

Zeeland Public School
Negotiated Agreement for the 2022-2023 and 2023-2024 School Years

The following conditions of employment have been agreed upon between the Zeeland Board of Education and the Zeeland Faculty Negotiations Unit:

FINANCIAL CONSIDERATIONS:

1. North Dakota State Income Tax will be withheld;
2. Teachers who give up their preparation period to substitute for another teacher shall receive 1/7 of substitute pay for each period covered by the teacher.
3. Teachers will be reimbursed for clinics with prior approval of the Superintendent of Schools;
4. Teachers, with prior school board approval, may be paid at a rate determined by the school board for obtaining additional college credits in their field of teaching;
5. Extra course work earned during the summer of school year must have had prior approval of the Superintendent of Schools and be recorded and documented prior to September 15th each year in order to be counted for that school year.
6. Teachers will be paid according to the salary schedule which is attached to and made a part of this agreement (See Appendix 1);
7. The Zeeland School District will provide a full single health insurance policy for each F.T.E. teacher with the cost to be borne by the school district; and
8. The Zeeland School Board agrees to participate in the Tax-Sheltered Annuity Program of the North Dakota Teachers' Fund for Retirement, provided all teachers participate.

OTHER CONSIDERATIONS:

1. **Leave Days:**
 - A. **Personal Leave** – two (2) personal leave days, non-accumulative.
 1. The superintendent may approve personal leave at his discretion. Notice should be given at least two days in advance.
 2. Teachers not utilizing personal leave days will be reimbursed in their final check at the rate of the current substitute pay per unused personal leave day.
 - B. **Sick Leave** – Twelve (12) annual sick leave days accumulative to 80 days.
 1. Documentation due to illness for five (5) or more consecutive days will be requested by the administration.
 2. **Leave Bank** – Started in the 1996-1997 school year.
 - a. This bank would be available for all teachers who donate to the leave bank in case of any emergency situation;

- b. The bank would be developed by having each teacher donate one sick leave day per year from their own sick leave days to the bank (donating to the leave bank is voluntary);
 - c. Any teacher who has used up all of their sick leave days may draw from the bank in order to cover an emergency situation;
 - d. If no one used any of the days set aside in the leave bank, then those days will simply carry over to the next year and no one will have to donate again the next year.
- 3. A teacher would be able to use three days each year out of accumulated sick leave days for emergency leave granted it falls under acts of God, including but not limited to damage to residence, weather conditions, and other emergencies the teacher cannot control. Emergency leave is subject to the approval of the Superintendent and days used would be deducted from the teacher's sick leave accumulation only after personal days are depleted.
 - 4. Upon resignation from the district, compensation up to 80 accumulated unused sick days will be given to full-time certified teaching personnel in the amount of \$20 per day.

C. **Bereavement Leave** – Three (3) days compassionate leave will be granted in the event of severe illness or death in the immediate family. This may be extended at the discretion of the school board.

D. **Professional Leave** – Teachers may be granted professional leave with prior Superintendent and School Board approval.

2. The intent to negotiate must be presented by the teachers or board at least 160 days before the anniversary date (June 30, 2024) of the last negotiated agreement.

3. **Extra Curricular Salaries:**

| | |
|---------------|-------------|
| Track Coach | \$ 2,000.00 |
| FBLA Advisor | \$ 500.00 |
| Band Director | \$1,000.00 |

Coaches will be paid at the conclusion of the season they are coaching.

Duties will require responsibility beyond the normal teaching load and shall be compensated according to the above schedule.

4. **Teacher Work Day:**

- A. The teachers work day will be 15 minutes before school begins to 15 minutes after school ends daily.
- B. Teachers will have three professional development days throughout the school year.
- C. Any additional days will be paid as 1/175 of the teacher's salary.
- D. If the school day is in compliance with the state of North Dakota, the length of the school day will not be altered without the consent of the ZEA.

- E. Each teacher's contract will contain the classroom teaching assignment (s). The teacher shall be consulted when change (s) is/are being considered.
- F. All teachers will be paid as follows: One payment each month on the 20th of the month or the last school day of the month before the 20th. The first payment will be in September of the current school year. For the month of May, one regular payment will be received May 20th with one balloon payment to be received with regular June payroll after all end of the year requirements are met.

2. **Other Considerations:**

- A. A teacher joining the Zeeland faculty may bring in a maximum of ten years experience at \$300 per year.
- B. NDU Dues will be deducted from the teacher's paycheck if the teacher so desires and notifies the business manager of the Zeeland School District.

Savings Clause:

If any article, section, or clause of this Agreement is found to be in conflict with law or declared illegal by a court of competent jurisdiction, the article, section or clause, as the case may be, is automatically deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses must remain in full force and effect for the duration of the Agreement if not affected by the deleted article, section, or clause.

Integration Clause:

The Board and the Zeeland Faculty Negotiations Unit agree that the terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties and that the terms and conditions may not be added to or modified without the consent of the parties, as evidenced by a written amendment attached and made a part of this agreement.

