

WOLFORD PUBLIC SCHOOL DISTRICT #1
2014-2015 SALARY CONTRACT
MASTER CONTRACT

The following is a list of the agreements made between the Wolford School Board and the Teachers concerning school policy, employee benefits, and salary.

I. Monetary Considerations

A. Salary Schedule

2014-2015 SCHOOL YEAR

BASE SALARY: \$35,000
EDUCATION INCREMENT: \$400
EXPERIENCE INCREMENT: \$350 Steps 11-35: \$450

Years	Step	(A) BS	(B) BS+8SH	(C) BS+16SH	(D) BS+24SH	(E) BS+32SH	(F) MASTERS	(G) MASTERS+8
0	1	35,000	35,400	35,800	36,200	36,600	37,000	37,400
1	2	35,350	35,750	36,150	36,550	36,950	37,350	37,750
2	3	35,700	36,100	36,500	36,900	37,300	37,700	38,100
3	4	36,050	36,450	36,850	37,250	37,650	38,050	38,450
4	5	36,400	36,800	37,200	37,600	38,000	38,400	38,800
5	6	36,750	37,150	37,550	37,950	38,350	38,750	39,150
6	7	37,100	37,500	37,900	38,300	38,700	39,100	39,500
7	8	37,450	37,850	38,250	38,650	39,050	39,450	39,850
8	9	37,800	38,200	38,600	39,000	39,400	39,800	40,200
9	10	38,150	38,550	38,950	39,350	39,750	40,150	40,550
10	11	38,600	39,000	39,400	39,800	40,200	40,600	41,000
11	12	39,050	39,450	39,850	40,250	40,650	41,050	41,450
12	13	39,500	39,900	40,300	40,700	41,100	41,500	41,900
13	14	39,950	40,350	40,750	41,150	41,550	41,950	42,350
14	15	40,400	40,800	41,200	41,600	42,000	42,400	42,800
15	16	40,850	41,250	41,650	42,050	42,450	42,850	43,250
16	17	41,300	41,700	42,100	42,500	42,900	43,300	43,700
17	18	41,750	42,150	42,550	42,950	43,350	43,750	44,150
18	19	42,200	42,600	43,000	43,400	43,800	44,200	44,600
19	20	42,650	43,050	43,450	43,850	44,250	44,650	45,050
20	21	43,100	43,500	43,900	44,300	44,700	45,100	45,500
21	22	43,550	43,950	44,350	44,750	45,150	45,550	45,950
22	23	44,000	44,400	44,800	45,200	45,600	46,000	46,400
23	24	44,450	44,850	45,250	45,650	46,050	46,450	46,850
24	25	44,900	45,300	45,700	46,100	46,500	46,900	47,300
25	26	45,350	45,750	46,150	46,550	46,950	47,350	47,750
26	27	45,800	46,200	46,600	47,000	47,400	47,800	48,200
27	28	46,250	46,650	47,050	47,450	47,850	48,250	48,650
28	29	46,700	47,100	47,500	47,900	48,300	48,700	49,100
29	30	47,150	47,550	47,950	48,350	48,750	49,150	49,550
30	31	47,600	48,000	48,400	48,800	49,200	49,600	50,000
31	32	48,050	48,450	48,850	49,250	49,650	50,050	50,450
32	33	48,500	48,900	49,300	49,700	50,100	50,500	50,900
33	34	48,950	49,350	49,750	50,150	50,550	50,950	51,350
34	35	49,400	49,800	50,200	50,600	51,000	51,400	51,800

Additional Contract Remunerations:

1. Two Grade Combination Classroom
 - a. Two Grades in K-2 Area 1,800.00
 - b. Two Grades (2 & 3 or 3 & 4) 1,400.00
 - c. Two Grades (4 & 5 or 5 & 6) 1,200.00
2. Three Grade Combination Classroom 3,000.00
3. Teachers (Grades 7-12) 800.00
Teachers (Grades 7-12) having 6 or more preparations in a 7 period day or having 7 or more preparations in an 8 period day.

A prep is defined as a standard high school class period which meets 5 days per week. A study hall is not considered a prep.

