present at the meeting if he or she so desires. Notice of legal counsel must be given at least ten (10) calendar days before the meeting date with the School Board.

Step 7: The District will provide forms for filing of a written grievance.

Step 8: The decision of the School Board is final.

VI. WORKING CONDITIONS

A. Length of Work Day

The school day will be seven (7) hours and fifteen (15) minutes plus a thirty (30) minute duty-free lunch.

B. Meetings beyond the Normal School Day

A teacher will be compensated for up to three (3) days per year by using the following procedure:

1. Keep track, on a designated form, of time spent in an assigned activity beyond the school day (for a minimum of fifteen (15) minutes for each activity);
2. Have the form signed by the building administrator or designee at the end of every activity;
3. Submit form to District office for reimbursement;
4. Teachers must accumulate 7 hours prior to submitting form for reimbursement;
5. All forms must be submitted prior to the end of the year, at which time, any hours submitted will be reimbursed;

6. Paid committees or classes where you receive stipends are not included;
7. One (1) day equals seven (7) hours for accounting purposes only.
8. Time will be paid at the base pay rate converted to an hourly wage.

C. Sixth Class Period Compensation

A 9-12 grade teacher who consents to be assigned more than five (5) class periods shall receive 1/7th of his/her schedule salary for the sixth class period. The term "class period" shall be defined as a block of time of at least 43 consecutive minutes during the student-contact day where a teacher is supervising multiple students at the same time in a classroom setting. No teacher will be assigned students in a classroom setting for a time less than 43 minutes, except for shortened-scheduled days and split lunches.

D. Seventh Class Period Compensation

A 7-8 grade teacher who consents to be assigned more than six (6) class periods shall receive 1/7th of his/her schedule salary for the seventh class period. The term "class period" shall be defined as a block of time of at least 43 consecutive minutes during the student-contact day where a teacher is supervising multiple students at the same time in a classroom setting. No teacher will be assigned students in a classroom setting for a time less than 43 minutes, except for shortened-scheduled days and split lunches.

E. Elementary Multi-grade Classroom Teachers' Extra Compensation

Elementary multi-grade, general education classroom teachers will receive an additional non-accumulative \$1,000 per year.

F. In-House Substitution Compensation

A high/middle school teacher who substitutes for another teacher during his/her preparation time will be compensated at a pro-rated amount based on the daily base salary rate.

An elementary licensed teacher who substitutes for another elementary licensed teacher during the student-contact day will be compensated at the daily base salary rate based on ½ day increments. If more than one elementary licensed teacher substitutes for one absent elementary licensed teacher during the student-contact day, the daily base salary rate will be divided equally among those elementary teachers who are substituting.

G. Preparation Time

It is a goal that every teacher will be given 300 minutes per full five-day week of uninterrupted classroom preparation time.

Included in the 300 minutes, an elementary classroom teacher shall receive at least two (2) days per full five-day week of uninterrupted preparation time from the end of the student-contact day until the end of the school work day. While two (2) days is required as stated, it is also a goal that an elementary classroom teacher shall receive an additional day per full five-day week of uninterrupted preparation time from the end of the student-contact day until the end of the school work day.

VII. SALARY

A. Prior Experience

New teachers may be allowed a maximum of thirteen (13) years of credit for teaching experience in other schools previous to coming to Williston Public School District #1. Starting with the 2013-2014 school year, teachers hired for the 2010-2011, 2011-2012, or 2012-2013 school year that had more than nine (9) years of teaching experience in other schools when hired with the Williston Public School District #1 shall not be placed lower on the salary schedule than a newly hired teacher with the same number of years of experience and education.

B. Credit Hours

Teacher's credit shall be determined by the college registrar's transcript. Credit must have been earned in colleges recognized by the North Central Association.

To qualify for steps beyond the B.A., the hours must be graduate hours in the field of the teaching assignment. Other courses, including general education courses, may be approved for credit by the administration. Prior administrative approval shall be obtained. Credit hours must be earned prior to the first day of school to qualify for a contract change for that school year. Notification of credit earned must be submitted to the central office by October 1st of the new school year.

C. Flexible Compensation Program

The Williston Public School District #1 shall establish a Flexible Compensation program for the purpose of allowing employees to tax shelter eligible, qualified payroll deductions. These deductions shall include, but not be limited to, premiums for health insurance, life insurance, dental or vision insurance, cancer insurance, day care, and medical spending accounts. The District agrees to pay a maximum of \$2.50 per participant per month to a third party plan administrator.

D. North Dakota Teachers' Fund for Retirement

The District will pay the teacher's contribution rate of 11.75% to the North Dakota Teachers' Fund for Retirement.

