

CENTRAL VALLEY PUBLIC SCHOOL DISTRICT
2023-2025
NEGOTIATED AGREEMENT

The Central Valley School Board recognizes the Central Valley Education Association (CVEA) as the representative organization of the negotiating unit for all certificated teaching staff personnel employed by the board.

1. The attached teacher salary schedule (attachment A) shall apply to partial and full-time teachers. A full-time teacher's contract is 184 days.
2. Teachers moving into the system will be given their previous teaching experience up to 15 years.
3. The Board of Education reserves the right to hire personnel off the Salary Schedule, if the need arises. Communication by the Administration will be made to confirm the need. A teacher will be placed in the Master's column if he/she is hired for and teach in the same field in which he/she has a Master's Degree. A Master's in Education will be deemed in field.
4. When a position(s) opens up within the school district, teachers will be notified of the vacancy once the school board approves the resignation and/or retirement. Qualified teachers who are interested in the vacant position will fill out a form and submit it to the superintendent. (A classroom teacher will be considered qualified for a particular vacant position only if she/he holds the required North Dakota credential). Consideration of these individuals will be made before external applicants.
5.
 - A. Teachers shall have 6 semester hours of additional preparation for every five years of teaching.
 - B. If above requirements are not met, teacher shall remain at the same experience and growth scale on the salary schedule as the previous year. If deficiencies are corrected, the teacher will be put back on proper experience and growth scale the following year.
 - C. A teacher completing qualified educational credits which results in an educational lane change on the salary schedule, shall have his/her contract changed, if certification is presented by close of business on the first contract day.
6.
 - A. A teacher will indicate on his/her contract to be paid in either nine (9), ten (10), or twelve (12) month salary payments.
 - B. Contracts that are extended over the regular nine-month contract shall be paid at the daily rate of the regular contract.

- C. A formal letter must be submitted to the Sick Leave Bank Committee when requesting to use these days.
- D. Donation Alternative: Sick days may be donated to an individual who has exhausted all their sick leave and personal leave. A request form must be filed with the Business Manager by the individual requesting sick days. Individuals donating sick days will file a donation with the Business Manager. Forms will be applied in the order they are received.

11. A teacher may accumulate up to 7 days of personal leave.

- A. Cannot accumulate more than three (3) additional days per year.
- B. Personal leave may be taken by the hour rather than half or whole days.
- C. A teacher shall be paid, at substitute pay level, for unused personal leave days not able to be carried forward to the next year.
- D. Personal leave is subject to approval by the Superintendent or Principal two days in advance whenever foreseeable. Personal leave may be used for unforeseeable events. Administration shall be notified as early as possible.
- E. Leave taken for a teacher's son's, daughter's, or grandchild's organized activities before or after daily student contact time may be taken with no deduction from a teacher's personal leave.

12. Emergency leave:

- A. Emergency leave shall be limited to: (a) an accident which is unforeseen involving the teacher or the teacher's immediate family; (b) or other personal necessities which are subject to the approval by the Superintendent.
- B. Emergency leave does not exceed three (3) days in any school year. It is non-accumulative.
- C. Emergency leave is deducted from sick leave.
- D. If sick leave is exhausted the teacher will be deducted substitute pay from salary.

13. Leave of absence: The Central Valley Board of Education may grant a teacher a leave of absence under the following regulations:

- A. Must have been employed by the Central Valley School District for a period of not less than 5 years.
- B. Leave of absence may be granted by the Board of Education up to one full year for any individual teacher.
- C. The request for a leave of absence must be presented to the Board of Education on or prior to the second Tuesday in April. Requests later than the second Tuesday in April may be given special consideration by the Board.
- D. A teacher on leave of absence must notify the school administrator of their intention to return or not to return as an instructor at Central Valley. This must

B. CV Extra-Curricular:

- i. Non-Co-op Coaches or Advisors will be paid off the attached CV Extra-Curricular Salary Schedule (attachment D).
 1. Fall one-act play may be divided among directors/advisors.
 2. Spring two-act play may be divided among directors/advisors.
 3. Yearbook may be divided among advisors.
- ii. Off Schedule salaries are as follows:
 1. 7 10 & 12 Class Advisors = \$325
 2. Acalympic Advisor = \$700
 3. Jr. Class Advisor = \$900
 4. Student Council = \$900
 5. Ticket Takers = \$20 for single games, \$30 for double headers
- iii. Experience: Experience of six (6) years may be brought into the system.
- iv. Separate Contract: All Central Valley extracurricular assignments as mutually agreed upon shall be written into a separate contract.
- v. Co-Head Coaches or Advisors: If an agreement is reached between the Board and two individuals to serve as co-head coaches or advisors for any sport or activity, they shall split the head and the assistant coaching/advising salaries.
- vi. Splitting Coaching or Advisor Duties: If an agreement has been made between the Board and all coaches involved, to split coaching responsibilities, they will split the salary accordingly.
- vii. Payment Options: Coaches and Advisors have the option to be paid monthly or at the end of the season.
- viii. Extended Season: If the season extends beyond the point of automatic qualification, the head coach/advisor and assistant coach/advisor will be compensated in the following manner.
 1. FBLA Advisor = \$400
 2. TSA Advisor = \$400
 3. Acalympic Advisor = \$400
 4. Speech Advisor = \$400
 5. Drama Directors/Advisors = \$200 per director/advisor
- ix. Any advisor/coach who is a non-teacher will be paid following the CV Extra-curricular salary schedule.