Additional Remunerations

- 1 Annual Staff Advisor 600.00
- 2 Class Advisor (Junior) 400.00
- 3 Class Advisor (Senior) 400.00
- 4 Coach – Elementary BB 750.00
- 8 Distance Education Class Teacher 600.00
- 9 Drama Advisor 500.00
- 10 Future Business Leaders of America Advisor 400.00
- 11 Music Activities Director 350.00
- 12 School Newspaper Advisor 125.00
- 13 Speech Director 750.00
- 14 Spirit Leader 150.00
- 15 Student Council Advisor 400.00
- 16 Technology Instructor/Coordinator (Elementary) 750.00
- 17 Technology Coordinator (Building) 2,000.00
18. Dual Credit Teacher: 250.00/per semester
19. Senior Slide Show 250.00
20. Shooting Club Coach 500.00
21. Head Sound System Technician 500.00
22. Assistant Sound System Technician 250.00
23. Webmaster 300.00
24. Knowledge Bowl Coach 250.00
25. SEIP Coordinator 1,000.00
26. Salamander Station 500.00
27. Distance Education (NDCDE) Coordinator 375.00
28. Elem Computer Club 500.00

B. Substitute Pay

1. Substitute pay for teachers covering a class for another teacher shall be 1/7 of sub wages on a 7 period day and 1/8 of sub wages on an 8 period day.
2. Regular substitute pay shall be adjusted by the School Board.

C. Pay Periods and Paychecks

1. The regular monthly pay period shall be the 20th day of each month or the nearest preceding working day.
2. Each month's paycheck is to be itemized according to all income and all debits and

- deductions.
3. After the first two weeks of school, the salary equal to one-half of the first month's salary shall be paid to all teachers.
 4. Teachers have the option of receiving paychecks on a 9, 10 or 12 month option.

D. State Tax and TFFR

1. State tax will be taken out of all teachers' checks.
2. Both shares of Teacher Retirement will be paid by the Wolford School District in behalf of the teachers.

E. In-service Days

Teachers will be paid sub pay for each in-service day over their contracted days. This will include but is not limited to one or two days prior to the beginning of the school year at the Superintendent's discretion.

- F. For the 2009-10 year, the base salary was increased \$1,000.00 and no teacher received a step.

II. Professional Growth Requirement

A. Each teacher on a lifetime certificate in the Wolford School system is to earn a minimum of four semester hours or six quarter hours of credit every five years. Teachers teaching on an Educator's Professional Certificate shall have earned 4 semester or 6 quarter hours of credit in the last five years. The credits earned are to be applicable towards the next higher degree or the enrichment of the present curriculum. Failure to obtain this requirement shall result in a loss of one annual increment. In addition, if the requirements are not met by date of expiration of the 5 year certificate, termination of employment may result. College Correspondence courses shall suffice if credit is granted by the issuing college. As of 1978, no teacher will advance beyond step 6 without obtaining the required additional hours.

B. In addition to meeting the above requirement each teacher shall participate in a minimum of 64 clock hours of in service training during the same time period. The in service training may be substituted for college credit of a ratio of 1 semester hour as equal to 16 clock hours to meet accreditation standards. However, only college credit hours can be used to move vertically or horizontally on the salary schedule.

III. Condition of Employment

A. Critical Subjects - In critical subject areas where the supply of teachers is limited, the Board reserves the right to pay a teacher new in the system the salary required to attract competent teachers. If a person is hired off the Schedule they are placed at their appropriate step and lane, but the additional monies needed to contract that individual will be specified in the contract.

B. Teacher Input and Teacher Handbook – Teacher input shall occur in class offerings, textbook purchases, teacher handbook and other related matters concerning teacher/student welfare. Teacher input for documentation of handbooks: At the time negotiations are finalized, a date will be set to initiate proceedings, and two teachers, the Superintendent, and one school board member will meet to discuss and formulate the teacher handbook.