**Williston Public School District #1
Salary Index 2016-2017**

**2016-2017 Base
\$ 37,225.00**

Experience	BA	BA + 8	BA + 16	BA + 24	MA	MA + 16	MA + 24
0	1.00	1.05	1.10	1.15	1.20	1.30	1.36
1	1.05	1.10	1.15	1.20	1.26	1.36	1.42
2	1.10	1.15	1.20	1.25	1.32	1.42	1.48
3	1.15	1.20	1.25	1.30	1.38	1.48	1.54
4	1.20	1.25	1.30	1.35	1.44	1.54	1.60
5	1.25	1.30	1.35	1.40	1.50	1.60	1.66
6	1.30	1.35	1.40	1.45	1.56	1.66	1.72
7	1.35	1.40	1.45	1.50	1.62	1.72	1.78
8	1.40	1.45	1.50	1.55	1.68	1.78	1.84
9	1.45	1.50	1.55	1.68	1.78	1.84	1.90
10	1.50	1.55	1.60	1.65	1.80	1.90	1.96
11	325.00	325.00	325.00	325.00	325.00	325.00	325.00
12	350.00	350.00	350.00	350.00	350.00	350.00	350.00
13	375.00	375.00	375.00	375.00	375.00	375.00	375.00
14	400.00	400.00	400.00	400.00	400.00	400.00	400.00
15	425.00	425.00	425.00	425.00	425.00	425.00	425.00
16	450.00	450.00	450.00	450.00	450.00	450.00	450.00
17		475.00	475.00	475.00	475.00	475.00	475.00
18			500.00	500.00	500.00	500.00	500.00
19				525.00	525.00	525.00	525.00
20					550.00	550.00	550.00
21						575.00	575.00
22							600.00

**WILLISTON PUBLIC SCHOOL DISTRICT #1
SALARY SCHEDULE 2016-2017**

Base Salary \$37,225

2016-2017 183 days

	BA	BA + 8	BA + 16	BA + 24	MA	MA + 16	MA + 24
	<i>total</i>	<i>total</i>	<i>total</i>	<i>total</i>	<i>total</i>	<i>total</i>	<i>total</i>
0	\$40,225.00	\$ 40,811.25	\$ 41,397.50	\$ 42,808.75	\$ 44,670.00	\$ 48,392.50	\$ 50,626.00
1	\$ 40,811.25	\$ 41,397.50	\$ 42,808.75	\$ 44,670.00	\$ 46,903.50	\$ 50,626.00	\$ 52,859.50
2	\$ 41,397.50	\$ 42,808.75	\$ 44,670.00	\$ 46,531.25	\$ 49,137.00	\$ 52,859.50	\$ 55,093.00
3	\$ 42,808.75	\$ 44,670.00	\$ 46,531.25	\$ 48,392.50	\$ 51,370.50	\$ 55,093.00	\$ 57,326.50
4	\$ 44,670.00	\$ 46,531.25	\$ 48,392.50	\$ 50,253.75	\$ 53,604.00	\$ 57,326.50	\$ 59,560.00
5	\$ 46,531.25	\$ 48,392.50	\$ 50,253.75	\$ 52,115.00	\$ 55,837.50	\$ 59,560.00	\$ 61,793.50
6	\$ 48,392.50	\$ 50,253.75	\$ 52,115.00	\$ 53,976.25	\$ 58,071.00	\$ 61,793.50	\$ 64,027.00
7	\$ 50,253.75	\$ 52,115.00	\$ 53,976.25	\$ 55,837.50	\$ 60,304.50	\$ 64,027.00	\$ 66,260.50
8	\$ 52,115.00	\$ 53,976.25	\$ 55,837.50	\$ 57,698.75	\$ 62,538.00	\$ 66,260.50	\$ 68,494.00
9	\$ 53,976.25	\$ 55,837.50	\$ 57,698.75	\$ 59,560.00	\$ 64,771.50	\$ 68,494.00	\$ 70,727.50
10	\$ 55,837.50	\$ 57,698.75	\$ 59,560.00	\$ 61,421.25	\$ 67,005.00	\$ 70,727.50	\$ 72,961.00
11	\$ 56,162.50	\$ 58,023.75	\$ 59,885.00	\$ 61,746.25	\$ 67,330.00	\$ 71,052.50	\$ 73,286.00
12	\$ 56,512.50	\$ 58,373.75	\$ 60,235.00	\$ 62,096.25	\$ 67,680.00	\$ 71,402.50	\$ 73,636.00
13	\$ 56,887.50	\$ 58,748.75	\$ 60,610.00	\$ 62,471.25	\$ 68,055.00	\$ 71,777.50	\$ 74,011.00
14	\$ 57,287.50	\$ 59,148.75	\$ 61,010.00	\$ 62,871.25	\$ 68,455.00	\$ 72,177.50	\$ 74,411.00
15	\$ 57,712.50	\$ 59,573.75	\$ 61,435.00	\$ 63,296.25	\$ 68,880.00	\$ 72,602.50	\$ 74,836.00
16	\$ 58,162.50	\$ 60,023.75	\$ 61,885.00	\$ 63,746.25	\$ 69,330.00	\$ 73,052.50	\$ 75,286.00
17		\$ 60,498.75	\$ 62,360.00	\$ 64,221.25	\$ 69,805.00	\$ 73,527.50	\$ 75,761.00
18			\$ 62,860.00	\$ 64,721.25	\$ 70,305.00	\$ 74,027.50	\$ 76,261.00
19				\$ 65,246.25	\$ 70,830.00	\$ 74,552.50	\$ 76,786.00
20					\$ 71,380.00	\$ 75,102.50	\$ 77,336.00
21						\$ 75,677.50	\$ 77,911.00
22							\$ 78,511.00

