

## 2021-2022 / 2022-2023 MASTER AGREEMENT

The School Board of Maple Valley School District #4, hereinafter referred to as the Board, and the Maple Valley Education Association, hereinafter referred to as the Association, agree as follows:

### **ARTICLE I - Recognition**

The Board recognizes the Association as the exclusive bargaining representative for both full and part-time teachers employed on a continuing contract by the Maple Valley Public School. The Association may submit proposals for the school calendar to the Board for consideration.

### **ARTICLE II - Negotiations Procedures**

#### **Section 1 - Agreements**

As agreements are reached between the parties, they shall be reduced to writing, and initialed, certifying tentative approval by the chief negotiators of the Board and the Association bargaining units. Following completion of negotiations, all agreements shall be subject to the approval of the Board and the Association.

#### **Section 2 - Issuing Contracts**

The Maple Valley District shall not issue contracts to faculty members before March 1<sup>st</sup> of each year. A normal contract year for teachers is 183 days.

### **ARTICLE III - Salary**

#### **Section I - Schedule**

The basic salaries of the teachers covered by this Agreement are set forth in the Salary Schedule, which is attached to and incorporated in this Agreement. Such salary schedule shall remain in effect during this agreement.

#### **Section 2 - Payment of Salary**

All teachers will have the option of receiving their salary on a nine month or twelve month schedule. Each teacher will notify the Superintendent of their choice during the first week of September each year. Paydays will be on the 20<sup>th</sup> day of each month, except when a pay day falls on a weekend, or Federal Holiday, at which time teachers will receive their checks on the last working day preceding such weekend/holiday.

### **Section 3 - Post Graduate Credits**

Hours for movement across the salary schedule must be graduate credits in education. Undergraduate hours may qualify if prior approval is granted by the school administrator. Hours must be turned into the Superintendent by the end of **August**. Hours earned during the school year will be counted for the following year.

### **Section 4 – Extra Load Pay**

Any High School Teacher who teaches a 6<sup>th</sup> prep will receive an extra 1/7<sup>th</sup> of their contract salary. **If there are unusual circumstances, the administration may offer an agreed upon amount to the teacher for an extra workload.**

### **Section 5 – Mileage Reimbursement**

Mileage will be paid to employees who travel between buildings during the workday. The reimbursement rate is determined by the state. Mileage sheets must be turned in monthly to the business manager by the first of each month. It is the responsibility of the employee to turn in the reimbursement form. More information is available in board policy DCAD.

### **Section 6 - ITV Payment**

The district will pay \$500.00 per semester for any teacher who teaches an ITV class.

### **Section 7 - Substitute Payment**

**The district will pay any teacher who subs for another class during their prep period \$20.00 per 50 minute period and \$12.00 per 30 minute period. Principals will try not to use the same teacher more than two times per week. It is strongly encouraged that principals will try to find a substitute teacher outside of the building.**

### **Section 8 - Activity Schedule**

The activity schedule is attached to and incorporated in this Agreement. The Board reserves the right to “move within” the activity schedule as needed to fill activity positions.

### **Section 9 – Teachers with a master’s degree**

Teachers with master’s degrees in their teaching major or minor and teaching in either their major or minor will be paid on the master schedule. All current Maple Valley teachers who have a master’s degree will be grandfathered. All current Maple Valley teachers working towards a master’s degree will be grandfathered and will be placed on the master’s level of the salary schedule, once the master’s degree is completed. All current Maple Valley teachers who start their master’s degree after April 1<sup>st</sup>, 2021, will need preapproval from the administration. All current Maple Valley teachers who hold a master’s degree in Educational Leadership and are teaching in a classroom, will be placed in the master’s lane of the salary schedule.