2023-24 Attachment A

	BA	BA+6	BA+11	BA+16	BA+22	BA+27	BA+32	BA+42	MA	MA+6	MA+11	MA+16	MA+21
1	42,000	42,400	42,800	43,200	43,600	44,000	44,400	44,800	45,900	46,300	46,700	47,100	47,500
2	42,600	43,000	43,400	43,800	44,200	44,600	45,000	45,400	46,500	46,900	47,300	47,700	48,100
3	43,200	43,600	44,000	44,400	44,800	45,200	45,600	46,000	47,100	47,500	47,900	48,300	48,700
4	43,800	44,200	44,600	45,000	45,400	45,800	46,200	46,600	47,700	48,100	48,500	48,900	49,300
5	44,400	44,800	45,200	45,600	46,000	46,400	46,800	47,200	48,300	48,700	49,100	49,500	49,900
6	45,000	45,400	45,800	46,200	46,600	47,000	47,400	47,800	48,900	49,300	49,700	50,100	50,500
7	45,600	46,000	46,400	46,800	47,200	47,600	48,000	48,400	49,500	49,900	50,300	50,700	51,100
8	46,200	46,600	47,000	47,400	47,800	48,200	48,600	49,000	50,100	50,500	50,900	51,300	51,700
9	46,800	47,200	47,600	48,000	48,400	48,800	49,200	49,600	50,700	51,100	51,500	51,900	52,300
10	47,400	47,800	48,200	48,600	49,000	49,400	49,800	50,200	51,300	51,700	52,100	52,500	52,900
11	48,000	48,400	48,800	49,200	49,600	50,000	50,400	50,800	51,900	52,300	52,700	53,100	53,500
12	48,600	49,000	49,400	49,800	50,200	50,600	51,000	51,400	52,500	52,900	53,300	53,700	54,100
13	49,200	49,600	50,000	50,400	50,800	51,200	51,600	52,000	53,100	53,500	53,900	54,300	54,700
14	49,800	50,200	50,600	51,000	51,400	51,800	52,200	52,600	53,700	54,100	54,500	54,900	55,300
15	50,400	50,800	51,200	51,600	52,000	52,400	52,800	53,200	54,300	54,700	55,100	55,500	55,900
16	51,000	51,400	51,800	52,200	52,600	53,000	53,400	53,800	54,900	55,300	55,700	56,100	56,500
17	51,600	52,000	52,400	52,800	53,200	53,600	54,000	54,400	55,500	55,900	56,300	56,700	57,100
18	52,200	52,600	53,000	53,400	53,800	54,200	54,600	55,000	56,100	56,500	56,900	57,300	57,700
19	52,800	53,200	53,600	54,000	54,400	54,800	55,200	55,600	56,700	57,100	57,500	57,900	58,300
20	53,400		54,200	54,600	55,000	55,400	55,800	56,200	57,300	57,700	58,100	58,500	58,900
21	54,000			55,200	55,600	56,000	56,400	56,800	57,900	58,300	58,700	59,100	59,500
22	54,600			56,200	56,600	57,000	57,400	57,800	58,900	59,300	59,700	60,100	60,500
23	55,200			56,800		57,200	57,600	58,000	59,100	59,500	59,900	60,300	60,700
24	55,800				57,800	58,200	58,600	59,000	60,100	60,500	60,900	61,300	61,700
25	56,400			58,400	58,800	59,200	59,600	60,000	61,100	61,500	61,900	62,300	62,700
26	57,000			59,000	59,400	59,800	60,200	60,600	61,700	62,100	62,500	62,900	63,300
27	57,600			59,600		60,000	60,400	60,800	61,900	62,300	62,700	63,100	63,500
28	58,200				60,600	61,000	61,400	61,800	62,900	63,300	63,700	64,100	64,500
29	58,800				61,200	61,600	62,000	62,400	63,500	63,900	64,300	64,700	65,100
30	59,400				61,800	62,200	62,600	63,000	64,100	64,500	64,900	65,300	65,700
31	60,000				62,400	62,800	63,200	63,600	64,700	65,100	65,500	65,900	66,300
32	60,600				63,000	63,400	63,800	64,200	65,300	65,700	66,100	66,500	66,900
33					63,600	64,000	64,400	64,800	65,900	66,300	66,700	67,100	67,500
34					64,200	64,600	65,000	65,400	66,500	66,900	67,300	67,700	68,100
35					64,800	65,200	65,600	66,000	67,100	67,500	67,900	68,300	68,700
36	Based on Semester Hours												
37					65,400	65,800	66,200	66,600	67,700	68,100	68,500	68,900	69,300
38					66,000	66,400	66,800	67,200	68,300	68,700	69,100	69,500	69,900
39					66,600	67,000	67,400	67,800	68,900	69,300	69,700	70,100	70,500
40					67,200	67,600	68,000	68,400	69,500	69,900	70,300	70,700	71,100

