

EDMORE PUBLIC SCHOOL DISTRICT
COMPREHENSIVE AGREEMENT
2023-2024, 2024-2025 School Years

ORIGINAL

PREAMBLE.

The School Board of the Edmore School District, Edmore, North Dakota and the Edmore Education Association do hereby agree that the welfare of the children of the Edmore School District is paramount in the operation of the school and will be promoted by both parties. The parties do hereby agree as follows:

ARTICLE I. RECOGNITION.

Section 1. Association Recognition.

The School Board of the Edmore School District hereinafter referred to as the Board, recognizes that teaching is a profession. The Board recognizes the Edmore Education Association, hereinafter referred to as the Association, as the bargaining representative for all full-time/part-time licensed teachers of the School District engaged in classroom teaching, but excluding the principals and superintendent.

Section 2. Board Recognition.

The Association recognizes the Board as the elected representatives of the people of the Edmore School District and as employers of the certified personnel of the Edmore School District.

ARTICLE II. PROCEDURES.

Section 1. Directing Requests.

Requests for negotiation meetings from the Association normally will be made directly to the superintendent or his representatives. Requests from the superintendent or the Board, or their representatives, will be made to the president of the Association. A mutually convenient meeting date shall be set and a meeting held within five (5) days of the date of request.

Section 2. Meetings.

Meetings for the purpose of negotiations shall be mutually agreed upon. Requests for changes in date or time shall be made through the superintendent's office.

Section 3. Assistance.

The parties may call upon competent professional or lay persons to render advice relative to the negotiations. Further, the cost of such assistance shall be borne by the party securing the assistance. The cost of secretarial assistance will be shared equally by both parties.

Section 4. Exchange of Information.

The Board, or the Association, upon request from the opposite party, shall provide accurate information which is normally considered public information. Examples of such information would include financial resources of the district and salary schedules of area schools.

ARTICLE III. TEACHER RIGHTS.

Section 1. Statutory Savings Clause.

Nothing contained herein shall be construed to deny or restrict the rights afforded any teacher under the laws of North Dakota. The rights granted to teachers hereunder shall be deemed in addition to those provided elsewhere.

ARTICLE IV. ASSOCIATION RIGHTS.

Section 1. Use of School Mail Service.

The Association shall have the right to use school districts' mail services and teachers' mailboxes for communications to teachers.

ARTICLE V. LEAVES.

Section 1. Sick Leaves.

An employee's unused sick leave bank can be accumulated up to 65 days with an additional 15 days granted at the beginning of each contract year, not to exceed 80 days total for that contracted year. The allowance can be used for absences caused by illness or disability of the teacher. Ten (10) days per year may be used to stay at home with an immediate family member. Immediate family being defined as: spouse, grandparents, parents, brothers, sisters, children and grandchildren of the employee and his/ her spouse. This also includes individuals for whom the employee is current legal guardian. Pregnancy/Maternity disability will be treated as any other illness/disability. The Board may request a second doctor's confirmation or a second doctor's opinion concerning a teacher who has been absent due to illness for an extended time of four (4) or more days. The Board will pay the cost for the second opinion and may select the doctor. An employee may use up to 12 days for adoption/paternity leave to be deducted from accumulated sick leave. Additional days may be granted upon approval of superintendent and school board. At the end of the year, teachers will be compensated for any unused sick leave over 65 days at a rate of \$25.00 per day after 3 years of employment. Upon resignation in good standing or retirement after 3 years with the district, the total banked sick leave will be paid out at \$25.00 per day.

Section 2. Professional Leave.

Each teacher shall be credited with teacher professional leave. The teacher planning to use a professional business day must first receive the approval of the administration.

Section 3. Emergency Leave.

At the beginning of each school year, each teacher shall be credited with a 2-day emergency leave allowance, accumulative to six (6) days. The emergency leave is to be used for such things as death or serious illness requiring hospitalization or immediate medical attention in the immediate family. Three (3) days of emergency leave per year may be used to attend a funeral not in the immediate family. Two (2) days of emergency leave may be used if no travel is advised from the home residence or school-related event to the school as issued by the NDDOT. The teacher must receive the approval of the superintendent.

Section 4. Personal Leave.

At the beginning of each school year, each teacher shall be credited with three (3) days, accumulative to five (5), to be used for personal business. A personal business day may be used for any purpose at the discretion of the teacher. A teacher planning to use a personal business day shall provide the administration with sufficient time to hire an acceptable substitute teacher. Each unused personal day above the five days will be reimbursed at an equivalent to one contracted day and will be added to their tenth check. One personal day may be split into half days.