- C. Home Game Duties -All teachers shall take turns selling tickets at home basketball games. As a result, they will be admitted free of charge to all home games.
- D. Employment Evaluation
1. Teachers will be evaluated a minimum of twice annually.
 2. The Superintendent and/or Principal shall do the evaluations.
 3. The first evaluation shall be completed by December 15th and the second by March 15.
 4. The Teacher shall receive a copy and have the right to sign it. This right to sign such evaluation does not indicate the teacher is in agreement with the evaluation, only that the teacher is aware of its contents.
 5. In the case of an unfavorable evaluation, the teacher has the right to make comments and to attach them to the evaluation. These comments will then become a part of the evaluation.
- E. Contracts issued will contain or include the following:
1. The current status of the teacher.
 2. A copy of the Master Contract.
 3. The school calendar.
 4. A copy of Model 2 for TFFR (for new staff).
- F. Extra-Curricular Assignments/Additional Remunerations
These will be specified on a separate work agreement contract.
- G. Jury Duty - Teachers will be released for jury duty and shall reimburse the School District for their jury payment excluding any mileage.
- H. Pro-rated Contracts
1. Teachers who are employed on a part-time basis shall have their salary figured as a proportionate part of the salary for their corresponding position on the salary schedule.
 2. Teachers who remain employed on a part-time basis will move through the salary schedule the same as full-time teachers. Their salary shall be determined as a proportional part of the salary for their corresponding position on the salary schedule.
 3. A teacher employed by Wolford Public School on a part-time basis who becomes a full-time employee shall have their position readjusted in accordance with the amount of full-time equivalency they have accrued.
 - a. If a teacher moved from part-time to full-time back to part-time status, will have position readjusted according to allow for experience accumulated.
 4. Any teacher who makes a change in status shall have past position specified on contract, as well as the readjusted position.
 5. Any and all continuing education requirements pertain to part-time personnel, the same as for full-time personnel.

IV. Leaves

A. Sick Leave

1. Each full-time teacher shall receive 15 days of paid sick leave annually.
2. Sick leave shall be cumulative to 60 days, but shall not exceed 60 days. Teachers will be reimbursed at \$10.00 per day for unused sick days over the excess of 60 days. Maximum number of days for reimbursement will be 10 days.

3. Sick leave is defined as the teacher receiving medical services or as illness. Three (3) of the annual 15 sick leave days could be used for family-related illness.

B. Pregnancy Disability - a female teacher will be granted pregnancy disability leave to the extent of sick leave accrued. Any period greater than sick leave will be charged to leave without pay in amount equal to 1/180th of contract salary per day absent. An extension of time may be granted by the Board if complications arise.

C. Personal Leave

1. Five days of personal leave will be provided each year to each full-time teacher. Unused personal days can be carried over to another year and accrued to a total of 8 days.
2. Dates of use are set at the teacher's discretion with approval of the administration.
3. Personal days may not be used during the first week or the last week of school unless approved by the administration.
4. Unused personal days will be reimbursed at the end of each school year on the basis of current sub pay.

D. Professional Leave

1. Three days of professional leave will be allotted each full-time teacher.
2. Absences must be approved by the Superintendent prior to their occurrences.

E. Funeral Leave - Undesignated annually - Maximum of three days.

F. Emergency Leave

1. Three days will be allotted, with more granted at the discretion of the Board, not accumulative.
2. The teacher will be responsible for paying for substitute.
3. Emergency leave is defined as an illness or emergency in the immediate family.

V. Insurance

A. The insurance benefit in previous contracts has been eliminated and the \$1475.00 has been added to the base. This brings the base pay on the salary schedule to \$17,200.00 for the 1992-93 school term.

If a national or state health insurance program becomes a reality, it is agreed that the cost of the program will need to be "backed off" from the salary structure.

VI. Grievance Procedure

A. In the event a teacher feels they are treated unfairly, he/she should follow these steps.

1. Have an open and free conversation with the Superintendent.
2. Submit a written grievance to the Superintendent within 4 working days of this conversation.
3. The Superintendent has to set up a meeting with the teacher within two working days of receiving written grievance.
4. The Superintendent's reply, in writing, goes to the aggrieved teacher and to the Association.
5. If no response (decision) has been rendered within 6 working days, the teacher may refer his grievance to the Board.

6. Grievance must be submitted to the Board in written form within 10 working days.
7. The Board must render a decision and a hearing must be scheduled within 15 days of receiving a written grievance.
8. The Board will convey its decision in written form with oral interpretation of its decision to the complainant at this hearing.
9. This procedure could end at any time on any step.

VII. Miscellaneous Provisions

- A. Effect of the Contract - The Board and the Teachers agree that the terms and conditions set forth in this contract 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 contract.
- B. Saving Clause - Should any article, section or clause of this contract 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 contract to the extent it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of the Contract if not affected by the deleted article, section, or clause.
- C. Individual Contracts - Individual contracts shall not be inconsistent with the terms and conditions of this contract.
- D. Ratification - IN WITNESS OF WHEREOF, the signatures of the duly authorized representatives of the Association and Board indicate that this Contract has been ratified by the Wolford Teacher Team and the Wolford School Board.

Dated this 25 th day of February, 2014

SCHOOL BOARD

By Ronald Sule

WOLFORD EDUCATION ASSOCIATION

By Wanda Tallman