## ARTICLE IV - Benefits

### Section 1 – Health Insurance

Group health insurance is available to all teachers employed by the District. The District currently pays for the monthly health insurance premium for teachers with a full-time contract (prorated for percent of contract for non-fulltime teachers). **Teachers may purchase additional health insurance for other family members, as allowable by the insurance company, at their own cost.**

**For those not taking the health insurance benefit: \$1,500 flex plan/401K/compensation will be given to these teachers. However, there will be a sunset clause if and when a new insurance program is implemented. This means that if there is a complete change in the insurance program being offered, the \$1500 currently being offered will become null and void.**

### Section 2 – “Workday”: definition

“Day” will be defined as “workday” and is the equivalent to the normal scheduled day the teacher would expect to work on said day. Example, a half time teacher would equate 1 “day” of sick or personal leave to equal 1 scheduled “day” of work and therefore paid as such.

### Section 3 - Sick Leave

Sick leave with pay shall be allowed whenever a teacher’s absence is found to have been due to illness and or disability which prevented attendance and performance of duty or duties on that day or days. At the beginning of each school year each teacher shall be credited with ten (10) days of leave based on workday. Any unused sick days over seventy (70) will be paid out at a rate of \$75.00 per day, (prorated for percent of contract for non-fulltime teachers), payable in the June payroll. Example a 6/7 teacher would receive 6/7 of \$75.00 for each day paid out.

Sick leave may be used for absences necessitated by pregnancy, miscarriage, childbirth and recovery there from, and for the illness, disability or communicable disease of the teacher’s spouse, parents, or children. A teacher may use up to five (5) days of sick leave for the death of a teacher’s spouse, children, or parents. Sick leave may also be used for other funerals upon approval of administration.

Upon termination of employment teachers shall receive a lump sum payment for all unused days of accumulated sick leave at the rate of \$75.00 per day. No pay will be given if services are terminated prior to expiration of contract.

### Section 4 - Sick Leave Bank

The person needing the extra sick leave will be able to use a maximum of sixty (60) days above what he/she has saved. The number of sick leave days a teacher donates is up to the individual teacher. Sick leave days donated to the sick leave bank are to come from sick leave days of the current year rather than from each member’s accumulated days and may be donated at any time during the fiscal year.

### **Section 5 - Personal Leave**

At the beginning of each fiscal year, teachers will receive three (3) personal days based on a workday, cumulative to nine (9) days. No teacher shall accumulate more than nine (9) days of paid personal leave a year. Any unused personal days over 6 will be paid out at a rate of \$75.00 per day, (prorated for percent of contract for non-fulltime teachers), payable in the June payroll. Example a 6/7 teacher would receive 6/7 of \$75.00 for each day paid. At the end of each fiscal year, no teacher will carry over more than six (6) personal days.

### **Section 6 - Hot Lunch**

All teachers will receive hot lunch **and breakfast** as a benefit paid for by the Board every day school is in session.

### **Section 7 - Teacher's Fund for Retirement**

Teachers Fund for Retirement operates as an assessment percentage of 7.75 percent of a teacher's gross salary. This dollar amount is matched by the Board of Education and contributed to the Teachers fund for Retirement. Effective with the 2003 - 2004 school year, the Board of Education will "pick up" the teachers 4.00 percent. In 2004-2005 the Board of Education will pick up the additional 3.75 percent paying in full 15.5 percent to the North Dakota Teachers Fund for Retirement without deduction any portion from the teacher's gross monthly salary. Teachers Fund for Retirement contributions are sheltered through the provisions of HB 1095 at a rate of 7.75 percent of the teacher's gross salary. In 2008-2009 schoolyear, the Board of Education will pay 8.25 percent to TFFR. In 2010-2011 schoolyear, the Board of Education will pay 8.75 percent to TFFR. In 2012-2013 school year, the Board of Education will pay 10.75 percent to TFFR and will and "pick up" the teachers 9.75 percent paying in full 20.5 percent. Starting with the 2014-2015 school year, the Board of Education will pay 12.75 percent to TFFR and will "pick up" the teachers 11.75 percent paying in full 24.5 percent.

### **Section 8 - Social Security**

The Maple Valley School District will provide social security benefits to certified staff. The school district will pay 7.65 percent, its share of social security, for each certified staff.

## **ARTICLE V - Penalty Clause**

The penalty for the breaking of a contract shall be five (5) percent of the contracted salary, with such penalty to be imposed at the discretion of the Board.