Section 5. Sabbatical Leave.

Teachers who have been employed by the district for four (4) years shall be eligible to apply for a leave of absence of one (1) year without pay subject to Board approval on an individual basis. A teacher going on sabbatical leave is guaranteed his/her job back, contingent on the application of the guidelines in the district's reduction in force policy. A teacher on sabbatical leave must notify the Board in writing of his/her intent to return or not return by February 15th of the school year that the sabbatical is granted. Upon returning the employee will stay at the same step on the salary schedule as when they left.

ARTICLE VI. INSURANCE.

Health insurance is paid for all full-time at the minimum to maintain grandfather status or no less than \$6600.00 for the 2023-24 and 2024-25 contract agreement. Teachers will have the option of transferring salary to provide full medical insurance. Teachers under contract for 50% time or greater will have their insurance benefit prorated accordingly.

ARTICLE VII. EXTRACURRICULAR SCHEDULE ACTIVITY

See appendix A.

ARTICLE VIII. SALARY SCHEDULE

See appendix B.

ARTICLE IX. NORMAL TEACHING LOAD.

Section 1. Normal Teaching Load.

In grades K-6, the normal teaching load will be established so that each teacher will receive two hundred fifty (250) minutes per week of preparation time. The remainder of the day will be spent in classroom instruction.

The normal teaching load in the high school (7-12) in a seven-period day is five (5) classes, one study hall and a prep period or six (6) classes and a prep period. The prep period will be fifty (50) minutes per day.

Section 2. Teacher Training.

State required semester hours of credit every five (5) years shall be compulsory. Each teacher will receive an increment on the schedule each year after 4 credits have been earned. Courses must be applicable graduate and continuing ed courses in order to renew their teaching license as per ESPB requirements; exceptions to this must be cleared by the superintendent. In order to change lanes, notification must be submitted to the superintendent for approval by September 1 of the current school term.

Section 3. Absence in Excess of Leaves.

The Board will deduct 1/186 (or as constituted by the legislation) from the teacher's yearly gross salary for each day he/she is absent in excess of negotiated leaves. All leaves in excess of negotiated leaves will require individual School Board approval.

Section 4. Extended Employment.

Those teachers having extended employment contracts will be paid at the rate of 1/186 (or as constituted by the legislation) of the teacher's salary. Teachers will be required to work eight (8) hours for each day counted, and may be expected to use a time clock at the discretion of the administration. Extended employment will be determined by administrator recommendation. The number of days a teacher works on extended contract may vary.

Section 5. Substitute Teacher Pay.

Teachers that substitute during their prep hour will be reimbursed at 1/7 of a contracted day of said teacher's salary.

ARTICLE X. MISCELLANEOUS PROVISIONS.

Section 1. Understanding.

The Board and the Association agree that the terms and conditions set forth in this agreement 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 agreement.

Section 2. Board Policy.

This agreement constitutes Board policy for the term of said agreement and shall be incorporated into and be considered part of the established policy of the Board.

Section 3. Savings Clause.

Should any article, section, or clause of this agreement be declared illegal by a court of competent jurisdiction, said article, section, or clause shall be automatically deleted from this agreement to the extent it violates the law, but the remaining articles, sections, and clauses shall remain in full force and effect for the duration of this agreement.

Section 4. Individual Contracts.

Any contract between the Board and a teacher shall be expressly subject to the terms and conditions of this agreement, except in the case where the Board is unable to fill teaching vacancies in critical need areas. Signing bonuses may be utilized as needed to fill existing vacancies. If an individual contract contains any language inconsistent with this agreement, this agreement for its duration shall be controlling.

ARTICLE XI. AMENDMENT.

The provisions of this agreement may be amended, deleted, or added to with the mutual consent of both parties involved.

ARTICLE XII. DURATION.

Section 1. Binding Period, Continuation, and Renegotiation.


The provisions of this agreement will be effective as of July 1, 2023, and will continue and remain in full force and effect until June 30, 2025. Said agreement will automatically be renewed and continue in full force and effect for additional periods of one (1) year unless either the Board or the Association gives written notice to the other not later than February 15, or anniversary thereof, of its desire to reopen negotiations.

In addition, both parties expressly recognize that negotiations on the terms of a successor agreement must take place at the request of either party, providing proper notice is given. In witness thereof, duly authorized representatives of the Association and the Board hereunder set their hands and seals this 14 day of February, 2023.