2023-24 HCV Co-op Extra-Curricular Salary Schedule

\$	44,600.00	11.5%	\$	5,129.00	\$	637.50	\$	73.31

Tiered - Averages

Year/Step	B	C	D	E	F	G	H	I
		Head Athletic Coach Tier 1 - Wrestling	Head Athletic Coach Tier 2 - Boys' Track, Girls' Golf, Softball	Head Athletic Coach Tier 1 - Football, Volleyball, Cross Country, Wrestling	Head Athletic Coach Tier 2 - Boys' Track, Girls' Golf, Softball	Head Athletic Coach Tier 1 - Football, Volleyball, Cross Country, Wrestling	Head Athletic Coach Tier 2 - Boys' Track, Girls' Golf, Softball	Head Athletic Coach Tier 1 - Football, Volleyball, Cross Country, Wrestling
0	100.00%	88.05%	76.10%	68.53%	60.95%	55.38%	49.81%	33.33%
1	5,129.00	4,516.08	3,903.17	3,514.65	3,126.13	2,840.44		1,729.50
2	5,202.31	4,580.64	3,958.96	3,564.88	3,170.81	2,881.04		1,735.93
3	5,275.63	4,645.19	4,014.75	3,615.12	3,215.49	2,921.64		1,758.37
4	5,348.94	4,709.74	4,070.54	3,665.36	3,260.18	2,962.24		1,782.80
5	5,422.25	4,774.29	4,126.33	3,715.60	3,304.86	3,002.84		1,807.24
6	5,495.56	4,838.84	4,182.12	3,765.83	3,349.55	3,043.44		1,831.67
7	5,568.88	4,903.39	4,237.91	3,816.07	3,394.23	3,084.04		1,856.11
8	5,642.19	4,967.95	4,293.70	3,866.31	3,438.91	3,124.64		1,880.54
9	5,715.50	5,032.50	4,349.50	3,916.55	3,483.60	3,165.24		1,904.98
10	5,788.81	5,097.05	4,405.29	3,965.78	3,528.28	3,205.84		1,929.41
11	5,862.13	5,161.60	4,461.08	4,017.02	3,572.97	3,246.44		1,953.85
12	5,935.44	5,226.15	4,516.87	4,067.26	3,617.65	3,287.05		1,978.28
13	6,008.75	5,290.70	4,572.66	4,117.50	3,662.33	3,327.65		2,002.72
14	6,082.06	5,355.25	4,628.45	4,167.73	3,707.02	3,368.25		2,027.15
15	6,155.38	5,419.81	4,684.24	4,217.97	3,751.70	3,408.85		2,051.59
16	6,228.69	5,484.36	4,740.03	4,268.21	3,796.39	3,449.45		2,076.02
17	6,302.00	5,548.91	4,795.82	4,318.45	3,841.07	3,490.05		2,100.46
18	6,375.31	5,613.46	4,851.61	4,368.68	3,885.75	3,530.65		2,124.89
19	6,448.63	5,678.01	4,907.40	4,418.92	3,930.44	3,571.25		2,149.33
20	6,521.94	5,742.57	4,963.19	4,469.16	3,975.12	3,611.85		2,173.76
21	6,595.25	5,807.12	5,018.99	4,519.40	4,019.80	3,652.45		2,198.19
22	6,668.56	5,871.67	5,074.78	4,569.63	4,064.49	3,693.05		2,222.63
23	6,741.88	5,936.22	5,130.57	4,619.87	4,109.17	3,733.65		2,247.07
24	6,815.19	6,000.77	5,186.36	4,670.11	4,153.86	3,774.25		2,271.50
25	6,888.50	6,065.32	5,242.15	4,720.34	4,198.54	3,814.85		2,295.94
26	6,961.81	6,129.88	5,297.94	4,770.58	4,243.22	3,855.45		2,320.37
27	7,035.13	6,194.43	5,353.73	4,820.82	4,287.91	3,896.05		2,344.81
28	7,108.44	6,258.98	5,409.52	4,871.06	4,332.59	3,936.65		2,369.24
29	7,181.75	6,323.53	5,465.31	4,921.29	4,377.28	3,977.25		2,393.68
30	7,255.06	6,388.08	5,521.10	4,971.53	4,421.96	4,017.85		2,418.11
31	7,328.37	6,452.63	5,576.89	5,021.77	4,466.64	4,058.45		2,442.55
32	7,401.68	6,517.19	5,632.68	5,072.01	4,511.33	4,099.05		2,466.98
33	7,475.00	6,581.74	5,688.48	5,122.24	4,556.01	4,139.66		2,491.42
	7,548.31	6,646.29	5,744.27	5,172.48	4,600.70	4,180.26		2,515.85