**ARTICLE VI - Savings Clause**

Should any article, section or clause of this agreement be declared illegal by the court or competent shall remain jurisdiction, said article, section or clause, as the case may be, shall automatically be deleted from this agreement to the extent that it violates the law. The remaining articles, sections, and clauses in full force and effect for the duration of the agreement if not affected by the deleted article, section or clause.

**ARTICLE VII - Duration**


The provisions of each Article of this Agreement, except as otherwise specifically proved, shall be effective as of July 1, 2021 to June 30, 2023 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 no later than March 1, 2023. If such notification occurs, the entire Agreement will be subject to negotiations.

**RATIFICATION**

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

Dated this 27 Day of April, 2021.

**Maple Valley School Board**

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Business Manager

**Maple Valley Education Association**

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

**2021-2022**      \$750 to the base

Years	BS	BS+10	BS+20/DBL Major*	BS+30	BS+40	MS	MS+10	MS+20	MS+30
0	\$ 38,250	\$ 38,650	\$ 39,150	\$ 39,750	\$ 40,450	\$ 43,450	\$ 44,250	\$ 45,150	\$ 46,150
1	\$ 38,650	\$ 39,050	\$ 39,670	\$ 40,270	\$ 40,970	\$ 43,970	\$ 44,770	\$ 45,670	\$ 46,670
2	\$ 39,050	\$ 39,450	\$ 40,190	\$ 40,790	\$ 41,490	\$ 44,490	\$ 45,290	\$ 46,190	\$ 47,190
3	\$ 39,450	\$ 39,850	\$ 40,710	\$ 41,310	\$ 42,010	\$ 45,010	\$ 45,810	\$ 46,710	\$ 47,710
4	\$ 39,850	\$ 40,250	\$ 41,230	\$ 41,830	\$ 42,530	\$ 45,530	\$ 46,330	\$ 47,230	\$ 48,230
5	\$ 40,300	\$ 40,700	\$ 41,750	\$ 42,350	\$ 43,050	\$ 46,050	\$ 46,850	\$ 47,750	\$ 48,750
6	\$ 40,750	\$ 41,150	\$ 42,270	\$ 42,870	\$ 43,570	\$ 46,570	\$ 47,370	\$ 48,270	\$ 49,270
7	\$ 41,200	\$ 41,600	\$ 42,790	\$ 43,390	\$ 44,090	\$ 47,090	\$ 47,890	\$ 48,790	\$ 49,790
8	\$ 41,650	\$ 42,050	\$ 43,310	\$ 43,910	\$ 44,610	\$ 47,610	\$ 48,410	\$ 49,310	\$ 50,310