EDMORE BOARD PRESIDENT




EDMORE BOARD OF EDUCATION
NEGOTIATION REPRESENTATIVES


EDMORE ASSOCIATION
NEGOTIATION REPRESENTATIVES

APPENDIX A

Activity	% of Base		2023-24		2024-25	
	Base	Base		Base		Base
	\$45,500			\$46,000		
Gymnastics Head Coach	12.00%		\$5,460.00	\$5,520.00		
Gymnastics Bear Necessities Assis. (Limit 2)	1.50%		\$682.50	\$690.00		
Gymnastics Teddy Bears Assis. (Limit 2)	1.50%		\$682.50	\$690.00		
Vocal & Instrumental Contest (practice outside of school day)	3.00%		\$1,365.00	\$1,380.00		
Yearbook	5.00%		\$0.00	\$0.00		
FCCLA (Competition)*	3.00%		\$2,275.00	\$2,300.00		
FCCLA (Non-Competition)*	1.50%		\$1,365.00	\$1,380.00		
Jr./Sr Banquet Advisor			\$682.50	\$690.00		
Prom Advisor (Sunday Decorating)	2.00%		\$910.00	\$920.00		
Robotics (practice outside of school)(2 Competitions or scrimmages)-may be split between 2 coaches			\$0.00	\$0.00		
Close Up (3 fundraisng activities)*	3.00%		\$1,365.00	\$1,380.00		
Close Up	3.00%		\$1,365.00	\$1,380.00		
	1.50%		\$682.50	\$690.00		
			\$17,517.50	\$17,710.00		
*Clubs must participate in at least 1 concession/cleanup for sporting events						
Inactive						
Pep Band (6 performances)	2.50%		\$1,137.50	\$1,150.00		
Stage Band (3 performances & competition)	2.50%		\$1,137.50	\$1,150.00		
Pop Singers (3 performances & competition)	2.50%		\$1,137.50	\$1,150.00		
DECA (Competition) (practice outside of school day)	3.00%		\$1,365.00	\$1,380.00		
DECA (Non-Competition)	1.50%		\$682.50	\$690.00		
Science Fair (Competition)	1.50%		\$682.50	\$690.00		
Drama Club - Per Play (practice outside of school)	2.50%		\$1,137.50	\$1,150.00		
SADD Advisor (2 Activities & State)	2.50%		\$1,137.50	\$1,150.00		
SADD Assis.	1.50%		\$682.50	\$690.00		
Speech (Competition)	3.00%		\$1,365.00	\$1,380.00		
Head BB Coach (Boys & Girls)	12.00%		\$5,460.00	\$5,520.00		
B Squad Coach (Boys & Girls)	10.00%		\$4,550.00	\$4,600.00		
C Squad Coach (Boys & Girls)	7.00%		\$3,185.00	\$3,220.00		
Grade BB Coach (Boys & Girls) 5 & 6	2.00%		\$910.00	\$920.00		
Grade BB Coach (Boys & Girls) 5 & 6 Lakota	3.00%		\$1,365.00	\$1,380.00		
Pee Wee BB Coach (Boys & Girls) 3 & 4	2.00%		\$910.00	\$920.00		
Pee Wee BB Coach (Boys & Girls) 3 & 4 Lakota	3.00%		\$1,365.00	\$1,380.00		
Head Baseball Coach	12.00%		\$5,460.00	\$5,520.00		
JV Baseball Coach	10.00%		\$4,550.00	\$4,600.00		
Head Volleyball Coach	12.00%		\$5,460.00	\$5,520.00		
JV Volleyball Coach	10.00%		\$4,550.00	\$4,600.00		
JH Volleyball Coach	7.00%		\$3,185.00	\$3,220.00		
Head Football Coach	12.00%		\$5,460.00	\$5,520.00		
JV Football Coach	10.00%		\$4,550.00	\$4,600.00		
Jr. High Football Coach	7.00%		\$3,185.00	\$3,220.00		
Golf Coach (Primary Sport) Lakota	5.00%		\$2,275.00	\$2,300.00		
Golf Coach (Secondary Sport)	2.00%		\$910.00	\$920.00		
Head Track Coach 7-12 (Boys & Girls)(Course Practices)	12.00%		\$5,460.00	\$5,520.00		
Head Track Coach 7-12 (Boys & Girls) Edmore)	7.00%		\$3,185.00	\$3,220.00		