\$3,000 added to the cell in step 0 in BA

\$1,725 added to the cell in step 1 in BA and step 0 in BA+8

\$450 added to the cell in step 2 in BA, step 1 in BA+8 and step 0 in BA+16

EXTRA DUTY SALARY SCHEDULE

Base Salary 37,225.00

	0	1	2	3	4	5	6	7	8	9	10
16%	5956.00	6015.56	6075.72	6136.47	6197.84	6259.82	6322.41	6385.64	6449.49	6513.99	6579.13
15%	5583.75	5639.59	5695.98	5752.94	5810.47	5868.58	5927.26	5986.54	6046.40	6106.87	6167.93
13%	4839.25	4887.64	4936.52	4985.88	5035.74	5086.10	5136.96	5188.33	5240.21	5292.62	5345.54
12%	4467.00	4511.67	4556.79	4602.35	4648.38	4694.86	4741.81	4789.23	4837.12	4885.49	4934.35
11%	4094.75	4135.70	4177.05	4218.83	4261.01	4303.62	4346.66	4390.13	4434.03	4478.37	4523.15
10%	3722.50	3759.73	3797.32	3835.30	3873.65	3912.38	3951.51	3991.02	4030.93	4071.24	4111.96
9%	3350.25	3383.75	3417.59	3451.77	3486.28	3521.15	3556.36	3591.92	3627.84	3664.12	3700.76
8%	2978.00	3007.78	3037.86	3068.24	3098.92	3129.91	3161.21	3192.82	3224.75	3256.99	3289.56
7%	2605.75	2631.81	2658.13	2684.71	2711.55	2738.67	2766.06	2793.72	2821.65	2849.87	2878.37
6%	2233.50	2255.84	2278.39	2301.18	2324.19	2347.43	2370.91	2394.61	2418.56	2442.75	2467.17
5%	1861.25	1879.86	1898.66	1917.65	1936.82	1956.19	1975.75	1995.51	2015.47	2035.62	2055.98
4.5%	1675.13	1691.88	1708.80	1725.88	1743.14	1760.57	1778.18	1795.96	1813.92	1832.06	1850.38
4%	1489.00	1503.89	1518.93	1534.12	1549.46	1564.95	1580.60	1596.41	1612.37	1628.50	1644.78
3%	1116.75	1127.92	1139.20	1150.59	1162.09	1173.72	1185.45	1197.31	1209.28	1221.37	1233.59
2.5%	930.63	939.93	949.33	958.82	968.41	978.10	987.88	997.76	1007.73	1017.81	1027.99
2%	744.50	751.95	759.46	767.06	774.73	782.48	790.30	798.20	806.19	814.25	822.39
1.5%	558.38	563.96	569.60	575.29	581.05	586.86	592.73	598.65	604.64	610.69	616.79
1%	372.25	375.97	379.73	383.53	387.36	391.24	395.15	399.10	403.09	407.12	411.20

2016-2017 Extra Duty Pay Schedule

2016-2017 Base
\$37,225

POSITION	% of Base
Head Varsity Football Coach	16%
Asst. Varsity Football Coach	11%
Middle School Football Coach	7%
Head Varsity Volleyball Coach	16%
Asst. Varsity	11%
Middle School Volleyball Coach	7%
Head Girls Cross Country Coach	13%
Head Boys Cross Country Coach	13%
Middle School Cross Country Coach	7%
Asst. Cross Country Coach	8%
Head Girls Golf Coach	11%
Asst. Girls Golf Coach	7%
Middle School Girls Golf Coach	7%
Head Girls Swimming Coach	16%
Asst. Girls Swimming Coach	11%
Girls Diving Coach	7%
Head Varsity Boys Tennis Coach	11%
Asst. Varsity Boys Tennis Coach & Intramural	7%
Boys Tennis - C Squad	7%
Middle School Boys Tennis	7%
BB Cheerleading Coach	10%
FB Cheerleading Coach	10%
Hky Cheerleading Coach	9%
Middle School Cheerleading Coach	7%
Fall Facilities Manager	9%
Head Boys Basketball Coach	16%
Asst. Boys Basketball Coach	11%
Middle School Boys Basketball Coach	7%
Head Girls Basketball Coach	16%