9	\$ 42,100	\$ 42,500	\$ 43,830	\$ 44,430	\$ 45,130	\$ 48,130	\$ 48,930	\$ 49,830	\$ 50,830
10	\$ 42,950	\$ 43,350	\$ 44,350	\$ 44,950	\$ 45,650	\$ 48,650	\$ 49,450	\$ 50,350	\$ 51,350
11	\$ 43,400	\$ 43,800	\$ 44,870	\$ 45,470	\$ 46,170	\$ 49,170	\$ 49,970	\$ 50,870	\$ 51,870
12	\$ 43,850	\$ 44,250	\$ 45,390	\$ 45,990	\$ 46,690	\$ 49,690	\$ 50,490	\$ 51,390	\$ 52,390
13	\$ 44,300	\$ 44,700	\$ 45,910	\$ 46,510	\$ 47,210	\$ 50,210	\$ 51,010	\$ 51,910	\$ 52,910
14	\$ 44,750	\$ 45,150	\$ 46,430	\$ 47,030	\$ 47,730	\$ 50,730	\$ 51,530	\$ 52,430	\$ 53,430
15	\$ 46,950	\$ 47,350	\$ 48,510	\$ 49,110	\$ 49,810	\$ 52,810	\$ 53,610	\$ 54,510	\$ 55,510
16	\$ 47,470	\$ 47,870	\$ 48,770	\$ 49,370	\$ 50,070	\$ 53,370	\$ 54,170	\$ 55,070	\$ 56,070
17	\$ 47,990	\$ 48,390	\$ 49,290	\$ 49,890	\$ 50,590	\$ 53,890	\$ 54,690	\$ 55,590	\$ 56,590
18	\$ 48,510	\$ 48,910	\$ 49,810	\$ 50,410	\$ 51,110	\$ 54,110	\$ 54,910	\$ 55,810	\$ 56,810
19	\$ 49,030	\$ 49,430	\$ 50,330	\$ 50,930	\$ 51,630	\$ 54,630	\$ 55,430	\$ 56,330	\$ 57,330
20	\$ 49,550	\$ 49,950	\$ 50,850	\$ 51,450	\$ 52,150	\$ 55,150	\$ 55,950	\$ 56,750	\$ 57,750
21	\$ 50,070	\$ 50,470	\$ 51,370	\$ 51,970	\$ 52,670	\$ 55,670	\$ 56,470	\$ 57,270	\$ 58,270
22	\$ 50,590	\$ 50,990	\$ 51,890	\$ 52,490	\$ 53,190	\$ 56,190	\$ 56,990	\$ 57,790	\$ 58,790
23	\$ 51,110	\$ 51,510	\$ 52,410	\$ 53,010	\$ 53,710	\$ 56,710	\$ 57,510	\$ 58,310	\$ 59,310
24	\$ 51,630	\$ 52,030	\$ 52,930	\$ 53,530	\$ 54,230	\$ 57,230	\$ 58,030	\$ 58,830	\$ 59,830
25	\$ 52,150	\$ 52,550	\$ 53,450	\$ 54,050	\$ 54,750	\$ 57,750	\$ 58,550	\$ 59,350	\$ 60,350
26	\$ 52,670	\$ 53,070	\$ 53,970	\$ 54,570	\$ 55,270	\$ 58,270	\$ 59,070	\$ 59,870	\$ 60,870
27	\$ 53,190	\$ 53,590	\$ 54,490	\$ 55,090	\$ 55,790	\$ 58,790	\$ 59,590	\$ 60,390	\$ 61,390
28	\$ 53,710	\$ 54,110	\$ 55,010	\$ 55,610	\$ 56,310	\$ 59,310	\$ 60,110	\$ 60,910	\$ 61,910
29	\$ 54,230	\$ 54,630	\$ 55,530	\$ 56,130	\$ 56,830	\$ 59,830	\$ 60,630	\$ 61,430	\$ 62,430
30	\$ 54,750	\$ 55,150	\$ 56,050	\$ 56,650	\$ 57,350	\$ 60,350	\$ 61,150	\$ 61,950	\$ 62,950