APPENDIX B

2023-2024 MASTER SCHEDULE													
BASE SALARY=\$45500				Lanes \$200/\$300 Grad									
BS	4	8	12	16	20	24	28	32	36	MA	M+8	M+16	
1	45500	45700	45900	46100	46300	46500	46700	46900	47100	47300	48300	49100	49900
2	46150	46350	46550	46750	46950	47150	47350	47550	47750	47950	48950	49750	50550
3	46800	47000	47200	47400	47600	47800	48000	48200	48400	48600	49600	50400	51200
4	47450	47650	47850	48050	48250	48450	48650	48850	49050	49250	50250	51050	51850
5	48100	48300	48500	48700	48900	49100	49300	49500	49700	49900	50900	51700	52500
6	48750	48950	49150	49350	49550	49750	49950	50150	50350	50550	51550	52350	53150
7	49400	49600	49800	50000	50200	50400	50600	50800	51000	51200	52200	53000	53800
8	50050	50250	50450	50650	50850	51050	51250	51450	51650	51850	52850	53650	54450
9	50700	50900	51100	51300	51500	51700	51900	52100	52300	52500	53500	54300	55100
10	51350	51550	51750	51950	52150	52350	52550	52750	52950	53150	54150	54950	55750
11	52000	52200	52400	52600	52800	53000	53200	53400	53600	53800	54800	55600	56400
12	52650	52850	53050	53250	53450	53650	53850	54050	54250	54450	55450	56250	57050
13			53700	53900	54100	54300	54500	54700	54900	55100	56100	56900	57700
14			54350	54550	54750	54950	55150	55350	55550	55750	56750	57550	58350
15			55000	55200	55400	55600	55800	56000	56200	56400	57400	58200	59000
16					56050	56250	56450	56650	56850	57050	58050	58850	59650
17					56700	56900	57100	57300	57500	57700	58700	59500	60300
18					57350	57550	57750	57950	58150	58350	59350	60150	60950
19							58400	58600	58800	59000	60000	60800	61600
20							59050	59250	59450	59650	60650	61450	62250
21							59700	59900	60100	60300	61300	62100	62900
22									60750	60950	61950	62750	63550
23									61400	61600	62600	63400	64200
24									62050	62250	63250	64050	64850
25									62700	62900	63900	64700	65500
26									63350	63550	64550	65350	66150
27												66000	66800
28												66650	67450
29												67300	68100

2024-2025 MASTER SCHEDULE

BASE SALARY=\$46000		Lanes \$200/\$800 Grad										
BS	4	8	12	16	20	24	28	32	36	MA	M+8	M+16
1	46000	46200	46400	46800	47000	47200	47400	47600	47800	48800	49600	50400
2	46650	46850	47050	47450	47650	47850	48050	48250	48450	49450	50250	51050
3	47300	47500	47700	48100	48300	48500	48700	48900	49100	50100	50900	51700
4	47950	48150	48350	48750	48950	49150	49350	49550	49750	50750	51550	52350
5	48600	48800	49000	49400	49600	49800	50000	50200	50400	51400	52200	53000
6	49250	49450	49650	50050	50250	50450	50650	50850	51050	52050	52850	53650
7	49900	50100	50300	50700	50900	51100	51300	51500	51700	52700	53500	54300
8	50550	50750	50950	51350	51550	51750	51950	52150	52350	53350	54150	54950
9	51200	51400	51600	52000	52200	52400	52600	52800	53000	54000	54800	55600
10	51850	52050	52250	52650	52850	53050	53250	53450	53650	54650	55450	56250
11	52500	52700	52900	53300	53500	53700	53900	54100	54300	55300	56100	56900
12	53150	53350	53550	53950	54150	54350	54550	54750	54950	55950	56750	57550
13			54200	54600	54800	55000	55200	55400	55600	56600	57400	58200
14			54850	55250	55450	55650	55850	56050	56250	57250	58050	58850
15			55500	55900	56100	56300	56500	56700	56900	57900	58700	59500
16				56550	56750	56950	57150	57350	57550	58550	59350	60150
17				57200	57400	57600	57800	58000	58200	59200	60000	60800
18				57850	58050	58250	58450	58650	58850	59850	60650	61450
19					58900	59100	59300	59500	59700	60700	61500	62300
20					59550	59750	59950	60150	60350	61350	62150	62950
21					60200	60400	60600	60800	61000	62000	62800	63600
22								61250	61450	62450	63250	64050
23								61900	62100	63100	63900	64700
24								62550	62750	63750	64550	65350
25								63200	63400	64400	65200	66000
26								63850	64050	65050	65850	66650
27											66500	67300
28											67150	67950
29											67800	68600