Management Rights Clause:

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

Dated: _____

Dated: _____

ZEA Representative

School Board Representative

ZEA Representative

School Board Representative

Appendix A:

Zeeland Public School 2022/23

Annual Increase \$300

\$450

| | BA | BA+12 | BA+24 | BA+42 | MA |
|----|-------------|--------------|--------------|--------------|-------------|
| 0 | \$37,700.00 | \$38,000.00 | \$38,300.00 | \$38,750.00 | \$39,200.00 |
| 1 | \$38,800.00 | \$38,300.00 | \$38,600.00 | \$39,050.00 | \$39,500.00 |
| 2 | \$39,100.00 | \$38,600.00 | \$38,900.00 | \$39,350.00 | \$39,800.00 |
| 3 | \$39,400.00 | \$38,900.00 | \$39,200.00 | \$39,650.00 | \$40,100.00 |
| 4 | \$39,700.00 | \$39,200.00 | \$39,500.00 | \$39,950.00 | \$40,400.00 |
| 5 | \$40,000.00 | \$39,500.00 | \$39,800.00 | \$40,250.00 | \$40,700.00 |
| 6 | \$40,300.00 | \$39,800.00 | \$40,100.00 | \$40,550.00 | \$41,000.00 |
| 7 | \$40,600.00 | \$40,100.00 | \$40,400.00 | \$40,850.00 | \$41,300.00 |
| 8 | \$40,900.00 | \$40,400.00 | \$40,700.00 | \$41,150.00 | \$41,600.00 |
| 9 | \$41,200.00 | \$40,700.00 | \$41,000.00 | \$41,450.00 | \$41,900.00 |
| 10 | \$41,500.00 | \$41,000.00 | \$41,300.00 | \$41,750.00 | \$42,200.00 |
| 11 | \$41,800.00 | \$41,300.00 | \$41,600.00 | \$42,050.00 | \$42,500.00 |
| 12 | \$42,100.00 | \$41,600.00 | \$41,900.00 | \$42,350.00 | \$42,800.00 |
| 13 | \$42,400.00 | \$41,900.00 | \$42,200.00 | \$42,650.00 | \$43,100.00 |
| 14 | \$42,700.00 | \$42,200.00 | \$42,500.00 | \$42,950.00 | \$43,400.00 |
| 15 | \$43,000.00 | \$42,500.00 | \$42,800.00 | \$43,250.00 | \$43,700.00 |
| 16 | \$43,300.00 | \$42,800.00 | \$43,100.00 | \$43,550.00 | \$44,000.00 |
| 17 | \$43,600.00 | \$43,100.00 | \$43,400.00 | \$43,850.00 | \$44,300.00 |
| 18 | \$43,900.00 | \$43,400.00 | \$43,700.00 | \$44,150.00 | \$44,600.00 |
| 19 | \$45,200.00 | \$43,700.00 | \$44,000.00 | \$44,450.00 | \$44,900.00 |
| 20 | \$45,500.00 | \$44,000.00 | \$44,300.00 | \$44,750.00 | \$45,200.00 |
| 21 | | \$44,300.00 | \$44,600.00 | \$45,050.00 | \$45,500.00 |
| 22 | | \$46,400.00 | \$44,900.00 | \$45,350.00 | \$45,800.00 |
| 23 | | \$46,700.00 | \$45,200.00 | \$45,650.00 | \$46,100.00 |
| 24 | | \$47,000.00 | \$45,500.00 | \$45,950.00 | \$46,400.00 |
| 25 | | | \$45,800.00 | \$46,250.00 | \$46,700.00 |
| 26 | | | \$46,100.00 | \$46,550.00 | \$47,000.00 |
| 27 | | | \$46,400.00 | \$46,850.00 | \$47,300.00 |
| 28 | | | \$46,700.00 | \$47,150.00 | \$47,600.00 |
| 29 | | | \$47,000.00 | \$47,450.00 | \$47,900.00 |
| 30 | | | \$47,300.00 | \$47,750.00 | \$48,200.00 |
| 31 | | | | \$48,050.00 | \$48,500.00 |
| 32 | | | | \$48,350.00 | \$48,800.00 |
| 33 | | | | \$48,650.00 | \$49,100.00 |
| 34 | | | | \$48,950.00 | \$49,400.00 |
| 35 | | | | \$49,250.00 | \$49,700.00 |
| 36 | | | | \$49,550.00 | \$50,000.00 |
| 37 | | | | \$49,850.00 | \$50,300.00 |
| 38 | | | | \$50,150.00 | \$50,600.00 |
| 39 | | | | \$50,450.00 | \$50,900.00 |
| 40 | | | | \$50,750.00 | \$51,200.00 |

Zeeland Public School 2023/24

Annual Increase \$300

\$450

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| 39 | | | | \$51,650.00 | \$52,100.00 |
| 40 | | | | \$51,950.00 | \$52,400.00 |