Asst. Girls Basketball Coach	11%
Middle School Girls Basketball Coach	7%
Head Wrestling Coach	16%
Asst. Varsity Wrestling Coach	11%
Middle School Wrestling Coach	7%
Head Boys Swimming Coach	16%
Asst. Boys Swimming Coach	11%
Boys Diving Coach	7%
Head Varsity Boys Hockey Coach	16%
Asst. Boys Hockey Coach	11%
Head Varsity Girls Hockey Coach	16%
Asst. Girls Hockey Coach	11%
Winter Facilities Manager	9%
Head Varsity Girls Tennis Coach	11%
Asst. Varsity and JV Girls Tennis Coach	7%
C Squad Girls Tennis Coach	7%
Middle School Girls Tennis Coach	7%
Head Boys Golf Coach	11%
Asst. Boys Golf Coach	7%
Middle School Boys Golf Coach	7%
Head Boys & Girls Track Coach	16%
Asst. Track Coach	11%
Middle School Track Coach	7%
Head Varsity Baseball Coach	16%
Asst. Varsity Baseball Coach	11%
Head Softball Coach	16%
Asst. Softball Coach	11%
Drama Club Director	10%
Pit Director	6%
Tech Director	1.5%
Piano Accompanist / Vocal Coach	6%
Drama Asst. Director	6%
Costume Designer	1.5%
Varsity Club (Concessions)	12%

Speech Advisor HS	10%
Asst. Speech Advisor	6%
Science Club Advisor High School	5%
Science Club Advisor Middle School	3%
FFA Advisor	6%
Art Club Advisor Middle School	3%
Math Club Advisor Middle School	1%
National Honor Society High School	5%
National Honor Society Middle School	3%
School Paper Middle School	3%
Student Council High School	7%
Student Council Middle School	5%
Annual Advisor High School	5%
Annual Advisor Middle School	3%
Jazz Choir High School I	5%
Swing Choir Middle School	5%
Jazz Choir High School II	5%
Jazz Band Director I	5%
Percussion/Drumline Director High School	5%
Pep Band	2.5%
Jazz Band Director Middle School	4%
Percussion/Drumline Director Middle School	4%
AP Coordinator	2.5%
Vocational Industrial Clubs of America	5%
Future Business Leaders of America	5%
FCCLA	5%
Art Club High School	4.5%
One Act Play	2.5%
Leo Club	5%
Health Careers	2.5%
Science Olympiad	2.5%
Prom Advisor	5%
Elks Youth Day	1%
Close Up	2.5%
Student Exchange Coordinator	5%
Auditorium Supervisor	15%
SADD	8%
Middle School SADD	4%
TSA Coordinator	5%

1. Flexibility with the administrative office shall remain. If a new activity is added during the school term he/she shall have the option of adding, determining a percent amount, and then the collaboration team shall act upon it (e.g. adding to the schedule).

2. The Continuing Contract Law does not apply to the extra duty schedule.

3. Coaches/advisors will receive 1% increase for each year they have held the same extra duty activity up to a maximum of ten (10) years.

4. Prior Experience. New coaches/advisors may be allowed a maximum of five (5) years of credit for experience in other schools previous to coming to Williston Public School District #1, if the extra duty experience in a prior school was in the same extra duty position. For example, high school football experience does not carry over to basketball. Starting with the 2016-2017 school year, coaches/advisors hired for the 2012-2013, 2013-2014, 2014-2015, or 2015-2016 school year that had prior experience in other schools when hired with the Williston Public School District #1 shall not be placed lower on the salary schedule than a newly hired coach/advisor with the same number of years of experience.

VIII. TERMS OF AGREEMENT

This agreement shall be in effect as of July 1, 2016 and shall remain in effect through June 30, 2017 and thereafter for successive contract terms unless either party shall serve written notice on or before March 1st of each year, of a desire to reopen this agreement.

Articles from this agreement that are not included in successive negotiations shall automatically be renewed for the next year.

All terms and conditions of employment not covered by this agreement shall continue to be subject to the School Board's exclusive direction and control and shall not be subject to negotiations during the term of this agreement.

WEA President

WPSD#1 School Board President

Date

Date