\*Double Major Must Be Utilized by the Maple Valley District

2022-2023 \$750 to the base

Years	BS	BS+10	BS+20/DBL Major*	BS+30	BS+40	MS	MS+10	MS+20	MS+30
0	\$ 39,000	\$ 39,400	\$ 39,900	\$ 40,500	\$ 41,200	\$ 44,200	\$ 45,000	\$ 45,900	\$ 46,900
1	\$ 39,400	\$ 39,800	\$ 40,420	\$ 41,020	\$ 41,720	\$ 44,720	\$ 45,520	\$ 46,420	\$ 47,420
2	\$ 39,800	\$ 40,200	\$ 40,940	\$ 41,540	\$ 42,240	\$ 45,240	\$ 46,040	\$ 46,940	\$ 47,940
3	\$ 40,200	\$ 40,600	\$ 41,460	\$ 42,060	\$ 42,760	\$ 45,760	\$ 46,560	\$ 47,460	\$ 48,460
4	\$ 40,600	\$ 41,000	\$ 41,980	\$ 42,580	\$ 43,280	\$ 46,280	\$ 47,080	\$ 47,980	\$ 48,980
5	\$ 41,050	\$ 41,450	\$ 42,500	\$ 43,100	\$ 43,800	\$ 46,800	\$ 47,600	\$ 48,500	\$ 49,500
6	\$ 41,500	\$ 41,900	\$ 43,020	\$ 43,620	\$ 44,320	\$ 47,320	\$ 48,120	\$ 49,020	\$ 50,020
7	\$ 41,950	\$ 42,350	\$ 43,540	\$ 44,140	\$ 44,840	\$ 47,840	\$ 48,640	\$ 49,540	\$ 50,540
8	\$ 42,400	\$ 42,800	\$ 44,060	\$ 44,660	\$ 45,360	\$ 48,360	\$ 49,160	\$ 50,060	\$ 51,060
9	\$ 42,850	\$ 43,250	\$ 44,580	\$ 45,180	\$ 45,880	\$ 48,880	\$ 49,680	\$ 50,580	\$ 51,580
10		\$ 43,700	\$ 45,100	\$ 45,700	\$ 46,400	\$ 49,400	\$ 50,200	\$ 51,100	\$ 52,100
11		\$ 44,150	\$ 45,620	\$ 46,220	\$ 46,920	\$ 49,920	\$ 50,720	\$ 51,620	\$ 52,620
12		\$ 44,600	\$ 46,140	\$ 46,740	\$ 47,440	\$ 50,440	\$ 51,240	\$ 52,140	\$ 53,140
13		\$ 45,050	\$ 46,660	\$ 47,260	\$ 47,960	\$ 50,960	\$ 51,760	\$ 52,660	\$ 53,660
14		\$ 45,500	\$ 47,180	\$ 47,780	\$ 48,480	\$ 51,480	\$ 52,280	\$ 53,180	\$ 54,180
15			\$ 47,700	\$ 48,300	\$ 49,000	\$ 52,000	\$ 52,800	\$ 53,700	\$ 54,700
16			\$ 48,220	\$ 48,820	\$ 49,520	\$ 52,520	\$ 53,320	\$ 54,220	\$ 55,220
17			\$ 48,740	\$ 49,340	\$ 50,040	\$ 53,040	\$ 53,840	\$ 54,740	\$ 55,740
18			\$ 49,260	\$ 49,860	\$ 50,560	\$ 53,560	\$ 54,360	\$ 55,260	\$ 56,260
19			\$ 49,780	\$ 50,380	\$ 51,080	\$ 54,080	\$ 54,880	\$ 55,780	\$ 56,780
20			\$ 50,300	\$ 50,900	\$ 51,600	\$ 54,600	\$ 55,400	\$ 56,300	\$ 57,300
21			\$ 50,820	\$ 51,420	\$ 52,120	\$ 55,120	\$ 55,920	\$ 56,820	\$ 57,820
22			\$ 51,340	\$ 51,940	\$ 52,640	\$ 55,640	\$ 56,440	\$ 57,340	\$ 58,340
23			\$ 51,860	\$ 52,460	\$ 53,160	\$ 56,160	\$ 56,960	\$ 57,860	\$ 58,860
24			\$ 52,380	\$ 52,980	\$ 53,680	\$ 56,680	\$ 57,480	\$ 58,380	\$ 59,380
25			\$ 52,900	\$ 53,500	\$ 54,200	\$ 57,200	\$ 58,000	\$ 58,900	\$ 59,900
26			\$ 53,420	\$ 54,020	\$ 54,720	\$ 57,720	\$ 58,520	\$ 59,420	\$ 60,420
27			\$ 53,940	\$ 54,540	\$ 55,240	\$ 58,240	\$ 59,040	\$ 59,940	\$ 60,940
28			\$ 54,460	\$ 55,060	\$ 55,760	\$ 58,760	\$ 59,560	\$ 60,460	\$ 61,460
29			\$ 54,980	\$ 55,580	\$ 56,280	\$ 59,280	\$ 60,080	\$ 60,980	\$ 61,980
30			\$ 55,500	\$ 56,100	\$ 56,800	\$ 59,800	\$ 60,600	\$ 61,500	\$ 62,500

\*Double Major Must Be Utilized by the Maple Valley District