Cheerleading - Fq, Bbs
Elementary Athletic Coach (for reference only, not on schedule)
Jr Athletic Coach Tier 2 - Boys' Track, Girls' Golf, Softball
Jr Athletic Coach Tier 1 - Football, Volleyball, Cross Country, Wrestling
Ast Athletic Coach Tier 2 - Boys' Track, Girls' Golf, Softball
Ast Athletic Coach Tier 1 - Football, Volleyball, Cross Country, Wrestling

2023-24 CV Extra Curricular Salary Schedule

Step	100%	76%	68%	60%	52%
5	42,000.00	5,250.00	600.00	\$	75.00

Year/Step	100%	76%	68%	60%	52%
1	5,250.00	3,900.00	3,570.00	3,150.00	2,730.00
2	5,225.00	4,047.00	3,671.00	3,195.00	2,769.00
3	5,400.00	4,104.00	3,673.00	3,240.00	2,808.00
4	5,475.00	4,161.00	3,723.00	3,285.00	2,847.00
5	5,550.00	4,218.00	3,774.00	3,330.00	2,886.00
6	5,625.00	4,275.00	3,825.00	3,375.00	2,925.00
7	5,700.00	4,332.00	3,876.00	3,420.00	2,964.00
8	5,775.00	4,389.00	3,927.00	3,465.00	3,003.00
9	5,850.00	4,446.00	3,978.00	3,510.00	3,042.00
10	5,925.00	4,503.00	4,029.00	3,555.00	3,081.00
11	6,000.00	4,560.00	4,080.00	3,600.00	3,120.00
12	6,075.00	4,617.00	4,131.00	3,645.00	3,159.00
13	6,150.00	4,674.00	4,182.00	3,690.00	3,198.00
14	6,225.00	4,731.00	4,233.00	3,735.00	3,237.00
15	6,300.00	4,788.00	4,284.00	3,780.00	3,276.00
16	6,375.00	4,845.00	4,335.00	3,825.00	3,315.00
17	6,450.00	4,902.00	4,386.00	3,870.00	3,354.00
18	6,525.00	4,959.00	4,437.00	3,915.00	3,393.00
19	6,600.00	5,016.00	4,488.00	3,960.00	3,432.00
20	6,675.00	5,073.00	4,539.00	4,005.00	3,471.00
21	6,750.00	5,130.00	4,590.00	4,050.00	3,510.00
22	6,825.00	5,187.00	4,641.00	4,095.00	3,549.00
23	6,900.00	5,244.00	4,692.00	4,140.00	3,588.00
24	6,975.00	5,301.00	4,743.00	4,185.00	3,627.00
25	7,050.00	5,358.00	4,794.00	4,230.00	3,666.00
26	7,125.00	5,415.00	4,845.00	4,275.00	3,705.00
27	7,200.00	5,472.00	4,896.00	4,320.00	3,744.00
28	7,275.00	5,529.00	4,947.00	4,365.00	3,783.00
29	7,350.00	5,586.00	4,998.00	4,410.00	3,822.00
30	7,425.00	5,643.00	5,049.00	4,455.00	3,861.00
31	7,500.00	5,700.00	5,100.00	4,500.00	3,900.00
32	7,575.00	5,757.00	5,151.00	4,545.00	3,939.00

12.5% 5,250.00 100.00%
 9.5% 3,990.00 76.00%
 8.5% 3,570.00 68.00%
 7.5% 3,150.00 60.00%
 6.5% 2,730.00 52.00%